Annual Report

Enabling a Safe and Trusted Teaching Workforce

2025

The Victorian Institute of Teaching (VIT) respectfully acknowledges the Traditional Owners of Country throughout Victoria and pays respect to their continuing connection to land, waters, and community.

We honour the enduring cultures, languages, and contributions of Aboriginal and Torres Strait Islander Peoples, and recognise their custodianship of Country for tens of thousands of years.

The VIT is committed to reconciliation and acknowledges the role of education in truth-telling, healing, and creating a future where Aboriginal and Torres Strait Islander children and young people thrive. We strive to build respectful relationships and embed culturally safe practices across our work.

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The Victorian Institute of Teaching is an independent statutory authority reporting to the Minister for Education

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victorian institute of teaching

Responsible Body's declaration

15 October 2025

The Hon. Ben Carroll MP
Minister for Education
1 Treasury Place
East Melbourne
Victoria 3002

Dear Minister Carroll

In accordance with the *Financial Management Act 1994*, I am pleased to present the Victorian Institute of Teaching's Annual Report for the year ending 30 June 2025.

Yours sincerely

Dale Pearce
Chairperson

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A Year of Impact and Transformation

In 2024–25, VIT progressed a range of reforms to strengthen teacher regulation in Victoria. These included updates to key processes, reviews of entry pathways into the profession, and deeper engagement with stakeholders.

From the Chairperson and CEO

Dale Pearce
Chairperson

As the regulator of nearly 159,000 registered teachers in Victoria, the Victorian Institute of Teaching (VIT) continues to evolve in response to community, workforce, and learner needs.

This year, we embraced a future-focused approach to regulation—modernising assessments, clarifying policies, improving transparency and deepening stakeholder engagement. Our reforms are shaped by evidence, expert insight, and the voices of the communities we serve and the teaching profession.

In May 2025, a new VIT Council convened, with 13 members appointed by the Governor in Council on the Minister for Education's recommendation. The Council includes members from key stakeholder groups—parents, teacher employers, educators, unions, and the Department of Education—united in ensuring every Victorian child has access to the best teachers.

We thank outgoing Chair Ms Lesley Lamb and departing Council members for their leadership through significant change.

A major undertaking was VIT's response to a Ministerial Direction to review overseas qualification assessments and the Permission to Teach (PTT) pathway. These reviews enabled us to reimagine support for a diverse, high-quality workforce while maintaining rigorous standards. Our reforms aim to ensure fair, robust, and future-ready entry into the profession, at a time of ongoing teacher workforce pressures.

The VIT also commissioned an independent review of its professional conduct work, in order to reduce delays and to ensure timely, proportionate and safe regulatory decisions. This was especially important as the past year saw a 20% rise in notifications from the Commission for Children and Young People. Despite this increase, our regulatory performance improved, albeit with more work ahead.

By inviting external scrutiny and acting on expert advice, we aim to strengthen systems that uphold integrity and student safety, while ensuring fairness for teachers. We will continue to report publicly on our performance and progress.

A concerning trend was the rise in digital boundary violations. Over half of interim suspensions in 2025 involved grooming via electronic means, up from 12.5% in 2022. These cases often feature overly personal messages, secrecy, and targeting of vulnerable students—undermining public trust.

Addressing this requires a collective response: strong ICT policies in schools, engaged parents, and teacher support through training and systems that reinforce professional integrity. VIT is committed to working with others to educate, guide, and take clear regulatory action, where needed.

Accreditation of initial teacher education (ITE) remains vital. Registration based on accredited qualifications is a cornerstone of teacher quality. Victorian ITE programs prepare over 4,000 graduates annually, with 11 providers offering 153 accredited programs. VIT also contributes to national reform and collaborative partnerships shaping the future of teacher education.

As new members of VIT's leadership team, we are deeply impressed by the professionalism and dedication of the VIT workforce, examples of which are highlighted in this report. Your commitment to integrity and child safety is evident in all aspects of our work.

Together, we look forward to continuing this important mission—supporting a trusted, capable, and safe teaching workforce for every learner in Victoria. Central to this is our commitment to greater transparency and our partnerships and meaningful engagement with stakeholders to ensure that our work is informed by diverse voices and perspectives from the communities we serve.

Martin Fletcher
Chief Executive Officer

2024-25 at a glance

158,937
REGISTERED
TEACHERS*

144,593
COMPLETED
ANNUAL REGISTRATION#

14,217
FIRST TIME
REGISTRANTS

32
TEACHERS SUSPENDED
ON AN INTERIM BASIS

175,287
APPLICATIONS
APPROVED^

39,776
NATIONALLY COORDINATED
CRIMINAL
HISTORY CHECKS UNDERTAKEN

86,485
ENQUIRIES
RESPONDED TO
(EMAILS AND PHONE CALLS)

1,307
COMPLAINTS / NOTIFICATIONS
ABOUT REGISTERED TEACHERS
RECEIVED

153
ITE PROGRAMS
ACCREDITED IN VICTORIA

2,909
PREVIOUSLY REGISTERED
TEACHERS RETURNED
TO THE PROFESSION

2,463
TEACHERS ENROLLED
IN PROVISIONALLY REGISTERED
TEACHER SUPPORT SEMINARS

145
OUTREACH PROGRAMS
DELIVERED

**Includes permission to teach holders and non-practising teachers*

#Includes permission to teach holders and provisionally registered teachers

^Includes change of registration status applications (e.g. moving from provisional to full registration or from permission to teach to provisional registration)

Strategic Direction

The VIT's strategic direction is anchored in its vision for every Victorian child to have access to the best teachers.

Our legislation

The VIT was established by the *Victorian Institute of Teaching Act 2001* in December 2002. The *Education and Training Reform Act 2006* (Vic) [the Act] amalgamated all relevant education and training Acts (including the *Victorian Institute of Teaching Act 2001*), and) and was proclaimed 1 July 2007.

Substantial amendments to the legislation came into effect on 1 January 2011, and in 2015 another significant raft of changes was introduced including the introduction of registration of early childhood teachers. Amendments in 2018 added an overarching function that VIT, when performing any regulatory function, must consider the wellbeing and safety of children, including by considering community expectations.

The Act was further amended in March 2021 to clarify VIT's powers to accredit initial teacher education programs and introduced new powers to endorse 'pathway programs'* and continuing professional development programs.

The amendments also improved VIT's information sharing powers and legislated that VIT must perform its functions under subsection (1)(c), (ca), (d), (j), (k) and (l) having regard to raising the quality of teaching. The Minister's general powers were also amended to allow the issuing of policies, guidelines and directions to VIT.

The VIT continues in operation under, and subject to, the Act (as amended).

In the conduct of its regulatory functions, VIT is bound by the *Victorian Privacy and Data Protection Act 2014* and the *Health Records Act 2001*, and therefore must comply with the Information Privacy Principles (IPPs) and the Health Privacy Principles (HPPs). These govern the collection, use, handling and disclosure of personal and sensitive information and health information.

*A program or course of study that appropriately prepares individuals for entry into a Victorian accredited ITE program

Statement of Expectations 2024

Ministerial statements of expectation (SOE) aim to improve regulatory governance and performance. The statements articulate the Government's priorities and objectives for each of its regulators. Regulators report annually on actions to fulfil these expectations.

In July 2024, VIT received the Statement of Expectations 2024 signed by the Deputy Premier and Minister for Education Hon. Ben Carroll and the Minister for Children Hon. Lizzie Blandthorn.

The Minister for Education is responsible for administering the *Education and Training Reform Act 2006* (the Act) which provides for a high standard of education for all Victorians, including the setting out of the VIT's functions and powers. The Minister for Education shares this responsibility jointly and severally with the Minister for Children for certain provisions of the Act relating to VIT.

As the regulator of the teaching profession in Victoria, VIT is responsible for upholding the standards of quality teaching and ensuring the safety and wellbeing of children. To fulfil this mandate, VIT must carry out its regulatory functions in accordance with the requirements set out in the Act.

The SOE requires VIT to focus on the following areas:

- Promoting the safety and wellbeing of children and young people in early childhood, school and non-school settings
- Improving the teacher registration framework to support teacher supply in schools, early childhood and non-school settings
- Supporting teacher supply and mobility of teachers already in other jurisdictions across Australia, and implementation of the National Teacher Workforce Action Plan
- Supporting early childhood teaching workforce supply and mobility of teachers already registered in other jurisdictions across Australia, and implementing the Best Start, Best Life reforms
- Enhancing reporting, information and data sharing on early childhood teacher and school teacher workforce supply
- Supporting good governance and a positive workplace culture within the organisation by ensuring that VIT has strong internal frameworks and processes.

A full copy of the Ministers Statement of Expectations can be found on VIT's website: www.vit.vic.edu.au.

The Ministers expected that VIT would incorporate the SOE into its corporate planning processes and systems to monitor its performance. This has been done.

The Ministers also expected that VIT would report on its progress implementing the expectations, activities, and performance measures and targets in its annual reports. The VIT continues to meet the expectations and targets set out in the SOE and is working with the Department of Education on the evaluation of VIT's progress in meeting the expectations for the first full year of the SOE.

Our Strategic Plan 2024-2027

Our purpose

- To regulate for a highly qualified, proficient, reputable and safe teaching profession in the public interest

Our vision

- For all Victorian children and young people to have the best teachers

Our strategy

- We regulate to help create a safe place for all children and young people to learn from Victoria's teachers

Our functions

- Assess suitability of, and register, teachers
- Approve teacher education programs
- Ensure all teachers maintain standards
- Monitor and assist compliance
- Investigate misconduct and take appropriate regulatory action

Our principles

- Protective and proportionate
- Accountable and responsive
- Inclusive and safe
- Collaborative and outward facing
- Trustworthy and transparent
- Innovative

Our values

- Considerate - we are polite and welcoming
- Open – we share information and knowledge
- Value – we listen to each other and make time to build relationships
- Accountable – we are committed to a common purpose

Our objectives

The safety and wellbeing of children and young people

- influence system approaches to child safety
- invest in proportionate, timely and efficient management of PCB cases (including impairment)
- support teachers and employers to understand the Code of Conduct and meet regulatory obligations
- share information to support child safety.

Quality teaching

- agree and adhere to national standards
- articulate and support continuous teaching and mentoring practice using standards
- enhance initial teacher education (ITE) and support innovation in ITE
- build understanding of professional standards of teachers
- strengthen teacher professional learning.

Strong relationships

- build and maintain relationships with strategic stakeholders and throughout the education system in Victoria and Australia
- give voice to community expectations
- genuinely engage with teachers, schools, early childhood services, initial teacher education providers and child advocacy groups
- recognise the complexity of the education system, including its regulatory environment
- strengthen the understanding of VIT's regulatory impact on stakeholders
- seek and action feedback.

A high performing regulator

- strengthen governance and accountability
- invest in regulatory intelligence
- invest in our workforce, systems and processes
- address current and future cost pressures to ensure financial viability
- foster strategic relationships with co-regulators and the education sector
- measure and report regulatory outcomes, financial performance and continuous improvement.

Lead and influence reform

- take a thought leadership role in national reform by working effectively with state and federal counterparts
- develop a clear and comprehensive legislative reform agenda
- be an enabler of workforce.

Our Leadership

The VIT’s leadership team brings expertise, strategic insight, and a commitment to public service.

Organisational structure

Council Chairperson

Lesley Lamb, 1 July 2024 – 31 May 2025

Dale Pearce, from 1 June 2025

VIT Council

Paul Desmond (Deputy Chairperson)* Kate Fogarty (Deputy Chairperson)^ David Baker
Sean Bundy+ Michael Butler* Gill Carr* Joanna Garner^ Lisa Holt Sharelle Knight^
Katrina Nightingale* Larissa McLean-Davies^ Sarah McNicol^ Brenden Morris^
Mary-Anne Pontikis David Robinson# Janet Scull* Gabrielle Steward^ Angela Stringer*
Raelene Vine Eve Ward^ Graeme Young

Audit, Risk Management and Finance Committee

Remuneration Committee

Professional Conduct Committee

Accreditation Committee

Chief Executive Officer

Martin Fletcher

Executive Branch

- Office of the CEO
- Council Secretariat
- Governance
- Legal counsel
- Hearing panels and committees

Director, Shared Services Branch

Niall Beirne

- Office services and records management
- Finance
- Business systems
- Risk and compliance
- People and culture

Manager, Stakeholder Engagement and Communications Branch

Manning Fell

- Stakeholder engagement
- Media
- Communications
- Social media
- Web and digital services
- Complaints
- Government relations

Director, Professional Conduct Branch

Jaclyn Spencer

- Investigations
- Legal and prosecution
- Registration suitability

Director, Teacher Engagement and Registration Branch

Liz Aloni

- Teacher registration
- Teacher engagement
- Principal, early childhood leader and employer engagement
- Education and compliance

Director, Strategy, Accreditation, Professional Practice and Policy Branch

Fiona James

- Code of Conduct
- Standards
- Professional practice
- ITE accreditation and pathway program endorsement
- Teacher Practitioner
- ATRA / IFTRA
- Research
- Strategic planning
- Policy

+Resigned 22 January 2025 *Term concluded 31 May 2025 #Resigned 1 June 2025 ^Appointed 1 June 2025

Council report

The VIT Council is responsible for governing the affairs of VIT and, when carrying out its functions, considers the safety and wellbeing of children and young people including by taking into account community expectations.

The Council is comprised of 14 members.

Thirteen members (including the Chairperson) are appointed by the Governor-in-Council on the recommendation of the Minister. The remaining member is the nominee of the Secretary of the Department of Education.

The current Council was appointed on 1 June 2025 – the eighth since VIT's inception. The terms of current Council members end on 31 May 2028.

During 2024-2025, the Council met on 9 occasions. Further information about the work of the Council can be found on VIT's website.

The VIT is required to give due regard to any advice provided by the Minister in relation to its powers and functions, and the Minister has powers to issue policies, guidelines and directions to VIT.

Based upon the Council's recommendations, the Minister

- approves the qualifications, criteria and standards for the registration and renewal of teacher registration in Victorian schools and early childhood services
- fixes the registration fees for a period of 12 months, and may amend the fee at the end of that period
- recommends to the Governor-in-Council the appointment of members to the hearing panel pool
- consults with VIT on issues of importance to teacher registration and standards
- approves policies for the qualifications, criteria and standards for registration or renewal of registration that have been recommended by VIT under the *Education and Training Reform Act 2006*.

Council members

Lesley Lamb
1 Jul 24 – 31 May 25

Dale Pearce
1 Jun 25 – 30 Jun 25

Paul Desmond
1 Jul 24 – 31 May 25

Kate Fogarty
1 Jun 25 – 30 Jun 25

David Baker
1 Jul 24 – 30 Jun 25

Sean Bundy
1 Jul 24 – 22 Jan 25

Michael Butler
1 Jul 24 – 31 May 25

Gill Carr
1 Jul 24 – 31 May 25

Joanna Garner
1 Jun 25 – 30 Jun 25

Lisa Holt
1 Jul 24 – 30 Jun 25

Sharelle Knight
1 Jun 25 – 30 Jun 25

Katrina Nightingale
1 Jul 24 – 31 May 25

Larissa McLean-Davies
1 Jun 25 – 30 Jun 25

Sarah McNicol
1 Jun 25 – 30 Jun 25

Brenden Morris
1 Jun 25 – 30 Jun 25

Mary-Anne Pontikis
1 Jul 24 – 30 Jun 25

David Robinson
1 Jul 24 – 01 Jun 25

Janet Scull
1 Jul 24 – 31 May 25

Gabrielle Steward
1 Jun 25 – 30 Jun 25

Angela Stringer
1 Jul 24 – 31 May 25

Raelene Vine
1 Jul 24 – 30 Jun 25

Eve Ward
1 Jun 25 – 30 Jun 25

Graeme Young
1 Jul 24 – 30 Jun 25

Our Work and Impact

Throughout 2024–25, VIT continued to deliver on its core regulatory responsibilities, including teacher registration, accreditation of initial teacher education programs, and safeguarding children and young people.

Registration and compliance

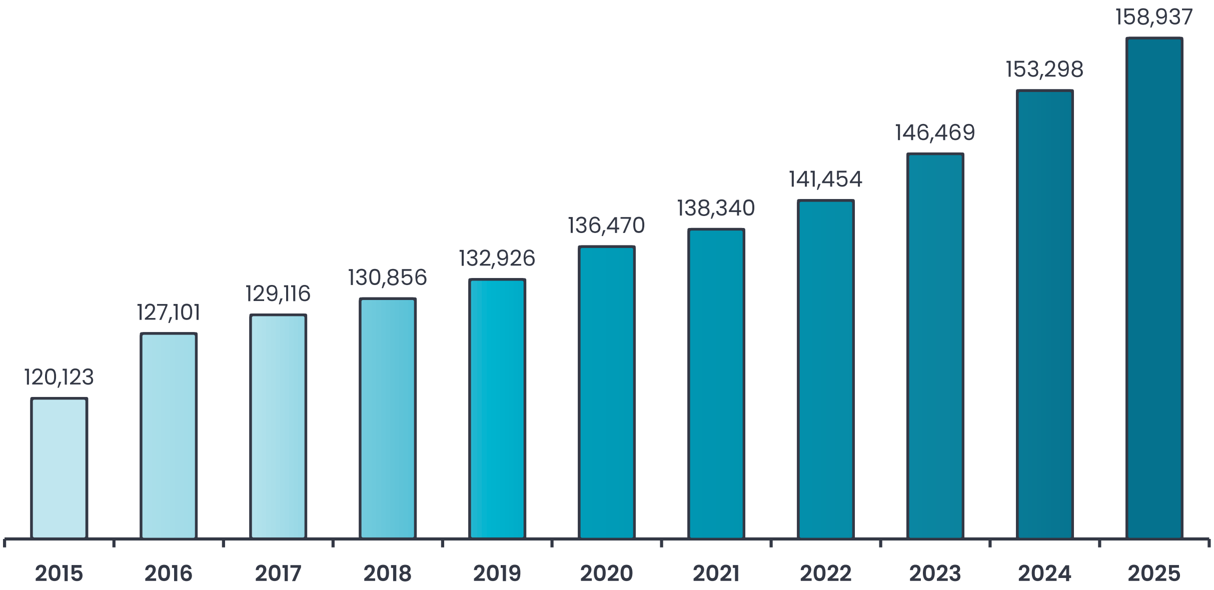
Victorian teacher registration

As at 30 June 2025, there were 158,937 registered teachers in Victoria, of whom 15,222 held early childhood teacher (ECT) registration and 5,924 held both teacher and ECT (dual) registration. See Table 1.

