

DRIVING FORWARD PROFESSIONAL
STANDARDS FOR TEACHERS



Annual Report & Accounts

Year to 1 April 2013

Registered Charity: SC006187

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Status of GTC Scotland

- ❖ Established in 1965, the General Teaching Council for Scotland ('GTC Scotland') was the first professional, regulatory body for teaching and teachers in the United Kingdom and one of the first teaching councils in the world. On 2 April 2012 the legislation that established and governed GTC Scotland was replaced by the Public Services Reform (General Teaching Council for Scotland) Order 2011 (the 'Order'). On that date the Order granted independent status to GTC Scotland.
- ❖ Funded through the annual registration fees paid by registered teachers.
- ❖ A Scottish Charity (SC:006187).

Vision

GTC Scotland, as the independent professional body which promotes and regulates the teaching profession in Scotland, aspires to:

- ❖ be a world leader in professional education issues;
- ❖ maintain and enhance standards of teaching and of teacher professionalism; and
- ❖ maintain the confidence of the public by always working in the public interest.

Functions

GTC Scotland's functions are to:

- ❖ keep a register of teachers;
- ❖ establish and review the standards of education and training appropriate to school teachers;
- ❖ establish and review the standards of conduct and professional competence expected of a registered teacher;
- ❖ investigate the fitness to teach of individuals who are, or are seeking to be, registered;
- ❖ keep itself informed of the education and training of individuals undertaking courses for the education and training of teachers;
- ❖ consider and make recommendations to Scottish Ministers about matters relating to teachers' education, training, career development and fitness to teach as well as the supply of teachers;
- ❖ keep such registers of other individuals working in educational settings as it thinks fit;
- ❖ maintain a scheme of 'Professional Update' for teachers in Scotland.

In carrying out its functions, GTC Scotland:

- ❖ must have regard to the interests of the public;
- ❖ must do so in a way which is proportionate, accountable, transparent and consistent; is targeted only where action is needed; encourages equal opportunities; and is consistent with any other principle which appears to it to represent best regulatory practice.

Governance

- ❖ GTC Scotland is governed by a Council of 37 members comprised of:
 - 19 elected registered teachers (with flexibility for GTC Scotland to determine the registration categories from which teachers are to be elected and the number of teachers to be elected in each category);
 - 11 educational stakeholder nominees;
 - 7 lay members appointed by an independent Appointments Committee.
- ❖ A rolling programme of elections, nominations and appointments for half of the Council members takes place every two years, with the aim of retaining a degree of operational continuity within the Council. Council members serve for a 4 year term.
- ❖ GTC Scotland has flexibility to determine its committee structure through which its functions are administered.
- ❖ Registered teachers and lay persons appointed by an independent Appointments Committee serve on:
 - Adjudicating Panels primarily concerned with the registration and fitness to teach of individuals who are, or who are seeking to be, registered;
 - An independent Appeals Board which hears appeals against GTC Scotland decisions where there is no right of appeal to Scotland's Court of Session and the GTC Scotland rules provide a route of appeal to the Appeals Board.
- ❖ An enhanced induction and training programme is provided for all Council members and appointed Appeals Board and Panel members.
- ❖ The Chief Executive is responsible for the day-to-day management of GTC Scotland, supported by a Senior Management Team and a total staff of 61 (54.4 full-time equivalent) staff.

Objectives: Strategic Plan to 2016

Against the backdrop of GTC Scotland's principal aims and key functions, the following six strategic objectives were identified to underpin the growth and development of GTC Scotland for 2012-2016:

- ❖ To consolidate GTC Scotland as the independent professional, regulatory body for teaching in Scotland;
- ❖ To maintain and enhance the quality of teaching and learning in Scotland;
- ❖ To maintain the professional standards of teachers in Scotland and ensure their fitness to teach;
- ❖ To enhance the status and standing of teaching and the teaching profession;
- ❖ To develop the strengths and expertise of Council members, appointed committee and panel members, and staff;
- ❖ To run an effective and cost-efficient organisation.

The Strategic Plan sets out GTC Scotland's strategic objectives and the priorities which underpin each objective. This Plan will be reviewed and updated as appropriate on an annual basis.

Performance: Year to 1 April 2013

The main focus of activities from 2 April 2012 has been to consolidate GTC Scotland as the independent professional, regulatory body for teaching in Scotland and to roll out new rules, processes and procedures with a view to discharging GTC Scotland's expanded responsibilities under the 2011 Order from that date. This has included:

- ❖ Continuing to promote the work of GTC Scotland as an independent body, including effective communication of the move to independence, the revision of the Professional Standards and developments relating to Professional Update. New communications initiatives have also been developed, including Teaching Scotland Online becoming an 'education news centre' and the use of social media.
- ❖ Engaging with the Teaching Scotland's Future - National Partnership Group (NPG) and related sub-groups and partnership working with Education Scotland in the lead up to the publication of the NPG Report. This included contributions by GTC Scotland to the work of the National Partnership Leadership Sub-Group which were well received, together with a role in the development of the National Framework for Educational Leadership. Participation now continues on a strategic reference group and more broadly with the subsequent National Implementation Board.
- ❖ Consulting widely on, publishing and launching revised Professional Standards for implementation from August 2013. Work is now in hand to develop support materials to offer guidance on how the Standards might be used.
- ❖ Establishing a working group to review and develop the entry requirements and guidelines relating to programmes of initial teacher education, followed by an informal consultation and now a formal public consultation with a closing date for responses in May 2013.
- ❖ Developing and implementing guidelines and procedures for the accreditation of programmes leading to the Standard for Headship. Following this, the National Flexible Route to Headship programme was accredited using these procedures.
- ❖ Further work to develop and establish a system of Professional Update that is supportive of teachers in Scotland, including Phase 1 pilot projects in three local authorities, an independent school and in higher education, with an evaluation of Phase 1 to be undertaken in June 2013. Extensive planning with local authorities and independent schools to participate in Phase 2 pilot projects is also under way. The introduction of practising and non-practising categories of registration and principles to underpin movement between these categories were approved by the Council, with consideration being given to some of the issues and challenges of introducing this scheme.
- ❖ Ongoing review and refinement of the post-April 2012 processes, procedures and documentation underpinning the Fitness to Teach and Appeals Rules framework to ensure these are effective and there is consistency of approach.
- ❖ Developing the support framework for Council, Appeals Board and Panel members including:
 - providing further training for Adjudicating Panel and Appeals Board conveners and members to enable them to carry out their role with confidence;
 - implementing a compensation payment scheme for members, together with a GTC Scotland / Convention of Scottish Local Authorities (COSLA) protocol to support the release and attendance of registered teacher members employed in a local authority at meetings and other proceedings;
 - agreeing principles to underpin a pilot performance review process to support Council, Committee and Panel members, with plans to undertake a pilot by Autumn 2013.

