

Northern Conference Agenda Timetable-Rules-Motions

154th Annual Conference Enniskillen, 4-5 March 2022

Northern Office

Vere Foster House
23-24 College Gardens
Belfast
BT9 6BS

Oifig an Tuaiscirt

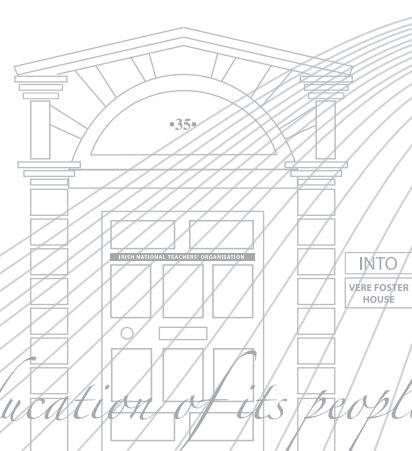
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A nation's greatness depends upon the education of its people



Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

154th Annual Conference

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Enniskillen, 4-5 March 2022

Northern Conference Timetable

Friday, 4 March 2022

9am – 9.45am	Registration/exhibition viewing Tea/coffee and scones	
10am – 11am	Public session Opening of conference	Clr Errol Thompson, Chairperson, Fermanagh and Omagh District Council Chairperson Marie O’Shea Guest speaker Michelle McIlveen, MLA, Minister of Education President Joe McKeown Northern Secretary Gerry Murphy
11am – 11.15am	Private session Standing Orders Committee Report	
11.15am – 12.30pm	Public session motions	
12.30pm – 2pm	Lunch/exhibition viewing	
2pm – 2.30pm	Public session Chief Inspector, Faustina Graham Presentation/Q&A session	
2.30pm – 3.30pm	Public session motions	
3.30pm – 4pm	Break/exhibition viewing	
4pm – 5.30pm	Public session motions	
7.30pm	Dinner dance (8.00pm)	

Saturday, 5 March 2022

9am – 10am	Private session Northern Committee Report Private motions
10am – 11am	Public session motions
11am – 11.30am	Break
11.30am – 1pm	Public session motions
1pm – 1.30pm	Closing session



Northern Committee 2021/2022

Chairperson	Marie O'Shea
Vice-Chairperson	Siobhán McElhinney
CEC 1	Seamus Hanna
CEC 2	Dorothy McGinley
BFC	Patrick McAllister
<i>North-Eastern Area</i>	
Primary	Michelle McCrystal
Post-Primary	Siobhán McElhinney
<i>South Eastern Area</i>	
Primary	Rachel Poland
Post-Primary	John Kelly
<i>Belfast Area</i>	
Primary	Geraldine McGowan
Primary	Caroline McCarthy
Post-Primary	Caoimhín MacColaim
<i>Southern Area</i>	
Primary	Martin Lavery
	Noreen Kelly
Post-Primary	Kevin Daly (to 31 August 2021)
<i>Western Area</i>	
Primary	Marie O'Shea
	Moira O'Kane
Post-Primary	Anmarie Conway
Northern Secretary	Gerry Murphy
Assistant Northern Secretary	Mark McTaggart
Senior Officials	Nuala O'Donnell
	Tommy McGlone
Officials	Paul Groogan
	Caroline McCarthy (seconded from 1 Sept 2021)

Central Executive Committee 2021/2022

President	Joe McKeown
Vice-President	John Driscoll
Ex-President	Mary Magner
District 1	Seamus Hanna
District 2	Dorothy McGinley
District 3	Áine McGinley
District 4	Vincent Duffy
District 5	Adrian Kelly
District 6	Tommy Grealley
District 7	Carmel Browne
District 8	Gerry Brown
District 9	Órlaith Ní Fhoghlú
District 10	Deirdre Fleming
District 11	Brendan Horan
District 12	Edel Polly
District 13	Anne Horan
District 14	Gregor Kerr
District 15	Máire Lineen
District 16	Siobhán Buckley

Benefit Funds Committee

District 1	Patrick McAllister
District 2	Tara O'Sullivan
District 3	Deirdre Lanigan
District 4	Edel Polly
District 5	Jerry Clifford

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General Secretary	John Boyle
Deputy General Secretary/General Treasurer	Deirdre O'Connor
Northern Secretary	Gerry Murphy