Table 1
Number of registered teachers

Registration type	2023-24	2024-25	% change
Full registration - school teacher	111,838	113,160	+ 1.2%
Full registration - early childhood teacher	6,060	6,757	+ 11.5%
Full registration - dual	3,732	4,222	+ 13.1%
Total full	**121,630**	**124,139**	**+ 2.1%**
Provisional registration - school teacher	15,884	15,944	+ 0.4%
Provisional registration - early childhood teacher	5,126	7,920	+ 54.5%
Provisional registration - dual	1,522	1,544	+ 1.4%
Total provisional	**22,532**	**25,408**	**+ 12.8%**
Non-practising - school teacher	4,939	4,928	- 0.2%
Non-practising - early childhood teacher	457	544	+ 19%
Non-practising - dual	126	156	+ 23.8%
Total non-practising	**5,522**	**5,628**	**+ 1.9%**
Experienced returning registered teacher	**-**	**43**	**-**
Experienced returning registered early childhood teacher	**-**	**1**	**-**
Experienced returning registered dual	**-**	**2**	**-**
Total experienced returning registered	**-**	**46**	**-**
Total permission to teach	**3,614**	**3,716**	**+ 2.8%**
TOTAL	**153,298**	**158,937**	**+ 3.7%**

Figure 1
Number of registered teachers 2015-25



The total number of registered teachers increased by 3.7 per cent (net growth) from the previous year. This has been driven by a number of factors, including an increase in individuals applying from interstate (4.4 per cent increase from 2024) and via mutual recognition (10.1 per cent increase from 2024). The number of provisionally registered early childhood teachers has also increased significantly (55 per cent), mainly due to a range of initiatives aimed at attracting individuals to the sector.

About 3.8 per cent of teachers who were registered during the period ceased their registration or did not complete their annual registration tasks (and were subsequently fee-suspended or their registration expired).

Figure 1 shows consistent growth, year on year, in the number of registered teachers in Victoria; there are more teachers who become, and remain, registered than there are individuals who leave the profession.

Table 2 outlines the number of new registrants, with an overall increase of 9.9% during the year – the vast majority of whom hold Victorian qualifications.

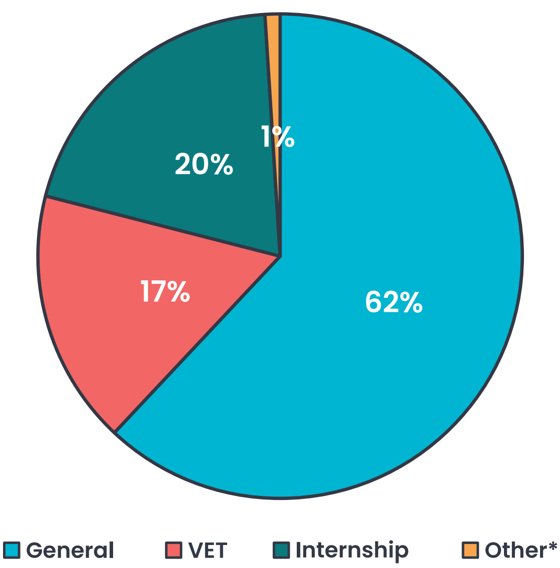
Table 2
Number of new registrants

Qualification type	2023-24	2024-25	% change
Victorian qualifications	6,987	8,294	+ 18.7%
Interstate qualifications	482	503	+ 4.4%
Overseas qualifications	1,399	1,375	- 1.7%
Mutual recognition	1,609	1,772	+ 10.1%
Permission to teach	2,456	2,273	- 7.5%
TOTAL	**12,933**	**14,217**	**+ 9.9%**

Despite a 4.1 per cent increase in the number of applications assessed, 5.4 per cent increase in call volumes and 14.2 per cent increase in email enquiries, VIT has been able to leverage the investment in both our system and our people to maintain service levels consistent with the previous financial year (assessment timeframes, email response times and call wait times).

Figure 2 shows a breakdown of permission to teach (PTT) categories. Schools may apply for PTT if they are unable to recruit a qualified teacher for a specific position, and they have an alternative candidate with teaching and subject matter expertise. PTT holders can only teach in the subject(s) in the school that has demonstrated the workforce shortage, and the school provides targeted support and supervision to the PTT holder while they progress towards obtaining teacher registration.

Figure 2
PTT category breakdown



**Includes PTT (Japanese School of Melbourne), PTT (Victorian College Of The Arts School) and PTT (Aboriginal languages)*

Service improvements

The VIT continues to refine its approach to teacher registration and regulation, with a focus on strengthening engagement with schools and early childhood services. Key improvements include enhancements to the registration platform, clearer policies and guidelines, streamlined application processes, and more targeted stakeholder engagement. These efforts aim to ensure that our work is responsive to the evolving needs of the profession and the communities we serve.

We have continued to work with state and federal government, sector agencies, schools, early childhood services, co-regulators and other stakeholders to respond to teacher workforce pressures, and provide for quality learning outcomes for all Victorian children and young people.

Key areas of focus have included to:

- support longer grants of permission to teach (PTT) so individuals can teach (in a limited capacity) while they complete their ITE qualifications
- allow individuals to demonstrate English language competence via pathways other than approved English language tests
- accept a broader range of overseas criminal history checks, particularly in circumstances where these checks are difficult to obtain
- commence significant reform of the PTT scheme under a Ministerial Direction – this will be a primary focus in the coming period
- develop a pre-assessment of overseas teaching qualifications service designed to provide certainty for overseas applicants and their potential employers
- make registration requirements clear – this includes better articulating why requirements must be met in order to obtain registration
- offer a wider range of communication points (including interactive webinars, school visits and roundtable meetings)
- streamline the process for undertaking a nationally coordinated criminal history check (reduced number of identification documents required, instant verification of identity via Service Victoria).

Enhancing regulatory support

The VIT's regulatory approach is to educate teachers and their employers about their regulatory obligations and to assist them to comply. We work with teachers, schools and early childhood services to ensure they understand their professional responsibilities as well as having adequate support to meet those obligations.

Key areas of focus have included to:

- investigate unregistered teaching practice and take appropriate action to manage breaches – see Table 3
- audit a sample of provisional to full registration applications for compliance with process and professional standards requirements
- audit a sample of annual registration renewal applications for compliance with professional learning and professional practice requirements – see Table 4
- assess professional practice and professional learning volume and the quality of teachers returning from non-practising registration – see Table 5
- deliver education programs regarding regulatory obligations (applying for registration and permission to teach, employer coregulatory requirements, the role of VIT, codes of conduct and ethics).

Table 3
Unregistered practice investigations 2024-25

Performance measure	No.	Percentage
Unregistered practice substantiated	31	32.6%
Referred for investigation – higher risk	7	7.4%
Unregistered practice unsubstantiated	51	53.7%
Investigation ongoing	6	6.3%
TOTAL	**95**	**100%**

Table 4
Annual registration (2024-25) audit – fully registered teachers*

Outcome	No.	Percentage
Requirements met	346	86.1%
Requirements not met – move to non-practising^	29	7.2%
Requirements not met – cease registration^	19	4.7%
Defer requirement	8	2%
TOTAL	**402**	**100%**

Table 5
Annual registration (2024-25) audit – teachers returning from non-practising registration*

Returning renewal assessment	No.	Percentage
Requirements met	479	93%
Requirements not met – cease registration^	4	0.8%
Defer requirement	32	6.2%
TOTAL	**515**	**100%**

** Fully registered teachers and those returning from non-practising registration are required to complete a minimum amount of professional practice and professional learning, which is monitored through the annual registration process. The VIT audits a sample of those annual registration applications using a risk-based approach.*

^ Given VIT's audit approach, which targets cohorts more likely to have compliance issues, the rates of teachers not meeting requirements is not representative of the entire teacher cohort. Comprehensive education programs are offered to the teachers and their employers in cases where requirements are not met.

Staff Profile

Kate Christensen
Manager, Education and Compliance

Kate supported the delivery of a comprehensive stakeholder consultation process to better understand the challenges faced by schools when using permission to teach (PTT) holders to fill workforce shortages. Kate's deep understanding of the registration process and VIT's policies and the legislation that underpins these allowed for constructive dialogue that has resulted in significant reform in the way in which VIT will administer its PTT scheme.

Kate also spearheaded the development of a risk-based approach to monitoring teachers' compliance with their legislative obligations, which aims to reduce the burden on teachers while ensuring that only those who hold appropriate registration are teaching Victorian learners, and that they are meeting professional learning and practice requirements. This important work not only uplifts the profession but strengthens professional standards and supports employers in their co-regulatory role.

Registration suitability application outcomes

When conducting an assessment of a person's suitability to teach on application for initial registration or renewal, the outcomes available to VIT include:

- grant registration;
- grant registration with conditions; or
- refuse registration.

In 2024-25, VIT imposed conditions on the registration of 64 teachers and refused 18 applications for registration and / or renewal of registration. See Table 6.

Table 6
Outcomes of applications for registration in 2024-25

Outcome	No.
Conditions imposed on registration	64
Application for registration / renewal of registration refused	18

Future priorities

Building on the progress made during the reporting period, we will continue to advance initiatives that strengthen teacher registration, support workforce sustainability, and enhance stakeholder engagement.

Key priorities for the coming year include:

- **Implementing PTT Scheme Reform**
  The VIT will implement significant reforms to the Permission to Teach (PTT) scheme, ensuring it is fit-for-purpose, responsive to workforce needs, and aligned with regulatory standards.
- **Enhancing Digital Service Delivery**
  Continued investment in VIT's registration platform will focus on improving user experience, streamlining application processes, and expanding self-service options for applicants and employers.
- **Deepening Stakeholder Engagement**
  The VIT will strengthen engagement with stakeholders to ensure its work remains informed, transparent, and responsive to sector needs.
- **Strengthening Regulatory Support**
  A refined risk-based approach to compliance monitoring will be implemented, aimed at reducing administrative burden while maintaining high standards of professional practice and learner safety.

These priorities reflect VIT's commitment to agile, informed, and future-focused regulation that supports educators and contributes to the quality and sustainability of Victoria's education system.

KEY ACHIEVEMENT

Going digital: VIT launches real-time digital registration cards

In October 2024, VIT introduced digital registration cards as part of ongoing efforts to modernise our regulatory systems. The update enables registered teachers and employers to securely access registration status in real time.

Supporting schools and early childhood services

To support the transition, VIT implemented a comprehensive communications strategy for schools, early childhood services and education stakeholders.

Employers have been encouraged to shift from relying on physical cards to using the register of teachers and Employer portal as their primary sources of verification. VIT also provided guidance on managing casual relief teachers and maintaining accurate teacher lists throughout the year.

By embracing technology, VIT aims to make it easier for employers to meet their obligations and for teachers to maintain proof of registration—with the aim of ensuring that every child in Victoria is taught by someone who is safe, skilled, and trustworthy.

A safer, smarter way to verify registration

Unlike physical cards, which are only valid on the day they are printed, digital cards pull live data from VIT's registration system and update instantly. This ensures that any changes to a teacher's registration—such as expiry, suspension or cancellation—are immediately reflected.

Employers can now verify registration by scanning a QR code on the digital card, cross-checking it with photo ID, and confirming details via the register of teachers or Employer portal. This streamlined process reduces the risk of unregistered teaching practice and strengthens compliance with child safety obligations.

Quick facts: 2024-2025

158,937
TEACHERS
ON THE REGISTER

144,593
COMPLETED
ANNUAL REGISTRATION*

3,716
INDIVIDUALS HOLD
PERMISSION TO TEACH (PTT)

5,628
NON-PRACTISING
TEACHERS

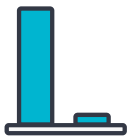
SCHOOL
TEACHERS

74% FEMALE

26% MALE

EARLY CHILDHOOD
TEACHERS

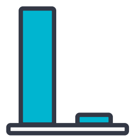
93% FEMALE



7% MALE

DUAL REGISTERED
TEACHERS

97% FEMALE



3% MALE

Note: 0.05% identified as other or preferred not to say

45 YEARS
SCHOOL TEACHER AVERAGE AGE

11% of school teachers are under 30 years and 17% over 60 years

40 YEARS
EARLY CHILDHOOD TEACHER AVERAGE AGE

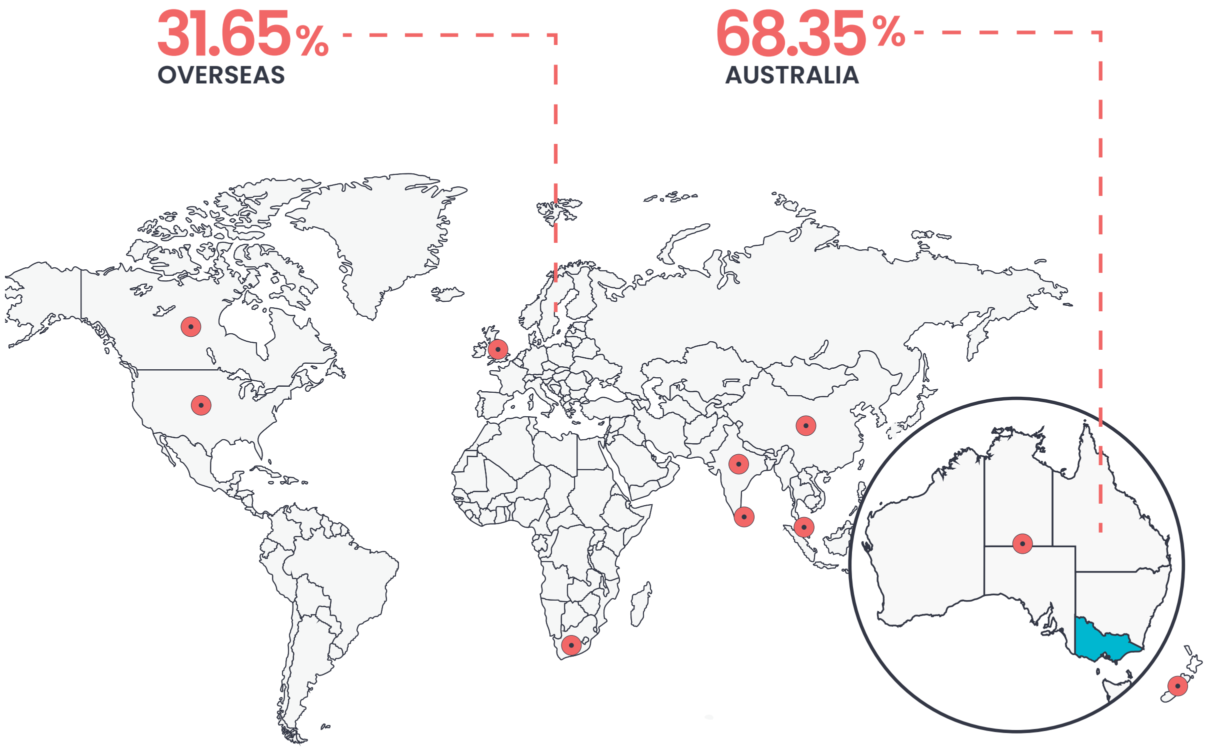
23% of early childhood teachers are under 30 years and 6% over 60 years

37 YEARS
DUAL REGISTRANTS AVERAGE AGE

23% of dual registered teachers are under 30 years and 4% over 60 years

*Includes permission to teach holders and provisionally registered teachers

BIRTHPLACE - ALL TEACHERS



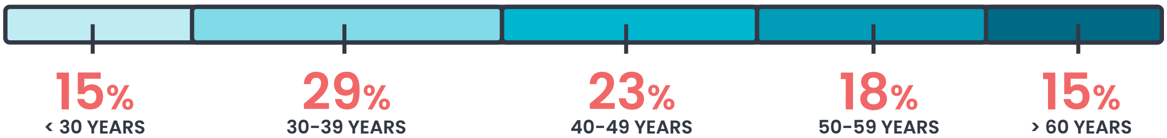
TOP 10 COUNTRIES OF BIRTH

- AUSTRALIA (76.8%)
- UNITED KINGDOM (3.3%)
- INDIA (2.95%)
- CHINA (2.87%)
- NEW ZEALAND (1.26%)
- SOUTH AFRICA (0.96%)
- IRELAND (0.91%)
- SRI LANKA (0.91%)
- CANADA (0.67%)
- UNITED STATES (0.63%)

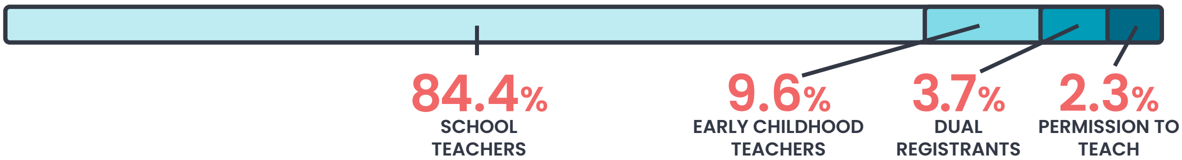
RESIDENTIAL LOCATION OF TEACHERS

INITIAL TEACHER EDUCATION – GRADUATE REGISTRATIONS

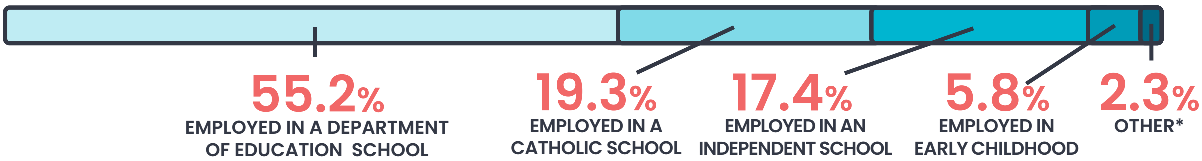
AGE – ALL TEACHERS



REGISTRATION TYPE – ALL TEACHERS



SECTOR – ALL TEACHERS^



^excludes teachers not affiliated with any employer

*includes teachers in other education settings / retired teachers / casual relief teachers / those not currently working as teachers

Program accreditation and professional practice outreach

Accreditation of ITE programs

The accreditation of Victorian initial teacher education (ITE) programs provides assurance that teacher qualifications meet the Australian accreditation standards outlined in the *Accreditation of initial teacher education programs in Australia: Standards and Procedures* (AITSL).

