



General Teaching Council  
for Northern Ireland

Promoting Teacher Professionalism

# Annual Business Plan 2014/2015

Promoting Teacher Professionalism

## Goal 1:

### *To develop as an independent, professional regulatory body.*

In collaboration with DE, DEL and key stakeholders to ensure effective legislation, statutory regulations and appropriate registration and regulatory processes and mechanisms are set in place.

#### Business Plan activities during 2014-15

<b>1a) Legislation, statutory regulations and governance:</b>	
i	By June 2014, ensure that the term of office of Council members has been extended to allow a Transition Council to be set in place.
ii	Between April 2014 and the introduction of the GTCNI Bill into the Assembly, liaise with DE and DEL policy leads to provide input, as required, to ensure that draft legislation addresses all necessary elements of GTCNI's extended remit, including provisions for a transition Council in 2015-16.
iii	From September 2014, monitor the progress of the GTCNI Bill through the Assembly and liaise with and provide input to Department policy leads to ensure that the Bill's final provisions enable GTCNI to fulfil its intended remit as an independent statutory registration, regulatory and advisory body for both teachers and FE lecturers.
iv	By March 2015, and in line with commencement orders, review and schedule a timetable to devise and/or revise all information, processes, policies and documentation in line with revised governing legislation.

<b>1b) Maintain the registration database and extend registration to include FE:</b>	
i	During 2014-15 ensure the stability, functionality and accuracy of the existing Teaching Register and work continuously to improve the associated registration and approval of qualifications processes.
ii	By March 2015, develop and consult informally on draft GTCNI rules, regulations and processes, to allow the registration of eligible FE lecturers from March 2017.
iii	By March 2015, procure a new/updated information management system ( <i>database</i> ) to facilitate FE Registration and Regulation with enhanced functionality and analysis and reporting capacity.
iv	Throughout 2014-15 provide regular, timely and useful statistical analysis of registration data to stakeholders with improvements as required, including liaison with the NI Substitute Teachers Register ( <i>NISTR</i> ).
v	By March 2015, explore potential to develop service improvements, for example a 'one-stop-shop' registration process.

**1c) Professional regulation:**

i	By September 2014, observe and model the operation and on-going refinement of current regulation systems in other relevant regulatory bodies to ensure best practice.
ii	By March 2015, draft and consult informally on all of the required rules, regulations and processes to enable GTCNI to fulfil its regulatory role.
iii	By March 2015, design all associated regulatory processes, mechanisms and quality controls to facilitate the regulation of both teachers and FE lecturers.
iv	By 31 March 2015, develop processes for considering cases of teacher professional misconduct under Article 36 (1) and (3) of the Education ( <i>Northern Ireland</i> ) Order 1998 (a) and the General Teaching Council for Northern Ireland ( <i>Registration of Teachers</i> ) (Amendment) Regulations ( <i>Northern Ireland</i> ) 2014

**1d) Qualifications approval**

	Throughout 2014-15 monitor the implications of legislation, policy reviews and recommendations, and the review of teacher competence frameworks for future approval of qualifications for the teaching and FE sector.
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## Goal 2:

### *To promote career-long professional development.*

In collaboration with key stakeholders to propose (*and pilot aspects of*) a career-long professional development continuum to influence future policy, structures and implementation mechanisms.

Business Plan activities during 2014-15	
i	By March 2015, review and propose for consultation a revised NI Competence Framework for teachers ( <i>contingent upon approval of staffing BC and appointment of requisite staff</i> ).
ii	Review, propose and consult upon a revised NI Competence Framework for FE lecturers, based on existing standards.
iii	Research models of induction and continuous professional development in leading countries and propose a coherent career-long professional development continuum.
iv	Research documentation which informs school development planning and self-evaluation and in line with Council's advisory role.
v	Provide advice if requested on the alignment of the competence framework with PRSD, CPD and the potential for a cyclical model of professional update/re-registration.

## Goal 3:

### *To promote teachers' professional voice, status and influence.*

Through active engagement with teachers, policy-makers, politicians, other educational stakeholders and the general public, to improve understanding, appreciation and respect for teaching as a complex and demanding profession

<b>Business Plan activities during 2014-15</b>	
i	By March 2015, devise and implement a Communications Plan to raise the profile and enhance understanding of, and confidence in GTCNI.
ii	By March 2015, devise a targeted Stakeholder Engagement Strategy to consult key stakeholders on the new rules, regulations and processes relating to GTCNI's expanded role, remit and functions.
iii	By March 2015, procure and design a revised website to reflect the wider role and remit of GTCNI.
iv	Throughout 2014-15, support a programme of activities to promote and celebrate the professionalism of teaching in both schools & FE colleges.
v	Throughout 2014-15, make research-informed responses to relevant consultations which fall within the remit of GTCNI.
vi	Throughout 2014-15, undertake and disseminate relevant research on professional matters that are aligned to GTCNI strategic priorities.
vii	Throughout 2014-15, review and develop corporate publications as appropriate to target key audiences in relation to the extended role and remit of GTCNI.
viii	Throughout 2014-15, advocate authoritatively to influence policy and debate on key issues relating to the professionalism of teachers and lecturers consistent with GTCNI's role and remit.

## Goal 4:

### *To ensure effective business management.*

Through effective management of robust administrative, financial and personnel policies, processes and systems, support the delivery of the Council's objectives between 2013 and 2016.

Business Plan activities during 2014-15	
i	By 16th May 2014, submit to DE draft 2013-14 accounts in accordance with the Accounts Direction.
ii	By September 2014, implement an approved staffing re-structure.
iii	By October 2014 research, scope and prepare business case for approval for GTCNI long terms accommodation needs.
iv	Throughout 2014-15 full compliance with all required procedures and approval requirement in relation to the delegated limits. <sup>1</sup>
v	By November 2014, liaise with NIAO to undertake the external audit, finalisation and certification of the Council's 2013-2014 Annual Report and Accounts.
vi	In 2014-15 ensure that pay remits align fully with pay policy thresholds as detailed in relevant DFP guidance.
vii	Throughout 2014-15, prepare and monitor timely, accurate and high quality financial and management information.
viii	Throughout 2014-15 deliver an agreed internal audit plan.
ix	Throughout 2014-15 monitor the payment of all non-disputed invoices to maximise payments within 10 working days.
x	Throughout 2014-15 ensure that 97% of all non-disputed invoices are paid within 30 days of terms date.
xi	Throughout 2014-15 monitor and implement all procurement activities in line with NI Public Procurement Policy, Central Procurement Directorate (CPD) guidance, and relevant UK, EU and international procurement rules.
xii	Throughout 2014-15, make effective use of budget allocation to achieve an underspend of no more than 1% of overall budget.
xiii	Throughout 2014-15, monitor and implement the Council's Risk Management Strategy.
xiv	Throughout 2014-15, manage human resources in liaison with contracted out HR services; monitor attendance and annual leave, induct new staff members as required, implement the Council's performance management process, monitor training needs and organise associated training programmes.
xv	Throughout 2014-15, facilitate and monitor the work of Council and all Committees including: inducting new members as required; reviewing performance annually; monitoring training needs and organising associated training programmes.

<sup>1</sup> as set out in the *Financial Memorandum, Business Cases, Economic Appraisals, Post Project Evaluations, Consultancy and Procurement, including the Northern Ireland Guide to Expenditure, Appraisal and Evaluation (NIGAE), DFP guidance, Central Procurement Directorate's (CPD) Guidance notes and guidance issued by DE*