

Annual Report

2024/2025

28 March 2024 - 27 March 2025



A Snapshot:



3

Fitness to Teach
inquiries completed.

18 fitness to teach hearing
days - relates to completed
and ongoing inquiries.



6,523

Teachers engaged
in Droichead.



7,336

New registrants added
to the Register.



3

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



25,845

Teachers vetted.



53

Fitness to Teach
complaints received.



126,867

Teachers registered with
the Teaching Council.



4

Programmes reviewed
across four HEIs between
March 2024 and March 2025
under Céim: Standards for
Initial Teacher Education.



34

Career fairs attended across
Ireland and Northern
Ireland.

Chairperson's Report

Tá áit ríthábhachtach ag an teagasc inár sochaí. Ar fud na hÉireann, spreagann múinteoirí tiomanta fiosracht, cothaíonn siad cumas na ndaltaí, agus cothaíonn siad grá don fhoghlaim ar feadh an tsaoil. Tá gairm na múinteoireachta ina bhunchloch faoin dul chun cinn, agus cuireann go buan le folláine agus le rath daoine aonair agus na sochaí trí chéile.

I am pleased to present the Teaching Council's Annual Report for 2024/25. This report highlights another significant year for the Council in the regulation and promotion of the teaching profession.

Teachers in Ireland are trusted professionals, guided by the core values of Respect, Care, Integrity and Trust. Teachers and schools are at the heart of our communities, and I would like to take this opportunity to acknowledge the dedication teachers bring to their role each day.

This report outlines the progress achieved by the Council across our four strategic goals; namely; teacher registration and supply, the development of collaborative professional communities, ensuring fitness to teach, corporate resourcing and sustainable operations.

Over the past 12 months, 7,336 new registrants were added to the register. This includes 3,702 new graduates who completed or updated their registrations during the summer period, while 3,252 teachers lapsed or were removed from the register. This means there are now 126,867 teachers on the register which is an increase of 4,124 on this time last year. This is a welcome increase which will further support the supply of teachers to the system. The Council also approved a Droichead temporary measure which allows NQTs to complete Droichead whilst employed through Supply Panels and in Principal Release Time Posts in the 2024/25 academic year. This measure will support NQT retention and will help address teacher supply challenges.

As part of our continued efforts to promote teaching as a profession, the Teaching Council attended 34 career and recruitment fairs across the Republic of Ireland and Northern Ireland over the course of last year.

A notable aspect of the Council's work this year was the Féilte Bursary Scheme where bursaries valued at €100,000 were awarded to schools to promote collaborative professional learning. These bursaries supported over 98 schools to participate in 27 innovative and creative projects.

These projects showcase teachers' commitment to professional learning and the Council's efforts to promote teaching as a profession. The bursary scheme brought considerable local media coverage which celebrated the inclusive, creative, and innovative work of teachers through their individual projects.

The Fitness to Teach area of the Council's work has been very busy and, alongside the handling of complaints, there has been significant progress in work done to review and simplify procedures and language to improve the process for all involved.

As an organisation the Teaching Council has worked hard to maintain and improve our governance and compliance structures to ensure our ongoing sustainability, including work to implement the recommendations of the Periodic Critical Review and the Organisational Design Review.

I sincerely appreciate the commitment of the Teaching Council members and all stakeholders who contribute to our mission. The Minister appointed 16 newly elected members to Council on 4 April 2024. I would like to thank outgoing members for their contribution and welcome newly elected members to the Council. The

voluntary service of Council members supported by the flexibility and cooperation of employers remains vital to our work.

I also extend my gratitude to the Director, Dr Lynn Ramsey, and her team, for their unwavering professionalism in advancing our strategic objectives.

It is essential that teaching in Ireland continues to be valued and trusted as a profession. Through collaboration with our partners, we will continue to work in the public interest by promoting and regulating professional standards in teaching.



A handwritten signature in black ink that reads "Eamon Dennehy". The signature is fluid and cursive, with a long horizontal stroke at the end.

Eamon Dennehy
Chairperson

Director's Report

The past year has been marked by significant milestones in carrying out our role. Central to this is protecting the public by regulating and promoting the teaching profession.

During the reporting period, and in line with the Code of Practice for the Governance of State bodies, the Council was subject to a Periodic Critical Review (PCR) overseen by the Department of Education. The PCR reflected the fact that the Teaching Council is a key component of the complex national education sector and has, since its inception, broadly delivered on its mandate to help ensure that teaching in Ireland is underpinned by with the highest standards of professionalism and quality. PCR captured significant achievements and identified the strong recognition amongst stakeholders of the significant role played by the Teaching Council and its success in developing a system of regulation of teaching in Ireland. Guided by the findings of this review, a number of key recommendations have already been implemented with the remainder in active progress, contributing to enhanced operational focus and alignment with strategic goals.

As part of our internal commitment to good governance and performance, the

Teaching Council also completed an internal Organisational Review. This has strengthened our capacity to meet statutory obligations by creating internal operational efficiencies through streamlining of the Council's functions. The Review also identified key appointments required to enhance our effectiveness in achieving our statutory objectives. These include the appointment of a second Deputy Director with responsibility for Governance and Strategy, a Head of Digital Transformation and an Irish Language Officer.

In parallel with structural improvements, we have maintained a strong emphasis on financial prudence and efficiency. Through a series of targeted measures, we continue to progress towards a more sustainable long-term financial position, ensuring that we can meet future demands with resilience and accountability.

As the regulator of the teaching profession in Ireland, we are evidence-based in our approach to all of our work. The "Teachers' Professional Journeys" longitudinal research study being carried out under the oversight of the Department of Education and Youth and the Teaching Council aims to provide this evidence to understand the lived experience of teachers'

professional journeys and contribute to the maintenance of high standards in the teaching profession. We encourage all of those with an interest in education to keep an eye on the website tpjstudy.ie for the publication of reports and updates. We also ask all teachers who, in the coming months, receive an invitation to participate in the study, to engage as actively as possible.

We are very pleased to conclude the national review of Droichead: The Integrated Professional Induction Framework and look forward to the implementation of the revised framework in September 2026. This is now the only induction route for all primary and post-primary Newly Qualified Teachers (NQTs) and is a key stage in supporting NQTs to meet the needs of their students.

In the past year we concluded the accreditation of 52 programmes of initial teacher education. This is a significant body of work which ensures that programme providers are maintaining the high standards of teacher education in Ireland. In addition to this, we also completed a report on a systemwide overview of the implementation of Céim: Standards for Initial Teacher Education.

Over the past 12 months, 25,845 teachers have been vetted. This is a key statutory function required by the Council to protect the public. The Council ensures all registered teachers are fit and proper person prior to granting initial registration or renewing a teacher's registration.

There are now 126,867 teachers on the register, the highest number since the establishment of the Council in 2006. The register is continuing to grow reflecting strong interest in joining the profession and supporting evolving workforce needs in the sector.

We continue to ensure that our Fitness to Teach processes are fair and transparent while maintaining high standards in the public interest. There were three fitness to teach inquiries completed in the past year.

Despite planned efficiencies, and as a result of our expanding register and functions, we are projecting significant deficits in 2025/2026. We are working intensively to ensure the Teaching Council is a robust and viable public body fully capable of meeting its statutory obligations.

I sincerely thank the Chairperson, Council members, management colleagues, and staff for their professionalism, dedication, and invaluable contributions. Their commitment has been essential in driving our progress. I would like to acknowledge the contribution of Council members whose term extended in April 2024 and congratulate the 16 newly

elected members, appointed by the Minister on 4 April 2024. I also wish to acknowledge and appreciate the continued engagement of our stakeholders, whose support remains vital in supporting the Council to fulfil its mandate. I also warmly welcome our new Deputy Director, Margaret Hynds O'Flanagan, whose expertise and leadership will be invaluable in achieving our strategic goals.



A handwritten signature in black ink, appearing to read 'Lynn Ramsey'.

Dr Lynn Ramsey
Director

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1

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. 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.

5

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

4

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

2

nominated by specified higher education institutions (HEIs).

2

nominated by colleges of education.

2

nominated by national parent organisation.

11

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



Senior Management Team Organisation Chart

During the reporting year, the Teaching Council was supported in its work by an executive staff numbering 67 on 27 March 2025, supported by four seconded teachers.