Rules Governing Northern Conference Procedure and Standing Orders 2022

1. Northern Conference is a Regional Conference (under Rule 21 of the *Rules and Constitution*) for the purpose of deciding questions of concern only to members in Northern Ireland.
2. Northern Conference is constituted as follows:
 - a. Northern Committee members;
 - b. Members of the Central Executive Committee and Benefit Funds Committee;
 - c. Standing Orders Committee;
 - d. Two delegates each from District 1 and 2. These delegates shall be members of their District Committees;
 - e. Delegates from Branches in accordance with the following scale:

Branch Membership	No. of Delegates
129 and under	2

 With an additional delegate for each additional 64 members or part thereof. A delegate must be a member of the Branch, which s/he is appointed to represent and qualified in accordance with Rules 71 and 72 or 73.
3. Northern Committee is responsible for arrangements for Northern Conference.
4. At the June meetings, District Committees 1 and 2 shall elect from their membership three representatives each to serve on the Standing Orders Committee (SOC). At the first meeting of the SOC, the committee shall choose from among its members a Chair and Secretary. The duties of the SOC are:
 - i. To prepare the list of motions to be discussed at Northern Conference;
 - ii. To draft composite motions, amendments and addenda for submission to Northern Conference;
 - iii. To arrange an order in which motions may be taken and to make such arrangements as they deem necessary;
 - iv. To decide what urgent motions (if any) shall be brought before Conference.
5. The Northern Secretary shall issue to Branch and District Secretaries not later than 4 February 2022 a preliminary agenda which shall contain:
 - i. The rules governing Conference procedure and standing orders;
 - ii. Motions to be submitted to Conference.
6. Amendments or addenda to motions appearing in the preliminary agenda may be submitted by Branches or District committees and must reach the Northern Secretary not later than 10 February 2022. Each amendment must be signed by the secretary of the Branch or District Committee. Northern Committee has the right to submit amendments to any motion appearing on the preliminary agenda.
7. The final agenda shall be sent to delegates to reach them at least three days before the opening day of Conference. It shall contain:
 - i. The matter in the preliminary agenda;
 - ii. The annual report of the Northern Committee;
 - iii. Amendments and addenda to motions appearing in the preliminary agenda;
 - iv. Names and Branches of delegates to Conference.

8. Urgent matters not on the agenda can be introduced at Conference only when permission to do so has been obtained in the first instance from the SOC. Should this committee by a two-thirds majority grant permission for the introduction of any such motion, its Secretary shall immediately inform the Presiding Chair, who shall thereupon, with the consent of Conference, fix a suitable time for the introduction and discussion of any such motion. An "urgent matter" is deemed to be a matter of vital importance arising in the interval between the closing of motions and the time during Conference at which permission to introduce it is sought.
9. At the commencement of Conference two tellers shall be elected by the delegates. The duty of the tellers shall be to ascertain and report to the presiding Chair the number voting for and against a motion on which a poll is taken.
10. Twenty members constitute a quorum.
11. The following is the order of debate:
 - i. Subject to the discretion of the Presiding Chair, the proposer of a motion shall be allowed not more than 5 minutes, the seconder 3 minutes, and each succeeding speaker 3 minutes, and discussion on any one motion shall be limited to 20 minutes.
 - ii. Speakers to each section of the Northern Committee Report shall be allowed to speak once and for not more than 3 minutes to each section of the report.
 - iii. Whenever an amendment is moved to any motion, no other amendment shall be taken into consideration until the first amendment is disposed of.
 - iv. The decision of the Chair on any question shall be final.
 - v. No delegate shall be permitted to speak more than once on the same proposition except the proposer of a motion who shall have the right to reply.
 - vi. No person shall address Conference until called on by the Presiding Chair. Before addressing Conference s/he shall first announce their name and the Branch or Committee s/he represents. When a delegate is called upon by the Chair to speak all other delegates shall at once be seated.
 - vii. Only the delegates may address Conference except by special permission of the Chair.
 - viii. When the Chair rises to speak all the delegates shall immediately take their seats.
 - ix. Every motion shall be decided by a show of hands unless a division thereon is demanded. Delegates only have the right to vote. No division shall be taken unless the decision is announced by the Chair after a show of hands is challenged by at least ten members who shall express their desire that a division should be taken by rising in their places. In case of a tied vote the Chair has the casting vote.
 - x. At any time during the discussion of a motion or amendment, it is open to any delegate to move without debate, "that the question be now put", and if it should appear on a show of hands that a majority of the delegates are in favour of terminating the discussion, the question shall be put to a vote, and the decision of Conference taken without further discussion, provided that no speech is interrupted for the purpose and the proposer of the motion is not denied the right to reply. The acceptance of the motion, "that the question be now put" is at the discretion of the Presiding Chair.
 - xi. In the event of a proposition, "that the Conference proceed to the next business" being proposed and seconded, all further discussion on the matter shall cease until this proposition is put to a vote. If the proposition is carried, the motion, and amendments (if any) shall be deemed to have been disposed of and the next business shall be taken up; if defeated, the discussion on the motion and amendments (if any) shall be resumed.



