

THE IRISH NATIONAL TEACHERS'
ORGANISATION

NORTHERN CONFERENCE 2019

RESOLUTIONS PASSED / REMITTED

Resolution 1

Conference:

[a] Demands that the employing authorities and DE move immediately to restore teacher salaries to the real term levels they were at prior to the financial crash of the late noughties;

[b] Instructs the Northern Committee to continue to campaign to achieve salary restoration in concert with our sister unions on the NITC;

[c] Directs the Northern Committee to work towards having the teachers' pay scales extended beyond the salary plateauing that occurs after a teacher who chooses not to seek additional management responsibilities reaches UPS3 on the Main Professional Grade;

[d] Further instructs the Northern Committee to continue working towards persuading the political parties to bring about an increase in the level of funding for education overall.

Resolution 2

Conference commends INTO members for their continued support in relation to non-cooperation in relation to ETI.

Conference condemns the negative comments made by the Chief Inspector in relation to the ongoing union action and the lack of any response from the ETI to the NITC inspections mythbusting document 'ETI, Perception and Reality' in October 2016.

Conference calls on Northern Committee to:

[a] Reaffirm the decision taken by INTO in relation to its lack of confidence in the Chief Inspector;

[b] Continue to work through NITC to pursue an agreed pre-inspection document detailing the minimum required documentation to support the inspection process;

[c] Reaffirm its commitment to continue non-cooperation with ETI until the current industrial dispute is settled.

[d] Calls on Northern Committee to intensify publicity of this action among members and the general public, in order to support members whose schools are issued with a notice of inspection;

[e] Calls on Northern Committee to work to ensure that normal inspection notifications will be maintained on cessation of industrial action and that schools will not be inspected 'without further notice' as threatened in ETI reports.

Resolution 3

Conference condemns the implementation of significant change to the provision of SEN education being rolled out by DE and employing authorities without proper and meaningful consultation with education partners.

Conference calls on Northern Committee to challenge the change and support teachers and all pupils including the most vulnerable in education by:

- [a] Calling for due process to be followed by DE and the employing authorities before any changes to SEN provision are delivered to schools;
- [b] Instructing members clearly to not comply with SEN changes not signed off by a Minister;
- [c] Demanding DE and EA publish all research, rationale and process which has informed their proposed changes in relation to statementing and inclusion;
- [d] Working with the other Education Unions on a joint campaign relating to Special Education.

Resolution 4

Conference:

- [a] Is aware of the increasing workload teachers are being asked to undertake;
- [b] Calls on Northern Committee to produce an audit of the average number of additional hours of work carried out each week outside directed time hours;
- [c] Calls on the Department of Education to publicly recognise and acknowledge the additional unpaid work undertaken by teachers;
- [d] Calls on the Employing Authorities to recognise the importance of the Workload Agreement and a teacher's right to follow it and a Board of Governor's duty to implement it.

Resolution 5

Conference:

- [a] Welcomes the NI Affairs Select Committee investigation into the funding of the NI Education System;
- [b] Commits the INTO to playing a constructive and positive role should the work of the Committee lead to a fuller and more wide ranging review of the education system as a whole in NI;
- [c] Demands the EANI cease its efforts to bring about further efficiencies across the system until the Stormont Executive and Assembly are restored so as to provide for a proper level of public scrutiny to EANI;
- [d] Directs the Northern Committee to work with the wider trade union movement to resist any further cuts across the education system;
- [e] Instructs the Northern Committee to work with the wider trade union movement and other interested parties to develop an alternative vision for education which regardless of the Committee's work will inform the trade unions in their dealings with the education administrators going forward.

Resolution 6

Conference notes with concern the increasing pressures associated with the role of the teaching principal.

Conference further notes the difficulties which arise in the management of this dual role and the untenable position this puts many principals in.

Conference calls on the Northern Committee to actively engage with the employing authorities in developing practical and workable models of school leadership which allow for flexible approaches to meet the needs of communities, schools and principals.

Resolution 7

Conference notes with concern the increased pace within Area Planning which has impacted upon current and future employment and career progression of teachers and which negatively impacts on local communities and services.

Conference further notes the lack of proper consultation with INTO/NITC in relation to Area Planning.

Conference calls on Northern Committee to work with the Employing Authority to seek an urgent review of the Area Planning process to ensure that the needs of local communities are best served by the process and that the jobs of education workers are protected where possible.

Resolution 8

Conference notes with concern the inadequate support given to teachers in the early years of their career.

Conference notes the concerns of many young teachers who feel that current induction and EPD structures do not provide practical support for them in their first years.