Director
Dr Lynn Ramsey



Deputy Director
Governance and Strategy
Margaret Hynds O'Flanagan



Deputy Director
Operations
Phil Fox



Head of Policy &
Communications
Bríd Murphy



Head of
Corporate & HR
Ruth Flynn



Head of
Finance & IT
Harry McGeary



Head of
Digital
Transformation
Jennifer Doyle



Head of
Registration
Siobhán Healy



Head of
Professional
Standards
**Finola O'Dwyer,
Solicitor**



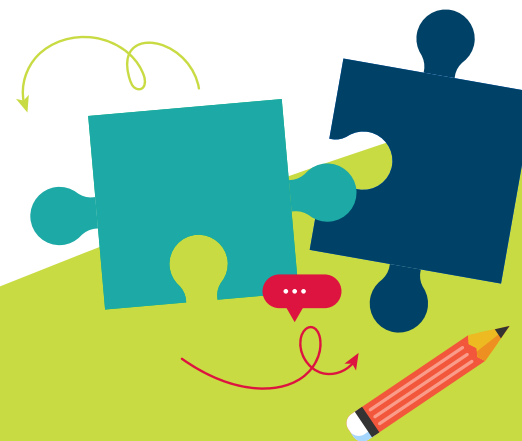
Head of
Recognition
Laura Egan

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. The 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.





3

Achieving our strategic goals

This annual report covers the period from 28 March 2024 to 27 March 2025, and outlines the progress made in achieving our four Strategic Goals.

Strategic Objectives



1. Teacher Registration and Supply

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, Science, and stakeholders.



2. Collaborative professional communities for sustainability

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



3. Fitness to Teach

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



4. Corporate resourcing Sustainable ways of working

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

- An amendment to the Teaching Council Registration Regulations was approved and signed into law by Norma Foley, 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 concluded the national review of the Droichead Integrated Professional Framework policy in March 2025, having commenced it in October 2023. The review of the Policy during the reporting period included a survey of NQTs, a number of interviews, focus groups and quarterly meetings with key stakeholders. Five reports on the review were completed throughout 2024, before the final Policy changes were brought to the Council in March 2025, and approved. The updated policy will be implemented in September 2026.
- In June 2024, the Teaching Council also approved a temporary measure to allow NQTs employed on Supply Panels and Principal Release Time posts to complete the Droichead process.
- In April, May, November and December 2024 and January, February, and March 2025, the Teaching Council and the Droichead Induction team of Oide visited final year students to brief them on the Teaching Council's role, function, and the Droichead process. Additionally, the Council's Registration team recorded a video to provide guidance for NQTs on the fast-track process.
- A process evaluation on the Second Cycle of Accreditation was completed in November 2024. The Cycle 2 accreditation report looked at the timelines of the Cycle, costs, and feedback from key stakeholders involved in the process.

- In September 2024, the Council completed a report on systemwide overview on the implementation of Céim. The report looked at the main changes from the 2011 Criteria to the 2020 Céim Standards, before then focusing on programme structure, core elements of programmes, Gaeilge in the primary curriculum, research in School Placement and programme resourcing.
- Between March 2024 and March 2025, four programmes at four HEIs were approved under Céim.
- One new programme, a Bachelor of Education in Home Economics and Technology, which is a collaboration between DCU and TUS, was accredited in June 2024.
- The Council also received submissions for two new ITE programmes during the reporting year, currently undergoing review and accreditation processes.
- The Council attended 34 career fairs and recruitment fairs across Republic of Ireland (ROI) 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.
- The Council completed Phase 2 of its review of qualification assessment processes for teachers who qualified outside of the Republic of Ireland (ROI). This was submitted to the Minister for Education, Norma Foley on 27 July 2024.
- The Council continued to operate a tailored registration process for qualified Ukrainian teachers and also continued its engagement with the Migrant Teacher Project.



Register of Teachers

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.

Total number of registered teachers: 126,867

Route of Registration	
Route 1: Primary	57,558
Route 2: Post-primary	52,311
Route 3: Further Education	19,045
Route 4: Other	2,033
Route 5: Student teachers	3,659

Note: Teachers may be registered under more than one route. The above figures are correct as of 27 March 2025.

The Register

Total number of new registrants	7,336 new registrants were entered onto the Register, in the reporting year.
Of the number of new graduates	3,702 new graduates completed/updated their registrations via the Council’s fast-track Newly Qualified Teacher (NQT) registration process during the summer period. 2,055 student teachers were registered under Route 5, during the reporting year.
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 the registered teachers are female and 24% are male.
Number of teachers that lapsed/were removed from the Register	3,252 teachers lapsed/were removed from the Register.
Of the teachers who lapsed/were removed	- 402 for non-compliance with addressing conditions, of which 5 subsequently returned to the Register. - 2,161 for non-payment of renewal fee, of which 66 returned to the Register. - 346 for non-compliance with the requirement to complete re-vetting. - 301 requested voluntary removal. - 41 deceased. - 1 removed under Section 44, following a Fitness to Teach inquiry (sanction confirmed by High Court).

Registration Renewals

119,960 teachers renewed their registration with approximately 99.84% selecting the online payment option.

Registration with Conditions

1,729 teachers applied for an extension of time to comply with their registration conditions. Of these extension requests received:

- 1,470 extension applications were granted
- 61 extension applications were refused
- 198 extension applications were being considered at the time of reporting

Registration Panel

The Registration Panel considers applications submitted by 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 269 extension requests. A further 1,449 cases were considered by the executive staff and presented to the Panel for ratification.

Droichead

A total of 6,523 teachers engaged in the Droichead process across two academic years 2023/2024 and 2024/2025.

4,499 NQTs across 1,948 schools participated in the Droichead process during the 2023/2024 academic year. Of these:

- 2,143 NQTs completed the process in advance of the reporting year.

Table: Overview of Droichead on 28 March 2024

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

In the academic year 2024/2025, 4,247 NQTs commenced the process in 1,886 schools across the country.

Table: Overview of Droichead on 27 March 2025

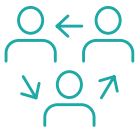
School Type	NQTs	Schools
Primary	2,090	1,239
Post-primary	2,157	647
Total:	4,247	1,886

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 and concluded during the reporting year. The following stages were completed during the reporting year:



Focus groups were held with key stakeholders in Education Support Centres throughout the country.



A final focused stakeholder consultation was held in February 2025 with draft changes to policy presented.



Quarterly check-in meetings were held with stakeholders throughout the reporting period to cover key themes arising from the review.



Final changes to the policy were presented to the Education Committee and then Council in March 2025.



Interim reports were prepared and presented to the Council summarising the themes emerging from the Review and informing Policy change.



The updated Policy will be implemented in September 2026.

Droichead Temporary Measures

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



Vetting

The Council administers the vetting of teachers for initial registration, renewal of registration and employment purposes.

Number of teachers vetted:	25,845
- for initial registration	9,211
- for employment purposes	2,090
- as part of the Council’s re-vetting policy of vetting teachers every three years	14,544

The Council’s Fit and Proper Person Assessment Panel (FPA) considers vetting disclosures when assessing an individual’s suitability as a fit and proper person for registration or to have their registration renewed.

During the 11 FPA meetings which took place during the reporting period, the following was discussed:	
- vetting disclosures considered (one submission concerning a teacher’s re-vetting requirement)	27
- cases presented to them by executive staff for ratification	61
- updates relating to teachers previously approved for registration by the FPA	15

The FPA met to consider three cases under section 19 of the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016.

Vetting disclosure system

The Teaching Council enhanced its online services for vetting in November 2024. The enhancement enables teachers to access their vetting disclosure (vetting result) through their My Registration account. This additional functionality brings a more efficient and user-friendly service for teachers in accessing, viewing, and sharing their vetting disclosures.

Registration Committee and Registration Review Group

The Registration Committee and the Registration Review Group met on six occasions over this period. The Registration Review Group considered 36 cases.

Restructure of the Recognition Team

During the reporting year, a dedicated Head of Recognition was appointed. The Recognition Section is equipped to support the Council’s objectives and continues to maintain efficient processing times of qualifications obtained outside the Republic of Ireland.

Qualifications Assessment Review

In the reporting year, 684 applications for qualification assessment (QA), were approved for registration. This represents a 4% increase in the number of applications processed compared to the previous reporting year. Of these, 351 were primary applications under Route 1, 27 applications were made under Route 4 (Other) and 306 were post-primary applications under Route 2.

Compared to 2023, the average processing time in 2024 for post-primary applications reduced from 8 weeks to 7 weeks. The average processing time for primary applications increased from 4 weeks to 7 weeks, reflecting a 29% increase in the number of primary applications processed compared to the previous year.

Compared to the same period in 2023, an additional 8% of applications have been finalised for registration, increasing from 414 to 447 applications.

Registered teachers may apply to add an additional subject(s) to their registration. In the reporting year, 236 applications to add an additional subject(s) were approved.

A review of qualifications assessment processes continued during the reporting year for the purpose of improving service for applicants while still maintaining standards. A Phase 2 final report was completed in May 2024.

Summary of outcomes from Phase 2 QA Review



Implementing a three-stage follow-up with applicants helped identify issues earlier in the application process, allowing for quicker support.



Processing times were reduced.



New key performance indicators (KPIs) were introduced to improve performance.



A pilot programme was tested to make the application process simpler for graduates from one main programme at a teacher educator provider in Northern Ireland.