Conference glossary

- A Motion is a proposition submitted for discussion and vote. It must be positive in its wording and declare an opinion or call for a course of action – or both.
- A Resolution is a Motion which has been put to the vote and carried. When a Motion is before Conference an Amendment is a proposition to change the words of the Motion as a whole, or to change certain words, or to add or delete words anywhere in the Motion.
- An Addendum is a proposition to add words at the end of the Motion.
- Reference Back is a proposition against a report which is under discussion and may refer to the whole report or a section of it. It means that Conference does not approve of the report.
- To Move that the question be now put, means that the discussion should cease, and the vote should be taken on the Motion (or Amendment if any) which is before Conference.
- Moving Next Business means that the meeting should immediately proceed to the next item of business. It can be moved at any time in reference to the item under discussion, but if it is moved and carried whilst a Motion or an Amendment is under discussion it dismisses the Motion and Amendment without any vote being taken on them. If Next Business is not carried, then Conference resumes discussion on the original Motion and Amendment and, thereafter, takes the vote on them in the usual way.



Public Session Motions

Motion 1

Conference:

- i. Notes the difficulties many schools have in securing substitute cover for staff absences.
- ii. Instructs Northern Committee to investigate whether the establishment of paid supply panels would alleviate the issue.
- iii. Calls on Northern Committee to present their findings to Northern Conference 2023.

NORTHERN COMMITTEE

Motion 2

Conference notes with concern the anticipated workload implications on SENCOs in schools due to proposed changes in the SEN guidelines.

Conference calls on Northern Committee to:

- i. Research the workload implications of these changes, and to develop an agreed resource allocation, both physical and personnel, for each school to protect teachers in this role.
- ii. Work through NITC to campaign for additional funding to enable schools to continue the preparatory work for the implementation of SEND processes and practices.
- iii. Work, through NITC, to ensure that the menu of resources identified, communicated to EA and funded to allow SENCOs to effectively carry out their role following the outworking of the SEN review.

NORTHERN COMMITTEE, NEWRY BRANCH

Motion 3

Conference:

- i. Notes with concern the lack of investment in education.
- ii. Further notes the difficult decisions school leaders have had to make due to being allocated an

inadequate budget.

- iii. Calls on Northern Committee to work through NITC to campaign for further investment in education.

SOUTH DERRY BRANCH

Motion 4

Conference notes the decision taken by many post-primary schools to cancel entrance exams for the last two academic years.

Conference calls on Northern Committee to:

- i. Work through the NITC in an effort to bring about an end to the use of unregulated testing that some selective post-primary schools use to admit pupils through academic selection.
- ii. Continue to lead the campaign to end academic selection in all schools.
- iii. Initiate a policy document and strategy to end the unregulated tests once and for all.

NORTHERN COMMITTEE, BELFAST BRANCH

Motion 5

Conference notes with concern the draft Planning for Sustainable Provision: *A Strategic Area Plan 2022-2027* and draft *Planning for Special Education Provision: Special Education Strategic Area Plan 2022-27*, that include the potential closure of 284 schools.

Conference calls upon Northern Committee to work through NITC to seek to ensure that representation takes place at a strategic level with EA and partners to seek viable alternatives to school closures.

NORTHERN COMMITTEE



Motion 6

Conference notes the work being carried out in schools through the engage programme to help aid educational recovery post-Covid.

Conference calls on Northern Committee to work through NITC within TNC to secure funding to extend the engage programme until at least June 2026.

DOWN BRANCH

Motion 7

Conference calls on Northern Committee to work through NITC to initiate a review of the processes and procedures for the teacher career break scheme so that:

- i. A more consistent approach across all schools can be agreed and applied.
- ii. Members are provided with the most up to date information on circumstances in which a career break can be sought.

