

Annual Report

2023/2024

—
28 March 2023 - 27 March 2024



A Snapshot:



9

Fitness to Teach inquiries completed.



6,873

teachers engaged in Droichead.



7,755

new registrants added to the Register.



3

sanction decisions confirmed by the High Court (all were removals from the Register).



20

research projects funded.



48,145

teachers vetted.



58

Fitness to Teach complaints received.



122,743

teachers registered with the Teaching Council.



52

programmes reviewed across 14 HEIs since November 2021 under Céim: Standards for Initial Teacher Education.



49

career fairs attended across Ireland and Northern Ireland.

Chairperson's Report

Tá gairm na múinteoireachta rí thábhachtach d'Éirinn. I measc dul chun cinn tapa teicneolaíochta agus athrú domhanda, múnlaíonn caighdeán an oideachais a chuireann múinteoirí ar fáil todhchaí ár bpobal, ár sochaí agus ár dtíre.

Teachers are central to our education system, where their role extends beyond imparting knowledge to fostering critical thinking and lifelong learning in students. Given their profound influence on individuals and society, upholding and regulating professional standards in teaching is essential.

I am honoured to have taken up my appointment as Chairperson in May 2024, following the electoral and nomination processes for the Council and its members appointed on 28 March 2024. I am therefore pleased to present the Annual Report for the Teaching Council for the period 28 March 2023 - 27 March 2024.

This report reflects the Teaching Council's ongoing commitment to enhancing the standards of the teaching profession in Ireland while engaging regularly and meaningfully with all stakeholders. Over the past year, the Council has made significant strides across its strategic pillars; namely, teacher registration and supply,

the development of collaborative professional communities, ensuring fitness to teach, corporate resourcing and sustainable operations.

Maintaining an environment where teachers in Ireland feel supported, valued and inspired is essential. Empowering teachers through programmes and initiatives that enhance their creativity, skills and ability to provide high-quality education is vital.

The Teaching Council is committed to advancing the profession and its pivotal role in our education system. It remains dedicated to promoting teaching as a profession and ensuring the profession meets the highest standards of competence and conduct. This commitment underpins the strong trust and support that teachers receive from parents, guardians, families and communities across Ireland.

I welcome Mary Curley as Deputy Chairperson, along with the newly elected and appointed members of the Council, and I express my thanks to all members continuing in their roles. On behalf of the Council, I thank former Chairperson Michelle Keane and former Deputy Chairperson Ann Mulcahy for their excellent contributions to the work of the Teaching Council throughout their tenure.

We are grateful to the Director, Dr Lynn Ramsey, her management team, and all staff of the Teaching Council for their dedication over the past year. Their commitment has been instrumental in achieving strategic objectives. I also wish to thank all stakeholders for their ongoing support and collaboration, and I look forward to continuing this engagement.

Collectively, we must ensure that teaching in Ireland is continually recognised as a profession of utmost importance, as well as a vibrant and rewarding career that prepares our students for the future. Working together, we will sustain a robust framework that supports the professional growth of teachers and enhances the learning experiences of students across Ireland.



A handwritten signature in black ink that reads "Eamon Dennehy".

Eamon Dennehy
Chairperson

Director's Report

Cuimsíonn an tuarascáil bhliantúil seo tréimhse a bhfuil dul chun cinn agus gnóthachtaí thar ár réimse leathan freagrachtaí, oibríochtaí agus gníomhaíochtaí, ag teacht le spriocanna leannúnacha ár bPlean Straitéisigh (2022-2027).

The public interest is central to our role, which involves the statutory registration and vetting of over 122,500 teachers, regulating professional standards and ensuring the protection of children, young people and vulnerable learners.

We have made further strides in enhancing the efficiency of our processes. This includes the faster and more efficient processing of registration, renewal and vetting requirements, leading to further reductions in processing times in support of teacher supply.

We continued our second cycle accreditation of primary and post-primary programmes of Initial Teacher Education, approving 40 programmes under our Céim standards. A total of 52 programmes have now been reviewed across 14 Higher Education Institutions (HEIs) since November 2021.

We completed the full implementation of Droichead as the sole induction route for Newly Qualified Teachers (NQTs) and advanced our national review of the Droichead framework to ensure it meets the evolving needs of the profession. With approval by the Minister for Education, the Teaching Council Registration Regulations were amended to allow student teachers to apply for early registration.

In collaboration with the Department of Education, we launched a groundbreaking longitudinal research study, *Teachers' Professional Journeys: The First Decade*. Running until 2030, this study aims to capture the early career experiences of teachers across primary, post-primary, and further education. The insights gathered will inform policies on initial teacher education, induction and early professional development, ensuring that our approaches are grounded in real-world data and experiences.

Upholding high standards of professional conduct and practice remains a cornerstone of our work and, accordingly, we applied our Fitness to Teach processes where necessary to uphold the integrity of the profession.

Additionally, we introduced new guides and updated information for registrants and employers to ensure clear understanding of these processes.

We commenced the provisions of Section 37 of the Teaching Council Act 2001, as amended, which requires employers to notify the Teaching Council of dismissals or resignations of registered teachers related to complaints or disciplinary actions.

We made significant advances in promoting professional collaboration, networking and knowledge sharing within the teaching community. Initiatives such as the Cosán professional workshops and the T-REX (Teachers Research Exchange) platform have provided essential frameworks and supports that encourage inclusion and creativity in teaching and learning. Our Research Bursary Scheme and organisation of FÉILTE (the Teaching Council's Festival of Education in Learning and Teaching Excellence) further demonstrate our commitment to fostering professional development and excellence in teaching.

We have a strong focus on corporate governance and sustainable practices, including enhanced risk management frameworks and proactive stakeholder engagement. As we look to the future, we will continue to build on this solid foundation.

I wish to thank the Chairperson, Deputy Chairperson, Council members, my management colleagues, our dedicated staff and all our stakeholders for their unwavering support, contribution, encouragement and commitment.

The work of teachers has a profound and lifelong impact. By educating and encouraging the next generation, they contribute to the development of future leaders, innovators and professionals – today's young people who will shape our country and the world.

We will continue to support the teaching profession in Ireland, ensuring that our educational environment remains dynamic, responsive and built on the highest standards of excellence.



A handwritten signature in black ink that reads "Lynn Ramsey".

Dr Lynn Ramsey
Director

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Who we are

Our Role
The Teaching Council is the regulator of the teaching profession in Ireland. Our role is to protect the public by promoting and regulating professional standards in teaching.

We do this through the statutory registration of teachers, ensuring a highly qualified teaching profession, whose members meet and uphold high standards of professional competence and conduct.

We act in the interest of the public, upholding and enhancing standards in the teaching profession.



Membership of the Teaching Council

The Council has 37 members and 22 of these are registered teachers, 16 of whom are elected by teachers. The membership is comprised of:

11

registered primary teachers, nine of whom are elected by registered teachers and two of whom are teacher union nominees

11

post-primary teachers, seven of whom are elected by registered teachers and four of whom are teacher union nominees

2

nominated by specified higher education institutions (HEIs)

4

nominated by school management organisations (two primary and two post-primary)

5

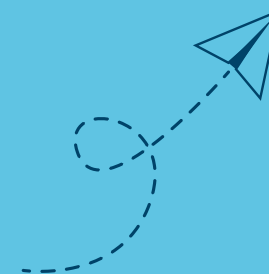
nominated by the Minister for Education, including one representing each of IBEC and ICTU

2

nominated by national parent organisation

2

nominated by colleges of education



Senior Management Team

During the reporting year, the Teaching Council was supported in its work by an executive of 67 staff.



Dr Lynn Ramsey
Director



Phil Fox
Deputy Director



Siobhán Healy
Head of Registration



Harry McGeary
Head of Finance
and IT



Bríd Murphy
Head of Initial
Teacher Education
and Induction



Finola O'Dwyer, Solicitor
Head of Professional
Standards



Ruth Flynn
Head of Human
Resources and
Corporate Affairs



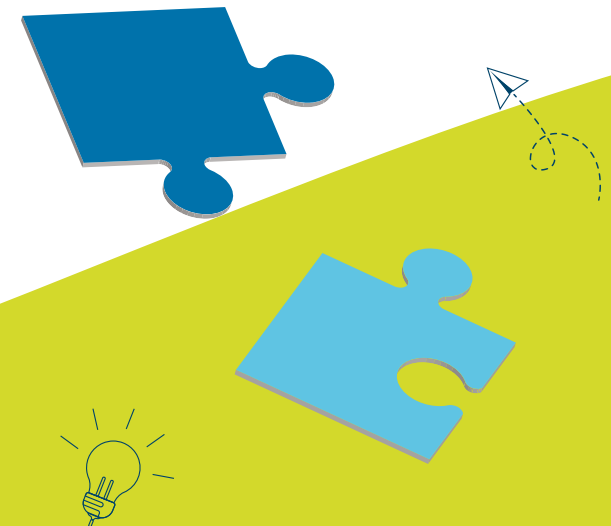
Carmel Kearns
Head of Teachers'
Learning and Research

2

Public importance of our work

The Teaching Council's primary functions include, but are not limited to:

- **Responsibility for maintaining a register of qualified and vetted teachers in Ireland.** This ensures that teachers meet the necessary qualifications, standards, competencies, and character requirements for registration.
- **Establishing and upholding high standards for teachers in Ireland.** The Council establishes standards across the entire career span for teachers including guidelines and codes related to their professional conduct, knowledge, skill, and competence. Council considers complaints and conducts inquiries, where appropriate, in relation to the fitness to teach of any registered teacher.
- **Ensuring the quality of initial teacher education programmes provided by the higher education institutions in Ireland.** This includes review and accreditation processes to maintain high standards of initial teacher education, which in turn contributes to the quality of teaching and learning in the country.
- **Establishing standards to guide and support induction processes that are required on a statutory basis, and promoting lifelong learning for registered teachers.** This sets systematic benchmarks supporting the early stages of teachers' careers and encourages continuing professional learning throughout their career.
- **Commissioning and conducting research, using data and evidence to inform decision making and policy development.** This provides evidence-based recommendations and contributes to discussions on educational policies, practices, and reforms, with the intention of ensuring high standards in the teaching profession.



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Achieving our strategic obligations

This annual report covers the period from 28 March 2023 - 27 March 2024, and outlines the progress made in achieving our four Strategic Goals.





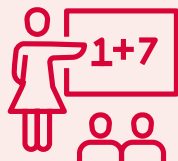
Teacher Registration and Supply

Goal: Ensure a sufficient supply of registered and vetted teachers to meet the identified needs of the school system, including diversity, in collaboration with the Department of Education, Department of Further and Higher Education, Research, Innovation, and Science, and stakeholders.



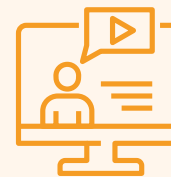
Fitness to Teach

Goal: Continue to ensure that Fitness to Teach processes are fair, appropriate, and effective in the interests of the public and the profession.



Collaborative professional communities for sustainability

Goal: Provide practical frameworks and supports for collaborative professional communities with a particular focus on inclusion, joy, and creativity in quality teaching and learning.



Corporate resourcing sustainable ways of working

Goal: Maintain and enhance the Teaching Council's flexible, collaborative, and innovative organisational culture that supports shared learning and responsiveness to regulatory requirements and national priorities.