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
13 April 2024	103
13 July 2024	86
9 November 2024	127



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 reintroduced this regulation, accepting applications under it from 22 February 2023 to 1 February 2024. The processing of applications under this regulation was completed during the current reporting year.

Total applications received	290
Conditional Registration granted	179 (98 primary) (81 post-primary)
Ineligible, including: - Assessed and deemed out of scope - Cancelled due to lack of standard eligibility documents - Standard QA application (was fully registered in another jurisdiction)	110
In progress (final stages)	0

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 2025, 273 applications were approved: 28 for primary, 238 for post-primary, 3 under Route 3 (Further Education) and 4 under Route 4 (Other).

Professional Master of Education Verification Process

The Council offers a verification service for 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 2024, 89% of PME student teachers starting their two year programme availed of this free process.

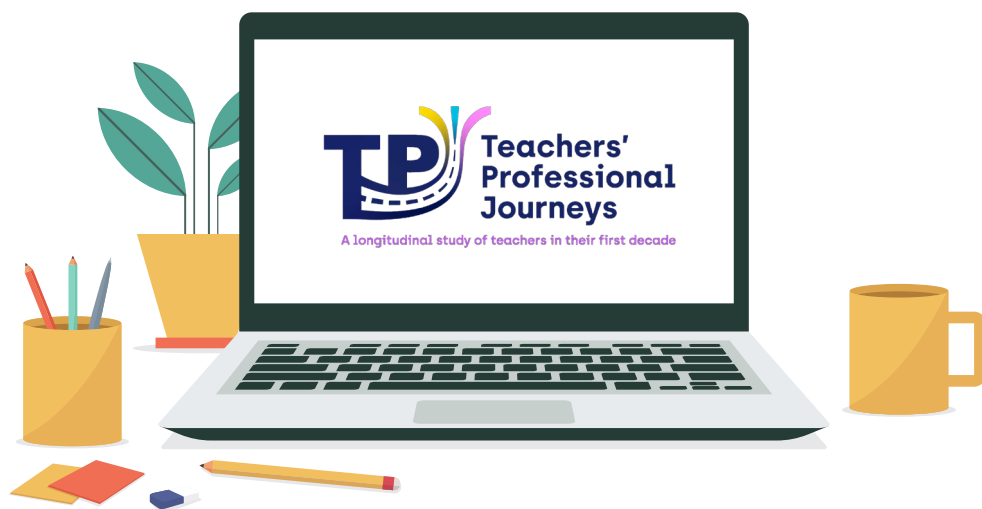


Strategic Objective 2: Collaborative professional communities for sustainability

- To support the embedding of Cosán in the system, the Council, in collaboration with the Oide leadership team, co-presented at two Oide Mentor Professional Learning Days as part of their leadership programmes for principals and deputy principals in Q2 2024.
- During the reporting year, the Council's research strategy 'Strategy for Evidence-informed Decision Making, Policy and Practice 2024-2026' was approved by Council in Q3 2024. This strategy provides a strategic approach to research as a regulator of the teaching profession and is aligned to our objectives as set out in the Strategic Plan 2022 to 2027.
- Under the John Coolahan Research Support Framework (RSF), a total of 17 completed research reports, setting out the findings from previously funded research, were submitted and considered by the appointed RSF review panel.
- T-REX (Teacher's 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 three times during the reporting year and is also represented on the T-REX Steering Committee.
- The Teaching Council provides all registered teachers with free access to an online library of journals and eBooks with extended resources for teachers.
- In collaboration between the Council, NCCA, and Oide, a research email issued to all registered teachers in Q2 2024 highlighting eBooks and journal articles on the Teaching Council's online library which support the teaching of Mathematics.

- The Council and the Department of Education jointly funded longitudinal research study The Teachers' Professional Journeys: The First Decade is progressing with the consortium comprising of University of Limerick (UL), the Economic and Social Research Institute (ESRI), and Mary Immaculate College (MIC). The study 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 encompass primary, post-primary, and further education

graduates from the classes of 2019, 2022, 2025 and 2026 as well as other stakeholders. The review of literature for the study was completed in Q4 2024. Work commenced on drafting the Technical Report: Design and Instruments report for the study and was completed in reporting period. The tpjstudy.ie website for the research study was developed during the reporting period and will act as a communication tool for teachers and stakeholders and will include the publication of all reports and associated outputs from the study.





Strategic Objective 3: Fitness to Teach

- Under the Teaching Council's Fitness to Teach functions (Part 5 of the Teaching Council Act, 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.
- 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, Norma Foley, 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 that date 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.
- Information on the fitness to teach section of the website, together with information which is circulated to members of the public attending inquiries, was updated during the reporting year. This brought further clarity for the public with regard to the fitness to teach process. It outlined potential outcomes at inquiries and explained, in plain English, the terminology used throughout the inquiry process.
- The Council is actively reviewing the Investigating Committee Procedures and Inquiry procedures, in an effort to further streamline Fitness to Teach processes, in line with the Council's Strategic Plan 2022-2027. It is anticipated that the outcome of this review will introduce further efficiencies to the process for all stakeholders involved.

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.

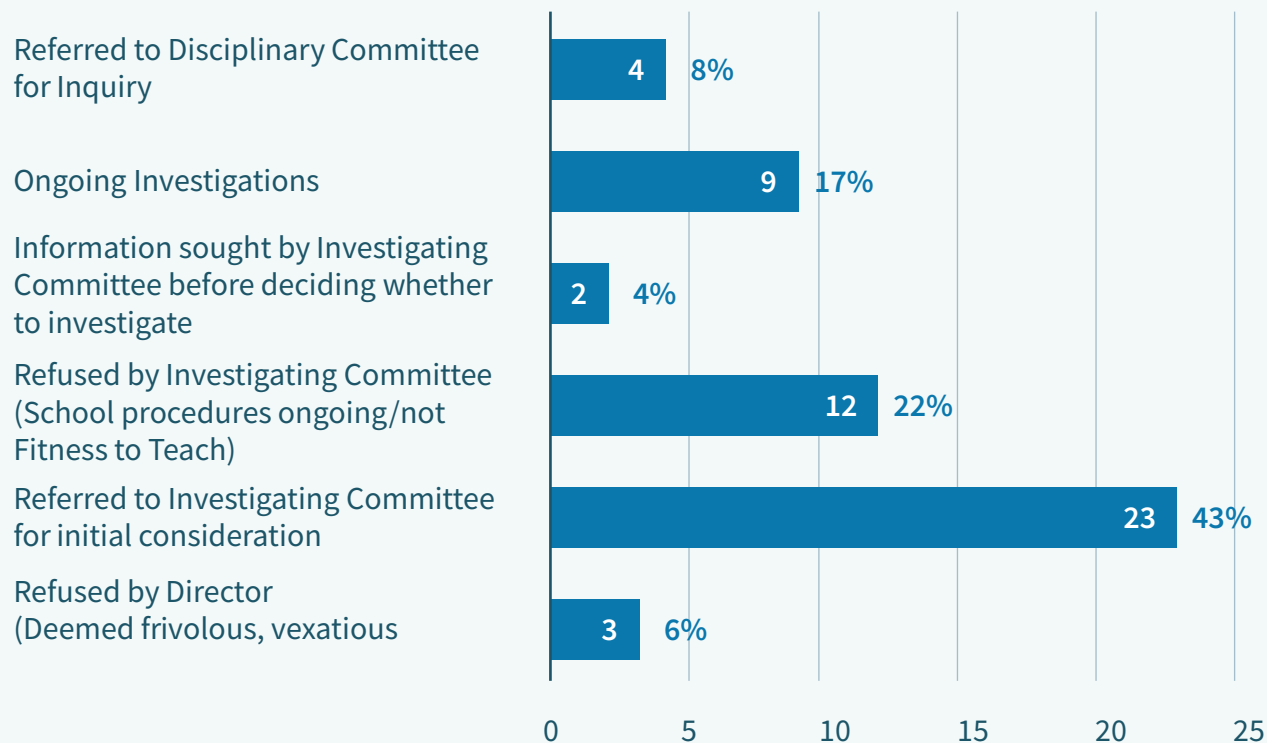
91

complaints before the Investigating Committee during the reporting year 28 March 2024 to 27 March 2025.