Accreditation of ITE programs is a critical element in VIT's vision for all Victorian children and young people to have the best teachers. The rigorous process of accreditation assures the quality of Victorian ITE programs and teaching qualifications which lead to teacher registration. Accreditation underpins VIT's strategic objective to enable quality teaching and the best educational outcomes.

Victorian ITE programs prepare more than 4000 graduates each year for entry into the teaching profession. Approximately 3,500 of these graduates apply for VIT registration to work in Victorian schools and early childhood settings. There are currently 11 providers offering 153 accredited ITE programs in Victoria, 62 of which are in 'teach out'*. See Figure 3.

Ongoing collaboration with ITE providers remains a key focus. Through this work, we aim to support pre-service teachers in developing a strong understanding of their professional responsibilities and the importance of maintaining professional boundaries to ensure the safety and wellbeing of children and young people.

In collaboration with ITE providers, the Australian Institute for Teaching and School Leadership (AITSL), and Australasian Teaching Regulatory Authorities (ATRA), VIT is actively supporting two priority actions:

- Embedding core content across all ITE programs by the end of 2025.
- Ensuring pre-service teachers attempt the Literacy and Numeracy Test for Initial Teacher Education (LANTITE) within their first year of study, with ITE providers now required to accept First Nations language proficiency as an alternative standard. This reform has been fully implemented.

The VIT has also made significant contributions to AITSL's work in revising the national accreditation standards and developing new Professional Experience Guidelines. These efforts are designed to ensure that teacher education programs remain contemporary, evidence-based, and aligned with the needs of learners and the profession.

Looking ahead, VIT is committed to working alongside AITSL, ATRA, ITE providers, and the newly established national Quality Assurance Oversight Board (QAOB) to support the implementation of both state and national reforms. Through this collaborative approach, VIT aims to ensure that initial teacher education in Victoria continues to produce confident, capable, and classroom-ready graduates who meet the expectations of the community and the profession.

**ITE programs in 'teach out' no longer accept new enrolments*

Accreditation Committee

The Accreditation Committee of the VIT Council assesses and approves pathway programs into ITE and assesses ITE programs for the purposes of teacher registration, consistent with the national standards and procedures for accreditation of ITE programs in Australia. The Committee comprises teachers and principals from government and non-government schools, teacher educators and representatives of Victorian teacher employers.

During 2024–25, the Committee met six times.

Members

Gillian Carr – VIT Council representative
Committee Chairperson

Paul Desmond – VIT Council representative
Deputy Chairperson

David Baker – Principal class representative

Joanna Barbousas – Higher education institution representative

Damian Blake – Higher education institution representative

Michael Butler – VIT Council representative

Deborah Corrigan – Higher education institution representative

Josie Crisara – Employer representative, Independent Schools Victoria

Andrew Dalgleish – Principal class representative

Sarah McNicol– Employer representative, Department of Education

Janet Scull – VIT Council representative

Sara Sirianni– Employer representative, Melbourne Archdiocese Catholic Schools

Eloise Thompson – Early childhood representative

Ensuring the quality of teacher education for the future of the profession

The VIT contributes to national reform agendas in teacher education through its involvement with the ATRA, participating in stakeholder meetings, working groups, and formal submissions.

Notably, VIT has supported the implementation of recommendations from the Strong Beginnings: Report of the Teacher Education Expert Panel (TEEP) and the National Teacher Workforce Action Plan (NTWAP). These reforms aim to strengthen the quality and consistency of ITE across Australia.

Figure 3
ITE program breakdown

153 ITE programs accredited in Victoria

40% Undergraduate

60% Postgraduate

25% Primary

8% Primary/secondary

49% Secondary

18% Primary/early childhood

Endorsement of continuing education programs

The *Education and Training Reform Amendment (Miscellaneous) Act 2021* introduced a new regulatory function for VIT to endorse continuing education programs. In 2023, VIT established the requirements, criteria and standards for a program, unit or course of study to qualify as a continuing education program.

The framework for the endorsement of continuing education programs was designed in consultation with relevant higher education providers and key stakeholders. The voluntary endorsement framework was designed with the following key objectives

- providing quality assurance of continuing education programs
- improving the ability of teachers to identify quality assured continuing education programs
- supporting teachers' capacity to demonstrate high-level practice in specific focus areas of the APST
- improving the ability of VIT to use data to ensure its professional learning framework is trusted, appropriate, career enhancing and responsive to the needs of teachers and requirements of the profession.

During 2024–25, VIT endorsed 2 postgraduate programs and 1 micro-credential. There are 7 VIT endorsed programs being delivered.

Approval of Pathway Programs into ITE

In 2021, VIT established the requirements, criteria and standards that a program must satisfy before VIT approves the program or course as a pathway program into ITE.

The framework for the approval of pathway programs into ITE (the framework) was developed in consultation with ITE providers and relevant Registered Training Organisations (RTOs). The framework was approved by VIT Council and endorsed by the Minister for Education at the end of 2021.

The framework for the approval of pathway programs into ITE was established in 2021, since that time VIT has assessed and approved 21 programs.

Case study - VIT at work

In March 2025, VIT hosted an Accreditation Expert Group (AEG) Forum. The AEG is a body of Victorian panellists trained in ITE program accreditation and consists of teachers, employers, members of the teaching profession and the broader education community.

The 2025 forum focused on supporting trained accreditation panellists to understand and assess the new Core Content that education providers now need to embed into their ITE programs. Core Content is made up of the pedagogical practices and responsive teaching factors that pre-service teachers will learn as part of their ITE program from 2026.

The forum featured a series of hands-on workshops, where participants explored sample training materials containing examples of evidence and discussed whether the evidence met the standard.

This was the first training for the assessment of Core Content delivered in Australia and was attended by colleagues from other Australian Teacher Regulatory Authorities.

Through these valuable discussions, participants deepened their understanding of Core Content and how a panel will be assessing it.

Following the strong interest generated by the AEG Forum, VIT subsequently delivered two bespoke core training sessions for both Victorian and interstate panellists. The training was designed to support accreditation panellists to understand core content and how to assess it within a program.

Professional practice: providing targeted, responsive support to the teaching profession

Our Professional Practice Team comprises registered teachers with extensive experience across diverse educational contexts. Throughout 2024–25, the team continued to expand its outreach across metropolitan, regional, and rural Victoria, delivering face-to-face and online seminars and workshops that support teachers in understanding their professional and regulatory obligations.

Our work is delivered through a range of initiatives, including:

- Pre-service teacher seminars
- Provisionally Registered Teacher (PRT) seminars
- Effective Mentoring Program (EMP) workshops
- Bespoke mentoring programs
- Code of Conduct seminars

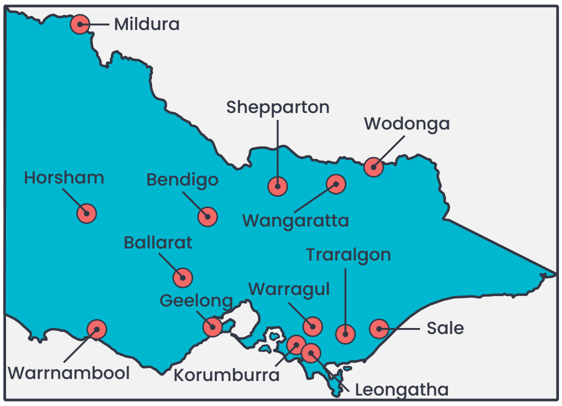
These initiatives align with VIT's regulatory approach by:

- assisting teachers to comply with their professional obligations
- using data and insights to inform practice
- educating teachers on how regulatory processes underpin quality teaching and safeguard the wellbeing of children and young people.

This year marked the highest level of outreach activity to date, strengthening stakeholder engagement across all sectors. Feedback and survey data consistently indicate high levels of quality and effectiveness, contributing to increased demand for VIT's outreach programs.

In addition to seminars, the team provides tailored support for PRTs and their mentors. This direct assistance complements a suite of resources developed to inform and support teachers in meeting their regulatory requirements.

Figure 4
Regional locations of face to face seminars in 2024-25



The numbers of participants seeking mentor training across 2024 and into 2025 has seen a significant increase. Metropolitan Melbourne sessions have been consistently booked to capacity and available seminars have increased by over 30% in 2025. Regional seminars have also seen significant increases in booking and attendance. See Table 7.

During the reporting period 2,463 PRTs enrolled in seminars to help support them move to full registration. Bespoke seminars for provisionally registered casual relief teachers (CRTs) were also delivered. See Table 8.

We also delivered several Department of Education–funded initiatives, expanding opportunities for teachers to train as mentors for pre-service teachers. These programs have proven highly popular, leading to their inclusion in VIT's annual offerings.

Modules designed to support provisionally registered teachers working in casual relief roles have also seen continued demand. These resources are now a permanent feature of VIT's outreach program, helping ensure equitable access to registration pathways.

We have recently commenced development and early implementation of a new process to support experienced, formerly fully registered Victorian teachers in returning to full registration. This initiative is currently in its final pilot phase and is scheduled for launch in late 2025.

Ongoing collaboration with ITE providers remains a key focus. Through this work, we aim to support pre-service teachers in developing a strong understanding of their professional responsibilities and the importance of maintaining professional boundaries to ensure the safety and wellbeing of children and young people.

While bespoke seminars on the Victorian Teaching Profession Code of Conduct are offered, elements of the Code are embedded in all presentations delivered. This ensures a consistent and wide-reaching focus on this critical area, although these sessions are not reflected in formal seminar delivery data.

Table 7
Number of face to face and online mentoring workshops*

Workshop type	2023-24	2024-25
Face to face	46	66
Online	5	4
Refresher (face to face)	4	3
Refresher (Online)	0	1

*Mentoring workshops run over 2 days a few weeks apart. Refresher workshops run over 1 day and include updates for mentors who have completed the program in the previous 3 years.

Table 8
Number of PRT seminars

Seminar type	2023-24	2024-25
PRT – face to face	42	32
PRT – online	3	3
CRT PRT – online	6	2
CRT PRT Workshop Program	-	14

Figure 5
Professional practice and stakeholder outreach

74
Mentoring workshops
delivered (all programs)

37
PRT Seminars
delivered (including Experienced Returning Implementation Group)

10
ITE seminars
delivered to pre-service teachers across 11 ITE providers

16
Codes of Conduct and Ethics seminars
delivered to returning teachers and pre-service teachers

2
Classroom Readiness Seminars
delivered to final year ITE students who were granted PTT

6
Education Conference Presentations
including Government Schools Principals Conference, Beginning Teacher Conference and VIT's Welcome to the Profession Conference

Case study - VIT at work

On 22 November 2024, VIT hosted its inaugural Welcome to the Profession Conference, bringing together over 200 pre-service teachers, graduate teachers, early career educators, and Permission to Teach (PTT) holders. The event was a resounding success, marking a significant milestone in VIT's commitment to supporting teachers from the very beginning of their professional journey.

The conference provided a valuable opportunity for early career teachers to engage directly with VIT and their peers. Participants gained insights into VIT's regulatory functions and values, positioning the Institute as a relevant and supportive presence throughout their careers.

Educational consultant Glen Pearsall facilitated practical workshops focused on classroom engagement strategies. Feedback from attendees highlighted the immediate relevance of these sessions, with many reporting increased confidence in applying engagement techniques to their current practice.

Survey results confirmed the conference's positive impact:

- 97% of participants indicated they were likely or very likely to implement learnings into their teaching.
- Attendees valued the high-quality, standards-based professional development, recognising its contribution to creating safe and supportive learning environments.
- The event enhanced participants' understanding of VIT's role, reinforcing the Institute's position as a re-sponsive and trusted regulator.

By equipping beginning teachers with practical tools and professional insights, the conference supports improved self-efficacy, job satisfaction, and retention—key factors in addressing workforce pressures across Victoria.

For VIT, engaging with early career teachers in a positive, collaborative forum strengthens regulatory relationships and ensures that the next generation of educators is well-prepared, well-supported, and confident in their role.

Staff Profile

Hannah Galloway
Manager, Strategic Policy and Projects

In 2024–25, Hannah played a pivotal role in leading VIT's response to a Ministerial Direction to review the Institute's approach to assessing overseas teaching qualifications and the PTT framework.

Through a comprehensive review of policies, procedures, and practices, Hannah engaged extensively with internal and external stakeholders to develop a suite of evidence-based recommendations. Her work was delivered within a tight timeframe and reflected a deep understanding of the needs of the profession.

Hannah's leadership ensured that the proposed reforms are proportionate, flexible, and responsive—positioning VIT as an enabler of the teaching workforce, particularly during a time of significant teacher workforce shortages. Her work has laid the foundation for a more modern, consistent, and supportive regulatory approach that strengthens both teacher quality and public confidence.

KEY ACHIEVEMENT

Reform recommendations for sustaining and growing our workforce

On 18 December 2024, VIT received a Ministerial Direction to review two critical areas of its regulatory practice: the assessment of overseas teaching qualifications and the PTT policy. This directive acknowledged the growing complexity of teacher registration in Victoria and the need for a more responsive, flexible, and transparent approach to support the teaching workforce while maintaining high professional standards.

A dual review for systemic reform

The review was delivered in two comprehensive reports:

- **Report 1** examined VIT's approach to assessing overseas teaching qualifications, identifying opportunities to improve flexibility, consistency, and communication with applicants.
- **Report 2** focused on the PTT policy, proposing a streamlined, future-proof framework that better supports schools during workforce shortages and enhances the experience of PTT holders.

Together, these reports represent a landmark reform agenda aimed at strengthening Victoria's teacher registration system while responding to the realities of a globalised education workforce.

Key outcomes and recommendations

From Report 1

- Introduction of a fee-for-service pre-assessment for overseas qualifications, providing clarity to applicants before relocating to Victoria.
- A more flexible assessment model that considers teaching experience and additional qualifications alongside formal ITE programs.
- Development of a new PTT category for overseas-qualified teachers, enabling them to upskill while contributing to the workforce.
- Improved communications and guidance materials for applicants and employers, including country-specific advice.

From Report 2

- Consolidation of PTT categories from ten to three: Qualifying, Specialist – Instructor, and Conditional.
- Proposed renaming of PTT to better reflect its scope and limitations.
- Enhanced co-regulatory approach with employers, including formal agreements to support PTT holders.
- Removal of restrictive conditions such as time-fraction limits, allowing greater flexibility for schools and teachers.
- Strengthened support for employment-based ITE programs, which now number 12 across Victoria.

Impact on the profession

These reforms are designed to:

- Make Victoria a more attractive destination for overseas-qualified teachers.
- Reduce regulatory burden on schools and applicants.
- Improve consistency and transparency in registration decisions.
- Ensure that all teachers—whether fully registered or working under PTT—are supported to deliver high-quality education.

The reviews also reaffirm VIT's commitment to child safety, professional standards, and national consistency in teacher registration. By aligning with the Framework for Teacher Registration in Australia and engaging with other jurisdictions, VIT is helping to shape a more unified and effective national approach.

These reforms will have lasting impact on the teaching profession, ensuring that every learner in Victoria is taught by someone who is safe, skilled, and supported.

The Minister for Education has provided support or in-principle support for all recommendations, noting that further work is intended on Recommendation 6 in Report 1.

These reports are published and can be viewed on the VIT website.

Ensuring the safety and wellbeing of children and young people

Suitability to teach: safeguarding children and young people

The VIT plays a critical role in protecting the safety and wellbeing of children and young people across Victoria. Central to this responsibility is the assessment of suitability to teach—both for individuals applying for registration and those currently registered.

Our work on professional conduct assesses and investigates complaints and notifications about teachers and early childhood teachers. These may be received from members of the public, employers, government agencies, or Victoria Police. In 2024–25, VIT received 1,674 professional conduct enquiries which led to matters being established in relation to 993 currently registered teachers.

Notifications and complaints help us to identify:

- teachers whose behaviour creates a risk of harm which may require regulatory action to keep learners safe;
- teachers whose behaviour and performance may mean they need support or regulatory action to be able to teach safely and professionally; and
- barriers to safe teaching practice that can be addressed more widely through standards, codes, education and guidelines.

Notifications and complaints range in seriousness and we have developed different strategies to deal with them. We work with schools, employers and other regulators. Through all of this work, VIT aims to ensure that only individuals who meet the highest standards of professional conduct are authorised to teach, reinforcing public trust and safeguarding learners across the state.

Due to the evolving nature of notifications and the complexity of professional conduct matters, some operational data may vary from year to year. In response, and building on the independent review led by Andrew Brown into our professional conduct functions, we have initiated a program of work aimed at improving how we capture, monitor, and consistently report operational data.

Information sources

The VIT receives information, notifications and complaints about registered teachers from various sources – these include Victoria Police, Working with Children Check Victoria (WWCCV), the Commission for Children and Young People (CCYP), employers and members of the public. The majority of notifications come through the CCYP and continue to rise, with an increase of 22% from CCYP in the 2024- 2025 financial year. Table 9 captures these various information sources.

The VIT also receives self-declarations from individuals about any health or conduct matter that may affect their suitability to teach in their initial application for registration. Once registered, teachers are required to make declarations about their continued suitability to teach as part of their annual registration applications. Over the past year, we have worked with partners to clarify the questions we ask, to ensure that teachers are clear on what they need to declare as well as what they don't need to declare.