Conference calls for Northern Committee to lobby the Department to:

- [a] Increase levels of support and assistance and establish a better framework of support for beginner teachers;
- [b] Establish, in consultation with beginner teachers and teaching unions, a programme of support and other training that is fit for purpose;
- [c] Ensure that funding is ringfenced and enough time provided for beginner teachers to avail of additional support that they require.

Resolution 9

Conference condemns the ending of the Investing in the Teaching Workforce Scheme.

Conference notes the benefits of the scheme for INTO members and the cost-saving impact for the Department of Education.

Conference calls on Northern Committee to:

[a] Lobby the Department of Education, the employing authorities, government ministers and all other relevant departments for the continuance and extension of the scheme;

[b] Request from the Department of Education, full details of the cost savings / efficacy of the scheme;

[c] Publicise the positive impacts of the scheme.

Resolution 10

Conference calls on Northern Committee to resist any attempts by EA to introduce the Personal Education Plan model until it is workload proofed and is deemed manageable by the JWP of TNC.

Resolution 11

Conference condemns the continued use of results at GCSE and equivalent qualifications, and at A-Level and equivalent qualifications, as the principle indicator of a 'successful school'.

Conference notes with concern the range of problems associated for pupils, schools and staff arising from the use of such a crude approach to determining how such a school is'.

Conference also notes with concern the additional pressure this approach places on teachers, subject leaders/heads of department, principals and vice-principals.

Conference calls on Northern Committee to:

[a] Continue to raise this matter with DENI and the employing authorities and with these parties seek an end to the use of GCSE and A-Level grades as the principle measure of success in the post-primary sector;

[b] Campaign with other relevant stakeholders for greater recognition of pass grades at GCSE and A-Level other than A*- C by employers and FE colleges in order to facilitate young people's entry to training and employment;

[c] At the time of publication of league tables to publicly respond by condemning the use of data as the sole means to define the worth of schools.

Resolution 12

Conference notes with concern the number of primary schools who continue to engage with transfer tests and encouraging staff to prepare students for these.

Conference calls on Northern Committee to engage with all relevant stakeholders to put an end to academic selection.

Resolution 13

Conference:

Notes the reported increasing instance of mental health issues among pupils and the consequential detrimental effects on their school experience, as well as that of their peers.

Further notes with concern the demands being placed on teachers coping with these issues and the implications for classroom management.

Calls on Northern Committee to demand that support systems are put in place, whereby children have access to the support, counselling and/or therapy which is best suited to their needs.

Resolution 14

Conference condemns the current practice by Department of Education and employing authorities of recording time off following a workplace-based assault as 'sick leave'.

Conference notes the devastating impact of workplace violence and/or physical and verbal abuse on members, and by extension on their family and work colleagues.

Conference calls on Northern Committee to:

[a] Challenge this practice with the Department of Education and employing authorities;

[b] Seek the implementation of a new category of leave, which reflects absence due to work-based injury or physical or verbal attack;

[c] Seek an agreement with the Department of Education and employing authorities that such leave should not be accrued or considered alongside general sick leave.

Resolution 15

Conference:

- [a] Calls on DE to engage more actively with their colleagues in the Republic of Ireland's DES with a view to identifying areas where closer cooperation across the border on professional matters and educational services can be achieved in the interests of the workers in both systems and the young people of the entire island;
- [b] Instructs the Northern Committee to begin lobbying the local political parties for support for such an enhanced level of cross border cooperation in education;
- [c] Directs the Northern Committee to continue working in concert with the CEC to further promote the idea of increased cross border cooperation in education through the ongoing lobbying efforts undertaken regularly by INTO members in the Republic of Ireland.

Resolution 16

Tacaíonn an Chomhdháil leis an fheachtas chun reachtaíocht teanga a achtú don Ghaeilge atá ar chomhchéim leis an reachtaíocht teanga sa Bhreataín Bheag agus in Albain. Treoraíonn Comhdháil Thuaidh an Choiste Thuaidh, tionchar an reachtaíochta seo ar an earnáil oideachais a fhiosrú.

Conference supports the campaign to enact Irish language legislation similar to the language legislation in Wales and Scotland. Conference instructs the Northern Committee to investigate the impact this legislation would have on the Education sector.

Resolution 17

Conference notes with concern, certain aspects of the Bullying Act 2016, the recent training given by EA and the potential impact the Act will have on teacher workload.

Conference calls on Northern Committee to:

- [a] Actively engage with NITC and other relevant bodies to investigate the legal implications of the Bullying Act 2016 for teachers, principals and school governors.
- [b] Campaign for a review of the aforementioned Act.