53

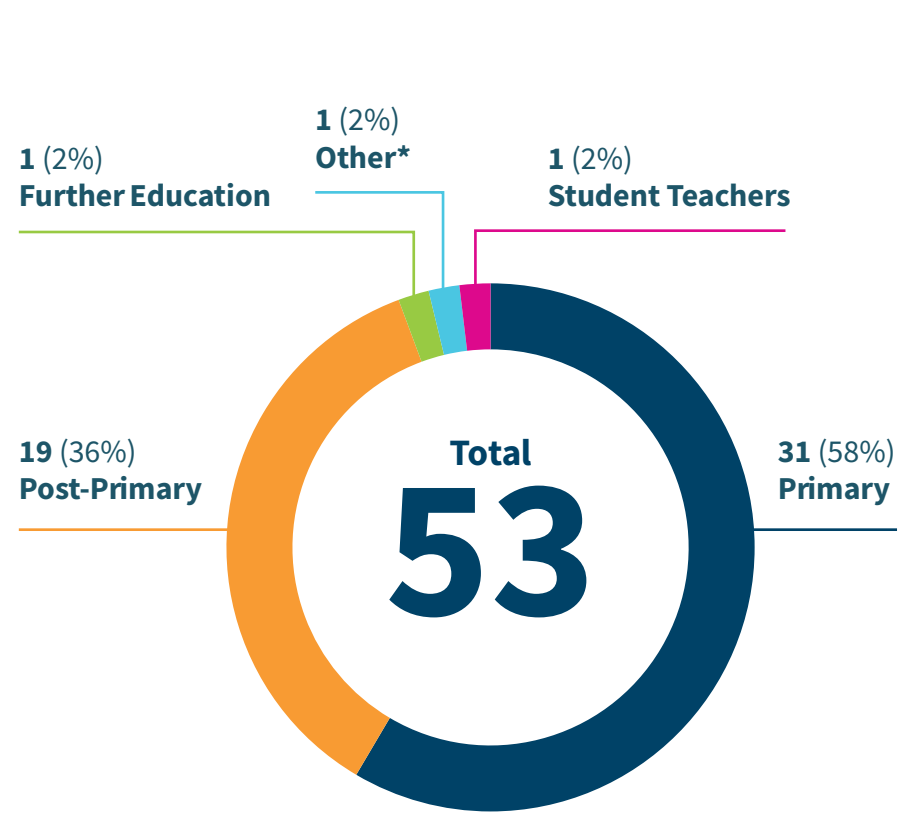
new complaints received during the reporting year

Progress of 53 complaints received during the reporting year



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

Complaints by Route of Registration



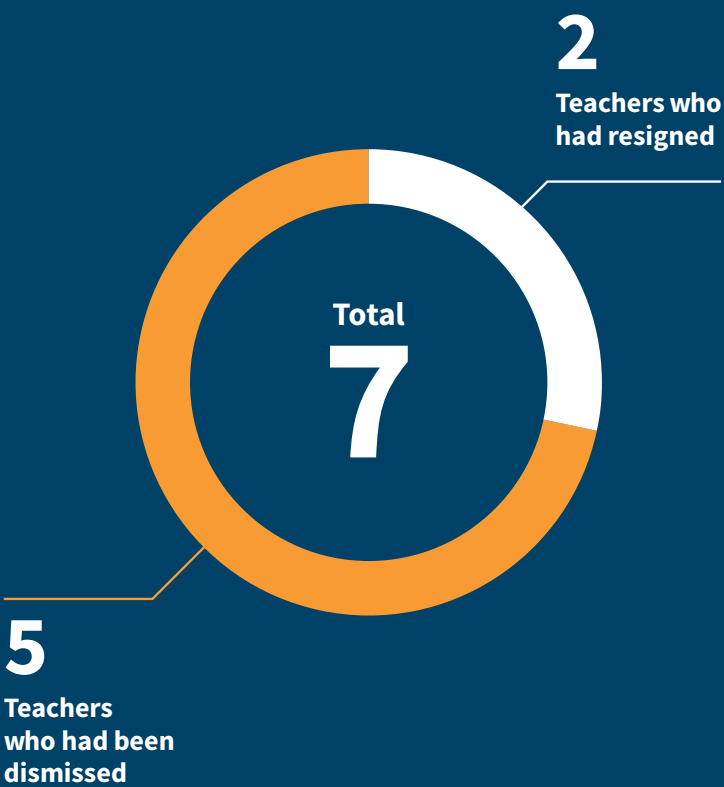
*Registrants who hold a special education teaching qualification obtained outside the State or have previously been registered with the Teaching Council under Regulation 3 or Route 4.

Source of 53 complaints

33	Parents
11	The Teaching Council via the Executive Committee, the complaint having come to the attention of the Council via the media, Section 37 Employer Notifications or otherwise
1	Another teacher/colleague/other professional
4	Member of the public/third party (not a parent or student)
2	Principal or Employer (i.e. Board of Management or ETB)
2	Tusla - The Child and Family Agency

Section 37 Employer Notifications

During the reporting year, seven notifications were received from employers under the 2023 Regulations – S.I. No. 230 of 2023.



Categories of Complaints received*	No. of Complaints
Conduct/behaviour 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.	36
Competence/performance/practice	7
Medical fitness concerns	1
Criminal convictions	2
Dishonesty/professional integrity	13
Breach of Code of Professional Conduct for Teachers	50
Complaints involving teachers in special needs contexts	9

*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.

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 one registered teacher, for a specified period, during the reporting year. The High Court granted the order.

11 complaints made by the Teaching Council’s Executive Committee.

Suspension applications considered by the Executive Committee during the reporting year

Outcomes of five section 47 matters		
On three occasions, a restriction on practice was agreed with the Executive Committee.	On one occasion, a section 47 suspension Order was granted by the High Court.	On one occasion, the High Court accepted undertakings from a teacher to restrict practice, instead of granting a section 47 Order.

Complaints referred to Inquiry

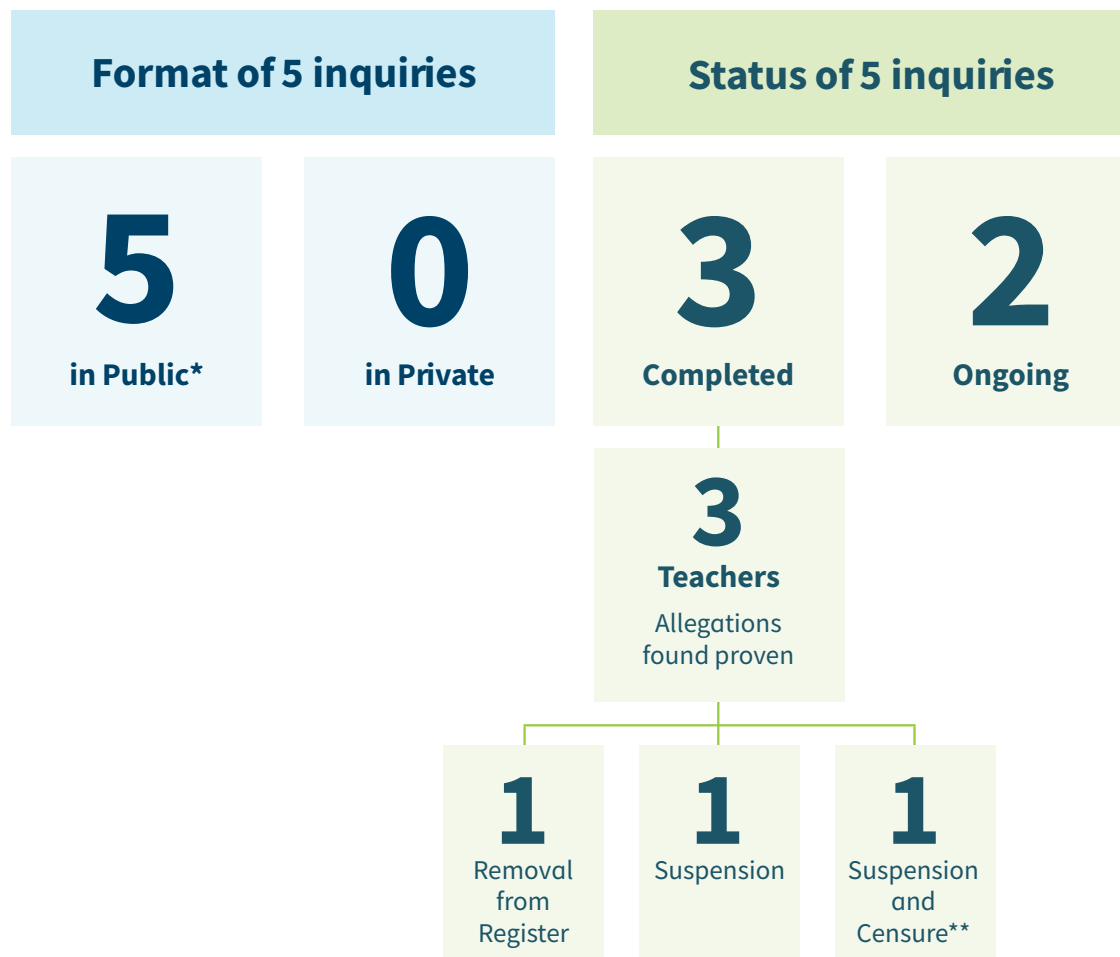
12 complaints were referred to inquiry during the reporting year.