Table 9
Information sources in 2024-25

Source	No.
Reportable allegations Reportable allegations are allegations that a registered teacher has engaged in any of the following • sexual offences against, with or in the presence of a child • sexual misconduct against, with or in the presence of a child • physical violence against, with, or in the presence of a child • behaviour that causes significant emotional or psychological harm to a child • significant neglect of a child. CCYP has a legal obligation to notify VIT if it receives reportable allegations about a registered teacher.	795
Complaints Any person or entity may make a complaint to VIT about a registered teacher if it relates to one or more of the following allegations • the teacher is seriously incompetent • the teacher has engaged in misconduct or serious misconduct • the teacher is unfit to be a registered teacher • the teacher's ability to practise as a teacher is seriously detrimentally affected or likely to be seriously detrimentally affected because of an impairment.	339
Notifications from schools Employers of registered teachers have a legal obligation to notify VIT if they have taken any action against a registered teacher in response to allegations of serious incompetence, serious misconduct, lack of fitness to be a teacher, or an impairment that seriously detrimentally affects a person's ability to teach. *Previously we have included reports from early childhood employers in this number.	123*
Notifications from early childhood employers Employers of registered early childhood teachers have a legal obligation to notify VIT if they have taken any action against a registered early childhood teacher in response to allegations of serious incompetence, serious misconduct, lack of fitness to be a teacher, or an impairment that seriously detrimentally affects a person's ability to teach.	37
Police referrals Victoria Police and other law enforcement agencies, including the Australian Federal Police (AFP), notify VIT if they are conducting an investigation into a registered teacher who may have committed a criminal offence. They also notify VIT if a registered teacher has been charged with, or found guilty of, a criminal offence.	167

Source	No.
Other regulators The VIT has information sharing arrangements with a number of other government regulators and agencies with child safety functions. These include interstate teacher registration authorities, Working with Children Check Victoria, Victorian Registration and Qualifications Authority, and the Quality Assessment and Regulation Division. We regularly share information relating to child safety risks.	22
Tribunals and courts Courts and tribunals are required to notify VIT when an individual makes an application for a review of a decision made by VIT. This requirement applies to applications lodged with the Supreme Court, the Victorian Civil and Administrative Tribunal (VCAT), and the Victorian Equal Opportunity and Human Rights Commission (VEOHRC).	25
Internal (VIT) Other areas of VIT provide information to the Professional Conduct Branch for assessment. This includes referrals from: • the Education and Compliance Team in relation to unregistered practice or other compliance breaches. • the Teacher Engagement and Registration Branch due to an individual making an application with a high-risk declaration in relation to a professional history matter, a criminal matter or an impairment or health matter which requires assessment.	166

As at 30 June 2025, VIT had 1,794 open professional conduct cases, which includes teachers being monitored for compliance with conditions imposed on their registration. This is a 20% decrease from the 2,252 open cases at the end of the 2023/24 financial year. This reduction in open cases primarily reflects a combination of increased resourcing of our work on professional conduct as well as changes to our ways of working. See Figure 6.

Figure 6
Conduct caseload statistics

1,794
open professional conduct cases
As at 30 June 2025, there were 1,794 total open cases

846
cases awaiting third party information
Of the 1,794 open cases, there were 846 currently awaiting information from third parties

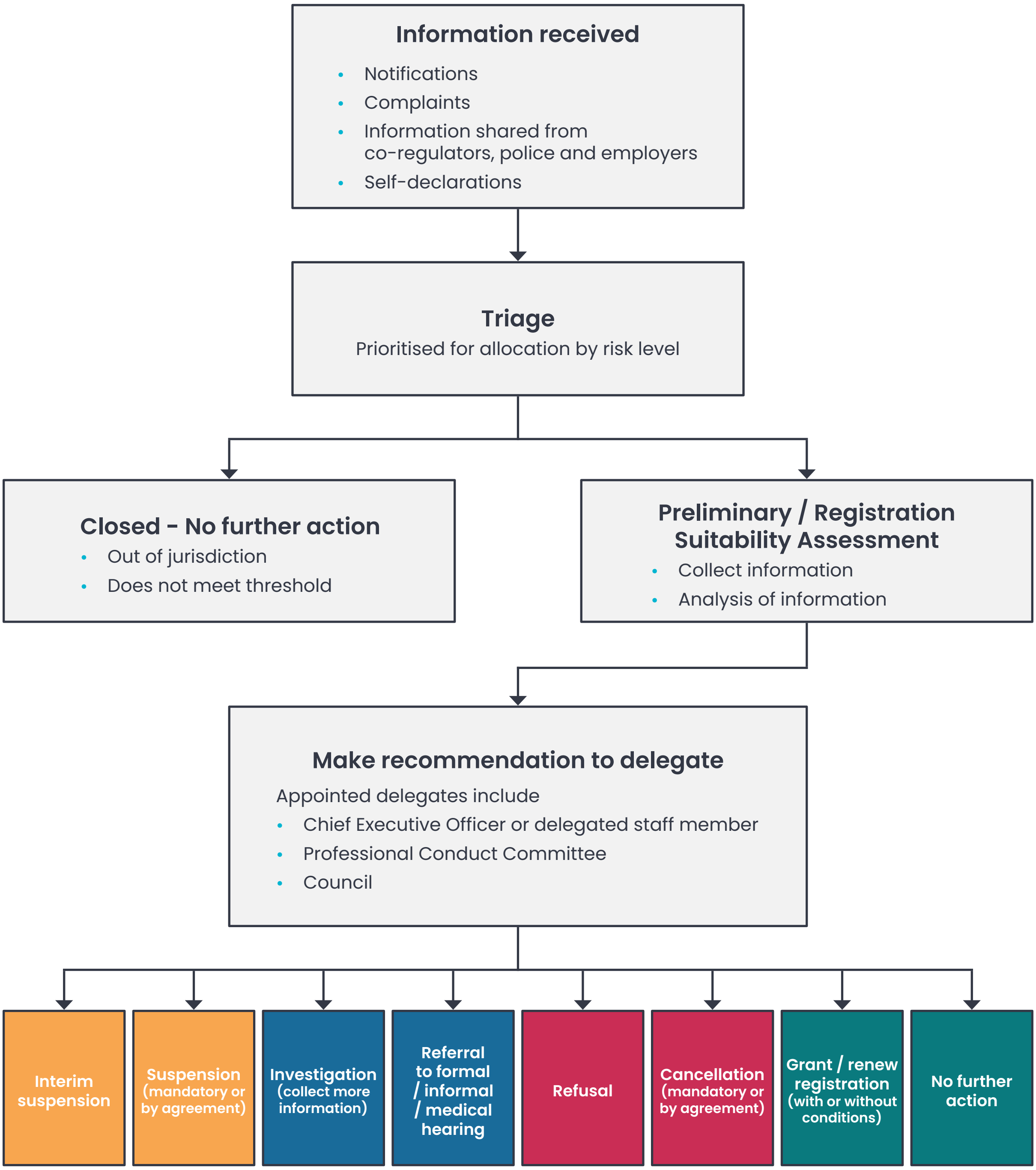
832
active cases
Of the 1,794 open cases, there were 832 not dependent on third parties and able to proceed with the assistance of schools, early childhood centres and police agencies

How we deal with complaints and notifications

Where VIT has concerns about a teacher we may:

- conduct a preliminary assessment of information and make enquiries about a teacher with relevant agencies including police, other regulators and employers
- determine whether to grant an application for initial registration or renewal of registration
- conduct a formal investigation into the conduct of a teacher
- take action to suspend or cancel registration
- conduct a hearing panel into allegations of misconduct or health concerns.

Figure 7
Complaints / notifications process



Case study – VIT at work

Background

The VIT received information that a registered teacher was under police investigation for serious family violence offences. Allegations included threats to kill, unlawful assault, breaches of family violence intervention orders, and threats directed at their children. The teacher had also been charged with multiple driving offences involving substance use.

VIT's response

The VIT undertook immediate enquiries with Victoria Police and other relevant agencies to understand the nature of the alleged conduct and assess the risks posed to children and affected family members.

Following these enquiries, VIT determined that the teacher presented an unacceptable risk of harm to children. An interim suspension of the teacher's registration was imposed to protect the safety of children and young people.

This decision was informed by:

- Allegations of direct violence towards children.
- Evidence of unmanaged substance use, posing a risk to students in the teacher's care.
- A sustained pattern of violent behaviour and disregard for legal protections.

Reflection

The VIT's primary responsibility is to uphold the safety and wellbeing of children and maintain public confidence in the teaching profession. Teachers hold a unique position of trust and influence, and are expected to model respectful, lawful behaviour both professionally and personally.

Respectful Relationships is a core component of the Victorian curriculum, aiming to foster a culture of respect and equality across school communities. The Victorian Teaching Profession Code of Conduct requires teachers to:

- Be positive role models in educational settings, the community, and online.
- Respect and comply with the law.

While family violence may occur in a personal context, it is fundamentally incompatible with the role of a teacher. Where such conduct is identified, VIT may reassess a teacher's suitability to teach or initiate a formal investigation.

Outcomes of closed cases

In the past year, VIT closed 1,386 cases relating to 988 teachers. Table 10 outlines the outcomes for these closed cases.

Table 10
Outcomes of closed cases in 2024-25

Source	No.
Number of cases closed	988
Average age of cases (in months) of cases at the point of closure	21.6
Average age of cases (in months) opened and closed within the 24-25 Financial Year	5.73
Closure reason	**No.**
Registration granted / no further action necessary / other	699
Referral to hearing panel or prosecution	2
Cancellation or suspension of registration	27
Registration granted with conditions	57
Teacher issued with an educative letter	71
Registration refused	18
Registration expired during VIT investigation	114

Suspension of registration

The VIT has a legislated responsibility to protect the safety and wellbeing of children and young people. One of the key regulatory tools available to VIT is the suspension of a teacher's registration where serious concerns arise about their suitability to teach.

Interim suspensions

The VIT may impose an interim suspension when it reasonably believes that a registered teacher poses an unacceptable risk of harm to children, and immediate action is necessary to protect them, while further investigation occurs. These suspensions take effect immediately and are reviewed every 30 days to determine whether they should be continued or revoked.

In 2024–25, VIT imposed interim suspensions in a range of circumstances, including:

- Police investigations into allegations of serious criminal offences involving children.
- Allegations of serious criminal conduct unrelated to children.
- Cases involving unmanaged drug or alcohol dependence that significantly impaired a teacher's ability to perform their professional duties.

In total, 32 teachers were suspended on an interim basis during the reporting period.

Ongoing suspensions

The VIT is required to suspend a teacher's registration if they:

- Are charged with a Category A offence by police.
- Receive an interim Working with Children Check Victoria (WWCCV) exclusion.

The VIT may also suspend a teacher charged with a Category B offence if the teacher poses an unjustifiable risk to children or may be considered unfit to teach, pending the outcome of criminal proceedings.

In the past year, VIT suspended the registration of 10 teachers on an ongoing basis. See Table 11.

Table 11
Ongoing suspension actions in 2024-25

Action	No.
Suspensions for interim WWC exclusions The VIT must suspend the registration or permission to teach of a person if that person has been given an interim WWC exclusion.	3
Suspensions for Category A offences The VIT must suspend the registration or permission to teach of a person if that person is charged with a category A offence in Victoria or an equivalent offence in another jurisdiction.	5
Suspensions for Category B offences The VIT may suspend the registration or permission to teach of a person if that person is charged with a category B offence in Victoria or an equivalent offence in another jurisdiction, if the teacher poses an unjustifiable risk to children, pending the outcome of criminal proceedings.	2

Register of Disciplinary Actions

Interim and ongoing suspension decisions are published on the Register of Disciplinary Action (RODA), ensuring transparency and enabling the public to make informed decisions about who is working with children. VIT also notifies employers, WWCCV, and other relevant agencies of these decisions.

During 2024/25, the VIT reviewed its RODA policy in response to feedback from professional stakeholders. This review led to the inclusion of clearer steps to ensure procedural fairness for teachers consistent with our legislation and prior to publication on the RODA. The updated policy can be viewed on the VIT website.

Cancellation of registration

The VIT is required to cancel a teacher's registration in specific circumstances to protect the safety and wellbeing of children and young people.

A teacher's registration must be cancelled if they:

- Have been found guilty of a Category A offence.
- Have received a Working with Children Check Victoria (WWCCV) exclusion.

In these cases, the individual is disqualified from applying for registration for a period of five years, or until they are issued a WWCCV clearance. All cancellation decisions are published on the Register of Disciplinary Action (RODA), ensuring transparency and enabling the public to make informed decisions about who is authorised to work with children. VIT also notifies relevant entities, including employers, WWCCV, and other teacher regulatory authorities across Australia.

Thirteen teachers had their registration cancelled in the past year. See Table 12.

Table 12
Cancellation actions in 2024-25

Action	No.
Cancellation of registration due to finding of guilt for a category A offence	3
Cancellation of registration due to a Working with Children Check exclusion notice being issued	10

Agreements

Teachers may request that VIT enter into an agreement to impose conditions on their registration, suspend their registration, or cancel their registration. In the past year, agreements were entered into with 18 teachers. See Table 13.

These requests are typically made when a teacher acknowledges that they may not be meeting the professional standards required for registration. This may include circumstances where the teacher believes they:

- Are seriously incompetent,
- Have engaged in misconduct or serious misconduct,
- Are not fit to teach, or
- Have an impairment that seriously detrimentally affects their ability to practise as a teacher.

By entering into such agreements, VIT supports a fair and proportionate regulatory approach that prioritises child safety while enabling teachers to take responsibility for their conduct and wellbeing.

Table 13
Agreements with teachers in 2024-25

Action	No.
Agreement with teacher to impose condition(s) on their registration	10
Agreement with teacher to suspend their registration	4
Agreement with teacher to cancel their registration	4


THE SOLAR SYSTEM
EARTH
THE SOLAR SYSTEM
THE SOLAR SYSTEM
JUPITER
22
23

Hearings

At the conclusion of an investigation, VIT may refer a matter to an informal, formal, or medical panel hearing, based on the nature and seriousness of the concerns identified. In the past year, 2 formal hearings were held.

Hearing 1

On 16 August 2024, the Panel found a teacher had engaged in serious misconduct by failing to comply with conditions imposed on his registration. As a result, the Panel cancelled the teacher's registration and disqualified the teacher from applying for registration for a period of one year. A summary of this matter is available on VIT's website.

Hearing 2

On 24 March 2025, the Panel decided to cancel the registration of a teacher and impose a disqualification period of 3 years for serious misconduct. The teacher was found to have maintained an inappropriate relationship with a former student within 2 years of them completing their secondary schooling, in breach of the Code of Conduct. The decision available on VIT's website, redacts information which might identify the student in line with an order of the Panel.

A referral to a formal hearing may also occur where an investigator reasonably believes that a person may have obtained their registration through fraud or misrepresentation. These hearings ensure that serious matters are addressed transparently and in accordance with VIT's legislative obligations to uphold the integrity of the teaching profession.

Prosecutions

There are a number of criminal offences in the *Education and Training Reform Act 2006*. The VIT may prosecute individuals or employers for committing these criminal offences. In 2024-25, VIT commenced prosecution proceedings against 1 individual who undertook the duties of a teacher when they were not registered. The proceedings were not finalised within this reporting period.

Reviews

The Act provides that in certain circumstances a person may apply to the Victorian Civil Administrative Review Tribunal (VCAT) for review of certain decisions made by an informal, formal or medical hearing panel, or a VIT determination to refuse a person's application for registration or renewal of registration.

The VIT publishes summaries of finalised VCAT matters as news items on the VIT website. There were 6 matters finalised at VCAT in the 2024-25 financial year, with outcomes as summarised in table 14.

Table 14
Finalised VCAT outcomes for 2024-25

Action	No.
Applications withdrawn before hearing	2
Decisions affirmed	2
Decisions set aside	2

In 2024-25, 4 new applications were lodged at VCAT. We also managed 15 ongoing matters at VCAT during this financial year.

Case study - VIT at work

Background

In early 2022, VIT was notified by a secondary school of serious concerns regarding the conduct of a provisionally registered teacher during their probationary period. Concerns raised by both students and staff prompted a broader review of the teacher's professional history.

Investigations and findings

The VIT contacted several of the teacher's previous employers, each of whom provided consistent feedback about a pattern of inappropriate behaviour—particularly toward colleagues and, in some cases, students. These concerns dated back several years and indicated persistent interpersonal challenges and professional misconduct.

In mid-2022, the teacher contacted VIT regarding their pending registration application and to lodge a complaint about another educator. The nature of these communications was described by VCAT as aggressive and accusatory, involving unfounded claims and disrespectful language directed at staff who were not responsible for the matters raised.

Regulatory decision

In November 2022, VIT refused the teacher's application for a further grant of provisional registration. This decision was based on:

- Verified allegations of misconduct at the teacher's most recent school.
- A demonstrated pattern of hostile and disrespectful behaviour toward teaching colleagues and VIT staff.
- A lack of evidence supporting special circumstances that would justify an extension of provisional registration beyond the standard timeframe.

The teacher sought a review of the decision through VCAT.

Tribunal outcome

During proceedings, the teacher denied the allegations from the school but did not dispute their behaviour toward VIT or previous employers. They also claimed special circumstances had prevented them from progressing to full registration.

VCAT found that the teacher's conduct reflected a concerning and consistent pattern of aggression, disrespect, and a lack of accountability. It concluded that the teacher did not meet the character requirements expected under the Victorian Teaching Profession's Code of Conduct and Ethics.

Final determination

In March 2025, VCAT affirmed VIT's decision to refuse the application for provisional registration. As a result, the individual does not hold teacher registration and is not permitted to undertake teaching duties in Victoria.

Reflection

This case highlights the importance of maintaining rigorous standards in teacher registration. It reinforces that character and conduct are central to a teacher's suitability to teach and that VIT's regulatory decisions play a vital role in safeguarding learners and upholding the integrity of the profession.

It also illustrates the length and complexity of some regulatory matters. From the initial notification in early 2022 to the final determination in March 2025, this case required extensive investigation, stakeholder engagement, and legal proceedings. While these processes can take time, they are essential to ensuring fairness, procedural integrity, and thorough assessment of all available evidence.

The VIT remains committed to resolving matters as efficiently as possible, while ensuring that decisions are robust, proportionate, and aligned with its legislative responsibility to protect children and uphold public confidence in the teaching profession.

A summary of this outcome is available on VIT's website.

Professional Conduct Committee

The Professional Conduct Committee of the VIT Council has delegated powers from the Council to decide whether to accept the recommendations of an investigator at the end of an investigation into whether a teacher is seriously incompetent; has engaged in misconduct or serious misconduct; is unfit to teach; or whether the teacher's ability to practise as a teacher has been seriously detrimentally affected or is likely to be seriously detrimentally affected because of an impairment. These recommendations may include that no further action is required or that the teacher be referred to an informal, formal or medical panel hearing.

The Committee has also been delegated the power to impose conditions on the registration of a teacher and refuse the registration (or renewal of registration) of a teacher, and the power to decide whether to enter into an agreement with the teacher to cancel, suspend or impose conditions on their registration.

During 2024–25, the Committee met eight times.

Members

Lesley Lamb – Council Chairperson
Committee Chairperson

Michael Butler – Council member
Committee Deputy Chairperson

Katrina Nightingale - Council member

Angela Stringer – Council member

Raelene Vine – Council member

Graeme Young – Council member

Michael Takagi – Independent expert

KEY ACHIEVEMENT

Review of Professional Conduct work

In May 2025, VIT commissioned a comprehensive business process and organisational review of its work on professional conduct.