NEWRY BRANCH

Motion 8

Conference notes that in many schools teaching costs account for over 90% of the allocated LMS school budget.

Conference further notes that teaching levels are often negatively impacted by the current school funding formulae as schools attempt to live within budget.

Conference calls on Northern Committee, through NITC, to lobby DE with a view to removing teaching costs from schools LMS budgets.

DOWN BRANCH

Motion 9

Conference:

- i. Notes with grave concern the Education Authority's lack of urgency to address the continued high levels of inequality to access support services across the region.

- ii. Acknowledges the additional workload which this places within the system.
- iii. Calls on Northern Committee to work, through NITC, with EA, towards homogenisation of support services in a timely manner.

NORTHERN COMMITTEE

Motion 10

Conference:

- i. Commends the efforts of INTO to help members achieve a better work-life balance.
- ii. Calls on Northern Committee working through NITC to continue the campaign to highlight the legal entitlement of all members to have an agreed Directed Time Budget in place.
- iii. Further calls on Northern Committee working through NITC to campaign for this necessary entitlement to be extended to include principal and vice-principal colleagues.

NEWRY BRANCH

Motion 11

Conference:

- i. Notes with concern the excessive working hours that are carried out by many school leaders.
- ii. Further notes the ongoing issues in recruiting staff to leadership positions in schools.
- iii. Calls on Northern Committee to carry out a survey of actual working hours to identify workload drivers; and
- iv. Further calls on Northern Committee to work through NITC to develop a proposal for a maximum working hours policy for principals and vice-principals.

DISTRICT COMMITTEE 1, DISTRICT COMMITTEE 2

Motion 12

Conference

- a. Notes:
 - i. The INTO's success in achieving a pilot Assault Leave Scheme for teachers in the Republic of Ireland in 2017.
 - ii. The unanimous vote in favour of a 'No Fault Occupational Injury Leave Scheme' for teachers at Annual Congress 2021.
 - iii. The 'Burgundy Book Scheme', currently in place in England and Wales.
- b. Condemns the fact that teachers' ordinary sick leave entitlement can be diminished as a result of a work-related injury.
- c. Calls on Northern Committee to engage with NITC to negotiate a similar 'Assault or Occupational Injury Leave Scheme' for teachers here, who have incurred a physical injury in the course of their approved duties.

BELFAST WEST BRANCH

Motion 13

Conference:

- i. Notes with concern the need for a root and branch review of the current post-primary curriculum and assessment model.
- ii. Calls on Northern Committee to work with INTO colleagues on the Northern Education Committee to assess the nature of existing qualifications; and
- iii. Further calls on Northern Committee to explore the purpose, nature and design of appropriate successful existing international models with a view to developing a system that improves educational standards and pupil outcomes and to report back at Northern Conference 2023.

NORTHERN COMMITTEE

Motion 14

Conference:

- i. Notes with concern the considerable inadequacies in the provision of frontline services to address the detrimental impact of the Covid-19 pandemic on our school communities.
- ii. Calls on Northern Committee to lobby the Education Minister, EA and all relevant bodies for significant, multi-year, direct investment in a fully resourced educational Covid recovery plan which is effective and equitable.

NORTH ANTRIM BRANCH

Motion 15

Conference:

- i. Notes that teachers have no facility within the defined 195 directed working days to take any leave other than those covered in *DE Circular 2014/18*.
- ii. Calls upon Northern Committee to work through the NITC with the aim to negotiate through the TNC to have *DE Circular 2014/18* revised to include a facility to allow teachers a facility to request up to 3 exceptional Health and Well-being days with pay that can be taken throughout each academic year.

DOWN BRANCH, NORTH ARMAGH BRANCH

Motion 16

Conference notes with concern recent communications by DE to school leaders outside of working hours.

Conference calls on Northern Committee to work through the NITC to:

- i. Communicate with DE and reaffirm with them, the need to ensure that all electronic communications occur within appropriate working hours to ensure a sustainable work/life balance for school leaders; and



- ii. Remind DE that such inappropriately timed communications impact negatively upon the health and well-being of leaders in school.

NEWRY BRANCH

Motion 17

Conference calls on Northern Committee to work, through the NITC, to review with a view to reducing, the expectations of DE relating to schools' strategic development work over the next full cycle of school development planning.