Fitness to Teach Inquiries

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

- Conviction cases involving harassment and stalking and theft/fraud offences
- Professional misconduct including threatening behaviour towards colleagues, and fraudulent/dishonest behaviour e.g. submitting false documentation to the Teaching Council and/or employers
- Sexual misconduct/inappropriate relationships with students
- Inappropriate contact with students via social media
- Complaints involving teachers in special educational needs contexts
- Physical abuse/assault of students

Format and status of Fitness to Teach Inquiries 2024/2025



*5 Inquiries held in public, with all parties anonymised in these 5 instances

** Censure = to express severe disapproval

Inquiry Statistics 2024/2025

During the 2024/2025 reporting year	
Inquiries at planning/awaiting completion at start of the reporting year	16
New complaints referred for Inquiry	12
Preliminary hearings held	11
Inquiries conducted – 3 heard in full/ 2 inquiries ongoing	5
Number of sanction decisions confirmed by the High Court (one related to a removal from the Register and two suspensions from the Register)	3
Number of post-inquiry EU alerts raised	3
Number of website publications (findings and sanctions post Inquiry)	3

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 either suspended or removed from the Register, following a Part 5 Fitness to Teach Inquiry.

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. One alert was raised in these circumstances during the reporting year.

An EU alert is also issued in cases where a registered teacher agrees to restrict their practice in line with a request from the Executive Committee. Three such alerts were issued during the period covered by this report.





Strategic Objective 4: Corporate resourcing sustainable ways of working

- Teaching Council Elections were held in 2024 for the 16 teacher member positions, as set out in the Teaching Council Act. Of these, nine are drawn from the primary sector and seven from the post-primary sector. The Act also requires that, in determining constituencies, the election of members should be conducted on as equitable a geographical basis as possible. There were nine constituencies in total. In four constituencies the number of candidates did not exceed the number of seats available and in each of these constituencies the candidates were deemed elected without poll on 30 January. Voting in the remaining five constituencies took place from 22 February to 12 March 2024. Results were announced in the Teaching Council Office on 13 March. The Minister appointed the 16 newly elected members to Council on 4 April 2024.
- 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 of and the 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.

- A comprehensive Organisational Design review and workforce plan was completed 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, the Department of Education granted sanction for all new posts in Q2 2024. Recruitment for key strategic posts commenced in Q3 2024 with a new Head of Recognition being appointed in Q4 2024 and a Head of Digital Transformation and a new Deputy Director Governance and Strategy being appointed in Q1 2025. Additional recruitment for other posts has been ongoing since Q3 2024 and should be completed by the end of Q2 2025.

- In Q3 2024 we launched our Climate Action Roadmap. The roadmap demonstrates our commitment to playing our part and embedding climate action into our day-to-day work. Led by our Climate and Sustainability Champion, our Climate Action Roadmap sets out our commitment to meeting our sustainability targets. It has been prepared in line with the Government Climate Action Plan 2023.
- In Q4 2024 the Council introduced Volunteering Policy. This policy allows all staff and Teaching Associates to have one day off work per year to volunteer with a Registered Charity. In line with our commitment to staff wellbeing and social responsibility, the volunteering policy delivers real social value by promoting active participation in local communities and empowering employees to contribute to meaningful causes.



Climate Action Fund

The Teaching Council is committed to making every effort to be energy efficient. In February 2025 the Teaching Council remitted payment to the 2024 Climate Action Fund to the value of €225.23 to offset emissions associated with official air travel.

- Total kilometers travelled via flights: 54,311km
- Total tonnes of CO2 applicable: 4,022
- Total amount payable: €225.23

Data Protection

The Council is mandated to have a 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: 1
- Interactions with the DPC – complaints, follow ups and questions: 3

And the number of personal data breaches:

- Reported to the DPC: 1

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 provision of the Freedom of Information Act, 1997, and the Freedom of Information (Amendment) Act 2014. The Council received 23 Freedom of Information (FOI) requests between March 2024 and end of March 2025. Details of all non-personal requests are published quarterly on the website.

Gender balance in the membership of Council

As of 27 March 2025, the Council had a 51% female and 49% male membership’.

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



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 five times between March 2024 – March 2025 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 and Customer Action Plan

The Customer Service Charter is published on our website and reflects our commitment to providing high quality customer service in line with Customer Service initiatives approved by Government. Our Customer Service Action Plan 2024-2027, also available on our website, details how the standards and commitments set out in the Charter will be implemented, monitored, and reviewed by the Teaching Council. Developed in accordance with the 12 Guiding Principles of Quality Customer Service, the Action Plan outlines the service standards our customers can expect, along with the key performance indicators we use to measure and continuously improve our performance.

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.

Procurement

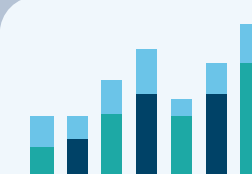
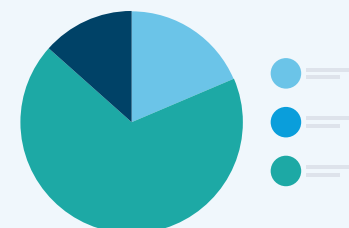
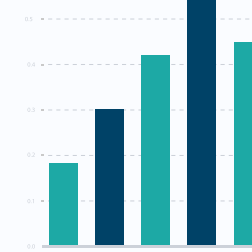
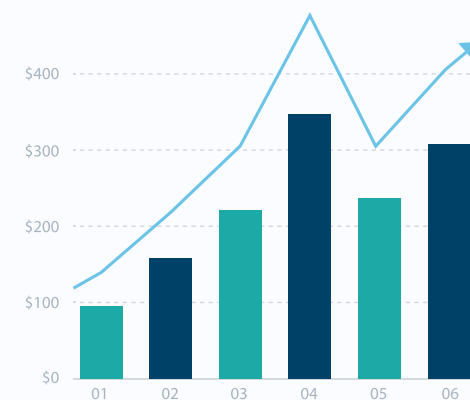
Public procurement refers to the process by which public service bodies purchase goods, services or works from suppliers which they have selected for this purpose. It ranges from the purchase of routine goods or services to large-scale contracts for infrastructural projects and involves a wide and diverse range of contracting authorities. The Teaching Council has an appropriate Public Procurement process in place, 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.

Green Public Procurement is defined as ‘a process whereby public authorities seek to procure goods, services and works with a reduced environmental impact throughout their life cycle when compared to goods, services and works with the same primary function that would otherwise be procured.’ The concept of Green Public Procurement relies on having clear, verifiable, justifiable, and ambitious environmental criteria for products and services, based on a life-cycle approach and scientific evidence base.

All Teaching Council procurement processes are fully compliant with green public procurement practices.

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 of money through the use of best practice methods for public procurement.

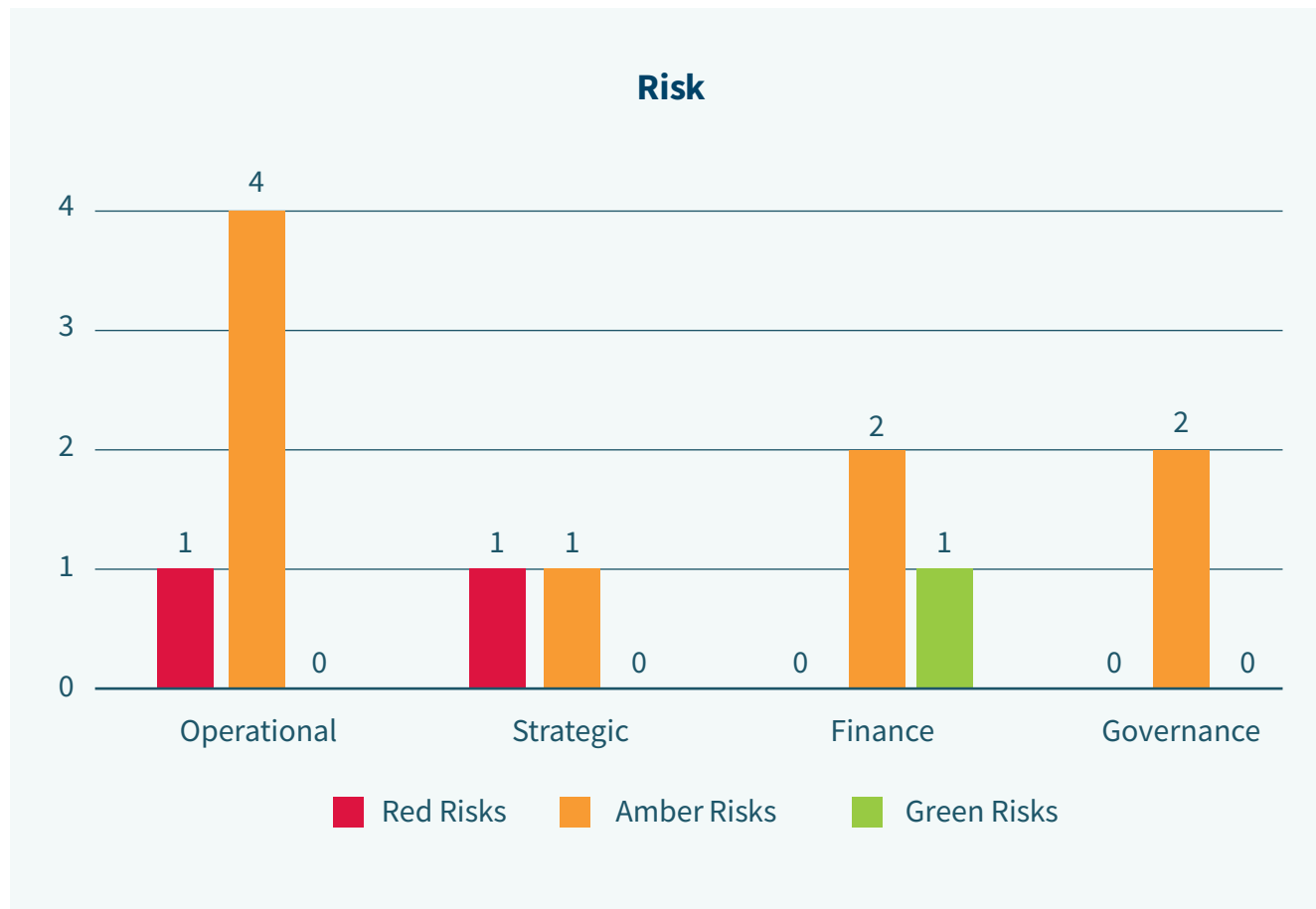
The procurement team managed 23 procurement activities for the Council throughout the reporting year.