- ❖ Reviewing the process to appoint Council and Panel members to ensure it remains fit for purpose going forward.
- ❖ Planning for the election, nomination and appointment of Council members for vacant Council seats arising from 2014 to 2018.
- ❖ A mid-year review of the operation of the Council, Committee and Panel governance structure established in April 2012, with some minor adjustments made to clarify the remits of the committees with a view to their current and future effectiveness. An end-of-year review is now taking place; this will be informed by an evaluation exercise to be undertaken by the Council and its committees.
- ❖ Reviewing the fee strategy for 2013-2014 and beyond in the context of budget projections and agreeing this for implementation. Also reviewing the system of fee collection post-GTC Scotland independence to ensure an efficient and effective service.
- ❖ Developing and implementing new management accounts and reporting systems to better utilise information for decision-making.
- ❖ Relocating Practicum (the system that facilitates the allocation of student teachers to placements) within the GTC Scotland framework, with a new, bespoke system now being designed for launch in 2014.
- ❖ Further developing the GTC Scotland register database, website and online services to provide enhanced online information and services.

Full details of GTC Scotland's performance during the year are set out in the Annual Plan 2012-2013 End-of-Year Review available from the website at www.gtcs.org.uk.

Plans for the Future Include

The key focus of activities from 2 April 2013 onwards is to continue to take forward the work of GTC Scotland as the independent, professional body for teaching in Scotland and to seek to enhance the effectiveness of GTC Scotland in this role. This will include:

- ❖ Continuing to work closely with stakeholders regarding the functioning of an independent GTC Scotland, including leading and contributing to national policy development as required.
- ❖ In support of the implementation of the revised Professional Standards from August 2013, publishing guidance materials; continuing engagement and dissemination of information at local, regional and national level; consulting on revisions to the Registration and Standards Rules that reflect the Professional Standards; and embedding the revised Professional Standards in Fitness to Teach processes.
- ❖ Continuing the development of Professional Update, including evaluating Phase 1 of the pilot, taking forward Phase 2 of the pilot, communicating with stakeholders not yet engaged in the process, and consulting on revised Registration and Standards Rules that reflect Professional Update requirements.
- ❖ Engaging with local authorities currently delivering high quality leadership programmes and implementing GTC Scotland accreditation of leadership programmes leading to the Standard for Headship.
- ❖ Following an extensive consultation process, finalising for publication and implementing the entry requirements and guidelines relating to programmes of initial teacher education, with related processes and procedures to be formalised for GTC Scotland accreditation of initial teacher education programmes.
- ❖ Implementing a revised Professional Recognition process, for individual teachers and for the accreditation of programmes, in line with the Standard for Career-Long Professional Learning.
- ❖ Evaluating and refining procedures and documentation relating to hearings adjudication and the investigating stage of the Fitness to Teach process, and putting in place quality assurance mechanisms to ensure processes and procedures are as efficient as possible.
- ❖ Implementing and managing election, nomination and appointments (or re-appointment) processes for the 2014-2018 Council term of office, together with transitional arrangements for the refreshed Council and induction and training to support new Council members.
- ❖ Providing further training, guidance and support materials for Appeals Board and Panel conveners and members to enhance their skills and knowledge.
- ❖ Piloting a system of performance review to support Council, Committee and Panel members in carrying out their role, then to be evaluated and developed in the light of evaluation feedback for wider roll out.
- ❖ Reviewing the operation of the Council, Committee and Panel governance structure established in April 2012 to ensure this is efficient and effective in line with good corporate governance principles and best practice in professional regulation.
- ❖ Developing an integrated planning, budgeting and risk assessment process, incorporating appropriate key performance indicators.

- ❖ Reviewing financial procedures and wider policies, practices and contracts to ensure best value is achieved; giving further consideration to GTC Scotland's future funding strategy; and reviewing further the Management Accounts and Reporting systems to support budget holders.
- ❖ Preparing and implementing a Data Protection breach policy and procedure and undertaking a Data Protection audit to ensure appropriate measures are in place.
- ❖ Further enhancement of the GTC Scotland register database, website and online services, together with quality assurance mechanisms. This will include developing and improving the public facing 'Search the Register' facility.
- ❖ Registration matters - including further education; the independent sector; registration of individuals eligible for registration who work outwith schools but are involved in the assessing of professional standards of teachers and/or monitoring learning in schools; consideration of the registration of other professionals working in educational settings; and student teacher registration.
- ❖ Taking forward development of a new, bespoke system to facilitate student teacher placements for all the teacher education universities in Scotland with a view to launching this in 2014.