Conducted by Andrew Brown Consulting, the review was initiated to address ongoing concerns around delays in case resolution, the increasing complexity of teacher conduct matters, and the sustainability of VIT's regulatory model. The review provided a clear and practical roadmap to sharpen VIT's focus on the most serious risks of harm to children and young people, while improving efficiency, fairness, and transparency across its processes.

A vision for a modern, responsive regulator

The review affirmed VIT's vision to be a trusted, modern, and responsive regulator that protects the safety and wellbeing of children by ensuring only suitable individuals are registered to teach in Victoria. It also recognised the dedication of VIT staff and the progress already made, including improved case closure rates and strengthened procedural guidance.

However, the review identified key areas for reform, including:

- Streamlining the management of lower-risk matters
- Reducing the backlog of ageing cases
- Enhancing risk assessment tools and performance monitoring
- Improving intake, triage, and hearing processes

The VIT accepted all recommendations and has launched a six-phase implementation plan, including structural reform, policy development, and improved stakeholder engagement. A team has also been established to target backlog reduction while maintaining appropriate risk oversight.

Putting child safety first

At the heart of the review is our commitment to child safety. The reforms are designed to ensure timely, proportionate, and child-safe responses to teacher conduct matters. VIT continues to work closely with co-regulators, statutory bodies, and employers to strengthen information sharing and close gaps.

The review also prompted VIT to reaffirm its trauma-informed approach to investigations, acknowledging the courage of victim-survivors and the importance of respectful, supportive pathways for raising concerns.

Supporting teachers through fair and timely processes

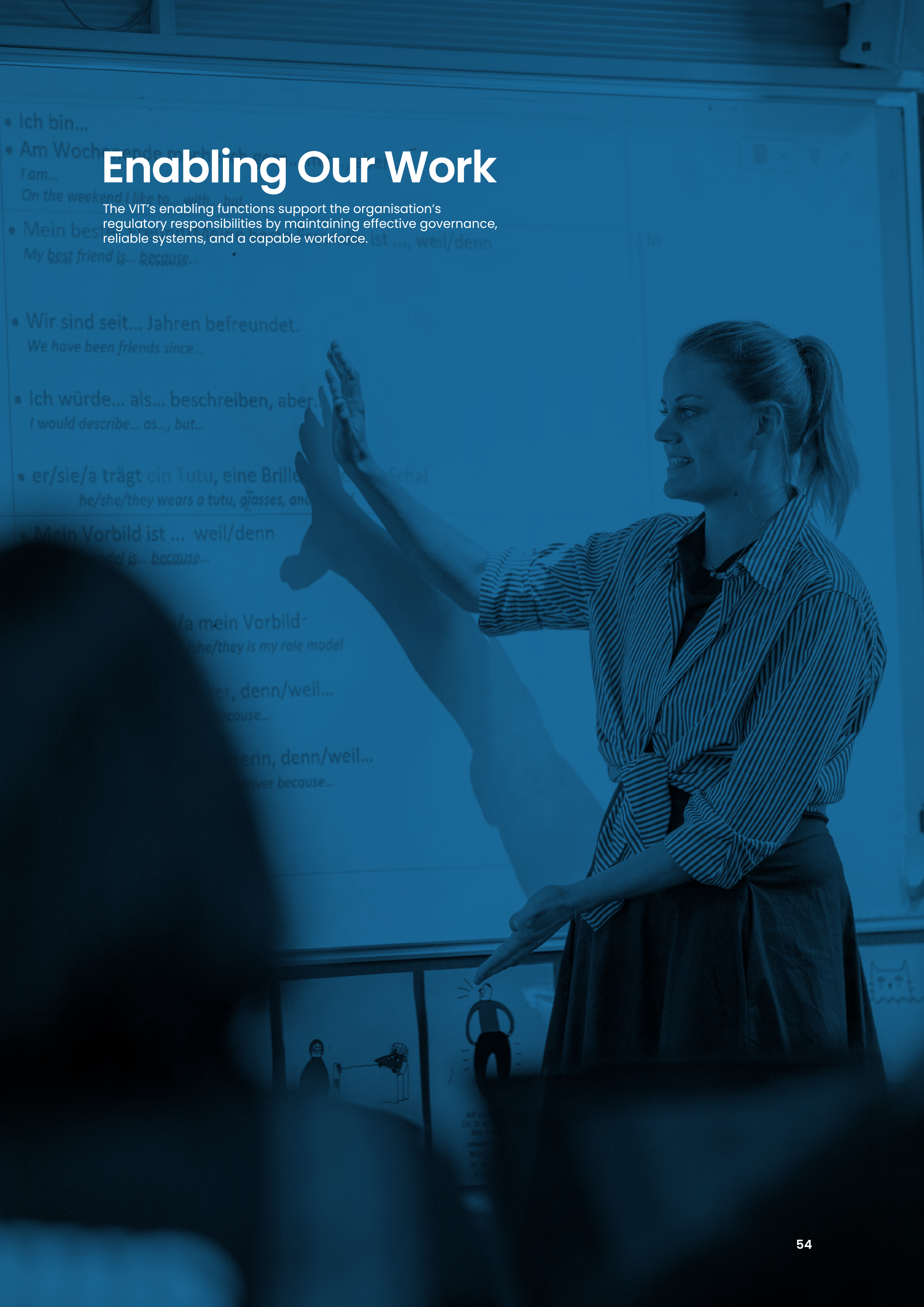
The VIT recognises the impact regulatory processes can have on teachers, particularly when delays occur in lower-risk matters. As part of the reform agenda, VIT is committed to:

- Reducing preventable delays
- Providing clear and respectful communication
- Ensuring procedural fairness
- Supporting teachers to understand their rights and responsibilities

These reforms are about improving systems, building a regulatory culture that is respectful, balanced, and focused on delivering meaningful outcomes for children, teachers, and the broader community.

Enabling Our Work

The VIT's enabling functions support the organisation's regulatory responsibilities by maintaining effective governance, reliable systems, and a capable workforce.



Business operations and shared services

The VIT's business operations and shared service functions provide support across the organisation, enabling effective daily operations and contributing to long-term strategic outcomes. Through collaboration, innovation, and a commitment to continuous improvement, Shared Services ensures that core business functions are well-integrated, risks are managed, and resources are aligned with organisational priorities

Banking

The VIT operates a corporate operating account and a cash management account, both held within the Victorian Government Centralised Banking System (CBS), which was implemented by VIT in May 2019, as per the DTF Standing Directions 2018. The VIT uses the CBS to hold its funds generated through its core regulatory functions while retaining a minimum cash balance in its operating bank account for day-to-day expenses. The VIT seeks to minimise risk and maximise return on funds available to meet its future needs.

Records management

Enterprise Content Management is VIT's official recordkeeping system for managing documents and records regardless of format. The information is created, managed and disposed of in accordance with Public Record Office Victoria standards and relevant legislation.

Consultancies and other major contracts

No major contract greater than $10m was entered into in 2024-25.

In 2024-25, VIT engaged 8 consultancies where the total fees payable to the consultants were more than $10,000, with a total expenditure of $462,586.30 excluding GST.

There were no contracts related to the Victorian Industry Participation Policy.

Compliance with the *Building Act 1993*

The VIT does not own or control any government buildings and consequently is exempt from notifying its compliance with the building and maintenance provisions of the *Building Act 1993*.

Compliance with the *Public Interest Disclosures Act 2012*

The VIT complies with the *Public Interest Disclosures Act 2012*. Our policy can be viewed at www.vit.vic.edu.au.

National Competition Policy

The VIT is the sole registration authority for teachers in all Victorian primary and secondary schools and early childhood services.

Environmental sustainability

The VIT office is located at L12/717 Bourke Street, Docklands. The building employs a three-stream recycling / waste program with a 4.5 Star NABERS Energy Rating and 4 Star NABERS Water Rating.

The VIT continues to refine its practices to reduce its carbon footprint by

- limiting disposable products in the staff kitchen
- setting up receptacles specific to waste types and encouraging composting where appropriate
- defaulting office printing to double-sided to reduce paper consumption
- recycling printer consumables, paper, toner and cardboard
- reducing paper consumption through the use of soft copy documentation where possible
- providing end-of-trip facilities for those who may choose to walk or cycle to the office.

Staff members currently work a hybrid model (working remotely and from the office). This pattern has a commensurate reduction in office consumables and utilities.

Freedom of information (FOI)

The *Freedom of Information Act 1982* (the Act) allows the public a right of access to documents held by VIT. Information about the type of material produced by VIT is available on VIT's website. The Act allows VIT to refuse access, either fully or partially, to certain documents or information.

If an applicant is not satisfied by a decision made by VIT, under section 49A of the Act, they have the right to seek a review by the Office of the Victorian Information Commissioner (OVIC) within 28 days of receiving a decision letter. FOI requests can be lodged in writing or by email at vit@vit.vic.edu.au.

Requests for documents in the possession of VIT should be addressed to

Freedom of Information Officer
Victorian Institute of Teaching
PO Box 531
Collins Street West VIC 8007

FOI statistics

During 2024-2025, VIT received 8 FOI requests. See Table 15.

Further information

Further information regarding the operation and scope of FOI can be obtained from the Act, regulations made under the Act and on OVIC's website: www.ovic.vic.gov.au.

Table 15
Analysis of FOI requests in 2024-25

Action	No.
Personal (relating to a single identified person)	8
Non-personal (request for non-specific and / or summative information)	0
Status	**No.**
Outcome: Full access	1
Outcome: Partial access	0
Outcome: Denied	0
Outcome: Pending	1
Request for internal review, partial access granted	0
Internal review confirmed initial FOI decision	0
Appeal of internal decision to VCAT	0
Did not proceed	4
Carried forward to next year	2

Staff Profile

Rory Townsend

Business Systems Manager

Rory leads VIT's Information Systems and Security functions, playing a pivotal role in ensuring the integrity, reliability and continuous improvement of the organisation's digital infrastructure.

Rory and his team work closely with other staff across all parts of the organisation for the successful delivery of many key projects that underpin VIT's operations throughout the year. His work spans across system upgrades, cybersecurity enhancements, information management, and the implementation of innovative digital solutions that support VIT's strategic goals.

Rory is also a key contributor to shaping VIT's future strategy, ensuring that technology and security are embedded in the organisation's long-term vision and planning.

Administrative complaints

The VIT seeks to provide our regulatory community with experiences that meet their needs. We value feedback on experiences with VIT's processes, decisions or actions, as they assist us to improve our processes and user experience. In 2024-25, VIT received a total of 128 administrative complaints. A breakdown of the nature of complaints is available at table 16.

The vast majority of complaints are resolved by provision of additional information or explanation.

Table 16
Analysis of administrative complaints in 2024-25

Action	No.
Privacy concern	1
Outside of jurisdiction	3
Time taken to assess registration application	4
Customer service experience	4
Complaints relating to application decision	5
Introduction of Digital Registration Card	17
Outcome or delay in conduct investigation	18
Registration process	21
Communication material and frequency	22
VIT Policy position and/or registration fees	33

Advertising expenditure

The VIT's advertising expenditure did not meet the minimum threshold required for reporting.

Social Procurement Framework

The VIT utilises a social procurement framework to enable greater benefits from our procurement spend by delivering social and sustainable outcomes that benefit our community.

The VIT has complied with Victorian Government Purchasing Board (VGPB) guidelines in all purchasing decisions as best practice. The VIT uses a Social Procurement and Contract Management Policy to guide its operations, which is part of VIT's Financial Management Compliance Framework.

Our people

Staffing

As at 30 June 2025, VIT employed 130 staff. See Table 17.

Staff wellbeing

The VIT is committed to fostering a safe, supportive, and resilient workplace. The 2025 People Matter Survey provided valuable insights into staff perceptions of wellbeing and organisational culture, with a strong response rate of 87%. Results showed continued positive performance in areas such as staff contribution, meaningful work, and flexible working arrangements—both in comparison to previous years and against benchmarked organisations.

However, the survey also highlighted opportunities for improvement in areas including workload, stress, psychological safety, and learning and development. In response, VIT will develop an action plan in consultation with staff to address these areas and support ongoing improvement.

A particular focus has been placed on supporting staff who may be exposed to vicarious trauma due to the nature of their work. To address this, VIT engaged an external provider to deliver a tailored suite of wellbeing services. Staff were consulted during the design phase to ensure the program was relevant and responsive to their needs.

The resulting initiative includes training for staff and managers on recognising and managing stress, initiating wellbeing conversations, and taking appropriate action.

A key feature of the program is the availability of an in-house psychologist, offering weekly one-on-one sessions to support mental health.

In addition, VIT continues to offer Employee Assistance Program (EAP) services to all staff and actively encourages their use as part of its broader commitment to staff wellbeing.

Table 17
Staff by operation as at 30 June 2025

Staff	No. of staff	Full-time equivalent
Strategy, Accreditation, Professional Practice and Policy	18	16.9
Executive and Governance	3	3
Professional Conduct	43	42.42
Shared Services	21	19.5
Stakeholder Engagement and Communications	5	4.60
Teacher Engagement and Registration	40	37.30
TOTAL	**130**	**124.5**

Note: The above numbers include staff on extended paid leave

Occupational health and safety (OHS)

The VIT maintains an active Occupational Health and Safety (OHS) Committee dedicated to fostering a safe, secure, and compliant working environment for staff, contractors, and visitors. The Committee meets regularly—both online and in-office—to review workplace conditions, promote wellbeing, and implement safety initiatives. Adopting a risk-based approach, the Committee focuses on proactive hazard identification, reduction, and prevention, with a major focus on psychosocial risk.

An incident management system is in place to support the reporting and escalation of OHS incidents, hazards, and near misses. This system empowers staff to contribute to a safer workplace and ensures timely management oversight. Complementing this, VIT delivers targeted education and training programs to equip staff with the knowledge and skills required to meet their OHS responsibilities.

Merit and equity

The VIT upholds the Victorian Public Sector employment principles of merit and equity in the recruitment, selection, and development of staff. These principles are embedded in our people practices and reflect our commitment to a fair, inclusive, and high-performing workplace.

During the reporting period, VIT developed and implemented a Gender Equity Action Plan (GEAP), which was assessed as compliant by the Gender Equity Commission. VIT's GEAP is published on the VIT website. Significant progress has been made in reducing the gender pay gap and introducing a range of initiatives to support gender equity across the organisation. Over this initial reporting period, VIT has successfully delivered against our commitments in the GEAP and note that 69% of our GEAP is either completed or completed and ongoing, and a further 17% of our actions are in progress.

Professional development

The VIT is committed to fostering a culture of continuous learning and capability building through a comprehensive professional development program. Staff are supported with a range of formal and informal learning opportunities designed to enhance skills, support career growth, and build organisational capability.

Key components of the program include VIT's structured induction for new staff, certificate-level courses in specialist areas, and development opportunities that enable staff to act in higher duties roles to cover short-term vacancies. In total, over 48 programs were delivered during the reporting period.

Highlights included:

- Certificate IV in Government Investigation
- Career Planning Course
- Culture and Behaviours Workshops
- Responding to Disclosures of Sexual Assault Program
- Leadership Development Program for managers, with a focus on performance management
- A range of internal courses covering recruitment panel training, occupational health and safety (OHS), and staff induction

In addition, all staff completed mandatory compliance training as part of the annual performance development process. These included:

- Charter of Human Rights
- Code of Conduct in the Victorian Public Service
- Workplace Cybersecurity

Financial Performance

The VIT maintained a stable financial position throughout 2024–25, with expenditure managed in line with strategic priorities and operational needs.

Summary of financial position

The financial report and accompanying notes are for the financial year ended 30 June 2025.

Table 18
Financial results 2024–25

	2024-25 $
OPERATIONS	
Registration and application fees	22,895,646
Interest income	1,151,411
Grants	316,371
Other income	75,285
Total income	**24,438,713**
Operating expenses	**23,880,174**
Net result	**558,539**
Total other economic flows included in net result	
Net (gain)/loss on non-financial assets	-
Comprehensive result	**558,539**

	2024-25 $
FINANCIAL POSITION	
Financial assets	21,746,483
Non-financial assets	4,223,660
Total assets	**25,970,143**
Provisions and payables	6,464,345
Income received in advance	5,886,407
Total liabilities	**12,350,752**
Total equity	**13,619,392**

Revenue

In 2024-25, the annual registration fee increased to $124.12. Teacher registration fees are prorated for each of the 12 months of the registration period (1 October to 30 September). Accordingly, fees from 1 July to 30 September are treated as revenue in advance in the balance sheet at year end. A schedule of Fees is maintained on the VIT website.

A rise in teacher registrations and an 8.5% fee increase contributed to increased revenue in 2024-25. Nationally Coordinated Criminal History Check (NCCHC) revenue increased as a result of a significant number of new applications and a higher proportion of registered teachers requiring criminal record checks during the year.

Expenses

There was an increase in operating expenses in 2024-25 as a result of higher employee expenses.

In summary, a surplus of $558,539 was reported in 2024-25 compared with a surplus of $2,212,920 in the previous year. Accordingly, VIT's balance sheet and cash position have improved in comparison with last year, maintaining appropriate levels to meet its current and future obligation.

Figure 8
Revenue for 2024-25

Registration fees
$19,465,970

Nationally Coordinated Criminal History Check (NCCHC)
$3,000,813

Interest income
$1,151,411

Grants
$316,371

Other income
$167,186

Late registration payment
$336,961

Figure 9
Expenses for 2024-25

Payroll
$16,599,610

Supplies and services
$5,585,108

Depreciation and amortisation
$1,540,642

Interest expenses
$154,814

Audit, Risk Management and Finance Committee

The Audit, Risk Management and Finance Committee oversees the financial, risk management, audit and general administrative functions of VIT. It makes recommendations to Council on the financial requirements of VIT's governing legislation and other legislation regulating the financial and risk management and accountability of VIT.

The Committee maintains effective communication with external and internal auditors, and reviews their scope of work, independence and performance. It also receives, discusses and monitors significant findings and recommendations from reports by internal and external auditors.

On behalf of Council, the Committee reviews and recommends the development and implementation of VIT's strategic and business plan budgets. In addition, the Committee advises Council on the adequacy and effectiveness of VIT's financial and accounting policies, related control systems and management information systems.

During 2024-25, the Committee met five times.