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. Additionally, at each Council meeting, key risks are highlighted through the Director's report and are discussed by the Council.



Official Languages Act Reporting Obligation

The Teaching Council is committed to promoting and supporting the Irish language. Deputy Director Phil Fox oversees Teaching Council compliance with the provision of the Official Languages (Amendment) Act 2001, strengthening the Council's commitments in this area. The Council ensures its website, registration portal, key publications, codes of practices and communications are available in both English and Irish. Irish is affirmed as the principal language for the Council's brand identity, signage and printed materials, reinforcing our commitment to Irish language visibility and accessibility. Official correspondence, social media posts, and other media are published bilingually. The Council offers bilingual customer services, fosters a culture of continuous professional development for staff through providing access to Irish language courses, and maintains its commitment to ensuring that at least 20% of its advertising is in Irish. The Council 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 continue to collaborate closely with An Coimisinéir Teanga and other stakeholders, in the promotion of the Irish language.

On 27 March 2025, we completed a return to An Coimisinéir Teanga under Section 10A (Advertising by Public Bodies) of the Official Languages Act. We also created a dedicated mailbox for correspondence regarding the Official Languages Act in the reporting period.

Finance

The Teaching Council's expenditure in the 2024 financial year was €10.29 million, an increase of €0.62 million compared to 2023. The Council's income (including investment and net rental income less tax) was €9.896 million, an increase of €0.23 million over 2023.

In order to meet cashflow requirements in 2024, the Council withdrew €1.5 million from its investment portfolio. Significant operating deficits are projected for the coming year which will reduce the investment portfolio further. This situation was anticipated as part of overall financial planning for the Council and plans are being finalised to address the deficits.



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Appendix 1: Financial Statements

for the year ended 31 December 2024

Council Membership to 3 April 2024

Michelle Keane: Chairperson

Ann Mulcahy: Deputy Chairperson

Council Membership to 3 April 2024

Council Members

Áine Lynch	Mai Fanning (resigned 12 December 2023)
Anne Howard	Mary Curley
Anne Loughnane	Mary Magner
Bryan O'Reilly	Michael Delargey
Catherine Cross (appointed 12/12/23)	Niall Duddy
Catherine Doolan	Niamh Dennehy
Catherine Moynihan	Niamh Hourigan
Ciaran James O'Donnell	Noel Cronin
David O'Sullivan	Paul Moroney
Declan Fahie	Peter McCabe
Eamon Dennehy	Rosena Jordan
Eamonn Shaughnessy	Séamus Ó Fearraigh
Fergal McCarthy	Seán Ó Dubhlaing
Gerry Leydon	Seán Ó hArgáin
Gráinne Conachy	Seán O'Neill
Jean Beswick Duignan	Teresa O'Doherty
Kathleen Burke	Tracie Tobin
Liam Ó Néill	

Current Council Membership

Eamon Dennehy: Chairperson

Mary Curley: Deputy Chairperson

Current Council Members

Adrian Guinan	Hazel O’Connor-McWey
Adrienne Healy	Jean Beswick Duignan
Aileen Horkan	Joseph McKeown
Áine Lynch	Liam Doran (resigned 15/4/24)
Andy Pike (appointed 12/12/24)	Liam Ó Néill
Anne Loughnane	Máire Kenefick
Bryan O’Reilly	Marcella Nic Niallaigh
Catherine Cross	Mary Magner
Catherine Moynihan	Neil O’Sullivan (appointed 15/4/24)
Claire Ní Mharcaigh	Niamh Dennehy
Clodagh O’Hara	Niamh Hourigan
David Fagan	Noel Cronin
David O’Sullivan	Patrick Knightly
Declan Fahie	Paul Moroney
Desmond Cogan	Séamus Ó Fearraigh
Fergal McCarthy	Seán Ó hArgáin
Geoffrey Browne (appointed 20/8/24)	Teresa O’Doherty
Gráinne Conachy	Ursula O’Connor

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

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 as at 31 December 2024.

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 parents' associations (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.
- Finance Committee – oversees the Council's financial affairs.
- Audit and Risk Committee – monitors the system of internal control within the organisation and manages risk.
- 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.
- Registration Panel - is responsible for the assessment of issues which relate to the registration of teachers, such as the granting of extensions to those holding conditional registration.
- Fit and Proper Person Assessment Panel - assesses the evidence of character of applicants seeking to register as teachers with the Council. The Panel is also responsible for the assessment of fit and proper persons as part of the registration renewal process.
- Qualifications Panel - assesses the professional qualifications of applicants seeking to register as teachers.

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.

	2024	2023
	€	€
Legal advice	79,469	82,650
Pension administration	21,310	19,911
Data Protection	10,275	3,661
Internal control & internal audit	23,794	8,610
Communications	34,770	30,899
ICT	55,504	45,252
Human Resources	4,883	2,902
Corporate Governance	-	32,412
Organisation Review & Workforce Planning	40,160	59,409
Procurement	1,433	3,155
Finance and Investment	48,493	30,750
Equality, Diversity & Inclusion	18,419	-
Policy consultation	4,920	-
	343,430	319,611

Other Legal Costs

	2024	2023
	€	€
Legal Costs – Registration	172,155	298,708
Legal Costs – Professional Standards	1,055,146	890,664
	1,227,301	1,189,372

Travel & Subsistence Expenditure

	2024	2023
	€	€
Domestic	-	-
Council members	213,754	170,123
Staff	36,855	42,317
International	-	-
Council members	1,836	5,076
Staff	11,132	9,310
	263,577	226,826

Hospitality Expenditure

	2024	2023
	€	€
Staff welfare	1,993	1,681

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.

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 and detection of fraud and other irregularities. The accounting records of The Teaching Council are maintained at Maynooth Business Campus, Maynooth, Co. Kildare.

Auditors

The auditors, Crowleys 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: 26 May 2025



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 2024 and up to the date of approval of the financial statements.

Capacity to Handle Risk

During 2024, The Teaching Council had an Audit and Risk Committee comprising five Council members and one independent external member. The Committee met six times in 2024.

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 in relation to risk.

Risk and Control Framework

The Teaching Council has implemented a risk management system which identifies and reports key risks 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 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

Formal 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 2024 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 2024.

Internal Control Issues

No significant weaknesses in internal control were identified in relation to 2024 that require disclosure in the financial statements.

On behalf of Council



Eamon Dennehy
Chairperson

Date: 26 May 2025

Independent Auditors' 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 2024 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 2024 and of its deficit 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

16/17 College Green

Dublin 2

D02 VR66

Date: 26 May 2025

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 2024

		2024 €	2023 €
Income	Notes		
Registration and Assessment Fees		8,623,646	8,541,123
Total Income	2	8,623,646	8,541,123
Expenditure			
Accommodation Costs		(108,745)	(138,409)
Staffing Costs		(5,929,530)	(5,222,568)
Professional Standards Costs		(1,185,282)	(991,135)
Other Administration Costs		(1,028,468)	(1,034,133)
Meeting Costs		(273,407)	(228,279)
Registration Costs		(218,597)	(179,470)
Information Technology Costs		(412,466)	(407,125)
Communications, Education and Research Costs		(516,733)	(882,372)
Depreciation	7	(613,462)	(583,179)
Total Expenditure		(10,286,690)	(9,666,670)
Deficit on Ordinary Activities		(1,663,044)	(1,125,547)
Investment Income		297,288	99,711
Fair value movement in Financial Assets		722,335	807,082
Property Rental Income		357,400	245,825
Property Management Costs		(138,951)	(62,414)
Deficit before taxation	3	(424,972)	(35,343)
Taxation	6	-	-
Deficit after taxation		(424,972)	(35,343)

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 56 to 64 form part of these financial statements.