Detailed plans for the year to 1 April 2014 are set out in the Annual Plan 2013-2014 and Strategic Plan as revised for 2012-2016 available from the website at www.gtcs.org.uk.

Principal Office

Clerwood House
96 Clermiston Road
Edinburgh
EH12 6UT

Senior Management Team

Chief Executive
Director of Education and Professional Learning
Director of Governance (Council Secretary)
Director of Finance and Operations

*Anthony Finn
*Tom Hamilton
Irene Hunter
Gavin Scott (retired March 2013)
David Alexander (from March 2013)

*Registered Teacher

The Chief Executive/Registrar is responsible in conjunction with the Senior Management Team for the day to day management of GTC Scotland and for ensuring that activities are consistent with the Public Services Reform (General Teaching Council for Scotland) Order 2011 and other regulatory requirements.

Advisers

Auditors:

Scott-Moncrieff
Exchange Place 3
Semple Street
Edinburgh
EH3 8BL

Principal Bankers:

The Bank of Scotland
The Mound
Edinburgh
EH1 1YZ

Presenting Officers:

Anderson Strathern LLP
1 Rutland Court
Edinburgh
EH3 8EY

Fleming & Reid Solicitors
180 Hope Street
Glasgow
G2 2UE

Membership of the Council - 2 April 2012 to 1 April 2013

I ELECTED MEMBERS

(a) Primary/Nursery Teachers (including Headteachers) [9]

*Patrick J Boyle	(HT)+	(2014)
*James F Hammond	(HT)+	(2016)
*Sue Burns		(2016)
*Patricia Duncan		(2016)
*Patricia Fallow		(2014)
*Linda A Fisher-Dougan		(2016)
*Paula J McEwan		(2014)
*Andrew R McNeil		(2014)
*Edith Swinley		(2016)

(b) Secondary Teachers (including Headteachers) [8]

*Ian Anderson	(HT)+	(2016)
*Derek A Thompson	(HT)+	(2014)
*David Drever		(2016)
*Karen J Farrell		(2016)
*Jason Fitzgerald		(2016)
*James B Forbes (until January 2013)		(2014)
*William Hamilton (from February 2013)		(2014)
*Robert A Hands		(2014)
*Sally Shearer		(2014)

(c) Further Education [1]

*Kenneth Allen		(2016)
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(d) Universities providing courses of Initial Teacher Education [1]

*Elizabeth M H Clark		(2016)
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II NOMINATED MEMBERS

(a) Convention of Scottish Local Authorities (following consultation with the Association of Directors of Education in Scotland) [3]

*William Gibson (to May 2012)	(2014)
Eric M Gotts (from September 2012)	(2014)
*Terry Loughran	(2014)
*Leslie Manson	(2016)

(b) Universities Scotland (following consultation with universities providing courses of Initial Teacher Education) [3]

*Bob Davis	(2014)
Yolande Muschamp	(2014)
Peter Neil	(2016)

(c) Further Education Colleges [1]

Graeme Hyslop	(2014)
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(d) Scottish Council of Independent Schools [1]

*Nicola Dudley	(2016)
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(e) Church of Scotland [1]

Dorothy Ferguson	(2016)
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(f) Roman Catholic Church [1]

*Michael McGrath	(2014)
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(g) Parent Councils and Combined Parent Councils [1]

Anthony Rafferty	(2014)
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III APPOINTED LAY MEMBERS [7]

David Bleiman	(2016)
Ephraim Borowski	(2016)
Audrey Cowie	(2016)
Ian Jackson	(2016)
David Mitchell	(2014)
David McCue	(2014)
Simon Thompson	(2014)

OBSERVERS

Rachel Sunderland, Deputy Director,
Scottish Government Learning Directorate

John Gunstone, Scottish Government Learning
Directorate

Kenneth Muir, Strategic Director for School Years
and Director of Inspection, Education Scotland
(to September 2012)

Alan Armstrong, Strategic Director for Lifelong Learning,
Education Scotland (from September 2012)

+Reserved Headteacher Places
*Registered Teacher

(2014) or (2016) indicates the year in which the term of
office for a particular Council seat ends on 1 April

[] Numbers in square brackets refer to the number of
members available to each category

Statistics – Year Ended 1 April 2013

EDUCATION AND PROFESSIONAL LEARNING					
Accreditation and Review Programmes/Modules Accredited During the Year			Chartered Teacher Awards During the Year		
	2012	2013		2012	2013
Initial Teacher Education Programmes	3	6	Accreditation Route	82	11
Professional Recognition	-	2	Programme Route	124	52
Headship	-	1	Total Awards (Accreditation &	206	63
Teaching Qualification Further Education	N/A	3	Total Chartered Teachers to date	1,422	1,485

REGISTRATION SERVICES					
<i>Registration of Teachers</i>			<i>Probationer Teachers Awarded Full Registration</i>		
	2012	2013		2012	2013
Registered Teachers	76,126	73,778	Teacher Induction Scheme	2,782	1,885
Newly Qualified Registered Teachers	2,050	2,060	Flexible Route	391	438
Admission (Trained Outwith Scotland)	298	384	Professional Registration	76	99
Total Registered	78,474	76,222	Total	3,249	2,422

CORPORATE COMMUNICATION AND INFORMATION SERVICES						
	2012			2013		
	Unique User Visits	Overall User Visits	Pages Visited	Unique User Visits	Overall User Visits	Pages Visited
GTCS Website	149,570	413,645	1,746,509	222,575	580,803	1,854,665
ProbationerTeacherScotland	31,592	57,172	216,249	31,098	50,479	222,970
Teaching Scotland	16,491	21,428	51,336	36,046	49,513	115,295

