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Industrial Action

BULLETIN 3 Modifications to Action

PART 2: SCHOOL LEVEL

November 2018

Following intensive engagement with our membership during recent Branch Meetings and bearing in mind that we continue to engage with Management Side to find a resolution to the pay dispute, we have decided to make a few modifications to the Industrial Action. The changes which take effect from 1st November are highlighted in red. INTO will continue to seek a resolution, but we are also very clear that we are prepared to quickly increase our industrial action should a resolution become impossible. Therefore, from 1st November 2018, until notified to the contrary, INTO members are instructed to continue with Action Short of Strike at individual School Level including the following modifications:

At School Level teachers and principals are directed as follows:

- Members are to teach their teaching hours only and should undertake to prepare, plan and assess for their pupils during Directed Time at a place and time of their choosing;
- Not to attend meetings held outside of the normal teaching day;
- Cease to participate in all PRSD activities. Those members who have not yet completed all the PRSD stages should continue working their way through these stages up to UPS 3. Members who are tasked with, or in receipt of an additional point or points for administering PRSD schemes in their school are permitted to continue with this work;
- Provide only one written report per pupil per year;
- Participate in only one formal parent/teacher meeting per pupil per year;
- Not to carry out administrative or clerical tasks which should be completed by administrative or support staff;
- Work strictly to rule with respect to the provision of cover for absent colleagues. (For further details please refer to the "Action Short of Strike Update leaflet, effective Monday 24 October 2016" available on the INTO website);
- Only provide principals, annual schemes of work and termly/six weekly planners. **Teachers should continue to evaluate their planners, but they should not provide evaluations of any half-termly/weekly/daily plans to school management.**
- To make pupil workbooks available for any internal evaluations or monitoring (book scoop); to a maximum of two requests in total per year **with a minimum two weeks' notice. Each request should be limited to the work of a maximum 6 pupils (max 2 top/2 middle/2 bottom) for two topic areas which should be the focus of the SDP. The class teacher is to select the pupils whose books are to be made available for the purpose of books scoops.**
- Not to take part in any form of classroom observation outside the agreed PRSD scheme unless carried out by the school **principal**. (The **principal** may not delegate this duty). Such classroom observations should be by negotiation and should:
 - > be the subject of one agreed target;
 - > have a **minimum of two weeks' notice**;
 - > ensure that feedback is provided if requested by the observed class teacher;
 - > be limited to a maximum of one observation per term **lasting a maximum of ½ hr.**

Special Needs:

Members should, at both System and School Level, take due cognisance of any educational or care plan for the young persons in their charge who have special educational needs and ensure they are not negatively impacted as a consequence of this industrial action. **The INTO is instructing members not to participate in training or implement changes in SEN policy and practice not signed off by a Minister. This includes PLPs.**

ANY FURTHER CHANGES TO THIS INDUSTRIAL ACTION WILL BE COMMUNICATED TO MEMBERS IMMEDIATELY

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