The financial statements were approved by the Council on 26 May 2025 and signed on its behalf by



Eamon Dennehy
Chairperson

Lynn Ramsey
Director

Date: 26 May 2025

Balance Sheet as of 31 December 2024

		2024		2023
		€	€	€
	Notes			
Non-Current Assets				
Tangible Assets	7		3,987,726	4,248,124
Financial Assets	8		12,437,309	12,940,749
			16,425,035	17,188,873
Current Assets				
Receivables and Prepayments	9	3,103		30,348
Cash and Cash Equivalents		642,600		231,751
			645,703	262,009
Current Liabilities: Amounts falling due within one year	10		(569,390)	(524,651)
Net Current (Liabilities)/Assets			76,313	(262,552)
Total Assets Less Current Liabilities			16,501,349	16,926,321
Reserves				
Designated Reserve	11		4,000,000	4,000,000
General Reserves	11		12,501,349	12,926,321
Total Funds			16,501,349	16,926,321

The notes on pages 56 to 64 form part of these financial statements.

The financial statements were approved by the Council on 26 May 2025 and signed on its behalf by



Eamon Dennehy
Chairperson

Date: 26 May 2025

Lynn Ramsey
Director

Cash Flow Statement for the year ended 31 December 2024

		2024 €	2023 €
	Notes		
Reconciliation of operating deficit to net Cash flow from operating activities			
Operating deficit (before interest received and tax)		(424,972)	(35,343)
Depreciation	7	613,461	583,179
Decrease/(Increase) in debtors	9	27,245	45,989
Increase/(Decrease) in creditors	10	44,739	218,098
Net cash flow from operating activities		260,473	811,923
Cash Flow from Investing Activities			
Interest received		-	-
Income from investment portfolio	13	(297,288)	(99,711)
Fair Value movement in investment portfolio	13	(722,335)	(807,082)
Investment management fee	13	23,063	30,750
Transfer from Investment Portfolio	13	1,500,000	-
Capital Expenditure	13	(353,064)	(269,925)
Net cash flow from investing activities		(150,376)	(1,172,968)
Reconciliation of net cash flow to movement in cash and cash equivalents (Note 14)			
Net (Decrease) in cash and cash equivalents in the year		410,849	(361,045)
Net cash and cash equivalents at 1 January 2023		231,751	592,796
Net cash and cash equivalents at 31 December 2023	14	642,600	231,751

The financial statements were approved by the Council on 26 May 2025 and signed on its behalf by



Eamon Dennehy
Chairperson

Date: 26 May 2025

Lynn Ramsey
Director

Notes to the Financial Statements for the year ended 31 December 2024

1. Accounting Policies

1.1. Basis of preparation

These financial statements comprising the Income and Expenditure Account, the Balance Sheet the Statement of Cash Flows, and the related notes constitute the financial statements of the Teaching Council for the financial year ended 31 December 2024.

The registered office which is also the principal place of business is, Block A, Maynooth Business Campus, Maynooth, Kildare. The nature of the Council's operations and its principal activities are set out in the Governance Statement and Council Members' Report.

The financial statements have been presented in Euro (€) which is also the functional currency of the Council.

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 fixed assets, at rates calculated to write off 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 some 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 a 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

1.11 Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Accounting for depreciation

The council provides for depreciation on its tangible fixed assets. Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives. The council members review on an on-going basis the charge to depreciation to ensure it is consistent with the expected residual value applicable to the different categories of tangibles. Total amount of assets subject to depreciation is €3,987,726 (2023: €4,248,124).

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)

	2024	2023
	€	€
Operating surplus/(deficit) is stated after charging:		
Depreciation	613,462	583,179

4. Staffing and Remuneration

	2024	2023
	€	€
Staffing costs		
Wages and salaries	3,439,598	2,985,722
Social welfare costs	355,761	300,927
Pension costs	633,520	581,528
Managed Services & Agency staff costs	1,367,545	1,259,058
Training & Staff Welfare costs	127,313	89,955
Sundry staff costs	5,793	5,378
	5,929,530	5,222,568
(A) Aggregate Employee Benefits		
Staff short-term benefits	3,439,598	2,985,722
Retirement benefit costs	633,520	581,528
Employer's contribution to social welfare	355,761	300,927
	4,428,879	3,868,177

The total number of staff employed (WTE) at year end was 62 (2023: 65.5).

	2024	2023
	€	€
(B) Staff Short-Term Benefits		
Basic pay	3,439,158	2,985,722
Overtime	-	-
Allowances	440	-
	3,439,598	2,985,722

(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:

	2024	2023
	€	€
Salary	772,964	752,582
	772,964	752,582

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	126,576	108,023
	126,576	108,023

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	2024	2023
€60,000	€69,999	7	4
€70,000	€79,999	3	3
€80,000	€89,999	2	1
€90,000	€99,999	2	2
€100,000	€109,999	1	2
€110,000	€119,999	1	1
€120,000	€129,999	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 2024	3,691,937	1,535,259	1,733,098	488,294	7,448,588
Additions	-	3,788	288,491	60,785	353,064
Disposals	-	(14,467)	-	(131,820)	(146,287)
At 31 December 2024	3,691,937	1,524,580	2,021,589	417,259	7,655,365
Depreciation					
At 1 January 2024	830,682	1,239,329	702,043	428,411	3,200,465
On disposals	-	(14,467)	-	(131,820)	(146,287)
Charge for the year	92,298	139,147	334,285	47,721	613,461
At 31 December 2024	922,980	1,364,019	1,036,328	344,312	3,667,639
Net book values					
At 31 December 2024	2,768,957	160,561	985,261	72,947	3,987,726
At 31 December 2023	2,861,255	295,930	1,031,055	59,884	4,248,124

8. Financial Assets

	2024	2023
	€	€
Fair value		
At 1 January	12,940,749	12,064,706
Funds to portfolio	(1,500,000)	-
Fair value movement in financial assets	722,335	807,082
Investment income	297,288	99,711
Investment management fee	(23,063)	(30,750)
At 31 December 2024	12,437,309	12,940,749

9. Receivables and Prepayments

	2024	2023
	€	€
Other receivables	3,103	30,348
	3,103	30,348

10. Payables: Amounts falling due within one year

	2024	2023
	€	€
Other taxes and social security costs	195,760	106,184
Accruals	373,630	418,467
	569,390	524,651

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.

	2024	2023
	€	€
PAYE/PRSI	107,644	105,771
PSWT	51,357	-
RCT	-	413
VAT	36,759	-
	195,760	106,184

11. Reserves

	General Reserve	Designated Reserve	Total
	€	€	€
Opening Reserves	12,926,321	4,000,000	16,926,321
Deficit for the year	(424,972)	-	(424,972)
Closing Reserves	12,501,349	4,000,000	16,501,349

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

	2024	2023
	€	€
Returns on Investments and Servicing of Finance		
Interest received	-	-
Taxation		
DIRT	-	-
Capital Expenditure and financial investment		
Payments to acquire tangible assets	(353,064)	(296,925)
Income from investment portfolio	(297,288)	(99,711)
Investment management fee	23,063	30,750
Fair Value movement in investment portfolio	(722,335)	(807,082)
Transfer from Investment Portfolio	1,500,000	-
	(150,376)	(1,172,968)

14. Analysis of Changes in Net Cash and Cash Equivalents

	Opening balance €	Cash flows €	Closing balance €
Cash at bank and in hand	231,751	410,849	642,600
Net Cash and Cash Equivalents	231,751	410,849	642,600

15. Contingent liabilities

As at December 31, 2024, 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 26 May 2025 and signed on its behalf by


Eamon Dennehy
Chairperson
Date: 26 May 2025


Lynn Ramsey
Director

Appendix 2: Teaching Council members

The Teaching Council has 37 voluntary members, as follows:

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

Council Member	Meetings Attended	Council Member	Meetings Attended
Adrian Guinan	9	Hazel O’Connor-McWey	7
Adrienne Healy	9	Jean Beswick Duignan	10
Aileen Horkan	10	Joseph McKeown	6
Áine Lynch	7	Liam Doran (resigned 14 October 2024)	4
Andy Pike (appointed 12 December 2024)	1	Liam Ó Néill	8
Anne Loughnane	9	Máire Kenefick	7
Bryan O’Reilly	6	Marcella Nic Niallaigh	10
Catherine Cross	6	Mary Curley (Deputy Chairperson)	10
Catherine Moynihan	7	Mary Magner	8
Claire Ní Mharcaigh	10	Neil O’Sullivan (appointed 15 April 2024)	5
Clodagh O’Hara	8	Niamh Dennehy	9
David Fagan	8	Niamh Hourigan	3
David O’Sullivan	10	Noel Cronin	8
Declan Fahie	6	Patrick Knightly	10
Desmond Cogan	9	Paul Moroney	8
Eamon Dennehy (Chairperson)	10	Séamus Ó Fearraigh	10
Fergal McCarthy	9	Seán Ó hArgáin	5
Geoffrey Browne (appointed 20 August 2024)	4	Teresa O’Doherty	8
Gráinne Conachy	9	Ursula O’Connor	8

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 nine occasions during the year. The attendances for these meetings are set out below.