	2012	2013
My GTCS Sign-ups	32,572	36,507
Teaching Scotland Online Signups	2,175	4,173
Freedom of Information Requests	39	59

FITNESS TO TEACH	Preliminary Stage		Investigating Panel (IP)		Fitness to Teach (FtT)		Total	
	2012	2013	2012	2013	2012	2013	2012	2013
Complaints and Cases Brought Forward From 2010/2011		-					108	
Complaints and Cases Brought Forward From 2011/2012			-		-			115
New Complaints (Including Notifications of PVG Scheme Barring)	318	387	-	-	-	-	318	387
Applications for Restoration	-	-	-	-	5	1	5	1
Subtotal of brought forward and new complaints and cases							431	503
Complaints Dealt with Administratively	260	327	-	-	-		260	327
Complaints Not Pursued	16	-	-	-	-	-	16	-
Complaints Concluded by IP	-	-	12	29	-	-	12	29
Cases Concluded by FtT	-	-	-	-	27	38	27	38
PVG Scheme barring resulting in automatic removal from Register	-	-	-	-	1	2	1	2
Subtotal of cases concluded							316	396
Complaints and Cases Carried Forward to 2013/2014 ⁱ								105

GOVERNANCE AND ACCOUNTABILITY Complaints (Process or Service Delivery)

	2012	2013
Concluded at: Stage 1 (Informal Investigation) of Complaints Procedure	6	14
Stage 2 (Formal Investigation) of Complaints Procedure	3	2
Referred to the Independent Reviewer	N/A	N/A

HUMAN RESOURCES (Staff Monitoring Summary)

Year	Staff in Post	Male %	Female %	Ethnic Origin %				Age						With a Disability %
				White	Asian	Black	Other	Under 25	25-34	35-44	45-54	55-64	Over 65	
2012	59	22	78	98	2	0	0	3	20	22	27	26	2	5
2013	61	21	79	98	2	0	0	0	23	28	23	24	2	7

Financial Review

The Financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2005.

Review of Activities	2013 £'000	2012 £'000
• Operating Surplus/(Deficit) excluding realised pension fund adjustments	68	(109)
• Realised pension fund adjustment	13	59
• Unrealised potential pension liabilities increased by	(404)	(691)
• Investment in Fixed Assets	204	55
• Decrease in Unrestricted Reserves	(128)	(821)
• Total Reserves	3,926	4,054

Policies:

Reserves

GTC Scotland's reserves policy is reviewed annually, is to ensure that the net assets are sufficient to meet contractual obligations to staff and pension commitments to former staff, to provide for appropriate development and to assist with the regulation of registration fees. The Council consider that the minimum level of reserves should be £1.0M held in liquid funds and investments excluding the value of the office property, Clerwood House. Current financial projections allow for the level of liquid funds to reduce in the medium term and no fee increase is planned for 2013/14.

In accordance with Financial Reporting Standard 17 "Retirement Benefits", provision has been made for the actuarially valued share of the deficit in the Strathclyde Pension Fund which relates to GTC Scotland staff and former staff and a Defined Benefit Pension Scheme Reserve has been established. Details of this are set out in notes 13 and 17 to the accounts. FRS17 requires recognition of pension provision fluctuations which will not crystallise in the short or medium-term, with these being reported through the Income and Expenditure Account.

Investments

GTC Scotland operates a balanced risk and ethically based investment policy whereby up to one third of the average funds available for investment may be placed in investments other than bank deposit accounts. GTC Scotland does not anticipate investment gains when preparing budgets but measures performance against comparator funds. The gain on investments realised during the year reflects the movement in stock markets.

Risk

GTC Scotland members have assessed and re-assess on a regular basis the major risks to which GTC Scotland is exposed, in particular those relating to the operations and finances of GTC Scotland, and are satisfied that appropriate systems are in place to mitigate exposure to the major risks.

Supplier Payments

GTC Scotland supports the CBI Prompt Payment Code and pays its suppliers in accordance with the principles of the Code. Properly authorised invoices are paid within ten days in line with the Scottish Government's request to assist businesses in the current economic climate.

GTC Scotland Responsibilities

The Council members are responsible for preparing the Council report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in Scotland requires the Council members to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Council members are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Council members are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), and the Public Services Reform (General Teaching Council for Scotland) Order 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Charitable Status

In December 2009 the Office of the Scottish Charities Regulator (OSCR) confirmed that GTC Scotland meets the charity test as laid out in sections 7 and 8 of the Charity and Trustee Investment (Scotland) Act 2005.

Conclusion

GTC Scotland remains in a strong financial position with an appropriate level of reserves and suitable policies to continue to undertake its statutory functions effectively.

By order of the Council:



Anthony O B Finn
Chief Executive



David Drever
Convener of Council

18 September 2013

Independent Auditors' Report to the Members of the General Teaching Council for Scotland

We have audited the financial statements of The General Teaching Council for Scotland for the year ended 1 April 2013 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's Council members, as a body, in accordance with section 44 (1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Public Services Reform (GTC Scotland) Order 2011. Our audit work has been undertaken so that we might state to the charity's Council members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its Council members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective Responsibilities of the Council and Auditors

As explained more fully in the Statement of Council responsibilities set out on page 9, the Council members are responsible for the preparation of the financial statements which give a true and fair view.

We have been appointed as auditors under section 44 (1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (United Kingdom and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Council members; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on Financial Statements

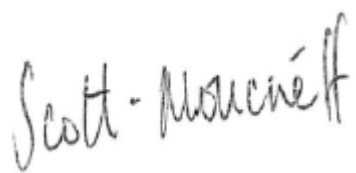
In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 1 April 2013 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Public Services Reform (GTC Scotland) Act 2011.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the information given in the Council members' annual report is inconsistent in any material respect with the financial statements; or
- proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.