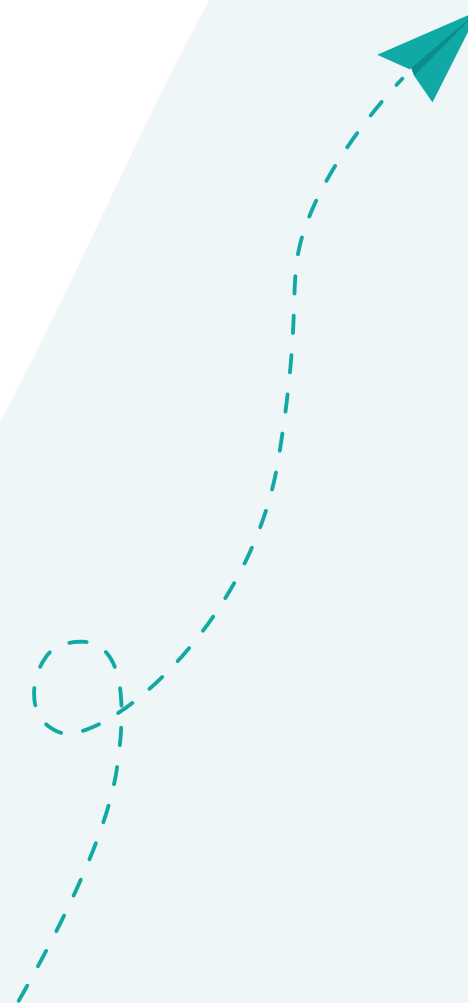


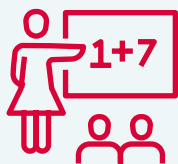
Strategic Objective 1: Teacher Registration and Supply

Goal: Ensure a sufficient supply of registered and vetted teachers to meet the identified needs of the school system, including diversity, in collaboration with the Department of Education, Department of Further and Higher Education, Research, Innovation, and Science, and stakeholders.

- An amendment to the Teaching Council Registration Regulations was approved and signed into law by the Minister for Education, together with the Chairperson and the Director of the Teaching Council, in December 2021. This amendment enables student teachers who have successfully completed the first two years of an accredited undergraduate Initial Teacher Education programme (primary and post-primary) to apply for registration with the Teaching Council.
- Droichead, the Council's integrated induction framework for Newly Qualified Teachers (NQTs), is now the sole induction route for all primary and post-primary NQTs. Interim measures were implemented during the 20/21, 21/22, and 22/23 academic years to provide flexibility for NQTs affected by the COVID-19 pandemic. The Post-Qualification Professional Practice Conditions – Transitionary Arrangements were updated to reflect these changes and support NQTs, schools, and Professional Support Teams.
- The Council is progressing the national review of the Droichead Integrated Professional Induction Framework policy, including a review of its Quality Assurance processes, to meet the needs of Newly Qualified Teachers. The Droichead Policy Review began in October 2023, with first interim report completed by March 2024.
- In October 2023, the Teaching Council also approved a temporary measure to allow NQTs employed on Supply Panels and in Principal Release Time posts to complete the Droichead process.
- The Council completed Phase 1 of its review of qualification assessment processes for teachers who qualified outside of the Republic of Ireland and began Phase 2 during the reporting year.
- The Council continued to operate a tailored registration process for qualified Ukrainian teachers, and also continued its engagement with the Migrant Teacher Project and the Department of Education Visiting Teacher Schemes.
- In February 2023, the Council re-introduced a temporary amendment regulation that allowed teachers who qualified overseas to complete induction in Ireland. This regulation closed for applications on 1 February 2024.

- In April, May, November 2023 and January, February, and March 2024 the Teaching Council and the Droichead Induction team in Oide visited final year students to brief them on the Teaching Council's role, functions, and the Droichead process. Additionally, the Council's Registration team recorded a video to provide guidance for NQTs on the fast-track registration process.
- A process evaluation of Cycle 2 accreditation and the drafting of a systemwide overview report on the implementation of Céim, were also commenced during the reporting year.
- In November 2021, the Teaching Council began Cycle 2 accreditation of 52 primary and post-primary ITE programmes across 14 HEIs, scheduled for completion by January 2024 under Céim standards. Between March 2023 and March 2024, 40 programmes at 11 HEIs were approved under Céim.
- One new programme, the Postgraduate Diploma in Further, Adult, and Community Action (PDFACE), was approved in UCC.
- The Council also received submissions for three new ITE programmes during the reporting year, currently undergoing review and accreditation processes.
- Action twelve of the Department of Education's Teacher Supply Action Plan (2018) tasked the HEA with ensuring the establishment of additional 4-year concurrent post-primary ITE programmes qualifying teachers in two subject areas, including targeted subjects like Maths, Physics, Chemistry, Computer Science, Home Economics, and languages such as French, German, Spanish, Italian, and Irish. Under the second cycle of accreditation, programmes including these subjects were reviewed.
- The Council attended 49 career fairs and recruitment fairs across Ireland and Northern Ireland to promote teaching as a career. Teaching Council staff attended events which targeted post-primary and third-level students, and adults seeking to transition into teaching.





Strategic Objective 2: Collaborative professional communities for sustainability

Goal: Provide practical frameworks and supports for collaborative professional communities with a particular focus on inclusion, joy, and creativity in quality teaching and learning.

- Following the review of feedback from the third series of Cosán workshops, in collaboration with ESCI, a shared learning session for all teacher facilitators was held in person in April 2023 to consider the feedback and findings and to begin planning for future Cosán activities. The session also included a presentation by Oide on the new single integrated Teacher Education Support service.
- The Cosán Working Group met four times from June to March, reviewing workshop feedback and progress in promoting the system-wide implementation of Cosán.
- Under Round 6 of the Research Bursary Scheme (RBS), 56 applications were received. The appointed review panel awarded €54,000 to 20 projects, 7 of which were collaborative in nature.
- T-REX (Teachers Research Exchange) is an online platform to support engagement in and with research by teachers and other educational researchers. It offers support in accessing and sharing the latest insights from cutting-edge research. It also facilitates and supports conversations, collaborations, and stronger connections between research, policy, practice and between schools and HEIs. The final development phase is funded jointly by the Department of Education, the Teaching Council and the National Council for Curriculum and Assessment (NCCA). As co-funders, the Council is represented on the T-REX Funders Committee, which met twice during the reporting year and is also represented on the T-REX Steering Committee.
- At the end of the reporting year, the Council's research strategy was developed and was informed by a review of the first round of the Researchers in Residence Scheme, in collaboration with Oxford University and further informed by a landscape scanning exercise in November 2023. The strategy, which will provide a strategic approach to research as a regulator, will align with the Strategic Plan 2022-2027.
- Two research ezines issued during the reporting year, highlighting eBooks from the Council's eBook collection and the extended resources on the Online Library; which all registered teachers can access for free.
- The Teaching Council tendered for and appointed a provider for an online library which offers extended resources.

- FÉILTE 2023 was held on Saturday, 7 October, in Holy Family Junior and Senior Schools, Portlaoise, Co. Laois, with 410 attendees. The theme ‘Creativity in Action’ was explored through a panel discussion, 16 workshops, 38 showcases, 9 Gasta presentations, an NQT event, and a dedicated Laois Creative Hub to showcase local innovations.
- The Council and the Department of Education began longitudinal research on the experience of beginning teachers in Ireland today. *The Teacher’s Professional Journeys: The First Decade* will explore teachers’ early career experiences as they complete initial teacher education and become established in the profession. The study will run until 2030 and it will include primary, post-primary, and further education graduates from the classes of 2019, 2022, 2025, and 2026, as well as other stakeholders. Following a competitive tender process, the Council appointed a consortium comprising of the University of Limerick (UL), the Economic and Social Research Institute (ESRI), and Mary Immaculate College (MIC). Contracts were signed and work commenced on drafting the literature review for the study, which is due to be completed.



Strategic Objective 3: Fitness to Teach

Goal: Continue to ensure that Fitness to Teach processes are fair, appropriate, and effective in the interests of the public and the profession.

- Under the Teaching Council's Fitness to Teach functions (Part 5 of the Teaching Council Acts 2001, as amended) the Council can investigate complaints made in relation to registered teachers regarding serious matters. Once a complaint is made, the Council will initiate an investigation and decide if it should be dealt with through the Council's formal disciplinary procedures, which could include a Fitness to Teach inquiry.
- If, following a Fitness to Teach inquiry, the allegations against a teacher are proven, the Inquiry Panel may decide to advise, admonish, or censure the teacher in writing, impose Fitness to Teach conditions on the teacher's registration, or suspend or remove the teacher from the Register of Teachers. Fitness to Teach inquiries can conclude with no finding against the registered teacher. Where a teacher is suspended or removed from the Register, they are not eligible to be paid a State-funded salary.
- The Council advises that all complaints should initially be brought to the teacher's school before they are brought to the Council. However, where a child or vulnerable person is at risk, this should be brought, in the first instance, to the attention of An Garda Síochána and Tusla – The Child and Family Agency, and subsequently to the attention of the Teaching Council.
- On 11 May 2023, the Minister for Education signed the Teaching Council (Information to be furnished by employer in case of dismissal or resignation of registered teacher) Regulations 2023, also known as Section 37 Notifications. From 11 May 2023, employers must inform the Teaching Council when a teacher is dismissed, or resigns following a complaint or disciplinary process at school level. Employers should also note that they can make a complaint to the Teaching Council at any time, if they have concerns about a teacher's suitability to teach, even if the teacher remains in employment.
- In line with the Council's strategic objective to ensure that information for the public and teachers is written in plain English and is easy to understand, the Professional Standards Team is at an advanced stage of reviewing the 'Fitness to Teach' information booklets and general guidance on the Council website. During the reporting year, Council also introduced *'A Guide for registrants – what to expect when attending a Fitness to Teach inquiry'*. This assists registrants in advance of a Hearing to understand how a typical inquiry day runs.
- The Council is actively reviewing the Investigating Committee Procedures and inquiry procedures, in an effort to further streamline Fitness to Teach processes. It is anticipated that the outcome of this review will introduce further efficiencies to the process for all stakeholders involved.

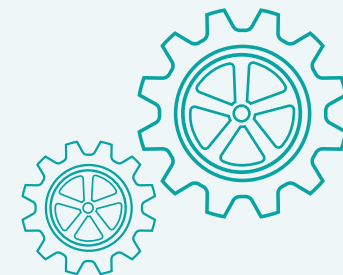
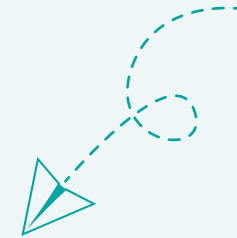


Strategic Objective 4: Corporate resourcing sustainable ways of working

Goal: Maintain and enhance the Teaching Council's flexible, collaborative, and innovative organisational culture that supports shared learning and responsiveness to regulatory requirements and national priorities.

- As part of our engagement strategy to promote the profession and increase understanding of the Council's work, the Council engages in proactive media outreach and responds to queries from the media.
- The Code of Practice for the Governance of State Bodies requires that non-commercial public bodies be subject to a Period Critical Review (PCR) no later than every five years. In line with the Code, the Department of Education undertook a PCR in relation to the Teaching Council.
- The review considered how well the Teaching Council is fulfilling its statutory mandate and the relevance of the legislative framework to the evolving nature of the work. It also reviewed how changes in the Teaching Council's external environment might affect performance. It assessed the effectiveness and efficiency of its governance, leadership, and organisational structures, and its organisational performance and delivery. The full report can be accessed on the Department's website.
- Throughout the year the Management Team undertook a full review of the legislative framework of the Council. The review concentrated mainly on Parts 3 and 5 of the Teaching Council Act. Observations on the effectiveness of the legislation were presented to Council before submission to the Department for consideration. All observations were supplied to the Periodic Critical Review team as part of their process.
- The Council commissioned the Institute of Public Administration (IPA) to undertake an external effectiveness review of its governing Council. External effectiveness reviews are a requirement of the Code of Practice for the Governance of State Bodies (2016). The report was presented to Council in March 2024. An action plan with timeframes for implementation will be developed in 2024 to address the recommendations from this review.

- A Code of Practice working group was established by the Council in June 2023 to conduct a full review of the Code of Practice and to propose amendments where appropriate, and to address clarifications or inconsistencies that need to be resolved in the current document. The recommendations of the group were presented to Council for approval in October 2023.
- A comprehensive Organisational Design review and workforce plan to support the revised organisational design was completed and approved by the Council in Q1 2024. This review and workforce plan will ensure that the Teaching Council has the resources, talent, skills, and capability in an optimal structure to deliver on its key strategic objectives. Following approval by the Council, a request for sanction for additional posts was submitted to the Department of Education for consideration.