NORTHERN COMMITTEE, DISTRICT COMMITTEE 1

Motion 18

Conference:

- i. Notes with concern that for some teachers returning to work from outside this jurisdiction, find that their placement on the salary scale is not reflective of their years of experience.
- ii. Instructs Northern Committee to work through the NITC to develop agreed criteria for progression on the salary scale to reflect the relevant years of experience abroad.

NORTHERN COMMITTEE

Motion 19

Conference calls on the Northern Committee to lobby the CCEA and/or qualification providers for the restoration of BTEC qualifications through the medium of Irish.

BELFAST WEST BRANCH

Motion 20

Conference calls on Northern Committee to:

- i. Condemn all hatred that is directed towards our members when identified in school settings.
- ii. Engage with the Education Minister with a view to encouraging the Department of Education to develop an anti-extremist strategy/ programme for young people in our schools.

BELFAST WEST BRANCH

Motion 21

Conference:

- i. Notes with concern the lack of forward planning by the Department of Education in relation to staffing in schools.
- ii. Instructs Northern Committee to engage with DE and HEIs in an effort to work to future-proof that teacher supply meets demand within the education sector.

NORTHERN COMMITTEE

Motion 22

Conference:

- i. Notes with concern the lack of recognition for teachers' professional development.
- ii. Recognises that in other careers, and in teaching in other jurisdictions, this expense is rewarded in financial remuneration.
- iii. Calls for Northern Committee to enter negotiations with DE to develop a financial remuneration system based on an agreed list of additional post-graduate qualifications for teachers.

NORTHERN COMMITTEE

Motion 23

Conference:

- i. Acknowledges the work of SEN staff in all schools in supporting the implementation of SEND.
- ii. Notes with concern the lack of training to meet the needs of the diverse classroom, particularly in the area of Sensory Integration and anxiety.
- iii. Calls on Northern Committee to work through NITC to call on the EA to devise appropriate training opportunities for all staff in supporting the needs of all learners.

SOUTH DERRY BRANCH

Motion 24

Conference:

- i. Notes with concern the increasing number of verbal and physical assaults on teachers in the classroom.
- ii. Calls on Northern Committee to campaign for school classrooms to be a safe place for all.

SOUTH DERRY BRANCH

Motion 25

Conference

- a. Notes with concern:
 - i. The current status of GTCNI, following the Education Minister's announcement of the decision to stand down the Board (the Council) with immediate effect on 13 December 2022.
 - ii. That the form of future governance arrangements are to be considered, but in the interim, governance of GTCNI will be undertaken by the Department of Education.
- b. Condemns the fact that the day-to-day operation of GTCNI continues and the organisation itself remains open (with no input from teachers, educational stakeholders or teaching trade unions).
- c. Calls on Northern Committee to engage with the other teaching unions and Department of Education to ensure that INTO are involved 'front and centre' with any future GTCNI governance arrangements affecting the interests of the teaching profession.
- d. Demands that Northern Committee stress the importance that teachers are consulted on the future governance arrangements, safeguarding and promoting the interests of education.

BELFAST WEST BRANCH

Amendment to Motion 25

- Part (b) replace 'Condemns' with 'Notes' and remove everything after 'open' to read:
- (b) Notes the fact that the day-to-day operation of GTCNI continues and the organisation itself remains open.

NEWRY BRANCH



Private Session Motions

Motion 26

Conference notes the increased demands made on our school reps during the Covid pandemic, commends their hard work in difficult circumstances and calls on Northern Committee to raise awareness of the importance of the role of school rep and launch a recruitment drive to encourage members to fill that position within their school.

BELFAST BRANCH

Motion 27

Conference notes and condemns the ongoing practice of apartheid, as recognised by Israeli NGO B'Tselem and the international organization Human Rights Watch by the State of Israel in Gaza, the Occupied Palestinian Territories (OPT) and within the State of Israel.

Conference notes INTO policy to support the Boycott, Divestment and Sanctions (BDS) movement in support of the rights of the Palestinian people.

Conference further notes the current Ireland Palestine Solidarity Campaign (IPSC) led call for Irish organisations, including trade unions to declare themselves 'Apartheid Free Zones' (AFZs) in support of the BDS movement.

Conference calls on Northern committee to work with CEC to:

- a. a) Have Northern Office declared an AFZ and register this action with the IPSC campaign.
- b. b) Encourage INTO branches in District 1 and 2 to become AFZs.