Members

Eva Tsahuridu – Independent external member
Committee Chairperson

Lesley Lamb – Council Chairperson

Dale Pearce – Council Chairperson

Michael Butler – Council member

Angela Stringer – Council member

Jeff Rigby – Independent external member

Lisa Tripodi – Independent external member

Remuneration Committee

The Remuneration Committee implements Victorian Independent Remuneration Tribunal (VIRT) - formerly known as Government Sector Executive Remuneration Panel (GSERP) - policies and guidelines for the employment of VIT's executive officers. Specifically, the Remuneration Committee represents Council Members in the determination of the performance criteria for the Chief Executive Officer, in the conduct of the annual performance review of the CEO and advises Council of any other relevant matters in the jurisdiction of VIRT.

The Committee also ensures compliance with the Victorian Public Sector Commission (VPSC) guidance.

During 2024-25, the Committee conducted a process for recruitment of a CEO. Martin Fletcher was appointed to the position and commenced 20 January 2025.

Members

Lesley Lamb – Council Chairperson
Committee Chairperson

Paul Desmond – Council Deputy Chairperson

Michael Butler – Council member

victorian institute of teaching

Attestation for financial management compliance with Standing Direction 5.1.4

The Victorian Institute of Teaching Financial Management Compliance Attestation Statement

I, Dale Pearce, on behalf of the Responsible Body, certify that the Victorian Institute of Teaching has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994*, and Instructions.

Dale Pearce
Chairperson

Docklands, in the State of Victoria
15 October 2025

717 Bourke Street, Docklands VIC 3008 PO Box 531, Collins Street West VIC 8007
vit@vit.vic.edu.au 1300 888 067 www.vit.vic.edu.au

Comprehensive operating statement
for the year ended 30 June 2025

	Notes	2025 $	2024 $
Continuing operations			
Revenue and income from transactions			
Registration and application fees	2.2.1	22,895,646	20,175,846
Interest income	2.2.2	1,151,411	1,073,535
Grants	2.2.3	316,371	1,897,058
Other income		75,285	311,586
Total revenue and income from transactions		**24,438,713**	**23,458,025**
Expenses from transactions			
Employee expenses	3.1.1	16,599,610	14,307,015
Depreciation and amortisation	4.1.2, 4.2	1,540,642	1,565,374
Interest expenses	6.2.2	154,814	174,010
Supplies and services	3.2.1	5,585,108	5,198,706
Total expenses from transactions		**23,880,174**	**21,245,105**
Net result from transactions (net operating balance)		**558,539**	**2,212,920**
Comprehensive result		**558,539**	**2,212,920**

The accompanying notes form part of these financial statements.

Balance sheet
for the year ended 30 June 2025

	Notes	2025 $	2024 $
Assets			
Financial assets			
Cash and deposits	7.1	21,497,340	19,400,887
Receivables	5.1	249,143	202,415
Total financial assets		**21,746,483**	**19,603,302**
Non-financial assets			
Prepayment		428,152	328,398
Property, plant and equipment	4.1	3,359,297	3,968,311
Intangible assets	4.2	436,210	1,318,773
Total non-financial assets		**4,223,660**	**5,615,482**
Total assets		**25,970,143**	**25,218,783**
Liabilities			
Payables	5.2	400,589	433,695
Lease liabilities	6.1	3,503,696	3,998,188
Employee provision	3.1.2	2,560,060	2,332,216
Contract liabilities	2.3	5,886,407	5,393,830
Total liabilities		**12,350,752**	**12,157,930**
Net assets		**13,619,392**	**13,060,853**
Equity			
Accumulated surplus		13,619,392	13,060,853
Net worth		**13,619,392**	**13,060,853**

The accompanying notes form part of these financial statements.

Cash flow statement
for the year ended 30 June 2025

	Notes	2025 $	2024 $
Cash flows from operating activities			
Receipts			
Receipts from customers and registration fees		23,482,847	20,975,278
Receipts from government		316,371	1,897,058
Goods and Services Tax recovered from the ATO		411,426	450,391
Interest received		1,217,430	1,064,395
Total Receipts		**25,428,074**	**24,387,122**
Payments			
Payments to suppliers and employees		(22,633,248)	(20,089,514)
Interest paid		(154,814)	(174,010)
Total payments		**(22,788,062)**	**(20,263,524)**
Net cash flows from operating activities		**2,640,012**	**4,123,597**
Cash flows from investing activities			
Payments for property, plant and equipment and intangible assets	4.2	(49,066)	(142,076)
Net cash flows from / (used in) investing activities		**(49,066)**	**(142,076)**
Cash flows from financing activities			
Repayment of principal portion of lease liabilities	6.2.2	(494,492)	(445,867)
Net cash flows used in financing activities		**(494,492)**	**(445,867)**
Net increase in cash and cash equivalents held		**2,096,454**	**3,535,655**
Cash and cash equivalents at the beginning of the financial year		19,400,887	15,865,233
Cash and cash equivalents at the end of the financial year	7.1	**21,497,341**	**19,400,887**

The accompanying notes form part of these financial statements.

Statement of changes in equity
for the year ended 30 June 2025

	Accumulated surplus $	Contributions by Owner $	Total $
Balance at 1 July 2023	**10,847,933**	**-**	**10,847,933**
Comprehensive result for the year	2,212,920	-	2,212,920
Balance at 30 June 2024	**13,060,853**	**-**	**13,060,853**
Comprehensive result for the year	558,539	-	558,539
Balance at 30 June 2025	**13,619,392**	**-**	**13,619,392**

Note 1
About this report

The Victorian Institute of Teaching (hereon referred to as VIT) is an independent statutory authority, established in December 2002 by Part 2.6 of the *Education and Training Reform Act 2006* and reporting to Parliament through the Minister for Education.

Its principal address is

Level 12, 717 Bourke Street
Docklands VIC 3008

A description of the nature of its operations and its principal activities is included in the 'Report of Operations' which does not form part of these financial statements.

Basis of preparation

These financial statements are Tier 2 general purpose financial statements prepared in accordance with AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* (AASB 1060) and Financial Reporting Direction 101 *Application of Tiers of Australian Accounting Standards* (FRD 101).

The VIT is a Tier 2 entity in accordance with FRD 101. These financial statements are the first general purpose financial statements prepared in accordance with Australian Accounting Standards – Simplified Disclosures. The VIT's prior year financial statements were general purpose financial statements prepared in accordance with Australian Accounting Standards (Tier 1). As VIT is not a 'significant entity' as defined in FRD 101, it was required to change from Tier 1 to Tier 2 reporting effective from 1 July 2024.

These financial statements are in Australian dollars, and the historical cost convention is used unless a different measurement basis is specifically disclosed in the notes to the financial statements.

The accrual basis of accounting has been applied in preparing these financial statements, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Consistent with the requirements of AASB 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of VIT.

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements are disclosed.

Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates is recognised in the period in which the estimate is revised and also in future periods that are affected by the revision.

These financial statements cover VIT as an individual reporting entity.

The amounts in the financial statements have been rounded to the nearest $1 unless otherwise stated.

Compliance information

The Financial Statements have been prepared on an accrual basis and comply with the historical cost convention, except where stated otherwise.

These general-purpose financial statements have been prepared in accordance with the FMA and applicable Australian Accounting Standards (AAS), which include Interpretations, issued by the Australian Accounting Standards Board (AASB).

Where appropriate, those AAS paragraphs applicable to not-for-profit entities have been applied. Accounting policies selected and applied in these financial statements ensure that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

These annual financial statements were authorised for issue by the VIT Chairperson on 15 October 2025.

Note 2
Funding of service delivery

The VIT's primary function is to regulate members of the teaching profession to ensure quality teaching and provide for the safety and wellbeing of children.

To enable VIT to fulfil its objective and maintain high standards for the Victorian teaching profession, VIT receives income predominantly from registered teachers in the payment of their annual registration fees. The VIT also receives fees for service and departmental grants for specific purposes.

2.1 Summary of revenue and income that funds the delivery of VIT's services

	Notes	2025 $	2024 $
Registration and application fees	2.2.1	22,895,646	20,175,846
Interest income	2.2.2	1,151,411	1,073,535
Grants	2.2.3	316,371	1,897,058
Other income		75,285	311,586
Total revenue and income from transactions		**24,438,714**	**23,458,026**

2.2 Revenue and income from transactions

2.2.1 Registration and application fees

	2025 $	2024 $
Registration renewal and registration application fees	19,465,970	17,415,098
Nationally Coordinated Criminal History Check (NCCHC) fee	3,000,813	2,516,532
Replacement card fee	13,539	15,624
Late registration payment fee	336,961	187,800
Statement of good standing fee	30,630	11,783
Course accreditation assessment fee	47,733	29,008
Total registration and application fees	**22,895,646**	**20,175,846**

Revenue is recognised over time or at a point in time, depending on the nature of the transaction. The registration and application fees revenue stream is the largest funding source for VIT. Registration renewal fees are raised annually (for the period October to September) and registration application fees are raised on request. Revenue is recognised in the financial year to which the registration renewal / application relates in accordance with AASB 15 *Revenue from Contracts with Customers*.

Registration renewal and registration application fees are recognised with reference to the stage of completion method, based on the registration period that has expired. The unexpired portion is recognised as contract liabilities (refer to note 2.3).

The VIT does not recognise debtors in relation to registration fees, as non-payment of registration fees results in suspension or expiry of registration and cancellation of the registration fee invoice. Revenue relating to a future period, in accordance with the above income recognition policy, is carried forward in the balance sheet as Revenue received in advance.

NCCHC fees are charged to prospective and renewing teachers every 5 years. This charge covers the registrant for the next 5 years from the date of successful completion of the check and the same year the income is recognised.

Late registration fees are recognised in the same financial year they are received. The late fees are charged only when the payment is not received on or before 30 September of every year.

2.2.2 Interest income

	2025 $	2024 $
Interest on bank deposits	1,112,227	950,649
Interest on money at call	39,184	122,886
Total Interest income	**1,151,411**	**1,073,535**

Interest income includes interest received on bank deposits and money at call. Interest income is recognised using the effective interest method, which allocates the interest over the relevant period.

2.2.3 Grants

	2025 $	2024 $
General purpose	316,371	1,897,058
Total grants income	**316,371**	**1,897,058**

In 2024-25, VIT received grants from the Department of Education. These grants were received to implement initiatives aimed at addressing teacher shortages and ensuring adherence to teaching standards. These grants were received to implement initiatives aimed at addressing teacher shortages and ensuring adherence to teaching standards. The grant income included in the table above under AASB 1058 has been earned under arrangements that are either not enforceable and / or linked to sufficiently specific performance obligations.

The VIT has determined that the income of not-for-profit entities in the table above is recognised under AASB 1058 on the basis that it has been earned under arrangements that are either not enforceable or linked to sufficiently specific performance obligations.

Income from grants without any sufficiently specific performance obligations or that are not enforceable, is recognised when VIT has an unconditional right to receive cash which usually coincides with receipt of cash. On initial recognition of the asset, VIT recognises any related contributions by owners, increases in liabilities, decreases in assets or revenue ('related amounts') in accordance with other Australian Accounting Standards.

Related amounts may take the form of

- contributions by owners, in accordance with AASB 1004 *Contributions*
- revenue or a contract liability arising from a contract with a customer, in accordance with AASB 15 *Revenue from Contracts with Customers*
- a lease liability in accordance with AASB 16 *Leases*
- a financial instrument, in accordance with AASB 9 *Financial Instruments*
- a provision, in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.

2.3 Contract liabilities

	2025 $	2024 $
Nationally Coordinated Criminal History Check fees	324,206	343,534
Current / non-current contract liabilities	5,168,451	4,581,546
Leasehold Incentive	393,750	468,750
Total contract liabilities	**5,886,407**	**5,393,830**

Contract liabilities include consideration received in advance from teachers in respect of teacher registration services. These are essentially unearned teacher registration fees in nature. According to AASB 15 *Revenue from Contracts with Customers*, these are obligations to transfer goods or services to a customer for which the entity has received consideration from the customer. This note explains the amounts received from customers that have not yet been earned because the performance obligations under the contract have not been satisfied.

Note 3
The costs of delivering services

This section provides an account of the expenses incurred by VIT in delivering services and outputs. In Note 2, the funds that enable the provision of services were disclosed and, in this note, the costs associated with provision of services are recorded.

3.1 Expenses incurred in the delivery of services

	Notes	2025 $	2024 $
Employee expenses	3.1.1	16,599,610	14,307,015
Supplies and services	3.2.1	5,585,108	5,198,706
Total expenses incurred in the delivery of services		**22,184,718**	**19,505,721**

3.1.1 Employee expenses - comprehensive operating statement

	Notes	2025 $	2024 $
Salaries and wages		14,122,470	12,256,743
Superannuation	3.1.3	1,512,285	1,262,371
On costs (payroll tax, fringe benefit tax and WorkCover)		962,044	779,153
Other termination payment		2,811	8,748
Total employee expenses		**16,599,610**	**14,307,015**

Employee expenses are all costs related to employment such as salaries, fringe benefits tax, leave entitlements, termination payments and includes ex gratia payments and WorkCover premiums.

The amount recognised in the comprehensive operating statement in relation to superannuation is the employer contributions for members of both defined benefit and defined contributions superannuation plans that are paid or payable during the reporting period.

The VIT does not recognise any defined benefit liabilities because it has no legal or constructive obligation to pay future benefits relating to its employees. Instead, the Department of Treasury and Finance (DTF) discloses in its annual financial statements, the net defined benefit cost related to the members of these plans as an administered liability (on behalf of the State as the sponsoring employer).

Termination benefits are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when VIT is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

3.1.2 Employee benefits - in the balance sheet

Provision is made for benefits accruing to employees in respect of salaries, annual leave and long service leave for services rendered to the reporting date and recorded as an expense during the period the services are delivered.

	2025 $	2024 $
Current provisions		
Annual leave	702,748	662,160
Long service leave	1,159,722	1,045,091
Provision for On-costs	368,615	152,226
Total current provisions for employee benefits	**2,231,085**	**2,009,683**
Non-current provisions		
Employee benefits	273,873	273,983
On-costs	55,103	48,550
Total non-current provisions for employee benefits	**328,976**	**322,533**
Total provision for employee benefits	**2,560,061**	**2,332,216**

Salaries, annual leave and long service leave

Liabilities for salaries (including non-monetary benefits, annual leave and on-costs) are recognised in the provision for employee benefits provision as current liabilities, because VIT does not have an unconditional right to defer settlement of these liabilities.

Unconditional long service leave is disclosed as a current liability; even where VIT does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months.

Conditional long service leave is disclosed as a non-current liability. There is an unconditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current long service liability is measured at present value.

Any gain or loss following revaluation of the present value of non-current LSL liability is recognised as a transaction, except to the extent that a gain or loss arises due to changes in bond interest rates for which it is then recognised as an 'other economic flow' in the net result.

3.1.3 Superannuation contributions

The VIT's employees are entitled to receive superannuation benefits. The VIT contributes to both defined benefit and defined contribution plans. The defined benefit plan(s) provide benefits based on years of service and final average salary. The defined benefits liability is recognised by DTF, as the sponsoring employer, as an administered liability. Superannuation contributions paid or payable for the reporting period are included as part of employee benefits in the comprehensive operating statement.

The name, details and amounts expensed in relation to the major employee superannuation funds and contributions made by VIT are as follows.

	Contribution for the year	
	2025 $	**2024 $**
Defined benefit plans		
State Superannuation Fund revised and new	-	-
ESS Super	63,390	26,378
Defined contribution plans		
Vic Super	628,008	586,860
Other	820,887	649,133
Total	**1,512,285**	**1,262,371**

3.2 Supplies and services

	2025 $	**2024 $**
Human resources	325,284	254,146
Council and committee	87,197	59,934
Consultancy and contractor	107,145	25,361
Communication	535,110	494,619
Finance	70,020	115,105
Legal	401,286	620,107
Maintenance	382,980	337,926
Printing and stationery	141,411	135,222
Travel and accommodation	75,573	56,973
Marketing	84,304	66,188
Administration (including remuneration of auditors) (i)	2,183,453	2,106,535
Nationally Coordinated Criminal History Checks	1,191,345	926,590
Total supplies and services expenses	**5,585,108**	**5,198,706**

Supplies and services expenses represent the costs of services delivered and the day-to-day operation costs incurred in the normal course of VIT's activities. These include maintenance, professional services, and other operating expenses, which are recognised in the reporting period in which they are incurred.

(i) Administration expenses are largely attributable to Information and Communication Technology (ICT) services, reflecting the cost of software licence fees, hardware maintenance, and associated support services required to maintain business operations.

Note 4
Key assets available to support output delivery

The VIT controls assets that are utilised in fulfilling its objectives and conducting its activities. They represent the resources that have been entrusted to VIT to be utilised for delivery of those outputs.

Fair value measurement

Where the assets included in this section are carried at fair value, additional information is disclosed in Note 7.3 regarding how those fair values were determined.

4.1 Property, plant and equipment

	Gross carrying value		Accumulated depreciation		Net carrying amount	
	2025 $	**2024 $**	**2025 $**	**2024 $**	**2025 $**	**2024 $**
Leasehold buildings and improvements	4,751,963	4,751,963	1,639,744	1,045,748	3,112,219	3,706,214
Furniture and fittings	199,061	165,885	62,727	41,606	136,333	124,278
Plant and equipment	261,488	270,270	150,743	132,452	110,745	137,818
Total carrying amount of plant and equipment	**5,212,511**	**5,188,118**	**1,853,214**	**1,219,806**	**3,359,296**	**3,968,310**

The following tables are right-of-use assets included in the PPE balance, presented by subsets of buildings, and plant and equipment.

Initial recognition

Items of plant and equipment are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Where an asset is acquired for no or nominal cost, the cost is its fair value at the date of acquisition.

Subsequent measurement

Fair value is determined with regard to the asset's highest and best use (considered legal or physical restrictions imposed on the asset, public announcements or commitments made in relation to the intended use of the asset) and is summarised below by asset category.

Fair value for plant and equipment which is specialised in use (such that it is rarely sold other than as part of a going concern) is determined using the current replacement cost method. Refer to Note 7.3 for additional information on fair value determination of property, plant and equipment.

4.1.1 Total right-of-use assets: buildings, plant and equipment

	Gross carrying value	Accumulated depreciation	Net carrying amount	Gross carrying value	Accumulated depreciation	Net carrying amount
	2025 $	**2025 $**	**2025 $**	**2024 $**	**2024 $**	**2024 $**
Leasehold buildings and improvements	4,751,963	1,639,744	3,112,219	4,751,963	1,045,748	3,706,214
Net carrying value	**4,751,963**	**1,639,744**	**3,112,219**	**4,751,963**	**1,045,748**	**3,706,214**

	Leasehold building and leasehold improvements
Opening balance - 1 July 2024	3,706,212
Additions	-
Disposals	-
Depreciation	(593,995)
Closing balance 30 June 2025	**3,112,215**
Opening balance - 1 July 2023	4,306,466
Additions	-
Disposals	-
Depreciation	(600,254)
Closing balance 30 June 2024	**3,706,212**

The VIT commenced its current lease agreement on 1 October 2022, which will expire on 30 September 2030.