Scott-Moncrieff
Registered Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Chartered Accountants
Exchange Place 3
Sempie Street
Edinburgh
EH3 8BL

18 September 2013

Statement of Financial Activities

(Incorporating the Income and Expenditure Account)
For the Year Ended 1 April 2013

	Notes	Total Unrestricted Funds 2013 £'000	Total Unrestricted Funds 2012 £'000
Incoming Resources			
From Council Activities	2	4,044	3,808
From Generated Funds			
Interest and Investment Income	3	32	37
Other Incoming Resources		30	13
Total Incoming Resources		4,106	£3,858
Resources Expended			
Council Activities	4	3,889	3,696
Governance - General Expenses	5	136	145
Governance - Election Expenses	6	-	67
Total Resources Expended		4,025	3,908
Net Incoming/(Outgoing) Resources Before Recognised Gains and Losses			
		81	(50)
Gain on Investment Assets	11	195	7
Actuarial Losses on Defined Benefit Pension Scheme	17	(404)	(691)
Revaluation of Fixed Asset	9	-	(87)
Net Decrease in funds		(128)	(821)
Unrestricted Funds at 1 April 2012	14	4,054	4,875
Unrestricted Funds at 1 April 2013	14	3,926	4,054

If a separate Income and Expenditure Account were produced, the surplus for the year would be the same as the net outgoing/incoming resources shown above.

All incoming resources and expenditures are derived from continuing activities.

Note of Historical Cost Surplus/(Deficit)	2013 £'000	2012 £'000
Net Incoming/(Outgoing) resources for the year	81	(50)
Difference Between Historic and Actual Depreciation Charge for the Year on the Revalued Amount	19	26
Historical Cost Surplus/(Deficit) for the Year	100	(24)

Balance Sheet at 1 April 2013

	Notes	2013 £'000	2012 £'000
Tangible Fixed Assets	9	<u>3,303</u>	<u>3,284</u>
Current Assets			
Debtors and Prepayments	10	61	67
Investments	11	1,144	949
Short Term Deposits		1,266	1,259
Bank and Cash Balances		<u>467</u>	<u>316</u>
		<u>2,938</u>	<u>2,591</u>
Liabilities			
Creditors: Amounts Due Within One Year	12	<u>(345)</u>	<u>(308)</u>
Net Current Assets		<u>2,593</u>	<u>2,283</u>
Total Assets less Current Liabilities		5,896	5,567
Provision for Liabilities and Charges			
Provision for Pension Liabilities	13	<u>(534)</u>	<u>(468)</u>
Net Assets Excluding Defined Benefit Pension Scheme Liability		<u>5,362</u>	<u>5,099</u>
Defined Benefit Pension Scheme Liability	17	<u>(1,436)</u>	<u>(1,045)</u>
Net Assets Including Defined Benefit Pension Scheme Liability		<u>3,926</u>	<u>4,054</u>
Represented by unrestricted funds			
Accumulated Unrestricted Reserve	14	3,956	3,674
Revaluation Reserve	14	<u>1,406</u>	<u>1,425</u>
Unrestricted Funds Excluding Pension Reserves		5,362	5,099
Defined Benefit Pension Scheme Reserve	14	<u>(1,436)</u>	<u>(1,045)</u>
Total Funds		<u>3,926</u>	<u>4,054</u>

Approved and authorised for issue on 18 September 2013 by the Finance and General Purposes Committee of the Council and signed on its behalf by the Convener:

Approved and authorised for issue on 18 September 2013 by The General Teaching Council for Scotland and signed on its behalf by the Convener of Council:

Cash Flow Statement**For the Year Ended 1 April 2013**

	Notes	2013 £'000	2012 £'000
Net Cash Flow From Operating Activities	15	330	(62)
Returns on Investments and Servicing of Finance			
Interest Received	3	32	37
Capital Expenditure and Financial Investment			
Purchase of Fixed Assets	9	<u>(204)</u>	<u>(55)</u>
Cash Inflow Before Financing		158	(80)
Management of Liquid Resources	16	(7)	191
Movement in Cash in the Year	16	<u>151</u>	<u>111</u>
Reconciliation of Net Cash Flow to Movement in Net Funds			
Net Cash and Liquid Funds at 1 April 2012		2,524	2,597
Movement in Net Cash		151	111
Movement in Liquid Resources		7	(191)
Non-Cash Changes		195	7
Net Cash and Liquid Funds at 1 April 2013	16	<u>2,877</u>	<u>2,524</u>

All incoming resources and expenditures are derived from continuing activities

Notes to the Financial Statements

For the Year Ended 1 April 2013

(1) Statement of Accounting Policies

The financial statements are prepared consistently in accordance with accounting standards applicable in the United Kingdom, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" published in 2005. GTC Scotland is a professional registration body and income and expenditure is allocated to activities in accordance with the requirements of the SORP. All GTC Scotland activities are charitable activities in terms of the SORP. Allocation of support costs has been based on direct staff costs applicable to each activity for which there is a defined income source.

Basis of Accounting

The financial statements are prepared in accordance with the historical cost convention modified by the revaluation of Clerwood House.

Going Concern

GTC Scotland have assessed a period of 12 months from the date of approval of the financial statements and considered that no material uncertainties exist that cast doubt about the ability of the charity to continue as a going concern. Thus GTC Scotland adopt the going concern basis of accounting in preparing the financial statements.

Incoming Resources

All incoming resources are included in the Statement of Financial Activities when GTC Scotland is legally entitled to the income and the amount can be quantified with reasonable accuracy. The principal sources of income relate to fees charged, interest on investments and support received from the Scottish Government in relation to continuing professional development. Fees received in advance are deferred until the appropriate accounting period.