BELFAST WEST BRANCH, NEWRY BRANCH

Motion 28

Conference notes with concern the negative and damaging reports and commentary on teaching in the media and on social media which frequently distorts public opinion of the teaching profession.

Conference calls on Northern Committee to, when appropriate, celebrate the positive aspects of teaching and learning and emphasise the complexity of a teacher's role and promote our responsibilities as dedicated Educators through our social media and media opportunities.

BELFAST WEST BRANCH

Motion 29

Conference notes that an annual School Leaders Conference is held within District 1 and 2 that focuses on leadership issues.

Conference calls on Northern Committee to investigate the possibility of holding a biennial conference to focus on post-primary issues.

DOWN BRANCH

Motion 30

Conference notes the increase in online teaching in the past two years and the subsequent increase in screen time required for teachers.

Conference calls on Northern Committee to survey members in relation to any negative health impacts suffered by teachers as a result of the added time on screen and to report the result of this survey to Northern Conference 2023.

DOWN BRANCH

Motion 31

Conference notes with concern the continued lack of CPD available to teachers.

Conference calls on Northern Committee to investigate the possibility of INTO sourcing and providing CPD for members in a range of areas.

DOWN BRANCH



Conference Delegates

Standing Orders Committee

District 1

Stephen Dowds
Seán Kelly
Susan McMullan

District 2

Brian McGrath
Gráinne McAleer
Peter Torney

District Delegates

District 1

Shaunene Hart
Karen O'Neill

District 2

Nuala Groogan
Paul Kealey
Ita McMenamin

National Committee Delegates

Principals' and Deputy Principals' Committee

Henry Duffin (D1)
Brian McGrath (SOC)

Education Committee

Lisa Magennis
Dermot Gallagher

Equality Committee

Seán Kelly (SOC)
Gráinne McAleer (SOC)

Branch Delegates

North Antrim Branch

Brian Adams
Patricia Conly
Peter Marrs
Mona McMenamin
Siobhán McMullan

Belfast Branch

Stephen Jenkins
Paul Kerr
Ruairí Mac Leanacháin
Siobhán McTaggart
Gerard Wallace

Belfast West Branch

Julie Connolly
Martin Connolly
Bronagh Mallon
Caroline McAfee
Dara McCaughey
Alastair McGilligan
Patric McGreevy
Sarah McKee
Peter McKeever
Mairead McLaughlin
Julian Morgan
Paul Woods

Carrickfergus-Newtownabbey-Larne Branch

Carla McGrady

South Derry Branch

Michael Boyle
Paschal Diamond
Neil McCloy
Anne Marie McKeever
Pauline McNamee
Marie Molloy
Dympna Shields

Down Branch

Nicola Bell
Alexa Grudgings
James Hunt

Shane Lawlor
Lisa Magill
Caroline McElroy
James McMullan
Philomena Rice
Cara Shields
Paul Boyd (honorary member)
Paula Tumelty (honorary member)

Armagh Branch

Lois Bennett
Orla Gorman

North Armagh Branch

Martin McAvoy
Ryan McFerran
Joanna McGivern
Donogh McLaverty
Kieran Callaghan (honorary member)

South Armagh Branch

Paula McEvoy
Terence Murphy

Cookstown Branch

Mary Dorman

Derry City Branch

Gavan Duffy
Karen Holt
Des Rainey (honorary member)

Dungannon Branch

Patrick Ferran
Nicola Hughes
Daniel Kelly
Siobhán McLaughlin (honorary member)

Enniskillen Branch

Martina Meehan
Anne Murray
Rita Fox (honorary member)

Limavady/Dungiven Branch

Joan Guthrie

Lisnaskea Branch

Ciarán Carey
Eamon Shannon

Newry Branch

Caolán Byrne
Declan Colgan
Leanne Colgan
Ciara Duffy
Elayna Duffy
Christopher McCann
Kirsti McDonald
Fiona McKenna
Orla Murphy
Mark Murtagh
Liam Ó Manacháin
James White

Strabane Branch

Kristel Cunningham
Shauna McNamee
Carina O'Hara

Tyrone Central Branch

Seana Loughran
Paula McDermott
Jarlath McElholm
Michele Torney

South Tyrone Branch

Caroline McGirr

Conference Sponsorship

The INTO wishes to thank Cornmarket Insurance Services, INTO's official insurance provider, for their sponsorship of Northern Conference this year.