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Corporate Governance



Official Languages Act Reporting Obligation

The Teaching Council supports and promotes the Irish language and the goal of ensuring that it remains a living, vibrant part of Irish society. Following the commencement of Section 4B of the Official Languages (Amendment) Act 2021 on 5 May 2023, public bodies are required to appoint a senior staff member to oversee compliance with the provisions of the Act, and Deputy Director Phil Fox was appointed to this role during the year under review.

The Teaching Council ensures that its website, registration portal, key publications, codes of practice and communications are available both in Irish and English. Irish is the principal language for the Council's brand identity, signage and printed materials. Official correspondence, social media posts and other media are available in both languages. The Council offers bilingual customer services, supports staff training in Irish, and ensures at least 20% of its advertising is in Irish. It aims to have 20% of staff proficient in Irish by 2030. The promotion of Irish is integrated into the Teaching Council's Strategic Plan 2022-2027, and Irish language competencies are prioritised in programmes of Initial Teacher Education (ITE). We consult and co-operate with An Coimisinéir Teanga in the promotion of the Irish language.

Finance

The Teaching Council's expenditure in the 2023 financial year was €9.67million, an increase of €1.11million compared to 2022. This was driven by higher staff costs along with increased legal, research, and maintenance expenditure. The Council's income (including investment and net rental income less tax) was €9.63 million, an increase of €2.53 million over 2022. The increase was mainly attributable to the recovery in value of financial assets due to strong investment market conditions. In addition, registration income increased in line with the growth in the number of teachers on the register.

A net cash outflow of €361,000 in the year, combined with a projected deficit for 2024, will necessitate the Council liquidating a portion of its financial assets in the near future in order to meet its liabilities as they fall due. This situation was envisaged as part of the overall financial planning of the Council.



Data Protection

The Council is mandated to have a designated Data Protection Officer (DPO). This is due to its legal obligations as the regulator of the teaching profession, and the volume of personal data it processes. The DPC also specifies this DPO must be adequately resourced which means time, resources and cooperation from all departments on matters of data protection. Any issue that impedes the DPO in carrying out their role means increased risk to the organisation, its stakeholders and the potential for reputational damage.

The role of the DPO is varied and encompasses all aspects of the organisation. One of the main duties of DPO is the fulfilment of rights requests and the management of personal data breaches.

In the reporting year the Council received the following number of requests:

- Data Subject Access Requests: 1
- Rectification Requests: 0
- Deletion requests: 0
- Interactions with the DPC – complaints, follow up and questions: 3

And the number of personal data breaches:

- Reported to the DPC: 0

A significant priority this year included the review and update of the Council's Records of Processing Activity (RoPA). This is a comprehensive document that maps the personal data within the Council and its path through the organisation. The review involves all departments and a number of

individuals within each department. It has been a number of years since this has been carried out in depth and a number of processes have changed in that time. This is currently underway and will be completed in Q4 of 2024.

The completion of the RoPA update will allow a greater understanding of the personal data held by the Council and will feed into the Retention Schedule which is due to be finalised in 2024. This will detail the standard retention period for all personal data held by the Council and document the actions and processes which are/will be in place to ensure the schedule is adhered to.

All organisations are required to provide training and awareness in the area of Data Protection. All employees are required to undertake an eLearning module on Data Protection as part of their induction and annually thereafter.

Freedom of Information

The Council is subject to the provisions of the Freedom of Information Act, 1997, and the Freedom of Information (Amendment) Act 2014. The Council received 13 Freedom of Information (FOI) requests between March 2023 and end of March 2024. Details of all non-personal requests are published quarterly on the website.

Gender balance in the membership of Council

As of 25 March 2023, the Council had 52% female and 48% male members, with one position vacant.

The Council, therefore, meets its obligation under the Code of Practice for the Governance of State Bodies 2016.

Teaching Council Elections 2024

Preparations for the 2024 elections commenced in February 2023 with a legal review of the Teaching Council (Election of Members) Regulations 2019. At the March 2023 meeting of Council approval was sought and granted for the review of the allocation of registered teachers to categories and constituencies. The Council appointed Mr Brendan O’Dea to be the Election 2024 Returning Officer at its meeting on 6 March 2023.

Audit and Risk Committee

The Teaching Council has a risk management policy and framework in place which is reviewed regularly. This document supports the ongoing identification, assessment, monitoring, management, and review of risks and was developed with reference to the Code of Practice for the Governance of State Bodies, 2016 and other published guidance on risk management in the public sector.

The Council’s Audit and Risk Committee met nine times between March 2023 – March 2024 and reported to the Council at each meeting.

The Council has an internal Code of Conduct for Members of Council and staff based on the following principles:



Integrity



Information



Obligations



Loyalty



Fairness



Work and external environment



Responsibility



Review

Section 42 of the Irish Human Rights and Equality Commission Act 2014 – Public Sector Equality and Human Rights Duty (the Duty)

The Council is committed to eliminating discrimination, protecting human rights and promoting equality among our staff and its service. The Council has put in place measures to ensure that consideration is given to human rights and equality in the development of policies, procedures, and engagement with stakeholders. The Council has an internal Code of Conduct for Members of Council and Staff. This code, as well as all relevant legislation including the Irish Human Rights and Equality Commission Act 2014, the Employment Equality Acts 1998-2015 and Equal Status Acts 2000-2018 shape the culture of the Teaching Council.

The Teaching Council carries out its Public Sector Equality and Human Rights Duty in accordance with guidance from the Irish Human Rights and Equality Commission.

An Access Officer is available to provide or arrange assistance and guidance to persons with disabilities accessing our services. The contact details for the Access Officer are published on our website.

Ethics in Public Office Acts 1995 and 2001

Council members and staff members holding designated positions are obliged to comply with the provisions of the Ethics in Public Office Act 1995, and the Standards in Public Office Act 2001, and to furnish a Statement of Interests to the Standards in Public Office Commission where there may be a material influence on their performance of Council matters.

Customer Service Charter

The Customer Service Charter is in place and published on our website. This charter reflects our commitment to providing high standards of service in accordance with Quarterly Customer Service initiatives approved by Government.

Employment Equality Acts, 1998-2015

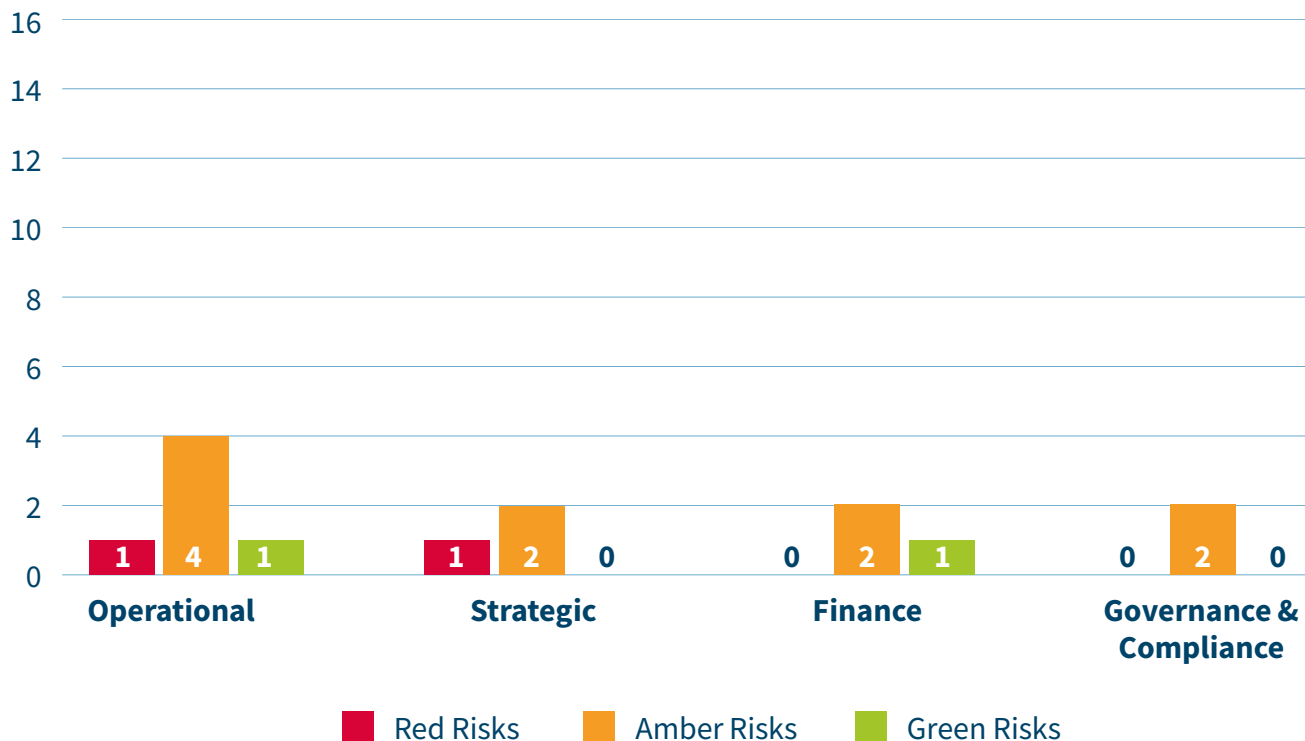
The Teaching Council is committed to a policy of equal opportunity and adopts a positive approach to equality in the organisation. The Teaching Council has in place policies that provide staff with options in relation to meeting their career and personal needs, such as continuous personal development opportunities, study leave, reduced working hours, and career breaks. A Bullying, Harassment, and Dignity at Work Policy is in operation and has been communicated to all staff.

Risk Management

The Teaching Council has a comprehensive risk management policy which is reviewed and approved annually by the Audit and Risk Committee and the Council. The Council is ultimately responsible for risk within the organisation and the risk appetite statement is reviewed alongside the risk management policy.

The Risk register is reviewed quarterly at Audit and Risk Committee meetings and was presented to the Council once during the reporting year. However, at each Council meeting, key risks are highlighted through the Director’s report and discussed by Council.

Categorisation of Risk by Ranking



Procurement

The Teaching Council has an appropriate Public Procurement process, which is compliant with the current value thresholds for the application of EU and national rules. Competitive tendering is standard procedure in this procurement process. All procurement processes are fully compliant with sustainable procurement.

The Council’s Procurement Plan 2023-2026, which was reviewed and recommended for approval by the Audit and Risk Committee in 2023 and was approved by Council in Q1 2024. The aim of this plan is to ensure that all procurement procedures in the Teaching Council are carried out in line with the Public Procurement Guidelines for Goods and Services. The plan analyses the procurement practices and expenditure in the Council and sets out goals for the achievement of value for money through the use of best practice methods for public procurement.

The procurement team managed 15 procurement activities for the Council throughout the year.

5

The Teaching Council is responsible for the registration of members of the teaching profession. This involves establishing and maintaining the Register of Teachers, setting the standards for entry to the Register, and assessing applications for entry to the Register.

Register of Teachers



Route of Registration	
Route 1: Primary	55,417
Route 2: Post-primary	50,066
Route 3: Further education	18,574
Route 4: Other	1,980
Route 5: Student Teacher	3,569
Total: 122,743	

*Note: Teachers may be registered under more than one route. The above figures are correct as of 27 March 2024

The Registration	
Total number of new registrants	7,755 new registrants were entered onto the Register, in the reporting year.
Total number of new graduates	3,792 new graduates completed/updated their registrations via the Council's fast-track Newly Qualified Teacher (NQT) registration process during the summer period.
Number of student teachers	During the reporting year, 2,351 student teachers were registered under Route 5.
Percentage of male and female teachers on the Register	As in previous years, and consistent with the teaching profession in other countries, approximately 76% of registered teachers are female and 24% are male.
Number of teachers that lapsed/were removed from the Register	3,241 teachers lapsed/were removed from the Register.
Of the teachers who lapsed/were removed	<ul style="list-style-type: none"> • 330 for non-compliance with addressing conditions, of which 5 subsequently returned to the Register. • 1,742 for non-payment of renewal fee, of which 59 subsequently returned to the Register. • 880 for non-compliance with requirements to complete re-vetting. • 417 requested voluntary removal. • 49 deceased. • 3 removed under Section 44.