Council member	Meetings attended
Anne Loughnane	8
Claire Ní Mharcaigh	9
David O’Sullivan	9
Eamon Dennehy (Chairperson)	9
Fergal McCarthy	7
Gráinne Conachy	7
Liam Ó Néill	6
Mary Curley	6
Mary Magner	6
Séamus Ó Fearraigh	9
Teresa O’Doherty	8

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.

Council member	Meetings attended
Aileen Horkan	12
Anne Loughnane	12
Bryan O'Reilly	11
Catherine Cross	9
Catherine Moynihan	12
Geoffrey Browne	6
Joseph McKeown	11
Mary Curley (Chairperson)	12
Patrick Knightly	12
Séamus Ó Fearraigh	12
Ursula O'Connor	12

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 13 members, met on five occasions during the year. The attendances for these meetings are set out below.

Council member	Meetings attended
Adrian Guinan	4
Adrienne Healy	4
Áine Lynch	3
Andy Pike	0
Clodagh O'Hara	4
Declan Fahie	1
Fergal McCarthy	4
Jean Beswick Duignan	5
Liam Doran	1
Máire Kenefick	5
Mary Magner	5
Neil O'Sullivan	4
Noel Cronin (Chairperson)	5
Paul Moroney	3

Disciplinary Inquiry Panel

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

The attendances for these meetings are set out below.

Council member	Meetings attended
Adrian Guinan	1
Adrienne Healy	3
Áine Lynch	4
Andy Pike	0
Clodagh O'Hara	5
Declan Fahie	8
Fergal McCarthy	1
Jean Beswick Duignan	0
Liam Doran	0
Máire Kenefick	2
Mary Magner	6
Neil O'Sullivan	6
Noel Cronin	8
Paul Moroney	10

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 six occasions during the year. The attendances for these meetings are set out below.

Council member	Meetings attended
Anne Loughnane (Chairperson)	6
Clodagh O'Hara	6
David Fagan	3
Desmond Cogan	6
Fergal McCarthy	5
Gráinne Conachy	6
Jean Beswick Duignan	4
Marcella Níc Niallaigh	4
Neil O'Sullivan	5
Niamh Dennehy	5
Niamh Hourigan	3
Patrick Knightly	4
Seán Ó hArgáin	3

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 six occasions during the year. The attendances for these meetings are set out below.

Council member	Meetings attended
Anne Loughnane (Chairperson)	6
Clodagh O'Hara	6
David Fagan	3
Desmond Cogan	6
Fergal McCarthy	5
Gráinne Conachy	6
Jean Beswick Duignan	4
Marcella Níc Niallaigh	4
Neil O'Sullivan	3
Niamh Dennehy	5
Niamh Hourigan	1
Patrick Knightly	5
Seán Ó hArgáin	2

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 seven members, met on 12 occasions during the year. The attendances for these meetings are set out below.

Council member	Meetings attended
Adrian Guinan	12
Clodagh O'Hara	10
Gráinne Conachy	10
Mary Magner	12
Niamh Dennehy (Chairperson)	12
Paul Moroney	9
Séamus Ó Fearraigh	10

Education Committee

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

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

Council member	Meetings attended
Adrian Guinan	6
Adrienne Healy	6
Aileen Horkan	6
Catherine Moynihan	6
Claire Ní Mharcaigh (Chairperson)	7
David Fagan	5
Gráinne Conachy	6
Liam Ó Néill	7
Máire Kenefick	7
Niamh Dennehy	6
Noel Cronin	7
Seán Ó hArgáin	6
Teresa O'Doherty	7

Finance Committee

The Finance Committee oversees the Council's financial affairs.

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

Council member	Meetings attended
Adrian Guinan	4
Fergal McCarthy	5
Geoffrey Browne	2
Marcella Níc Niallaigh	4
Mary Magner (Chairperson)	4
Niamh Hourigan	4
Séamus Ó Fearraigh	3

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 six members, met on five occasions during the year. The attendances for these meetings are set out below.

Council member	Meetings attended
David O’Sullivan (Chairperson)	5
Gráinne Conachy	5
Liam Gallagher	4
Patrick Knightly	5
Seán Ó hArgáin	2
Ursula O’Connor	5

Fit and Proper Person Assessment Panel

The Council’s Fit and Proper Person Assessment Panel assesses the evidence of character of applicants seeking to register as teachers with the Council.

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

Council member	Meetings attended
Andy Pike	1
Anne Loughnane	10
Bryan O’Reilly	7
Hazel O’Connor-McWey	9
Jean Beswick Duignan (Chairperson)	11
Joseph McKeown	7
Niamh Hourigan	7

Qualifications Panel

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

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

Council member	Meetings attended
Adrienne Healy (Chairperson)	13
Declan Fahie	11
Desmond Cogan	13
Geoffrey Browne	6
Hazel O'Connor-McWey	10
Teresa O'Doherty	12
Ursula O'Connor	12

Appendix 4: Meeting Expenses

Council Member	Meetings Attended	Expenses
Adrian Guinan ¹	36	€2,591.70
Adrienne Healy ¹	35	€696.46
Aileen Horkan ¹	28	€8,801.30
Áine Lynch	14	€0
Andy Pike ²	2	€0
Ann Mulcahy ³	40	€2,448.55
Anne Howard ³	42	€3,393.37
Anne Loughnane	50	€19,134.39
Bryan O'Reilly	24	€216.60
Catherine Cross	15	€0
Catherine Doolan ³	19	€698.96
Catherine Moynihan	25	€0
Ciaran James O'Donnell ³	38	€725.50
Claire Ní Mharcaigh ¹	26	€0
Clodagh O'Hara	38	€10,470.56
David Fagan	19	€286.45
David O'Sullivan	24	€0
Declan Fahie	26	€0
Desmond Cogan ¹	33	€7,856.80
Eamon Dennehy	19	€5,539.73
Eamonn Shaughnessy ³	31	€3,090.81
Fergal McCarthy ¹	35	€14,101.24
Geoffrey Browne ²	19	€6,279.50
Gerry Leydon ³	22	€416.94
Gráinne Conachy	48	€0
Hazel O'Connor-McWey ¹	26	€605.28
Jean Beswick Duignan	33	€7,831.05
Joseph McKeown ¹	24	€1,221.11
Kathleen Burke ³	28	€1,999.27
Liam Doran ²	5	€504.01
Liam Ó Néill	21	€6,664.53
Máire Kenefick ¹	21	€1,139.35
Marcella Níc Niallaigh ¹	21	€186.58

1. Term commenced 4 April 2024

3. Term ended on 3 April 2024

2. Andy Pike: Appointed 12 December 2024
 Geoffrey Browne: Appointed 20 August 2024
 Liam Doran: Resigned 14 October 2024
 Neil O'Sullivan: Appointed 15 April 2024

Council Member	Meetings Attended	Expenses
Mary Curley	28	€12,620.25
Mary Magner	41	€13,190.55
Michael Delargey ³	34	€5,035.18
Michelle Keane ³	27	€2,068.16
Neil O'Sullivan ²	22	€2,056.88
Niamh Dennehy	36	€8,751.11
Niamh Hourigan	18	€381.40
Niall Duddy ³	15	€1,472.32
Noel Cronin	28	€6,805.80
Patrick Knightly ¹	35	€9,639.47
Paul Moroney	30	€9,791.57
Peter McCabe ³	33	€140.46
Rosena Jordan ³	32	€913.12
Séamus Ó Fearraigh	44	€18,674.24
Seán Ó Dubhlaing ³	37	€3,267.67
Seán Ó hArgáin	17	€574.16
Teresa O'Doherty	35	€198.08
Tracie Tobin ³	41	€5,874.40
Ursula O'Connor ¹	37	€7,229.52

1. Term commenced 4 April 2024

2. Andy Pike: Appointed 12 December 2024
 Geoffrey Browne: Appointed 20 August 2024
 Liam Doran: Resigned 14 October 2024
 Neil O'Sullivan: Appointed 15 April 2024

3. Term ended on 3 April 2024