Resources Expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements. Governance costs are those incurred in holding the Council election, by Council members in attending committee and other meetings and the costs of professional services such as external audit.

Tangible Fixed Assets

Capitalisation and Replacement

Clerwood House was re-valued in March 2012 and is included in the accounts at valuation amount. All other assets are included at their purchase price together with any incidental costs of acquisition, less depreciation. The asset capitalisation threshold is £1,000.

Impairment

Impairment reviews are carried out on an annual basis.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of tangible fixed assets, less their estimated residual value, over the expected useful lives of the assets concerned. The rates in use are:

Heritable Property	3% straight line
Office Furniture and Computer Equipment	20 – 33% straight line
Website	33% straight line

Investments

Investments are stated at market value at the year end. Unrealised gains and losses on revaluation or disposal are credited or charged to the Statement of Financial Activities. Investments are intended to be for the medium to longer term but can be converted into cash within a short period and are therefore disclosed under current assets.

Irrecoverable VAT

Any irrecoverable VAT is charged to the statement of financial activities, or capitalised as part of the cost of the related asset, where appropriate.

Recognition of Liabilities

Liabilities are recognised and provided for when an obligation arises to transfer economic benefits as a result of past transactions or events.

Pension Costs

Employees of the Council participate principally in the Strathclyde Pension Fund, a defined benefit scheme administered by Glasgow City Council. Annual contributions to the scheme are based on the recommendation of the scheme actuary and are charged to the income and expenditure account so as to spread the expected cost of providing pensions over the employees' period of service with the Council. The Council's share of the scheme deficit has been incorporated in the accounts and has had the impact of decreasing total funds by £0.4M (2012: decrease £0.7M).

Seven employees contributed to the Scottish Teachers' Superannuation Scheme (STSS) during the year. Annual contributions to the scheme, at the rates determined by the Scottish Government, are charged to the income and expenditure account.

Operating Leases

Payments made under operating leases are charged to the Statement of Financial Activities as they are incurred.

(2) Incoming Resources from Council Activities

	2013 £'000	2012 £'000
Registration Activities	3,910	3,636
Continuing Professional Development (CPD)	134	172
	<u>4,044</u>	<u>3,808</u>

(3) Interest and Investment Income

	2013 £'000	2012 £'000
Bank Interest	0	1
Short Term Deposit Interest	32	36
	<u>32</u>	<u>37</u>

(4) GTC Scotland Activities

	2013 £'000	2012 £'000
Salaries and Related Staff Costs	2,476	2,304
Realised Pension Movement	(13)	(59)
Administration	380	385
Bureaux and Professional Services	535	516
Disclosure and Other Fees	130	192
Property and Security	196	198
Depreciation	185	160
	<u>3,889</u>	<u>3,696</u>

(5) Governance – General Expenses

	2013 £'000	2012 £'000
Accommodation and Catering	21	29
Travel and Subsistence	54	79
Council, Committee and Panel Member Compensation	50	24
Auditor's Remuneration	11	13
	<u>136</u>	<u>145</u>

A compensation scheme for Council, Committee and Panel members has been effective since 2 April 2012. In addition, GTC Scotland and COSLA signed an agreement during 2012-13 which ensures the availability of registered teacher Council and appointed Panel members employed in a local authority to participate in Council, Committee or Panel meetings or training events.

Travel and subsistence represents the cost of reimbursing Council, Committee and Panel members for expenses incurred by them in attending meetings and training events. During the year 2013: 30 members (2012: 44) made travel and subsistence claims.

(6) Governance – Election Expenses

	2013 £'000	2012 £'000
Election 2013-14 Expenses	<u>-</u>	<u>67</u>

No elections took place during 2012-13. The next election will be held in late 2013 / early 2014 to fill 8 of the 19 registered teacher seats on the GTC Scotland Council. The 8 teachers to be elected will serve on the Council from 2 April 2014 for a period of 4 years.

(7) Employee Information

	2013	2012
	£'000	£'000
Staff Costs		
Wages and Salaries	1,796	1,729
Social Security Costs	146	141
Pension Costs	452	368
	<u>2,394</u>	<u>2,238</u>

The average number of persons (excluding Council members) employed by the Council during the year was 61 (2012: 58) of which 20 (2012: 16) were part-time. During the year there were on average 54 (2012: 52) full time equivalent employees. Payments in respect of temporary staff amounted to £4,533 (2012: £24,426). One member of staff was on maternity leave at the year end.

Employee Costs – Salary Bands		2013	2012
£'000	£'000	Number	Number
1	9	3	2
10	19	16	18
20	29	21	19
30	39	6	4
40	49	8	7
50	59	3	4
60	69	3	3
100	109	1	1
	Total	<u>61</u>	<u>58</u>

Higher paid staff accruing retirement benefits under a defined benefit scheme		2013	2012
£'000	£'000	Number	Number
60	69	3	3
100	109	1	1
	Total	<u>4</u>	<u>4</u>

Chief Executive's Remuneration	Salary		Employer's Pension Contribution	
	2013	2012	2013	2012
	£'000	£'000	£'000	£'000
A.O.B Finn	107	107	16	16

(8) Taxation

GTC Scotland is a registered charity (SC006187) and as such is entitled to certain tax exemptions on income from investments. GTC Scotland is not registered for VAT and accordingly, all expenditure is recorded inclusive of any VAT incurred.