Registration renewals

113,211 teachers renewed their registration with approximately 99.46% selecting the online payment option.

Registration with Conditions

1,607 teachers applied for an extension of time to comply with their registration conditions. Of this:

- 1,347 extension applications were granted
- 35 extension applications were refused
- 225 extension applications were being considered at the time of reporting

Registration Panel

The Registration Panel considers applications submitted from teachers for an extension of time to address conditions applied to their registration, in accordance with the Council Extension Request Assessment Procedures.

The Panel met on 12 occasions and considered 292 extensions requests. A further 1,111 cases were considered by the executive staff and presented to the Panel for ratification.

Professional Master of Education Verification Process

The Council offers a verification service for student teachers undertaking a Professional Master of Education in post-primary to ensure that their undergraduate qualifications meet the Council's registration requirements.

While HEIs determine eligibility for PME admission, the Council's verification service confirms specific subject eligibility for registration, expediting the Newly Qualified Teacher (NQT) summer process.

In 2023, 82% of PME student teachers starting their two-year programme availed of this free process.

Droichead

A total of 6,873 teachers engaged in the Droichead process across two academic years, 2022/2023 and 2023/2024.

4,035 NQTs across 1,900 schools participated in the Droichead process during the 2022/2023 academic year. Of these:

- 1,581 NQTs completed the process in advance of the reporting year.

Table: Overview of Droichead on 28 March 2023

School Type	NQTs	Schools
Primary	2,273	1,296
Post-primary	1,762	604
Total:	4,035	1,900

In the academic year 2023/2024, 4,494 NQTs commenced the process in 1,948 schools across the country.

Table: Overview of Droichead on 27 March 2024

School Type	NQTs	Schools
Primary	2,416	1,316
Post-primary	2,083	632
Total:	4,499	1,948

Growth was prominent in both the primary and post-primary sectors/routes in the 2023/2024 academic year. An additional 321 post-primary NQTs engaged in the process in 28 additional schools, while an additional 143 primary NQTs engaged in the process in 20 additional schools.

Droichead Policy Review

In the 2020/2021 academic year, Droichead became the sole induction route for all primary and post-primary NQTs. The Droichead Policy Review began in October 2023. Several stages were completed during the reporting year:

- Ethical Guidelines were drafted and a Data Protection Impact Assessment was conducted.
- A landscape scanning exercise on sector issues was conducted.
- NQTs were surveyed following the completion of Cluster Meetings 1 and 2 to gather feedback on online vs face-to-face meetings.
- Key stakeholders involved in Droichead were interviewed.

Droichead Temporary Measures

In October 2023, the Teaching Council approved a measure to support NQT retention and address teacher supply challenges. The measure allows primary NQTs employed on Supply Panels and Principal Release Time Posts to complete the Droichead process during the 2023/2024 and 2024/2025 school year.

Vetting

The Council administers the vetting of teachers for initial registration, renewal of registration and employment purposes. During the reporting year, 48,145 teachers were vetted; 10,044 for initial registration or employment purposes and 38,101 as part of the Council's re-vetting policy of vetting teachers every three years.

The Council's Evidence of Character Panel (ECP) considers vetting disclosures when assessing an individual's suitability as a 'fit and proper person' for registration or to have their registration renewed (re-vetting policy).

The ECP met 13 times, and considered 61 vetting disclosures, 1 submission concerning a teacher's re-vetting requirement, and 364 cases presented to them by executive staff for ratification. Updates relating to 14 teachers previously approved for registration by the ECP were also provided.

Registration Committee and Registration Review Group

The Registration Committee and the Registration Review Group met on 9 occasions over this period. The Registration Review Group considered 17 cases.

Qualifications Assessment Review

In the reporting year, 660 applications for qualification assessment were approved for registration. Of these, 289 were primary applications under Route 1, 16 applications were made under Route 4 (Other) and 355 were post-primary applications under Route 2.

Registered teachers may apply to add an additional subject(s) to their registration. In the reporting year, 146 applications to add additional subject(s) were approved.

A review of the qualifications assessment processes took place during the reporting year for the purpose of improving service for applicants while still maintaining standards. A Phase 1 interim report was finalised in August 2023.

Summary of outcomes from Phase 1 QA Review

- Removal of certain document requirements
- Enhancement of the user journey, including the implementation of a three-stage follow-up process
- Implementation of new processing tools and software
- Reduced processing timelines

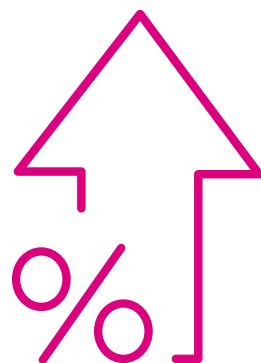
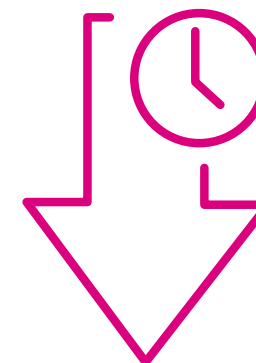
Key achievements

Phase 1 of the QA Review February - July 2023

Compared to the same period in 2022, the average processing time for post-primary applications has **reduced from**

11 weeks to 8 weeks

The average processing time for Primary applications has remained consistent at 3-4 weeks.



Compared to the same period in 2022, an additional **8%** of applications have been finalised for registration, an **increase** of

414 to 447 applications

A Phase 2 report will be finalised in the next reporting year.

Exam in the History and Structure of the Irish Education System

Post-primary teacher applicants who completed their education outside of the Republic of Ireland must demonstrate knowledge of the Irish education system by passing an online exam in the History and Structure of the Irish Education System (H&S). This exam is held three times annually, with the dates and candidates for the reporting period outlined below:

Exam Date	Number of Candidates
April 8 2023	54
July 8 2023	51
11 November 2023	115

Ukraine

In April 2022, the Teaching Council established a tailored registration process for qualified Ukrainian teachers under EU Temporary Protection Directive guidelines. This process aligns with EU Mutual Recognition Legislation and the European Commission's guidelines for recognising qualifications of those fleeing the Ukrainian war. As of 27 March 2024, 210 applications were approved: 16 for primary, 192 for post-primary, and 2 under Route 4 (Other).

COVID-19 Amendment Regulation 2023

During 2020 and 2021, the Teaching Council implemented various measures to support schools amid COVID-19, including the Teaching Council (Registration)(Amendment) Regulations 2021 (S.I. No. 266 of 2021). This regulation allowed teachers who qualified abroad to complete induction in Ireland on a temporary basis. In response to ongoing health challenges in 2023, the Council re-introduced this regulation, accepting applications under it from 22 February 2023 to 1 February 2024.

Total Applications received	289
Conditional Registration granted	153 (87 Primary) (66 Post-primary)
Ineligible, including:	91
<ul style="list-style-type: none"> Assessed and deemed out of scope Cancelled due to lack of standard eligibility documents Standard QA app (was fully registered in another jurisdiction) 	
In progress (final stages)	45

6

Ensuring high standards of professional conduct and practice

The Teaching Council receives and investigates complaints in relation to registered teachers, which can ultimately result in an inquiry into a teacher's fitness to teach.



Investigation of Fitness to Teach complaints

The Investigating Committee is a screening committee that considers and investigates complaints received about registered teachers.

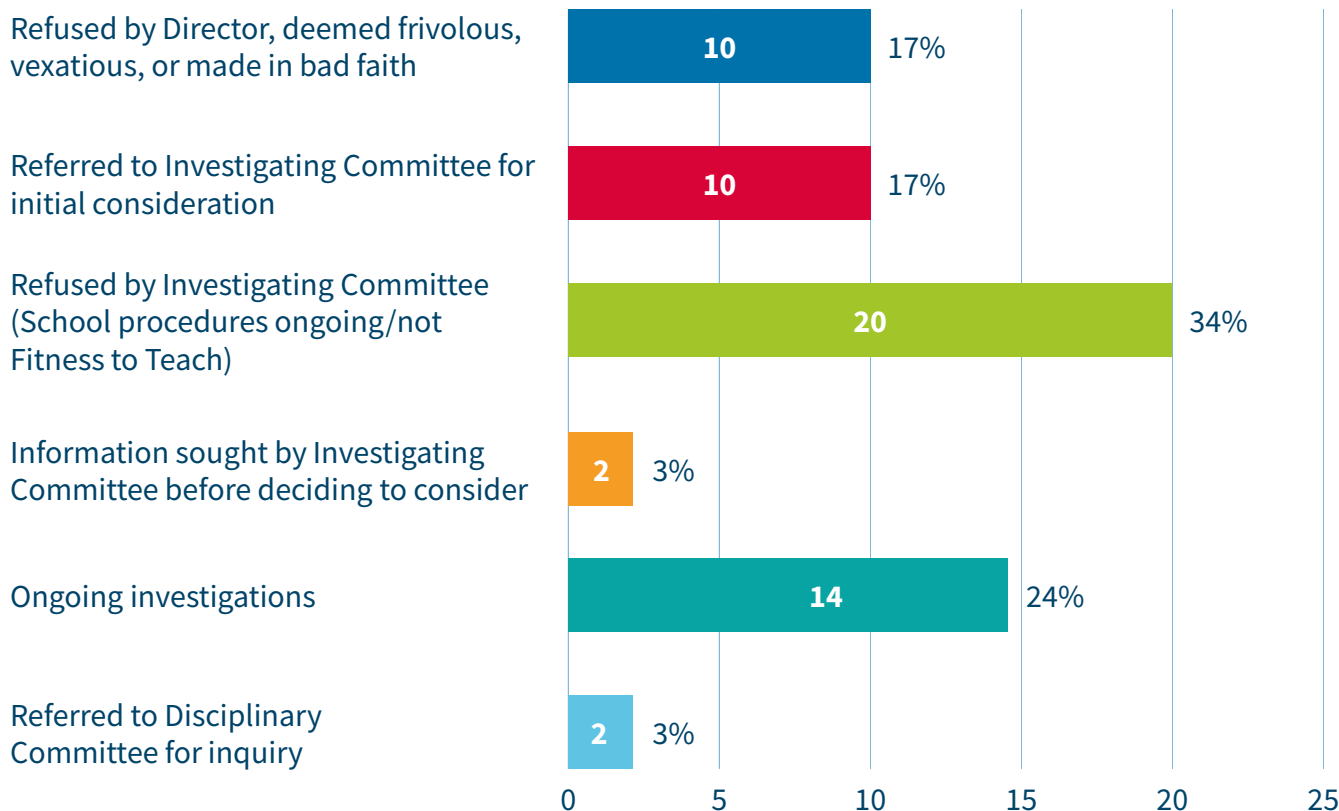
85

Complaints before the Investigating Committee during the reporting year
28 March 2023 - 27 March 2024