Resolution 18

Northern Conference calls on the Northern Committee to develop a rights-based campaign in partnership with the Participation and Practice of Rights Project to:

- [a] Challenge the disparity between FSME and non-FSME pupil uptake to grammar schools;
- [b] Campaign the Department of Education to address the issue of pupils suffering physical and mental health problems arising from the process of selection.

Resolution 19

Conference notes the disparity in the remuneration of teaching principals in small schools in comparison to their administrative colleagues.

Conference calls on Northern Committee to work with the employing authorities to ensure that teaching principals are paid at a rate commensurate with the role they carry out, rather than determined by the school intake.

Resolution 20

Conference notes with concern the changes to provision already being implemented by DE and the Education Authority for pupils with SEN including challenging behaviour, mild/moderate/specific learning difficulties and undiagnosed conditions despite the Review of SEN not having taken place.

Conference calls on Northern Committee to work with members and interested professional bodies (teaching colleges, Children's Law Society, NICCY, Equalities Commission, SENAC et al) to determine the impact of these changes in the classroom, and where necessary to challenge and work to reverse those that negatively impact on pupils.

Resolution 21

Conference notes with concern the ever-increasing workload for SEN co-ordinators in both primary and post-primary schools.

Conference calls upon Northern Committee to work with the Education Authority and other relevant stakeholders to devise clear guidance on time allocation for current SENCOs within all sectors.

Resolution 22

Conference notes the issues in relation to the lack of support for teachers and principals in primary and post-primary schools working collaboratively to ensure pupils have a positive experience when moving from primary to post-primary school.

Conference calls on Northern Committee, through NITC, to work with relevant authorities to develop appropriate training for teachers to thereby ensuring greater collaboration between teachers in primary and key stage 3 to help to ensure a more positive experience of transition from primary to post-primary school.

Resolution 23

Conference commends INTO for the continued strength of support for Industrial Action from teachers and school leaders.

Conference calls on Northern Committee to continue to work through the NITC in finding ways to re-evaluate and normalize working patterns so that teachers and school leaders can achieve a better work/life balance.

Resolution 24

Conference commends INTO in informing members about their rights and protections in the event of an assault.

Conference demands that the continued increase in assaults in schools is acknowledged by the DE and employing authorities and that correct procedures of reporting, risk assessment and resourcing are implemented in schools and that school management use all procedures available to them to ensure this trend is reversed.

Resolution 25

Conference notes with concern the number of teachers who feel vulnerable at their place of work due to the amount of informal access provided to parents and other visitors throughout the school day in the name of 'Open Door' policies.

Conference further notes the number of teachers and education workers who have reported being the subject of abuse due to such access.

Conference calls on Northern Committee to work with the relevant education authorities to ensure a safe and secure working environment for all education workers in schools.

Resolution 26

Conference calls on Northern Committee to actively seek to develop a union branch within the two largest teaching colleges: St Mary's and Stranmillis University Colleges.

Conference calls on Northern Committee to:

- [a] Establish a working group amongst the student bodies in each campus to inform trainee teachers about the importance of joining the INTO;
- [b] Provide Rep training for elected union leaders in each campus to inspire them to take on these roles and responsibilities when they find employment;
- [c] Offer access to Conferences and Branch meetings to allow trainee teachers to appreciate the inner workings of our union prior to graduating.

Resolution 27

Conference calls on Northern Committee to establish a youth committee which will meet twice annually in order to:

- [a] Discuss issues and concerns that are pertinent to newer members of the teaching workforce;
- [b] Encourage increased participation amongst younger members of the union in branch meetings and school representatives;
- [c] Encourage younger teachers to participate in committees at both Branch and

District levels;

[d] Encourage active participation at INTO Conferences and Congress.

Resolution 28

Conference commends the work being carried out at Branch and District level to increase member participation.

Conference instructs Northern Committee to support Branch Officers in their efforts to ensure all members are represented at school, Branch and District levels.

REMITTED TO NORTHERN COMMITTEE

MOTION 30 (Private Session)

Conference calls on Northern Committee to fund an internship programme on the same terms as in Head Office.

Conference notes with concern that the most recent advertised position was not offered at the member's normal DE salary and pension contributions.

Conference demands that all future intern posts for Northern Office be offered the member's normal DE salary in line with the employment of INTO interns in Dublin.

Belfast West Branch

AMENDMENTS TO MOTION 30

Para 3 Line 2: Remove 'normal DE'

Carrickfergus-Newtownabbey-Larne Branch

Line 1: Delete 'Committee' and replace with 'Office'

Line 6: Delete 'in line with the employment of INTO interns in Dublin'

Tyrone Central Branch