(9) Fixed Assets

	Heritable Property £'000	Office Furniture & Computer Equipment £'000	Website £'000	Total £'000
Cost				
At 1 April 2012	3,050	757	278	4,085
Transfer Re-Classified Costs		(84)	84	-
Additions		148	56	204
Disposals			(54)	(54)
At 1 April 2013	3,050	821	364	4,235
Depreciation				
At 1 April 2012	-	523	278	801
Charge for year	61	96	28	185
Depreciation on Disposals	-	-	(54)	(54)
At 1 April 2013	61	619	252	932
Net Book Value				
At 1 April 2013	2,989	202	112	3,303
At 1 April 2012	3,050	234	-	3,284

- (a) Clerwood House was valued in March 2012 at £3.05M (March 2008 £3.25M) on an existing use value by independent valuers; Speirs Gumley, Chartered Surveyors.
- (b) The historic cost of the land and buildings as at 31 March 2013 was £2.1M (2012: £2.1M).

(10) Debtors and Prepayments

	2013 £'000	2012 £'000
Debtors	4	3
Prepayments	57	64
	61	67

(11) Investments

	2013 £'000	2012 £'000
Market Value at 1 April 2012	949	942
Net Gain on Revaluation	195	7
Market Value at 1 April 2013	1,144	949

The charity has invested in unit trusts which are classified as indirect investments in listed securities.

(12) Creditors

	2013 £'000	2012 £'000
Trade Creditors	121	70
Accruals	194	137
Deferred Income	12	83
George D Gray Award	18	18
	345	308

(13) Provision for Pension Liabilities

	2013	2012
	£'000	£'000
Provision at 1 April 2012	468	432
Amounts Used During Year	(18)	(17)
Increase during the period in the discounted amount arising from the passage of time and a change in the discount rate (reflecting the reduction in interest rates)	<u>84</u>	<u>53</u>
Provision at 1 April 2013	<u>534</u>	<u>468</u>

The provision relates to future obligations to former members of staff. The provision is an actuarial calculation as at 1 April 2013 based on information relating to each recipient. Date of birth, gender and any entitlements of a spouse are taken into account. The provision is released as payments are made to each recipient.

(14) Reserves

	2013	2012
	£'000	£'000
Revaluation Reserve		
Balance at 1 April 2012	1,425	1,538
Revaluation During Year	-	(87)
Depreciation Released to SOFA	<u>(19)</u>	<u>(26)</u>
Balance at 1 April 2013	<u>1,406</u>	<u>1,425</u>
Accumulated Unrestricted Reserve		
Balance at 1 April 2012	3,674	3,750
Deficit for Year	<u>(128)</u>	<u>(821)</u>
Unrestricted Reserve Prior to Transfers	3,546	2,929
Transfer From Revaluation Reserve	19	113
Transfer re Pension Scheme Reserve	<u>391</u>	<u>632</u>
Balance at 1 April 2013	<u>3,956</u>	<u>3,674</u>
Defined Benefit Pension Scheme Reserve		
Balance at 1 April 2012	(1,045)	(413)
Realised Movement	13	59
Unrealised Movement	<u>(404)</u>	<u>(691)</u>
Balance at 1 April 2013	<u>(1,436)</u>	<u>(1,045)</u>
Total Reserves at 1 April 2013	<u>3,926</u>	<u>4,054</u>

(15) Reconciliation of Surplus of Income over Expenditure to Net Cash Inflow from Operating Activities

	2013	2012
	£'000	£'000
Net incoming/(outgoing) resources before recognised gains and losses	81	(50)
Depreciation on Tangible Fixed Assets	185	160
Less: Interest on Deposits	(32)	(37)
Decrease in Debtors	6	34
Increase/(Decrease) in Creditors	37	(146)
Defined Benefit Pension Scheme	(13)	(59)
Increase in Pension Provisions	<u>66</u>	<u>36</u>
Net Cash Inflow/(Outflow) from Operations	<u>330</u>	<u>(62)</u>

(16) Analysis of Changes in Net Funds

	At 01/04/12 £'000	Cash Flows £'000	Unrealised Gain £'000	At 01/04/13 £'000
Cash at Bank and in Hand	316	151	-	467
Management of Liquid Resources:				
Short Term Deposits and Investments	<u>2,208</u>	<u>7</u>	<u>195</u>	<u>2,410</u>
Total Funds	<u><u>2,524</u></u>	<u><u>158</u></u>	<u><u>195</u></u>	<u><u>2,877</u></u>

(17) Pensions

GTC Scotland participates in two pension schemes. Seven employees contributed to the Scottish Teachers' Superannuation Scheme (STSS) during the year. The employee contributions range between 8% and 8.4% (2012: 6.4%) for employees and 14.9% (2012: 14.9%) for employers. The STSS is a defined benefits scheme administered by the Scottish Executive with contribution rates based on notional assets set for the area covered as a whole. The scheme is unable to identify each individual body's share of the underlying assets and liabilities on a consistent and reasonable basis. GTC Scotland therefore accounts for these pension costs as if it were a defined contribution scheme.

Employees of GTC Scotland participate principally in the Strathclyde Pension Fund, a defined benefit scheme administered by Glasgow City Council. The scheme is a multi-employer scheme. Annual contributions to the scheme are based on the recommendation of the scheme actuary and are charged to the statement of financial activities account so as to spread the expected cost of providing pensions over the employees' period of service with GTC Scotland. Employees contribute between 5.5% and 12% of their salary. Employers' contributions were 19.3% for 2013 (2012: 19.3%). Unfunded early retirement pension enhancements for which GTC Scotland is liable are provided for in full when employees retire and are charged against the provision when paid.

A formal valuation of the Strathclyde Pension Fund (SPF) was carried out as at 31 March 2013 by a qualified independent actuary, Hymans Robertson LLP. In order to assess the actuarial value of the SPF's liabilities as at 1 April 2013, the Scheme's actuaries have rolled forward the actuarial value of the liabilities allowing for changes in financial assumptions as prescribed under "FRS 17: Retirement Benefits".