58

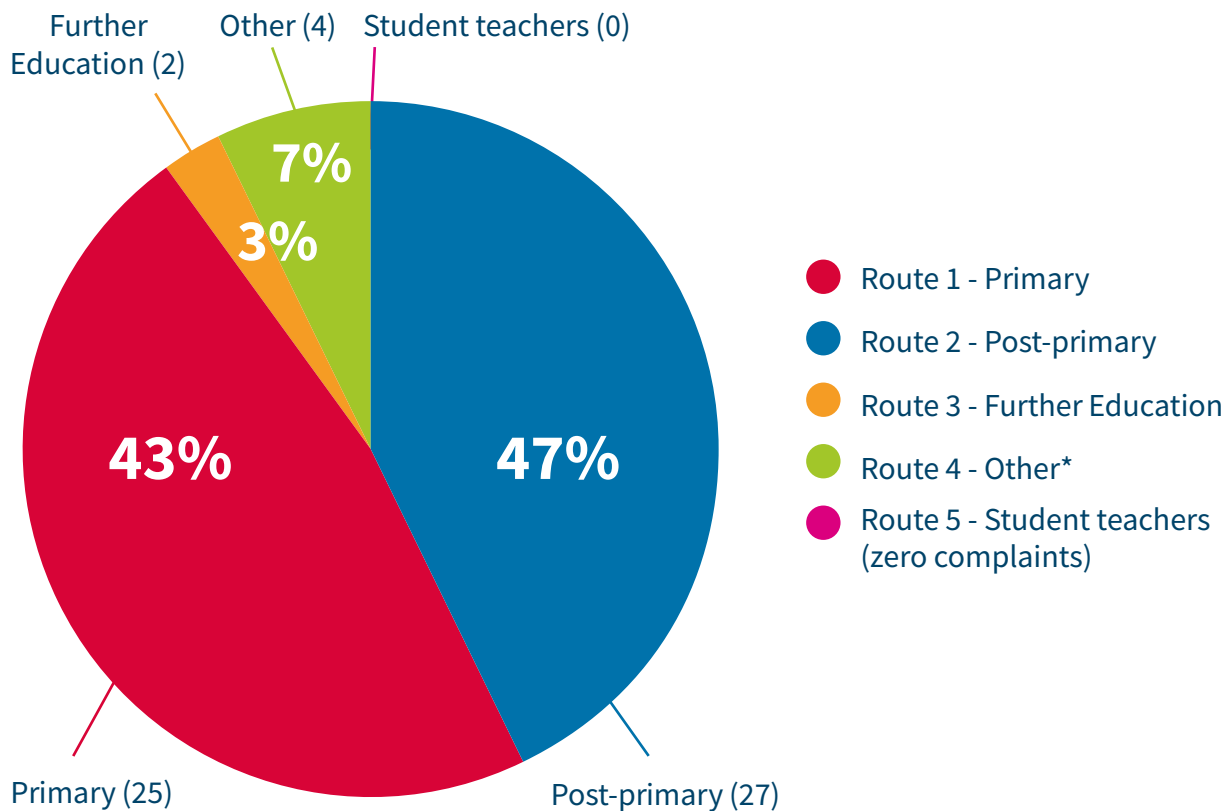
New complaints received during the reporting year

Progress of 58 complaints received during the reporting year



Breakdown of complaints received during the reporting year, by route of registration

Complaints by Route of Registration



*Registrants who hold a special education teaching qualification obtained outside the State or have previously been registered with the Teaching Council under Regulation Three or Route 4.

Complaints referred to Inquiry



Ten complaints referred to inquiry during the reporting year.

Source of 58 complaints

Parents	39
The Teaching Council via the Executive Committee, the complaint having come to the attention of Council via the media, Section 37 Notifications or otherwise.	13
Another teacher / colleague / other professional	3
Member of the public/third party (not a parent or student)	2
Principal	1



Section 37 Employer Notifications

During the reporting year, **6** notifications were received from employers under the 2023 Regulations - S.I No. 230 of 2023



Category of Complaint	No. of Complaints
Conduct/behaviour <i>Including physical abuse/assault, verbal assault, sexual/intimate contact with a student, inappropriate personal relationship with a student (non-sexual), inappropriate communications (of a sexual and non-sexual nature), bullying, discriminatory behaviour and inappropriate social media usage.</i>	45
Competence/performance/practice	6
Medical fitness concerns	0
Criminal convictions	2
Dishonesty/professional integrity	7
Breach of Code of Professional Conduct for Teachers	54
Complaints relating to special educational needs	15

*Note: More than one category of complaint can be attached to an individual complaint

Executive Committee

The Executive Committee has delegated functions from Council with regard to Council making complaints or applying to the High Court for interim suspension Orders, in relation to registered teachers.

During the reporting year, this Committee decided that the Council should make thirteen complaints under Section 42(1) of the Act.

The Executive Committee also decided, under Section 47 of the Act, that Council should apply to the High Court, in the public interest, for an Order to suspend the registration of 3 registered teachers, for a specified period, during the reporting year.

Suspension applications considered by the Executive Committee during the reporting year

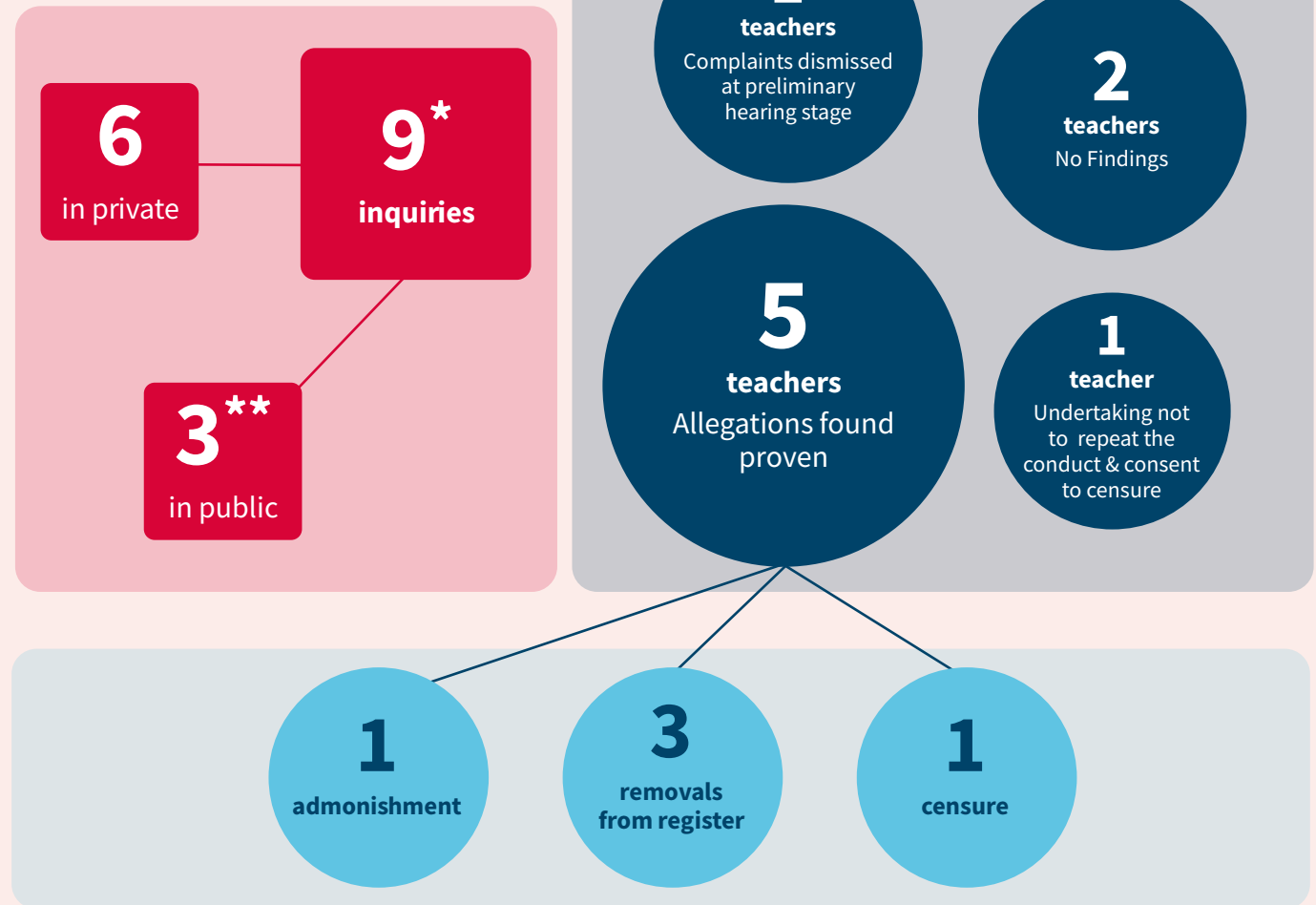
Five Section 47 applications considered			
On one occasion, it was decided not to make an application to the High Court.	On one occasion, a restriction on practice was agreed with the Executive Committee.	On two occasions, suspension Orders were granted by the High Court.	The Council is awaiting a decision from the High Court in relation to one application.

Fitness to Teach Inquiries

The subject matter of the complaints referred to inquiry ranged from:

- Conviction cases including sexual offences and theft/fraud
- Professional misconduct including fraudulent and dishonest behaviour e.g., submitting false and fraudulent documentation to the Teaching Council and/or employers
- Poor professional performance
- Medical fitness concerns
- Sexual misconduct/inappropriate relationships with students
- Matters relating to special educational needs.

Format and outcomes of Fitness to Teach Inquiries 2023/2024



*One inquiry refers to two teachers

**Inquiry held in public, all parties were anonymised

Admonish - to reprimand firmly

Censure - to express severe disapproval

Inquiry Statistics 2023/2024

During the 2023/2024 reporting year	No.
<i>Inquiries at planning stage/awaiting completion at start of reporting year</i>	15
New complaints referred for inquiry	10
Preliminary hearings held	8
Inquiries conducted - 7 heard in full / 2 dismissed at preliminary hearing stage	9
Number of sanction decisions confirmed by High Court (all three were removals from register)	3
Number of post-inquiry EU alerts raised	3
Number of website publications (findings and sanctions post Inquiry)	4

Notifications to EU Member States

The Teaching Council is obliged to notify all other EU Member States, where the practice of a registered teacher is prohibited or restricted. Alerts were issued in relation to three registered teachers, who were removed from the Register.

The Council is also required to issue EU alerts, where the High Court grants an interim suspension of a teacher, pursuant to Section 47 of the Teaching Council Acts. Two alerts were raised in these circumstances during the reporting year. An EU alert issued in one other instance where a teacher agreed to restrict their practice in line with a request from the Executive Committee.



Appendices

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Appendix 1: Financial Statements

Financial Statements for the year ended 31 December 2023

Council Information

Council Membership to 3 April 2024

Michelle Keane	Chairperson
Ann Mulcahy	Deputy Chairperson

Current Council Membership

Eamon Dennehy	Chairperson
Mary Curley	Deputy Chairperson

Council Membership to 3 April 2024	Current Council Membership
------------------------------------	----------------------------

Jean Beswick Duignan	Jean Beswick Duignan
Kathleen Burke	Desmond Cogan
Gráinne Conachy	Gráinne Conachy
Noel Cronin	Noel Cronin
Catherine Cross (appointed 12 December 2023)	Catherine Cross
Mary Curley	Niamh Dennehy
Michael Delargey	Liam Doran
Eamon Dennehy	David Fagan
Niamh Dennehy	Declan Fahie

Council Membership to 3 April 2024

Catherine Doolan	Adrian Guinan
Niall Duddy	Adrienne Healy
Declan Fahie	Aileen Horkan
Mai Fanning (resigned 12 December 2023)	Niamh Hourigan
Niamh Hourigan	Máire Kenefick
Anne Howard	Patrick Knightly
Rosena Jordan	Anne Loughnane
Gerry Leydon	Áine Lynch
Anne Loughnane	Mary Magner
Áine Lynch	Fergal McCarthy
Mary Magner	Joseph McKeown
Peter McCabe	Paul Moroney
Fergal McCarthy	Catherine Moynihan
Paul Moroney	Marcella Nic Niallaigh
Catherine Moynihan	Claire Ní Mharcaigh
Teresa O'Doherty	Ursula O'Connor
Ciaran James O'Donnell	Hazel O'Connor-McWey
Seán Ó Dubhlaing	Teresa O'Doherty
Séamus Ó Fearraigh	Séamus Ó Fearraigh
Seán Ó hArgáin	Clodagh O'Hara

Council Membership to 3 April 2024	Current Council Membership
Liam Ó Néill	Seán Ó hArgáin
Seán O’Neill	Liam Ó Néill
Bryan O’Reilly	Bryan O’Reilly
David O’Sullivan	David O’Sullivan
Eamonn Shaughnessy	
Tracie Tobin	

Auditors

Crowleys DFK Unlimited Company
Chartered Accountants and
Statutory Audit Firm
16/17 College Green
Dublin 2

Business Address

Block A
Maynooth Business Campus
Maynooth
Co. Kildare

Bankers

Bank of Ireland
Main Street
Maynooth
Co. Kildare

Solicitors

Fieldfisher Ireland LLP
45 Mespil Road
Dublin 4

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Governance Statement and Council Members' Report

Governance

The Teaching Council was established under the Teaching Council Act 2001. The functions of the Council are set out in section 7 of this Act. The Council is accountable to the Minister for Education and is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The day-to-day management control, and direction of the Teaching Council are the responsibility of the Director and the Senior Management Team. The Director and the Senior Management Team must follow the broad strategic direction set by the Council and must ensure that all Council members have a clear understanding of the key activities and decisions related to the organisation, and of any significant risks likely to arise. The Director acts as a direct liaison between the Council and the management of the Teaching Council.