The cost of leasehold improvements is capitalised and depreciated over the shorter of the remaining term of the lease or the estimated useful life.

Right-of-use asset acquired by lessees – Initial measurement

The VIT recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for

- any lease payments made at or before the commencement date less any lease incentive received; plus
- any initial direct costs incurred; and
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

Right-of-use asset – Subsequent measurement

The VIT depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The right-of-use assets are also subject to revaluation.

In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

4.1.2 Depreciation

	2025 $	2024 $
Charge for the period (i)		
Leasehold building and improvements	593,995	600,254
Furniture and fittings	21,121	13,458
Plant and equipment	42,549	35,669
Total depreciation	**657,665**	**649,381**

(i) Depreciation is generally calculated on a straight-line basis at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes are included in the following table.

	Useful life years
Asset	
Leasehold building and improvements	8
Furniture and fittings	8
Plant and equipment	4

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period and adjustments made where appropriate.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term. Where VIT obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the entity will exercise a purchase option, the entity depreciates the right-of-use asset over its useful life.

Leasehold improvements are depreciated over the lease term, which is considered to be their useful life.

Non-financial assets, including items of plant and equipment, are tested for impairment whenever there is an indication that the asset may be impaired.

The assets concerned are tested as to whether their carrying value exceeds their recoverable amount. Where an asset's carrying value exceeds its recoverable amount, the difference is written off as an 'other economic flow', except to the extent that it can be debited to an asset revaluation surplus amount applicable to that class of asset.

If there is an indication there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However, this reversal should not increase the asset's carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

4.1.3 Reconciliation of movements in carrying values of property plant and equipment

	Leasehold building and improvements		Furniture and fittings		Plant and equipment		Total	
	2025 $	2024 $	2025 $	2024 $	2025 $	2024 $	2025 $	2024 $
Opening balance	3,706,212	4,306,466	124,278	4,156	137,818	120,122	3,968,307	4,430,744
Additions / transfers	-	-	33,176	133,580	15,477	53,365	48,653	186,945
Depreciation expense	(593,995)	(600,254)	(21,121)	(13,458)	(42,549)	(35,669)	(657,665)	(649,381)
Closing balance	**3,112,216**	**3,706,212**	**136,332**	**124,278**	**110,746**	**137,818**	**3,359,295**	**3,968,308**

4.2 Intangible assets

	Work in progress		CRM development		Other software		Total	
	2025 $	2024 $	2025 $	2024 $	2025 $	2024 $	2025 $	2024 $
Software and capitalised software development								
Carrying amount								
Opening balance	268,086	312,956	2,028,918	2,028,918	4,675,240	5,816,518	6,972,244	8,158,391
Adjustments	-	(312,955)	-	-	-	-	-	(312,955)
Additions	413	268,086	-	-	-	-	413	268,086
Disposals	-	-	-	-	-	(1,141,278)	-	(1,141,278)
Transfers	-	-	-	-	-	-	-	-
Closing balance	**268,499**	**268,086**	**2,028,918**	**2,028,918**	**4,675,240**	**4,675,240**	**6,972,657**	**6,972,244**
Accumulated amortisation and impairment								
Opening balance	-	-	(2,028,918)	(2,028,918)	(3,624,551)	(3,849,837)	(5,653,469)	(5,878,755)
Adjustments (i)	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	1,141,278	-	1,141,278
Amortisation expense (i)	-	-	-	-	(882,976)	(915,992)	(882,976)	(915,992)
Closing balance	**-**	**-**	**(2,028,918)**	**(2,028,918)**	**(4,507,527)**	**(3,624,551)**	**(6,536,445)**	**(5,653,469)**
Net book value at end of financial year	**268,499**	**268,086**	**-**	**-**	**167,713**	**1,050,689**	**436,209**	**1,318,773**

(i) The consumption of intangible produced assets is included in 'depreciation and amortisation' line item, where the consumption of the intangible non-produced assets is included in 'net gain / (loss) on non-financial assets' line item on the comprehensive operating statement.

Initial recognition

Purchased intangible assets are initially recognised at cost. When the recognition criteria in *AASB 138 Intangible Assets* is met, internally generated intangible assets are recognised at cost. Subsequently, intangible assets with finite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. Depreciation and amortisation begins when the asset is available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management.

An internally-generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated

- technical feasibility of completing the intangible asset so that it will be available for use or sale;
- intention to complete the intangible asset and use or sell it;
- availability of adequate technical, financial and other resources to complete development and use / sell the intangible asset;
- ability to use or sell the intangible asset;
- intangible asset will generate probable future economic benefits; and
- ability to reliably measure the expenditure attributable to the intangible asset during its development.

Subsequent measurement

Intangible produced assets with finite useful lives are depreciated as an 'expense from transactions' on a straight-line basis over their useful lives. Produced intangible assets have useful lives of 5 years.

Impairment of intangible assets

Goodwill and intangible assets with indefinite useful lives (and intangible assets not yet available for use) are tested annually for impairment and whenever there is an indication that the asset may be impaired. Intangible assets with finite useful lives are tested for impairment whenever an indication of impairment is identified.

Significant intangible assets

The VIT has developed a new Customer Relationship Management System (CRM) which is built on a Salesforce platform (referred to as Nexus) to replace its legacy Microsoft CRM4 and CRM6 systems. This new capability went live on 1 September 2020. This platform has now become the primary resource in managing VIT's regulatory, engagement and legislated functions. In February 2024, CRM6 was decommissioned. The legacy system (CRM4) is still maintained as a data repository and will remain operational until such time as a single data storage solution is developed.

The carrying amount of the capitalised software development expenditure is $167,713 (2024: $1,050,689). Its useful life is 5 years and will be fully amortised in September 2025.

Note 5
Other assets and liabilities

This section sets out those assets and liabilities that arose from VIT's controlled operations.

5.1 Receivables

	2025 $	2024 $
Current receivables		
Contractual		
Trade receivables	23,106	41,290
Accrued investment income	–	66,018
Total current contractual receivables	**23,106**	**107,309**
Statutory		
Net GST receivables	226,038	95,106
Total current statutory receivables	**226,038**	**95,106**
Total current receivables	**249,114**	**202,415**
Total receivables	**249,114**	**202,415**

Contractual receivables are classified as financial instruments and categorised as 'financial assets at amortised cost'. They are initially recognised at fair value plus any directly attributable transaction costs. Subsequent to initial measurement, they are measured at amortised cost using the effective interest method, less any impairment.

Statutory receivables do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments for disclosure purposes. The VIT applies AASB 9 for initial measurement of the statutory receivables and as a result statutory receivables are initially recognised at fair value plus any directly attributable transaction cost.

Details about VIT's impairment policies, VIT's exposure to credit risk and the calculation of the loss allowance are set out in Note 7.1.3.

5.2 Payables

	2025 $	2024 $
Current payables		
Contractual		
Trade creditors and accruals	400,589	433,695
Total current contractual payables	**400,589**	**433,695**
Total payables	**400,589**	**433,695**

Contractual payables are classified as financial instruments and are measured at amortised cost. Accounts payable represent liabilities for goods and services provided to VIT prior to the end of the financial year that are unpaid.

Payables for supplies and services have an average credit period of 30 days. No interest is charged on the payables.

Note 6
How VIT financed operations

This section provides information on the sources of finance utilised by VIT during its operations.

6.1 Lease liabilities

	2025 $	2024 $
Current lease liabilities		
Contractual		
Lease liabilities (i)	545,519	494,492
Total current contractual lease liabilities	**545,519**	**494,492**
Non-current lease liabilities		
Contractual		
Lease liabilities (i)	2,958,177	3,503,696
Total non-current contractual lease liabilities	**2,958,177**	**3,503,696**
Total contractual lease liabilities	**3,503,696**	**3,998,188**
Total lease liabilities	**3,503,696**	**3,998,188**

(i) Lease liabilities are effectively secured as the rights to the leased assets revert to the lessor in the event of default.

Lease liabilities are classified as financial instruments. Interest bearing liabilities are classified at amortised cost and recognised at the fair value of the consideration received less directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method.

6.2 Leases

Information about leases for which VIT is a lessee is presented below.

The VIT's leasing activities

The VIT leases a property and ICT equipment. The lease contracts are typically made for fixed periods of 1-8 years with an option to renew the lease after that date.

6.2.1 Right-of-use assets

ROU assets are presented in Note 4.1.1.

6.2.2 Amounts recognised in the comprehensive operating statement

The following amounts are recognised in the comprehensive operating statement relating to leases.

	2025 $	2024 $
Interest expense on lease liabilities	154,814	174,010
Interest expense on lease liabilities	**154,814**	**174,010**

'Interest expense' includes interest component recognised due to the unwinding of discounts to reflect the passage of time. Interest expense is recognised in the period in which it is incurred.

For any new contracts entered into, VIT considers whether a contract is, or contains, a lease. A lease is defined as 'a contract or part of a contract that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'. To apply this definition, VIT assesses whether the contract meets three key evaluations

- whether the contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to VIT and for which the supplier does not have substantive substitution rights;
- whether VIT has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract and VIT has the right to direct the use of the identified asset throughout the period of use; and
- whether VIT has the right to take decisions in respect of 'how and for what purpose' the asset is used throughout the period of use.

This policy is applied to contracts entered into, or changed, on or after 1 July 2019.

Separation of lease and non-lease components

At inception, or on reassessment, of a contract that contains a lease component, the lessee is required to separate out, and account separately for, non-lease components within a lease contract and exclude these amounts when determining the lease liability and right-of-use asset amount.

Recognition and measurement of leases as a lessee

Lease liability – initial measurement

The lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or VIT's incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise

- fixed payments (including in-substance fixed payments) less any lease incentive receivable;
- variable payments based on an index or rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable under a residual value guarantee; and
- payments arising from purchase and termination options reasonably certain to be exercised.

Lease liability – subsequent measurement

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes to in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right-of-use asset is already reduced to zero.

Presentation of right of use assets and lease liabilities

The VIT presents right-of-use assets as 'plant and equipment'. Lease liabilities are presented as 'lease liabilities' in the balance sheet.

	2025 $	2024 $
Future lease payments		
Not longer than 1 year	545,519	494,492
Longer than 1 year but not longer than 5 years	2,755,565	2,519,447
Longer than 5 years	202,611	984,249
Minimum future lease payments	**3,503,696**	**3,998,188**
Less future finance charges	-	-
Present value of minimum lease payments	**3,503,696**	**3,998,188**

6.3 Commitments for expenditure

Expenditure commitments

	2025 $	2024 $
Payables		
Other commitments payable	5,167,747	5,365,541
Total commitments (inclusive of GST)	**5,167,747**	**5,365,541**
Less GST recoverable from the Australian Taxation Office	469,795	487,776
Total commitments (exclusive of GST)	**4,697,952**	**4,877,764**

	2025 $	2024 $
Payables		
Not longer than 1 year	1,433,167	1,343,654
Longer than 1 year but not longer than 5 years	3,531,968	3,037,638
Longer than 5 years	202,611	984,249
Total commitments (inclusive of GST)	**5,167,747**	**5,365,541**
Less GST recoverable from the Australian Taxation Office	469,795	487,776
Total commitments (exclusive of GST)	**4,697,952**	**4,877,764**

Commitments for future expenditure include operating expenses and commitments arising from contracts. These commitments are recorded above at their nominal value and inclusive of GST. Where it is considered appropriate, and provides additional relevant information to users, the net present values of significant individual projects are stated. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

Note 7
Risks, contingencies and valuation judgements

The VIT is exposed to risk from its activities and outside factors. In addition, it is often necessary to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information (including exposures to financial risks) as well as those items that are contingent in nature, or require a higher level of judgement to be applied, which (for VIT) relates mainly to fair value determination.

7.1 Financial instruments specific disclosures

The VIT's financial instruments primarily include cash and cash equivalents, receivables, and payables. Risks are managed through policies set by the Council.

Categories of financial assets

Financial assets at amortised cost

Financial assets are measured at amortised costs if both of the following criteria are met and the assets are not designated as fair value through net result

- the assets are held by VIT to collect the contractual cash flows; and
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interest.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

The VIT recognises the following assets in this category

- cash and deposits; and
- receivables (excluding statutory receivables).

Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when

- the rights to receive cash flows from the asset have expired
- VIT retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement
- VIT has transferred its rights to receive cash flows from the asset and either
  - has transferred substantially all the risks and rewards of the asset
  - has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset

Where VIT has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of VIT's continuing involvement in the asset.

Categories of financial liabilities

Financial liabilities at amortised cost

Financial liabilities at amortised cost are initially recognised on the date they are originated. They are initially measured at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost, with any difference between the initial recognised amount and the redemption value being recognised in profit and loss over the period of the interest-bearing liability, using the effective interest rate method.

Financial instrument liabilities measured at amortised cost include payables and lease liabilities.

The VIT recognises the following liabilities in this category

- borrowings (including lease liabilities)
- payables (excluding statutory payable)

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an 'other economic flow' in the Comprehensive Operating Statement

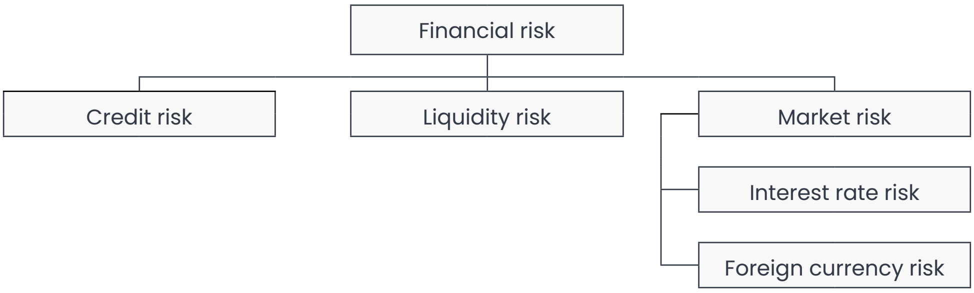
7.1.1 Financial instruments: net gain/(loss) on financial instruments by category

	Carrying amount $	Net gain/(loss) $	Fee income/ (expense) $	Total $
2025				
Contractual financial assets				
Cash and deposits	21,497,340	-	-	21,497,340
Receivables				
Debtors	23,106	-	-	23,106
Accrued investment income	-	-	-	-
Total contractual financial assets	**21,520,446**	**-**	**-**	**19,508,195**
Contractual financial liabilities				
Payables (i)	-	-	400,589	400,589
Lease liabilities	3,503,696	-	-	3,503,696
Total contractual financial liabilities	**3,503,696**	**-**	**400,589**	**3,904,285**
2024				
Contractual financial assets				
Cash and deposits	19,400,887	-	-	19,400,887
Receivables				
Debtors	41,290	-	-	41,290
Accrued investment income	66,018	-	-	66,018
Total contractual financial assets	**19,508,195**	**-**	**-**	**19,508,194**
Contractual financial liabilities				
Payables	-	-	433,695	433,695
Lease liabilities	3,998,188	-	-	3,998,188
Total contractual financial liabilities	**3,998,188**	**-**	**433,695**	**4,431,883**

(i) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoverable and taxes payable).

7.1.2 Financial risk management objectives and policies

The VIT is exposed to a number of financial risks.



As a whole, VIT's financial risk management program seeks to manage these risks and the associated volatility of its financial performance.

Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement, and the basis on which income and expenses are recognised, with respect to each class of financial asset, financial liability and equity instrument above are disclosed in Note 7.3.

The main purpose in holding financial instruments is to prudentially manage VIT's financial risks within the government policy parameters.

The VIT's main financial risks include credit risk, liquidity risk and interest rate risk. The VIT manages these financial risks in accordance with its financial risk management policy.

The VIT uses varying methods to measure and manage the risks to which it is exposed. Primary responsibility for the identification and management of financial risks rests with the VIT Council.

7.2 Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet but are disclosed and, if quantifiable, are measured at nominal value.

Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

Contingent liabilities are

- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity
- present obligations that arise from past events but are not recognised because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations, and the amount of the obligations cannot be measured with sufficient reliability.

As of 30 June 2025, VIT has no material contingent assets or liabilities that require disclosure (2024: $0).

7.3 Fair value determination

Significant judgement: Fair value measurements of assets and liabilities

Fair value determination requires judgement and the use of assumptions.

This section discloses the most significant assumptions used in determining fair values. Changes to assumptions could have a material impact on the results and financial position of VIT.

This section sets out information on how VIT determined fair value for financial reporting purposes. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants and the measurement date.

The following assets and liabilities are carried at fair value

- furniture and fittings
- plant and equipment
- leasehold building and improvements.

The VIT determines the policies and procedures for determining fair values for both financial and non-financial assets and liabilities as required.

Fair value hierarchy

In determining fair values, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels (also known as the fair value hierarchy).

The levels are as follows

- Level 1 - inputs are quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 - valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 - valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

The VIT considers the carrying amount of financial assets and liabilities recorded in the financial instruments to be a fair approximation of their fair values because of the short-term nature of the financial instruments and the expectation that they will be paid in full.

All non-financial physical assets are classified as Level 3 and there were no movements between levels during the year

Description of significant unobservable inputs to Level 3 valuations

	Valuation technique	Significant unobservable inputs
Furniture and fittings	Current replacement cost	Cost per unit
		Useful life of furniture and fittings
Plant and equipment	Current replacement cost	Cost per unit
		Useful life of plant and equipment
Leasehold building and improvements	Current replacement cost	Cost per unit
		Useful life of right-of-use asset lease term

Note 8
Other disclosures

This section includes additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report.

8.1 Changes in accounting policies

There were no changes to accounting policies during 2021-22.

8.2 Responsible persons

In accordance with the Ministerial Directions issued by the Minister of Finance under the *Financial Management Act 1994*, the following disclosures are made regarding responsible persons for the reporting period.