Employer contributions for the year to 1 April 2014 will be approximately £224,000.

The principal assumptions used as at 1 April were as follows:

	2013 % per annum	2012 % per annum
Inflation/ Pension Increase Rate	2.8%	2.5%
Salary Increases	5.1%	4.8%
Expected Return on Assets	5.2%	5.8%
Discount Rate	4.5%	4.8%

The demographic assumptions adopted are consistent with those used for the formal funding valuation as at 31 March 2011. Life expectancy for pensioners and non-pensioners is based on the PMA/PFA92 "year of birth" mortality tables. It has been assumed that 5% of retiring members will opt to increase their lump sums to the maximum allowed. The assumed life expectations from age 65 are:

		2013 Years	2012 Years
Current Pensioners	Males	21.0	21.0
	Females	23.4	23.4
Future Pensioners	Males	23.3	23.3
	Females	25.3	25.3

The expected rates of return of the Strathclyde Pension Fund investments as at 1 April were as follows:

	2013 Split of Assets		2012 Return	
Equities	76%	77%	5.7%	6.3%
Bonds	14%	11%	3.4%	3.9%
Property	7%	6%	3.9%	4.4%
Cash	3%	5%	3.0%	3.5%

Present value of scheme liabilities, based on the actuary's assumptions, with the estimated employer assets.

	2013 £'000	2012 £'000
Fair Value of Employer Assets	5,540	4,677
Present Value of Funded Liabilities	(6,901)	(5,651)
Present Value of Unfunded Obligations	(75)	(71)
Net Liability in the Balance Sheet	(1,436)	(1,045)

Changes in the Fair Value of Scheme Assets

	2013 £'000	2012 £'000
Opening Fair Value of Scheme Assets	4,677	4,581
Expected Return on Scheme Assets	276	321
Actuarial Losses/(Gains)	428	(361)
Contributions by Employer	225	254
Contributions by Participants	78	83
Estimated Benefits Paid (Net of Transfer)	(144)	(201)
Closing Fair Value of Scheme Assets	5,540	4,677

Changes in the present value of the defined benefit pension liability

	2013 £'000	2012 £'000
Opening Defined Benefit Liability	5,722	4,994
Service Cost	214	226
Interest Cost	278	278
Actuarial Losses	832	330
Estimated Benefits Paid (Net of Transfer)	(144)	(201)
Unfunded Benefits Paid	(4)	(4)
Contributions by Participants	78	83
Past Service Losses	-	16
Closing Defined Benefit Liability	6,976	5,722

Movement in Deficit During the Year

	2013 £'000	2012 £'000
Opening Deficit	(1,045)	(413)
Current Service Cost	(214)	(226)
Employers Contributions	225	254
Past Service Costs	-	(16)
Contributors' Unfunded Benefits	4	4
Interest Cost	(278)	(278)
Expected Return on Employer Assets	276	321
Actuarial Losses	(404)	(691)
Closing Deficit	(1,436)	(1,045)

Recognition in the Statement of Financial Activities

	2013 £'000	2012 £'000
Current Service Costs	214	226
Past Service Costs	-	16
Interest on Pension Scheme Liabilities	278	278
Expected Return on Employer Assets	<u>(276)</u>	<u>(321)</u>
	<u>216</u>	<u>199</u>
Actual Return on Scheme Assets	<u>705</u>	<u>50</u>

Five Year History of Experience Gains and Losses

	2013 £'000	2012 £'000	2011 £'000	2010 £'000	2009 £'000
Defined Benefit Obligation	(6,976)	(5,722)	(4,994)	(5,569)	(3,087)
Value of Scheme Assets	<u>5,540</u>	<u>4,677</u>	<u>4,581</u>	<u>4,045</u>	<u>2,774</u>
Net Liability	<u>(1,436)</u>	<u>(1,045)</u>	<u>(413)</u>	<u>(1,524)</u>	<u>(313)</u>
Actuarial (Loss)/Gain	(832)	(330)	591	(2,121)	182
Experience Gain/(Loss) on Scheme Assets	<u>428</u>	<u>(361)</u>	<u>28</u>	<u>889</u>	<u>(883)</u>
Actuarial (Loss)/Gain Recognised in the Statement of Financial Activities	<u>(404)</u>	<u>(691)</u>	<u>619</u>	<u>(1,232)</u>	<u>(701)</u>

(18) Operating Leases

At 1 April GTC Scotland had annual operating lease commitments as set out below:

	2013 £'000	2012 £'000
Leases which expire:		
- within one year	-	-
- between one and five years	22	22
- over five years	-	-
	<u>22</u>	<u>22</u>

There is a leasing agreement in place with an annual commitment of £22,024.

(19) Indemnity Insurance

GTC Scotland paid £11,066 (2012: £10,600) for professional indemnity insurance for the year ended 1 April 2013.

Public Sector Reform (Scotland) Act 2010

As a statutory body, GTC Scotland is subject to the reporting requirements of the Public Sector Reform (Scotland) Act 2010 with regard to publishing information on specific items of expenditure. This information is available from the GTC Scotland website as follows:

Financial Expenditure: <http://www.gtcs.org.uk/home/foi.aspx>

Senior Staff Salaries: <http://www.gtcs.org.uk/home/foi.aspx>

Council Member Attendance and Expenses Schedule: <http://www.gtcs.org.uk/home/foi.aspx>

GTC Scotland aims to promote equality and diversity in all its activities

GTC Scotland

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Direct weblinks

Continuing Professional Development:
<http://www.gtcs.org.uk/professional-development/cpd.aspx>

Fitness to Teach:
www.gtcs.org.uk/fitness-to-teach

Professional Learning and
Development Department:
www.gtcs.org.uk/probation

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www.gtcs.org.uk/registration

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