Council Responsibilities

The duties and responsibilities of the Council are set out in its Code of Practice which also contains the matters specifically reserved for Council decision. Standing items considered by the Council include:

Declaration of interests

- Approval of minutes of previous meetings
- The Director's Report
- To receive and consider reports from committees and make decisions, where appropriate
- Reserved matters

Section 18 of the Teaching Council Act 2001 requires the Council to keep all proper and usual accounts and records of money received and expended and all property, assets and liabilities of the Council.

In preparing these financial statements the Council is required to:

Select suitable accounting policies and apply them consistently

- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements

The Council is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 18 of the Teaching Council Act 2001. The maintenance and integrity of the corporate and financial information on the Teaching Council's website is the responsibility of the Council.

The Council is responsible for approving the annual budget.

The Council is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Council considers that the financial statements of the Teaching Council give a true and fair view of the financial performance and the financial position of the Teaching Council at 31 December 2023.

Council Structure

The Teaching Council is made up of 37 voluntary members, as follows:

- Eleven primary teachers (nine elected and two teacher union nominees)
- Eleven post-primary teachers (seven elected and four teacher union nominees)
- Two nominated by colleges of education
- Two nominated by specified third-level bodies

- Four nominated by school management (two primary and two post-primary)
- Two nominated by national parent organisation (one primary and one post-primary) and
- Five nominated by the Minister for Education (including one representing each of IBEC and ICTU)

Council members are appointed for a four-year term. See Council information at beginning of the financial statements for details on the current Council.

The Council has established the following Committees and Panels:

- Executive Committee: facilitates the efficient and effective functioning of the Council by conducting the business of the Council between Council meetings
- Investigating Committee: Any person may apply to the Investigating Committee for an inquiry into the fitness to teach of a registered teacher

- Disciplinary Committee: A panel of the Disciplinary Committee will conduct a hearing on a complaint referred to it by the Investigating Committee
- Registration Committee: Advises the Council and makes recommendations in all areas relating to the registration of teachers
- Education Committee: Is responsible for making recommendations to the Council on policy relating to the continuum of teacher education

Disclosures required by the Code of Practice for the Governance of State Bodies (2016)

The Council is responsible for ensuring compliance with the requirements of the Code of Practice for the Governance of State Bodies (“the Code”). The following disclosures are required by the Code:

Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced “business-as-usual” functions.

	2023	2022
	€	€
Legal advice	82,650	135,426
Pension administration	19,911	15,929
Data Protection	3,661	14,177
Internal control & internal audit	8,610	21,587
Communications	30,899	24,247
ICT	45,252	63,557
Human Resources	2,902	35,466
Corporate Governance	32,412	-
Organisation Review & Workforce Planning	59,409	-
Procurement	3,155	2,337
	288,861	312,726

Other Legal Costs

	2023	2022
	€	€
Legal Costs – Registration	298,708	108,168
Legal Costs – Professional Standards	890,664	822,267
	1,189,372	930,435

Travel & Subsistence Expenditure

	2023	2022
	€	€
Domestic	-	-
Council members	170,123	161,096
Staff	42,317	32,065
International	-	-
Council members	5,076	6,775
Staff	9,310	3,758
	226,826	203,694

Hospitality Expenditure

	2023	2022
	€	€
Staff welfare	1,681	2,250

Statement of Compliance

The Council has adopted the Code of Practice for the Governance of State Bodies (2016) and has put procedures in place to ensure compliance with the Code. The Council was largely in compliance with the Code for 2023 with the exception of some minor aspects of the Customer Service requirements which will be addressed in 2024.

Future Developments

The Council plans to continue its present activities.

Accounting Records

The Council is responsible under Section 18 of the Teaching Council Act, 2001, for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the organisation. The Council is also responsible for safeguarding the assets of the organisation and hence for taking reasonable steps for the prevention of detection of fraud irregularities and other. The accounting records of the Teaching Council are maintained at Maynooth Business Campus, Maynooth, Co. Kildare.

Auditors

The auditors, Crowley DFK Unlimited Company (Chartered Accountants and Statutory Audit Firm), have indicated their willingness to continue in office.

Going concern

The council members have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the organisation's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the council members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and the classification of the assets and liabilities that may arise if the organisation was unable to continue as a going concern.

Post Balance Sheet Events

There were no events subsequent to the year end that would impact on or require disclosure in the financial statements or in the notes thereto.

Statement on Relevant Audit Information

There is no relevant audit information of which the statutory auditors are unaware. The council members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

On behalf of the Council



Eamon Dennehy
Chairperson

Date: 1 July 2024

Lynn Ramsey
Director

Statement on Internal Control

Scope of Responsibility

On behalf of the members of the Teaching Council I acknowledge our responsibility for ensuring that an effective system of internal control is in place and operating.

Purpose of the System of Internal Control

The system of internal control is designed to manage risk to an acceptable level rather than to eliminate it. The system can therefore only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded and that material errors or irregularities are either prevented or detected in a timely way.

The system of internal control, which accords with Guidance issued by the Department of Public Expenditure and Reform has been in place in the Teaching Council for the year ended 31 December 2023 and up to the date of approval of the financial statements.

Capacity to Handle Risk

During 2023, The Teaching Council had an Audit and Risk Committee comprising five Council members and one independent external member. The Committee met eight times in 2023.

The Teaching Council outsources its internal audit function which is adequately resourced and conducts a programme of work agreed with the Audit and Risk Committee.

The Audit and Risk Committee has developed a Risk Management Policy which sets out its risk appetite, the risk management processes in place and details the roles and responsibilities of staff relation to risk.

Risk and Control Framework

The Teaching Council has implemented a risk management system which identifies and reports key risk and the management actions being taken to address and, to the extent possible, to mitigate those risks.

A risk register is in place which identifies the key risks facing the Teaching Council and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by the Audit and Risk Committee on a regular basis. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level.

The risk register details the controls and actions needed to mitigate risks. I can confirm that a control environment containing the following elements is in place:

- Procedures for all key business processes have been documented
- Financial responsibilities have been assigned at management level with corresponding accountability.
- A comprehensive planning and budgetary system is in operation and expenditure trends are reviewed on a monthly basis
- Procedures for addressing the financial implications of major business risks include financial instructions and notes of procedures, delegation practices such as authorisation limits approved by Council and segregation of duties between processing and approval of payments
- Systems are in place to safeguard both physical assets and the integrity of the information and communication technology systems

Ongoing Monitoring and Review

Normal procedures have been established for monitoring control processes and control deficiencies are communicated to those responsible for taking corrective action and to management and Council, where relevant, in a timely manner. I confirm that the following ongoing monitoring systems are in place:

- Key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies
- Reporting arrangements have been established at all levels where responsibility for financial management has been assigned and
- There are regular reviews by senior management of monthly and annual performance and financial reports which indicate performance against budget

Procurement

I confirm that The Teaching Council has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2023 The Teaching Council complied with those procedures.

Review of Effectiveness

I confirm that the Teaching Council has procedures to monitor the effectiveness of its risk management and control procedures. The Teaching Council's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the internal and external auditors, the Audit and Risk Committee which oversees their work, and the senior management within the Teaching Council responsible for the development and maintenance of the internal financial control framework.

I confirm that the Council conducted an annual review of the effectiveness of the internal controls for 2023.

Internal Control Issues

No significant weaknesses in internal control were identified in relation to 2023 that require disclosure in the financial statements.

On behalf of Council



Eamon Dennehy
Chairperson

Date: 1 July 2024

Independent Auditor's Report to the Council Members of the Teaching Council

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Teaching Council for the year ended 31 December 2023 which comprise the Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement, and the related notes to the financial statements, including a summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland”.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the association as at 31 December 2023 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland”; and

- have been properly prepared in accordance with the requirements of Section 18 of the Teaching Council Act 2001.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Council in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the council members' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Council's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Council members with respect to going concern are described in the relevant sections of this report.

Other Information

The Council members are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent

material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the council and its environment obtained in the course of the audit, we have not identified any material misstatements in the Governance Statement and Council Members' Report

Respective responsibilities

Responsibilities of council members for the financial statements

As explained more fully in Governance Statement and Council Members' Report, the Council members are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council members are responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting unless management either intends to liquidate the Council or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the Council's members, as a body, in accordance with Section 18 of the Teaching Council Act 2001. Our audit work has been undertaken so that we might state to the Council's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the Council and the Council's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Harry O'Sullivan
for and on behalf of
Crowleys DFK Unlimited Company
Chartered Accountants and
Statutory Audit Firm
5 Lapp's Quay
Cork

Date: 1 July 2024

Appendix to the Independent Auditor's Report to the Council Members of the Teaching Council

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organisation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council members.
- Conclude on the appropriateness of the Council members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the organisation to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Income and Expenditure Account for the year ended 31 December 2023

		2023	2022
		€	€
Income	Notes		
Registration and Assessment Fees		8,541,123	8,128,870
Total Income	2	8,541,123	8,128,870
Expenditure			
Accommodation Costs		(138,409)	(201,476)
Staffing Costs		(5,222,568)	(4,839,286)
Professional Standards Costs		(991,135)	(911,555)
Other Administration Costs		(1,034,133)	(640,603)
Meeting Costs		(228,279)	(232,330)
Registration Costs		(179,470)	(163,508)
Information Technology Costs		(407,125)	(440,880)
Communications, Education and Research Costs		(882,372)	(590,465)
Depreciation	7	(583,179)	(532,896)
Total Expenditure		(9,666,670)	(8,552,999)

		2023	2022
		€	€
	Notes		
Deficit on Ordinary Activities		(1,125,547)	(424,129)
Investment Income		99,711	93,069
Fair value movement in Financial Assets		807,082	(1,339,681)
Property Rental Income		245,825	261,306
Property Management Costs		(62,414)	(43,071)
Deficit before taxation	3	(35,343)	(1,452,506)
Taxation	6	-	-
Deficit after taxation		(35,343)	(1,452,506)

There are no recognised surpluses or deficits other than the result for the above financial periods. The result of the year has been generated exclusively from continuing operations.

The notes on pages 58 to 67 form part of these financial statements.

The financial statements were approved by the Council on 1 July 2024 and signed on its behalf by



Eamon Dennehy
Chairperson

Lynn Ramsey
Director

Balance Sheet as of 31 December 2023

		2023		2022	
		€	€	€	€
	Notes				
Non-Current Assets					
Tangible Assets	7		4,248,124		4,534,378
Financial Assets	8		12,940,749		12,064,706
			17,188,873		16,599,084
Current Assets					
Receivables and Prepayments	9	30,348		76,337	
Cash and Cash Equivalents		231,751		592,796	
			262, 099		669,133
Current Liabilities: Amounts falling due within one year	10		(524,651)		(306,553)
Net Current (Liabilities)/Assets			(262, 099)		362,580
Total Assets Less Current Liabilities			16,926,321		16,961,664
Reserves					
Designated Reserve	11		4,000,000		4,000,000
General Reserves	11		12,926,321		12,961,664
Total Funds			16,926,321		16,961,664

The notes on page 58 to 67 form part of these financial statements.