Names

The persons who held the positions of Ministers and Accountable Officers in VIT are as follows

- The Hon. B Carroll, MP – Minister for Education – 1 July 2024 to 30 June 2025
- Mr G Coates - Accountable officer (Acting Chief Executive Officer) – 1 July 2024 to 19 January 2025
- Mr M Fletcher – Accountable officer (Chief Executive Officer) – 20 January 2025 to 30 June 2025

Members of the responsible body – 1 July 2024 to 30 June 2025

The Council composition changed during the report year. The term of the previous Council ended on 31 May 2025, with the newly appointed Council commencing from 1 June 2025. Both groups of members have been included to provide a complete record of service during the reporting period

Member name	Position	Term
Ms L Lamb (i)	Council Chairperson	1 July 2024 – 31 May 2025
Mr D Pearce (i)	Council Chairperson	1 June 2025 to 30 June 2025
Mr P Desmond (i)	Deputy Chairperson	1 July 2024 to 31 May 2025
Kate Fogarty (i)	Deputy Chairperson	1 June 2025 to 30 June 2025
Mr D Baker (i)	Council Member	1 July 2024 – 30 June 2025
Ms J Scull (i)	Council Member	1 July 2024 to 31 May 2025
Ms K Nightingale (i)	Council Member	1 July 2024 to 31 May 2025
Mr D Robinson	Council Member	1 July 2024 to 01 June 2025
Ms A Stringer (i)	Council Member	1 July 2024 to 31 May 2025
Mr M Butler (i)	Council Member	1 July 2024 to 31 May 2025
Ms M Pontikis (i)	Council Member	1 July 2024 – 30 June 2025
Ms R Vine (i)	Council Member	1 July 2024 – 30 June 2025
Ms G Carr (i)	Council Member	1 July 2024 to 31 May 2025
Ms L Holt (i)	Council Member	1 July 2024 – 30 June 2025
Mr S Bundy (i)	Council Member	1 July 2024 to 22 January 2025
Mr G Young (i)	Council Member	1 July 2024 – 30 June 2025
Ms J Garner (i)	Council Member	1 June 2025 to 30 June 2025
Ms E Ward (i)	Council Member	1 June 2025 to 30 June 2025
Ms S McNicol	Council Member	1 June 2025 to 30 June 2025
Ms S Knight	Council Member	1 June 2025 to 30 June 2025
Professor L McLean-Davies	Council Member	1 June 2025 to 30 June 2025
Mr B Morris (i)	Council Member	1 June 2025 to 30 June 2025
Ms G Steward (i)	Council Member	1 June 2025 to 30 June 2025

(i) The above Councillors have paid teacher registration fees to VIT in the amount of $114.40. Total receipts are disclosed at Note 8.4.

Remuneration received or receivable by the Responsible Persons in connection with the management of VIT during the reporting period was in the range below.

Income range $	2025	2024
0-9,999	13	13
10,000-19,999	-	-
20,000-29,999	-	-
40,000-49,999	1	1
50,000-59,999	-	-
60,000-69,999	1	-
190,000-199,999	1	-
430,000-439,999	-	1
Total	16	15

8.3 Remuneration of executives and other personnel

8.3.1 Remuneration of executives

The number of senior executive service members, other than ministers and accountable officers, and their total remuneration during the reporting period are shown below. Total annualised employee equivalents provide a measure of full-time equivalent executive officers over the reporting period. The key management personnel are not included in this note.

Remuneration comprises employee benefits in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered.

As per FRD21 *Disclosure of responsible persons and executive officers in the financial report* (April 2022), the only VIT staff member at VIT who is employed as an executive under Part 3 of the *Public Administration Act 2004* or is a person whom the Victorian Government's Policy on Executive Remuneration in Public Entities applies, is the Chief Executive Officer. The Chief Executive Officer's remuneration is covered in Note 8.2.

8.4 Related parties

The VIT is a wholly-owned and controlled statutory authority. Related parties for VIT include

- all key management personnel, their close family members and personal business interests (controlled entities, joint ventures and entities they have significant influence over);
- all Council members and their close family members;
- all departments and public sector entities that are controlled and consolidated into the whole of state consolidated financial statements; and
- Minister for Education and their close family members.

All related party transactions have been entered into on an arm's length basis.

The VIT did not engage any contractors charged with significant management responsibilities during the reporting period (2024: $0)

Significant transactions with government-related entities

The VIT received funding of $316,371 from the Department of Education (2024: $1,897,058).

The VIT incurred expenditure with the Australian Criminal Intelligence Agency of $1,154,524 (2024: $884,971), Department of Education of $796,728 (2024: $730,020), Victorian Managed Insurance Authority of $33,702 (2024: $65,226), Victorian Public Service Commission of $3,723 (2024: $2,192) and the Victorian Police of $38,743 (2024: $41,619) during 2024-25.

Remuneration of key management personnel

The compensation detailed below excludes the Minister's remuneration and allowances set by the *Parliamentary Salaries and Superannuation Act 1968* and reported within the State's Annual Financial Report.

Key management personnel (KMP) of VIT include

- Minister for Education
- Council
- Chief Executive Officer.

	2025 $	2024 $
Compensation of KMPs		
Total key management personnel compensation	**402,348**	**436,210**

For FY 2024-25, higher duties allowance has been included to account for periods of acting in the CEO role by one other employee. Also included are sitting fees paid to Council members for the attendance at Council meetings during the financial year, amounting to a total of $87,676.

Transactions and balances with key management personnel and other related parties

Given the breadth and depth of state government activities, related parties transact with the Victorian public sector in a manner consistent with other members of the public (e.g. stamp duty and other government fees and charges). Further employment of processes within the Victorian public sector occurs on terms and conditions consistent with the *Public Administration Act 2004* and Codes of Conduct and Standards issued by the Victorian Public Sector Commission. Procurement processes occur on terms and conditions consistent with the Victorian Government Procurement Board requirements.

Outside normal citizen type transactions, there were no related party transactions that involved key management personnel, their close family members and / or their personal business interests.

No provision has been required, nor any expense recognised, for impairment of receivables from related parties.

8.5 Remuneration of auditors

	2025 $	2024 $
Victorian Auditor-General's Office		
Audit of financial statements	36,500	32,240
Total remuneration of auditors	**36,500**	**32,240**

Note: The Victorian Auditor-General's Office is prohibited from providing non-audit services.

8.6 Subsequent events

No significant events occurred after balance sheet date to materially impact on the operations.

8.7 Glossary of technical terms

The following is a summary of the major technical terms used in this report.

AMORTISATION
Amortisation is the expense which results from the consumption, extraction or use over time of a non-produced physical or intangible asset.

COMMITMENTS
Commitments include those operating, capital and other outsourcing commitments arising from non-cancellable contractual or statutory sources.

COMPREHENSIVE RESULT
The comprehensive result is the net result of all items of income and expense recognised for the period. It is the aggregate of operating result and other comprehensive income.

DEPRECIATION
Depreciation is an expense that arises from the consumption through wear and tear of a produced physical asset. This expense is classified as a 'transaction' and so reduces the 'net result from transaction'.

EMPLOYEE BENEFITS EXPENSES
Employee benefits expenses include all costs related to employment, including wages and salaries, fringe benefits tax, leave entitlements, redundancy payments, defined benefits superannuation plans and defined contribution superannuation plans.

EX GRATIA EXPENSES
Ex gratia expenses mean the voluntary payment of money or other non-monetary benefit (e.g. a write-off) that is not made to acquire goods, services or other benefits for the entity; to meet a legal liability; or to settle or resolve a possible legal liability or claim against the entity.

FINANCIAL ASSET
A financial asset is any asset that is

(a) cash

(b) an equity instrument of another entity

(c) a contractual or statutory right
- to receive cash or another financial asset from another entity
- to exchange financial assets or financial liabilities with another entity under conditions that are potentially favourable to the entity

(d) a contract that will, or may, be settled in the entity's own equity instruments and is
- a non-derivative for which the entity is or may be obliged to receive a variable number of the entity's own equity instruments
- a derivative that will or may be settled other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of the entity's own equity instruments.

FINANCIAL INSTRUMENT
A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Financial assets or liabilities that are not contractual are not financial instruments.

FINANCIAL LIABILITY
A financial liability is any liability that is a contractual obligation to
- deliver cash or another financial asset to another entity
- exchange financial assets or financial liabilities with another entity under conditions that are potentially unfavourable to the entity.

FINANCIAL STATEMENTS
Financial statements in the Model Report comprise
- balance sheet as at the end of the period
- comprehensive operating statement for the period
- statement of changes in equity for the period
- cash flow statement for the period
- notes, comprising a summary of significant accounting policies and other explanatory information
- comparative information in respect of the preceding period as specified in paragraph 38 of *AASB 101 Presentation of Financial Statements*
- statement of financial position as at the beginning of the preceding period when an entity applies an accounting policy retrospectively or makes a retrospective restatement of items in its financial statements, or when it reclassifies items in its financial statements in accordance with paragraphs 41 of *AASB 101*.

INTANGIBLE ASSETS
Intangible assets represent identifiable non-monetary assets without physical substance.

INTEREST EXPENSE
Costs incurred in connection with the borrowing of funds include interest on bank overdrafts and short- and long-term borrowings, amortisation of discounts or premiums relating to borrowings, interest component of finance lease repayments, and the increase in financial liabilities and non-employee provisions due to the unwinding of discounts to reflect the passage of time.

INTEREST INCOME
Interest revenue includes interest earned on bank term deposits, interest from investments and other interest received.

LEASE LIABILITIES
Interest-bearing liabilities mainly raised from public borrowings, raised through the lease liabilities arrangements and other interest-bearing arrangements. Lease borrowings also include non-interest-bearing advances from government that are acquired for policy purposes.

LEASES
Leases are rights conveyed in a contract, or part of a contract, the right to use an asset (the underlying asset) for a period of time in exchange for consideration.

NET RESULT
Net result is a measure of financial performance of the operations for the period. It is the net result of items of revenue, gains and expenses (including losses) recognised for the period, excluding those that are classified as 'other non-owner changes in equity'.

NET RESULT FROM TRANSACTIONS / NET OPERATING BALANCE
Net result from transactions or net operating balance is a key fiscal aggregate, and is revenue from transactions minus expenses from transactions. It is a summary measure of the ongoing sustainability of operations. It excludes gains and losses resulting from changes in price levels and other changes in the volume of assets. It is the component of the change in net worth that is due to transactions and can be attributed directly to government policies.

NET WORTH
Assets less liabilities, which is an economic measure of wealth.

NON-FINANCIAL ASSETS
Non-financial assets are all assets that are not 'financial assets'. They include plant and equipment, and intangible assets.

OTHER ECONOMIC FLOWS
Other economic flows are changes in the volume or value of an asset or liability that do not result from transactions. They include gains and losses from disposals, revaluations and impairments of non-current physical and intangible assets; actuarial gains and losses arising from defined benefit superannuation plans; fair value changes of financial instruments and agricultural assets; and depletion of natural assets (non-produced) from their use or removal. In simple terms, other economic flows are changes arising from market re-measurements.

PAYABLES
Payables include short- and long-term trade debt and accounts payable, grants, taxes and interest payable.

RECEIVABLES
Receivables include amounts owing from government through appropriation receivable, short- and long-term trade credit and accounts receivable, accrued investment income, grants, taxes and interest receivable.

SALES OF GOODS AND SERVICES
Refers to revenue from the direct provision of goods and services, and includes fees and charges for services rendered, sales of goods and services, fees from regulatory services and work done as an agent for private enterprises. It also includes rental income under operating leases and on produced assets such as buildings and entertainment, but excludes rent income from the use of non-produced assets such as land. User charges include sale of goods and services revenue.

SUPPLIES AND SERVICES
Supplies and services generally represent cost of goods sold and the day-to-day running costs, including maintenance costs, incurred in the normal operations of VIT.

TRANSACTIONS
Transactions are those economic flows that are considered to arise as a result of policy decisions, usually an interaction between two entities by mutual agreement. They also include flows within an entity (such as depreciation where the owner is simultaneously acting as the owner of the depreciating asset and as the consumer of the service provided by the asset).

Taxation is regarded as mutually-agreed interactions between the government and taxpayers.

Transactions can be in-kind (e.g. assets provided / given free of charge or for nominal consideration) or where the final consideration is cash. In simple terms, transactions arise from the policy decisions of the government.

STYLE CONVENTIONS
Figures in the tables and in the text have been rounded. Discrepancies in tables between totals and sums of components reflect rounding. Percentage variations in all tables are based on the underlying unrounded amounts.

The notation used in the tables is as follows

-	zero or rounded to zero
(xxx)	negative numbers
20xx	year period
20xx-xx	year period

The financial statements and notes are presented based on the illustration for a government department in the 2024-25 Model Report for Victorian Government departments. The presentation of other disclosures is generally consistent with the other disclosures made in earlier publications of VIT's annual reports.

Declaration in the financial statements

The attached financial statements for the Victorian Institute of Teaching have been prepared in accordance with Direction 5.2 of the Standing Directions of the Minister of Finance under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian accounting standards including interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2025 and financial position of the Victorian Institute of Teaching at 30 June 2025.

At the time of signing, we are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 15 October 2025.

Dale Pearce
Chairperson

Docklands, in the State of Victoria
15 October 2025

Martin Fletcher
Chief Executive Officer

Docklands, in the State of Victoria
15 October 2025

Anshul Malhotra
Chief Financial Officer

Docklands, in the State of Victoria
15 October 2025

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VAGO
Victorian Auditor-General's Office

Independent Auditor's Report

To the Council of the Victorian Institute of Teaching

Opinion	I have audited the financial report of the Victorian Institute of Teaching (the Institute) which comprises the: • balance sheet as at 30 June 2025 • comprehensive operating statement for the year then ended • statement of changes in equity for the year then ended • cash flow statement for the year then ended • notes to the financial statements, including material accounting policy information • declaration in the financial statements. In my opinion, the financial report presents fairly, in all material respects, the financial position of the Institute as at 30 June 2025 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the *Financial Management Act 1994* and Australian Accounting Standards - Simplified Disclosures.
Basis for Opinion	I have conducted my audit in accordance with the *Audit Act 1994* which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. My independence is established by the *Constitution Act 1975.* My staff and I are independent of the Institute in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.
Council's responsibilities for the financial report	The Council of the Institute is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the *Financial Management Act 1994,* and for such internal control as the Council determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error. In preparing the financial report, the Council is responsible for assessing the Institute's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.

Level 31 / 35 Collins Street, Melbourne Vic 3000
T 03 8601 7000 enquiries@audit.vic.gov.au www.audit.vic.gov.au

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994,* my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, 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 my 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 Institute's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council.
- conclude on the appropriateness of the Council's 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 Institute's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Institute to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

MELBOURNE
21 October 2025

Kevin Chan
as delegate for the Auditor-General of Victoria

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Appendix A
Australian accounting standards issued that are not yet effective

Certain Australian accounting standards have been issued but are not effective for the 2024-25 reporting period. These accounting standards have not been applied to the financial statements.

Standard / interpretation	Summary	Applicable for annual reporting periods beginning on	Impact on public sector entity financial statements
AASB 2023-5 *Amendments to Australian Accounting Standards – Lack of Exchangeability* (AASB 2023-5)	AASB 2023-5 amends AASB 121 and AASB 1 to improve the usefulness of information provided to users of financial statements. The amendments require entities to apply a consistent approach to determining whether a currency is exchangeable into another currency and the spot exchange rate to use when it is not exchangeable. AASB 2023-5 amends AASB 121 to extend the exemption from complying with the disclosure requirements of AASB 121 for entities that apply AASB 1060 to ensure Tier 2 entities are not required to comply with the new disclosure requirements in AASB 121 when preparing their Tier 2 financial statements. AASB 2023-5 applies to annual periods beginning on or after 1 January 2025.	1 January 2025	Minimal impact

Appendix B
Details of consultancies

Details of consultancies (valued at $10,000 or greater)

In 2024-25, there were eight consultancies where the total fees payable to the consultants were $10,000 or greater. The total expenditure incurred during 2024-25 in relation to these consultancies was $462,586 (excl GST). Details of individual consultancies are outlined below.

Consultant	Purpose of consultancy	Total approved project fee $ (excl. GST)	Expenditure 2024-2025 $ (excl. GST)	Future expenditure $ (excl. GST)
Brooke Institute Pty Ltd	Salesforce enhancements and support	268,499.13	268,499.13	-
Natterbox Pty Limited	Consultancies	56,142.72	56,142.72	-
KPS & Associates Pty Ltd	Internal staff development and training	35,409.09	35,409.09	-
Converge International	Internal staff development and training	25,776.36	25,776.36	-
Andrew Brown Consulting	Consultancies	25,000.00	25,000.00	-
ICML Pty Ltd	Internal staff development and training	22,607.00	22,607.00	-
Inclusion At Work	Internal staff development and training	17,152.00	17,152.00	-
Positive Performance Solutions Pty Ltd Bounce Back Fast	Internal staff development and training	12,000.00	12,000.00	-
	TOTAL	**462,586.30**	**462,586.30**	**-**

Details of consultancies under $10,000

In 2024-25, there were nine consultancies engaged during the year, where the total fees payable to the individual consultancies were less than $10,000. The total expenditure incurred during 2024-25 in relation to these consultancies was $47,429 (excl GST). There were no contracts related to the Victorian Industry Participation Policy.

Appendix C
Information and communications technology expenditure

Details of Information and Communication Technology (ICT) expenditure for the 2024-25 reporting period

The Victorian Institute of Teaching had a total ICT expenditure of $2,703,112 with the details shown below.

Business as usual (BAU) ICT expenditure $	Non-business as usual (non-BAU) ICT expenditure $	Operational expenditure (OPEX) $	Capital expenditure (CAPEX) $
2,703,112	242,700	2,703,112	-

Appendix D
Additional information available on request

Relevant information not included in this report is available on request to VIT and includes

- declarations of pecuniary interests
- shares held beneficially by senior officers as nominees of a statutory authority
- publications produced by VIT and where they can be obtained
- overseas visits undertaken
- industrial relations issues.

Enquiries should be made to

Chief Executive Officer
Victorian Institute of Teaching
PO Box 531
Collins Street West
Victoria 8007 Australia

Images in this report

Cover	Amanda Williams, Principal and registered teacher, Truganina P-9 College
Page 2	Justine Hamilron, registered teacher, Fintona Girls' School
Page 6	Marko Wakim, registered teacher, King's College
Page 7	Yen Li Wong, registered teacher, Ascot Vale Heights School
Page 8	Indira Ray, registered teacher, Kensington Community Children's Co-operative
Page 9	Connor Roach, registered teacher, Pascoe Vale Primary School
Page 12	Council members of the Victorian Institute of Teaching
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