The financial statements were approved by the Council on 1 July 2024 and signed on its behalf by



Eamon Dennehy | **Chairperson**



Lynn Ramsey | **Director**

Cash Flow Statement for the year ended 31 December 2023

		2023	2022
		€	€
	Notes		
Reconciliation of operating deficit to net Cash flow from operating activities			
Operating deficit (before interest received and tax)		(35,343)	(1,452,506)
Depreciation	3	583,179	532,896
Decrease/(Increase) in debtors	9	45,989	(64,871)
Increase/(Decrease) in creditors	10	218,098	(164,969)
Net cash flow from operating activities		811,923	1,149,450
Cash Flow from Investing Activities			
Interest received		-	-
Income from investment portfolio	13	(99,711)	(93,069)
Fair Value movement in investment portfolio	13	(807,082)	1,339,681
Investment management fee	13	30,750	-
Taxation	13	-	-
Capital Expenditure	13	(269,925)	(344,400)
Net cash flow from investing activities		(1,172,968)	902,212
Reconciliation of net cash flow to movement in cash and cash equivalents (Note 14)			
Net (Decrease) in cash and cash equivalents in the year		(361,045)	(247,238)
Net cash and cash equivalents at 1 January 2023		592,796	840,034
Net cash and cash equivalents at 31 December 2023	14	231,751	592,796

The financial statements were approved by the Council on 1 July 2024 and signed on its behalf by



Eamon Dennehy | **Chairperson**



Lynn Ramsey | **Director**

Notes to the Financial Statements for the year ended 31 December 2023

1. Accounting Policies

1.1. Basis of preparation

The financial statements are prepared on the going concern basis in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council (FRC). The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the organisations’ financial statements.

1.2 Income

Income comprises registration and assessment fees received during the year. All fees receivable are accounted for on a receipts basis, except for income from the review and accreditation of programmes of initial teacher education which is on an invoice basis. Teachers register throughout the year and this registration lasts for 12 months. Income is not deferred to reflect this. In 2014 the Council purchased Block A, Maynooth Business Campus and is in receipt of rental income from tenants of the building. This is included under “Property Rental Income” in the Income and Expenditure Account.

1.3 Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at historic cost less accumulated depreciation.

Depreciation is provided on all tangible assets, at rates calculated to write of the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, as follows:

Premises	- 2.5% straight line
Fixtures and Fittings	- 10% straight line
Computer Software	- 20% straight line
Computer Equipment	- 33.33% straight line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable. At the end of each reporting period, the organisation assesses whether there is objective evidence of impairment of any financial assets that are measured at cost or amortised cost included unlisted investments, investments, loans, trade debtors, and cash. If there is objective evidence of impairment, impairment losses are recognised in the Income and Expenditure in that financial year.

1.4 Pensions

The Council operates a defined benefit pension scheme for the majority of its employees. The scheme is based on the Public Service Model and is approved by the Minister for Education and the Minister for Finance. Pension benefits payable under the scheme are funded by the Exchequer.

In addition, the Council's arrangements have a number of specific characteristics:

- The Council makes an agreed contribution to the Department of Education
- The contribution comprises an employee element along with an employer element. In accordance with government policy on public sector pensions the employer's contribution amounts to 25% of gross pay for employees paying PRSI at the A rate and 30% of gross pay for employees paying PRSI at the D rate.
- There is an explicit commitment from the Department of Education with the agreement of the Department of Finance that the Exchequer will meet the cost of benefits as they fall due.

The Public Service Pensions (Single Scheme and Other Provisions) Act 2012 introduced the new Single Public Service Pension Scheme ("Single Scheme") which commenced with effect from 1 January 2013. All new employees of the Teaching Council, who are new entrants to the public sector on or after 1 January 2013 are members of the Single Scheme.

The Council considers that its pension arrangements as described above have the same financial effect from the Council's point of view as a defined contribution scheme. It is of the view that the provisions of FRS 17, Accounting for Retirement Benefits, which arise under defined benefit schemes are not appropriate to its circumstances. Accordingly, it accounts for its contribution as if the scheme was defined contribution scheme.

1.5 Taxation

The Finance (No.2) Act 2013, Section 37, amends Schedule 4 to the Taxes Consolidation Act 1997 to include the Teaching Council in the list of specified non-commercial State-sponsored bodies that qualify for exemption from certain tax provisions under Section 227 of the Taxes Consolidation Act 1997. This section exempts from income tax and corporation tax certain income arising which would otherwise be chargeable to tax under Case III, IV, and V of Schedule D.

Deposit interest remains subject to DIRT. The yearly charge for taxation is based on deposit interest for the year and is calculated with reference to the tax rate applying on the date the interest is received.

1.6 Designated Reserves

The Council has determined that it may at its discretion set aside unrestricted funds for designated future purposes. Where such funds are no longer required for the intended purpose, they will be released to the General Reserve.

1.7 Financial Assets

Financial assets held as non-current assets are stated at their market value. Any surplus or deficit is accounted for through the Income and Expenditure Account. Income from Financial Assets is recognised in the Income and Expenditure account in the year in which it is received.

1.8 Receivables

Receivables are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

1.9 Payables

Payables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

1.10 Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

2. Income

The income of the organisation for the year has been derived from its principal activity wholly undertaken in Ireland.

3. Operating Surplus/(Deficit)

	2023	2022
	€	€
Operating surplus/(deficit) is stated after charging:		
Depreciation	583,179	532,896

4. Staffing and Remuneration

	2023	2022
	€	€
Staffing costs		
Wages and salaries	2,985,722	2,678,917
Social welfare costs	300,927	269,022
Pension costs	581,528	531,408
Managed Services & Agency staff costs	1,259,058	1,229,949
Training & Staff Welfare costs	89,955	124,917
Sundry staff costs	5,378	5,073
	5,222,568	4,839,286
(A) Aggregate Employee Benefits		
Staff short-term benefits	2,985,722	2,678,917
Retirement benefit costs	581,528	531,408
Employer's contribution to social welfare	300,927	269,022
	3,868,177	3,479,347

The total number of staff employed (WTE) at year end was 65.5 (2022: 62.5).

	2023	2022
	€	€
(B) Staff Short-Term Benefits		
Basic pay	2,985,722	2,674,185
Overtime	-	4,732
Allowances	-	-
	2,985,722	2,678,917

(C) Key Management Personnel

Key management personnel in the Teaching Council consists of the Director, Deputy Director, Head of Teachers' Learning and Research, Head of Initial Teacher Education and Induction, Head of Registration, Head of Professional Standards, Head of Corporate Affairs and HR and Head of Finance and IT. The total value of employee benefits for key management personnel is set out below:

	2023	2022
	€	€
Salary	752,582	675,883
	752,582	675,883

This does not include the value of retirement benefits earned in the period. The key management personnel are members of the Teaching Council pension scheme and their entitlements in that regard do not extend beyond the terms of the model public service pension scheme.

Council members do not receive any remuneration for their work on behalf of the Council.

	2023	2022
	€	€
(D) Director's Salary and Benefits		
Basic pay	108,023	107,620
	108,023	107,620

The new Director commenced on 1 February 2023. The figure noted above represents the remuneration for eleven months from 1 February to 31 December 2023. The 2022 figure represents the remuneration paid to the Deputy Director who occupied the Director role in an acting capacity.

(E) Employee Short-term Benefits Breakdown

Employees' short-term benefits in excess of €60,000 are categorised into the following bands:

Range		No. Of Employees	
From	To	2023	2022
€60,000	€69,999	4	3
€70,000	€79,999	3	3
€80,000	€89,999	1	2
€90,000	€99,999	2	2
€100,000	€109,999	2	1
€110,000	€119,999	1	0

5. Pension Costs

The pension cost represents contributions payable by the Council to the pension fund.

6. Taxation

	2023	2022
	€	€
Current Year Taxation	-	-
DIRT	-	-

The Finance (No. 2) Act 2013, Section 37, amends Schedule 4 to the Taxes Consolidation Act 1997 to include the Teaching Council in the list of specified non-commercial State-sponsored bodies that qualify for exemption from certain tax provisions under Section 227 of the Taxes Consolidation Act 1997. This section exempts from income tax and corporation tax certain income arising which would otherwise be chargeable to tax under Case III, IV, and V of Schedule D. Deposit interest remains subject to DIRT.

7. Tangible Assets

	Premises	Fixtures & Fittings	Computer Software	Computer Equipment	Total
	€	€	€	€	€
Cost					
At 1 January 2023	3,691,937	1,542,220	1,554,955	582,631	7,371,743
Additions	-	9,741	250,579	36,605	296,925
Disposals	-	(16,702)	(72,436)	(130,942)	(220,080)
At 31 December 2023	3,691,937	1,535,259	1,733,098	488,294	7,448,588

	Premises	Fixtures & Fittings	Computer Software	Computer Equipment	Total
	€	€	€	€	€
Depreciation					
At 1 January 2023	738,384	1,116,746	477,694	504,541	2,837,365
On disposals	-	(16,702)	(72,436)	(130,942)	(220,080)
Charge for the year	92,298	139,285	296,785	54,811	583,179
At 31 December 2023	830,682	1,239,329	702,043	428,410	3,200,464
Net book values					
At 31 December 2023	2,861,255	295,930	1,031,055	59,884	4,248,124
At 31 December 2022	2,953,553	425,474	1,077,261	78,090	4,534,378

8. Financial Assets

	2023	2022
	€	€
Fair value		
At 1 January	12,064,706	13,311,318
Funds to portfolio	-	-
Fair value movement in financial assets	807,082	(1,339,681)
Investment income	99,711	93,069
Investment management fee	(30,750)	-
At 31 December 2023	12,940,749	12,064,706

9. Receivables and Prepayments

	2023	2022
	€	€
Other receivables	30,348	76,337
	30,348	76,337

10. Payables: Amounts falling due within one year

	2023	2022
	€	€
Other taxes and social security costs	106,184	126,127
Accruals	418,467	180,426
	524,651	306,553

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment. No interest was due at the financial year end date.

The terms of accruals are based on the underlying contracts. The repayment terms of trade creditors vary.

	2023	2022
	€	€
PAYE/PRSI	105,771	89,454
PSWT	-	36,405
RCT	413	268
VAT	-	-
	106,184	126,127

11. Reserves

	General Reserve	Designated Reserve	Total
	€	€	€
Opening Reserves	12,961,664	4,000,000	16,961,664
Deficit for the year	(35,343)	-	(35,343)
Closing Reserves	12,926,321	4,000,000	16,926,321

In accordance with the Council's financial strategy the designated reserves have been established as a contingency reserve to cover any significant costs arriving from legal challenge to any part of the Teaching Council Acts, 2001 to 2015 and from any of the Council's rulings. In accordance with the Council's accounting policy where such funds are no longer required they will be released back to the General Reserves.

12. Related Party Transactions

In accordance with the Teaching Council Acts, 2001 to 2015 Council members are entitled to reimbursement of expenses necessarily incurred whilst engaging in the business of the Council and Committees of the Council. Council members who are teachers are also required to renew their registration annually. All transactions are conducted on an arms-length basis and have been incorporated into these financial statements.

13. Gross Cash Flows

	2023	2022
	€	€
Returns on Investments and Servicing of Finance		
Interest received	-	-
Taxation		
DIRT	-	-
Capital Expenditure and financial investment		
Payments to acquire tangible assets	(296,925)	(344,400)
Income from investment portfolio	(99,711)	(93,069)
Investment management fee	30,750	-
Fair Value movement in investment portfolio	(807,082)	1,339,681
	(1,172,968)	902,212

14. Analysis of Changes in Net Cash and Cash Equivalents

	Opening balance	Cash flows	Closing balance
	€	€	€
Cash at bank and in hand	592,796	(361,045)	231,751
Net Cash and Cash Equivalents	592,796	(361,045)	231,751

15. Contingent liabilities

As at December 31, 2023, there were two ongoing cases against the Teaching Council. At the current stage of the process, it is not possible to quantify the probable outcome of the claims.

16. Post Balance Sheet Events

There were no events subsequent to the year end that would impact on or require disclosure in the financial statements or in the notes thereto.

17. Approval of Financial Statements

The financial statements were approved by the Council on 1 July 2024 and signed on its behalf by



Eamon Dennehy
Chairperson

Lynn Ramsey
Director

Appendix 2: Teaching Council members

The Council has 37 voluntary members, as follows:

- Eleven primary teachers, nine of whom are elected; and two of whom are teacher union nominees
- Eleven post-primary teachers, seven of whom are elected; and four of whom are teacher union nominees
- Two nominated by colleges of education; two nominated by specific third-level bodies
- Four nominated by school management (two primary and two post-primary)
- Two nominated by national parent organisation (one primary and one post-primary)
- Five nominated by Minister of Education (including one representing each of IBEC and ICTU)

The Council met on 10 occasions during the year. The total number of meetings attended by Council members, including Panel and Committee meetings, is shown on the following table:

Council Members	Meetings Attended
Ms Áine Lynch	14
Ms Ann Mulcahy	40
Ms Anne Howard	42
Ms Anne Loughnane	42
Ms Catherine Doolan	19
Ms Catherine Moynihan	27
Mr Ciaran James O'Donnell	38
Mr David O'Sullivan	23
Mr Declan Fahie	42
Mr Eamon Dennehy	33
Mr Eamonn Shaughnessy	31
Mr Fergal McCarthy	38
Mr Gerry Leydon	22
Ms Jean Beswick Duignan	25
Ms Kathleen Burke	28
Mr Liam Ó Néill	25
Ms Mai Fanning	2
Ms Mary Magner	31
Ms Mary Curley	31
Mr Michael Delargey	34

Council Members	Meetings Attended
Ms Michelle Keane	27
Mr Niall Duddy	15
Prof Niamh Hourigan	25
Dr Niamh Dennehy	26
Mr Noel Cronin	31
Mr Paul Moroney	28
Mr Peter McCabe	33
Ms Roseana Jordan	32
Mr Seán Ó hArgáin	31
Mr Seán Ó Dubhlaing	37
Mr Seán O'Neill	43
Prof Teresa O'Doherty	32
Ms Tracie Tobin	41
Mr Bryan O Reilly	30
Mr Séamus Ó Fearraigh	46
Ms Gráinne Conachy	45

Appendix 3: Committees and Panels

The Teaching Council has established a number of Committees and Panels to facilitate its work. There are three statutory committees, four standing committees overseeing policy, procedures, and governance, with three panels dealing with individual teacher registration, vetting, and qualification matters.

Executive Committee

The Executive Committee facilitates the efficient and effective functioning of the Council by conducting the business of the Council between general meetings.

The Committee which consists of 11 members, met on 12 occasions during the year. The attendances for these meetings are set out below.

Executive Committee	Meetings Attended
Ms Ann Mulcahy	7
Ms Anne Loughnane	7
Mr David O'Sullivan	5
Mr Fergal McCarthy	7
Mr Michael Delargey	6
Ms Michelle Keane	7
Ms Roseana Jordan	6
Mr Seán O'Neill	6
Prof Teresa O'Doherty	7
Mr Séamus Ó Fearraigh	7
Ms Gráinne Conachy	6

Section 47 Hearings	Meetings Attended
Ms Ann Mulcahy	3
Ms Anne Loughnane	5
Mr David O'Sullivan	1
Mr Fergal McCarthy	3
Mr Michael Delargey	3
Ms Michelle Keane	5
Ms Roseana Jordan	5
Mr Seán O'Neill	4
Prof Teresa O'Doherty	0
Mr Séamus Ó Fearraigh	4
Ms Gráinne Conachy	2

Investigating Committee

Any person may make a complaint to the Investigating Committee in relation to a registered teacher.

The Committee, which consists of 11 members, met on 12 occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Ann Mulcahy	12
Ms Anne Loughnane	11
Ms Catherine Moynihan	9
Mr Eamonn Shaughnessy	9
Ms Mai Fanning	1
Ms Mary Curley	12
Mr Michael Delargey	9
Mr Niall Duddy	2
Mr Peter McCabe	12
Mr Bryan O'Reilly	11
Mr Séamus Ó Fearraigh	12
Ms Catherine Cross	

Disciplinary Committee

Complaints received by the Teaching Council in relation to registered teachers can ultimately result in an inquiry being conducted by a panel of the Disciplinary Committee into a teacher's fitness to teach.

The Investigating Committee of the Council may refer a complaint to the Disciplinary Committee for Inquiry.

The Committee, which consists of 12 members, met on 5 occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Áine Lynch	5
Ms Anne Howard	5
Ms Catherine Doolan	3
Mr Declan Fahie	4
Mr Fergal McCarthy	4
Mr Gerry Leydon	0
Ms Kathleen Burke	3
Ms Mary Magner	5
Mr Noel Cronin	4
Mr Paul Moroney	5
Mr Seán O'Neill	5
Ms Tracie Tobin	5

Disciplinary Inquiry Panel

In addition to attendance at scheduled committee meetings a number of Committee members attend a Fitness to Teach preliminary inquiries/inquiry (35 days in total).

The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Áine Lynch	2
Ms Anne Howard	19
Ms Catherine Doolan	2
Mr Declan Fahie	19
Mr Fergal McCarthy	0
Mr Gerry Leydon	14
Ms Kathleen Burke	10
Ms Mary Magner	1
Mr Noel Cronin	11
Mr Paul Moroney	6
Mr Seán O'Neill	12
Ms Tracie Tobin	9

Registration Committee

The Registration Committee advises the Council and makes recommendations in all areas relating to the registration of teachers.

The Committee, which consists of 13 members, met on 5 occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Anne Howard	5
Mr Ciaran James O'Donnell	5
Mr Eamon Dennehy	4
Mr Fergal McCarthy	5
Mr Gerry Leydon	1
Ms Mai Fanning	0
Ms Mary Curley	5
Mr Niall Duddy	1
Prof Niamh Hourigan	3
Mr Peter McCabe	5
Ms Roseana Jordan	5
Mr Seán Ó hArgáin	3
Ms Gráinne Conachy	5

Registration Review Group

The Registration Committee sits as the Registration Review Group in instances where teachers are unhappy with the outcome of a panel's decision and request a review of the initial decision.

Committee members who are involved in the Panel decision or who have a conflict of interest withdraw from the meeting.

The Group, which consists of 13 members, met on 6 occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Anne Howard	5
Mr Ciaran James O'Donnell	5
Mr Eamon Dennehy	5
Mr Fergal McCarthy	6
Mr Gerry Leydon	1
Ms Mai Fanning	0
Ms Mary Curley	5
Mr Niall Duddy	2
Prof Niamh Hourigan	3
Mr Peter McCabe	6
Ms Roseana Jordan	6
Mr Seán Ó hArgáin	5
Ms Gráinne Conachy	5

Registration Panel

The Registration Panel is responsible for the assessment of issues which relate to the registration of teachers such as granting of extensions to those holding registration with conditions.

The Committee, which consists of 7 members, met on 14 occasions during the year. The attendances for these meetings are set out below.

Panel Members	Meetings Attended
Mr Eamon Dennehy	9
Mr Liam Ó Néill	9
Ms Mary Magner	10
Ms Niamh Dennehy	10
Mr Seán Ó Dubhlaing	11
Mr Séamus Ó Fearraigh	8
Ms Gráinne Conachy	10

Education Committee

The Education Committee is responsible for making recommendations to the Council on policy relating to the continuum of teacher education research.

The Committee, which consists of 14 members, met on 8 occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Catherine Doolan	6
Ms Catherine Moynihan	7
Ms Jean Beswick Duignan	7
Ms Kathleen Burke	3
Mr Liam Ó Néill	7
Ms Mary Magner	6
Dr Niamh Dennehy	7
Mr Noel Cronin	6
Mr Paul Moroney	8
Mr Seán Ó hArgáin	7
Mr Seán O'Neill	8
Prof Teresa O'Doherty	7
Ms Gráinne Conachy	8
Ms Michelle Keane	4

Finance Committee

The Finance Committee oversees the Council's financial affairs.

The Committee, which consists of 7 members, met on 7 occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Ann Mulcahy	7
Mr Eamon Dennehy	5
Mr Fergal McCarthy	6
Mr Gerry Leydon	2
Prof Niamh Hourigan	3
Mr Seán Ó Dubhlaing	6
Mr Séamus Ó Fearraigh	7

Audit and Risk Committee

The Audit and Risk Committee monitors the systems, financial controls, and procedures of the Council to ensure they operate in an orderly and efficient manner.

The Committee, which consists of 6 members, met on 9 occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Mr Ciaran James O'Donnell	8
Mr David O'Sullivan	9
Ms Kathleen Burke	5
Mr Seán Ó hArgáin	7
Ms Gráinne Conachy	9
Mr Liam Gallagher	6

Evidence of Character Panel

The Council's Evidence of Character Panel assesses the evidence of character of applicants seeking to register as teachers with the Council.

The Committee, which consists of 7 members, met on 13 occasions during the year. The attendances for these meetings are set out below.

Panel Members	Meetings Attended
Ms Anne Loughnane	11
Mr Ciaran James O'Donnell	11
Mr Liam Ó Néill	10
Prof Niamh Hourigan	11
Mr Seán Ó Dubhlaing	12
Ms Tracie Tobin	8
Mr Bryan O'Reilly	10

Qualifications Panel

The Qualifications Panel assesses the professional qualifications of applicants seeking to register as teachers.

The Committee, which consists of 7 members, met on 12 occasions during the year. The attendances for these meetings are set out below.

Panel Members	Meetings Attended
Mr Declan Fahie	10
Mr Eamonn Shaughnessy	12
Ms Jean Beswick Duignan	11
Mr Michael Delargey	9
Mr Niall Duddy	2
Prof Teresa O'Doherty	12
Ms Tracie Tobin	10

Cosán Working Group

The Cosán Working Group is comprised of teachers and relevant stakeholders tasked with promoting and coordinating the Cosán development process. A number of members of this Working Group are Council members. It met on 2 occasions during the reporting year, and Council members' attendances for these meetings are set out below.

Working Group Members	Meetings Attended
Ms Catherine Doolan	1
Ms Catherine Moynihan	1
Mr Niall Duddy	0
Mr Noel Cronin	2
Mr Paul Moroney	0
Mr Peter McCabe	2
Mr Seán O'Neill	1

FÉILTE Working Group

The FÉILTE Working Group is comprised of external stakeholders and members of the Council.

The Working Group, which consists of 7 members, met on 1 occasion during the year. The attendances for this meeting are set out below.

Working Group Members	Meetings Attended
Ms Áine Lynch	0
Ms Ann Mulcahy	1
Ms Catherine Doolan	1
Mr Eamonn Shaughnessy	1
Ms Michelle Keane	1
Mr Niall Duddy	1
Ms Tracie Tobin	0

Appendix 4: Meeting Expenses

Council Members	Meetings Attended	Expenses
Ms Áine Lynch	14	-
Ms Ann Mulcahy	40	€11,266.27
Ms Anne Howard	42	€4,879.15
Ms Anne Loughnane	42	€16,036.40
Ms Catherine Doolan	19	€2,965.45
Ms Catherine Moynihan	27	-
Mr Ciaran James O'Donnell	38	€3,484.99
Mr David O'Sullivan	23	-
Mr Declan Fahie	42	€152.99
Mr Eamon Dennehy	33	€4,419.57
Mr Eamonn Shaughnessy	31	€11,272.67
Mr Fergal McCarthy	38	€11,685.96
Mr Gerry Leydon	22	€829.68
Ms Jean Beswick Duignan	25	€3,608.72
Ms Kathleen Burke	28	€5,048.03
Mr Liam Ó Néill	25	-
Ms Mai Fanning	2	-
Ms Mary Magner	31	€9,495.92

Council Members	Meetings Attended	Expenses
Ms Mary Curley	31	€8,937.84
Mr Michael Delargey	34	€6,979.94
Ms Michelle Keane	27	€7,464.73
Mr Niall Duddy	15	€6,489.61
Prof Niamh Hourigan	25	€194.80
Dr Niamh Dennehy	26	€5,432.74
Mr Noel Cronin	31	€4,764.00
Mr Paul Moroney	28	€9,445.56
Mr Peter McCabe	33	€463.26
Ms Roseana Jordan	32	€2,950.35
Mr Seán Ó hArgáin	31	€2,771.65
Mr Seán Ó Dubhlaing	37	€5,855.81
Mr Seán O'Neill	43	-
Prof Teresa O'Doherty	32	€591.13
Ms Tracie Tobin	41	€10,448.38
Mr Bryan O'Reilly	30	€107.28
Mr Séamus Ó Fearraigh	46	€17,091.32
Ms Gráinne Conachy	45	-

