

Printout

into
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

September 2014



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Busy year ahead

The academic year we face into promises to be one of the most interesting and challenging from a trade union point of view. The administrative architecture of the local education system [Education and Library Boards] will cease to have the legal authority they require to function at the end of April 2015; the financial environment continues to be "challenging" and the spectre of "welfare reform" has unnerved the political horses.

We could all be forgiven for throwing our hands up and walking away. That is of course not an option for INTO members indeed INTO members stayed at their posts throughout much darker times. Being a teacher in this place requires a very particular, additional, set of skills, such as the patience of Job, an eternally positive outlook and the capacity to continually stretch your energy levels to meet the ever increasing demands of a society in transition.

For the INTO in the North this means working to see not only members terms and conditions protected from Tory inspired locally administered cuts but moving beyond resistance to every new thing and contributing to the development of a 21st century education system here. INTO prides itself on being a professional organisation and the premier trade union for teachers on the island of Ireland. As such INTO will seek

in the coming year to continue to provide the leadership necessary for the teaching profession as we navigate the choppy political and financial waters ahead.

In real terms that means we will continue to play the leading role we have in the ongoing negotiations with the Department of Education and the Employers in respect of trade union and professional issues. The dispute we are in currently with these bodies concerning the assessment model to be employed in our schools is still to be resolved, though preliminary discussions are expected to begin soon with the Department and their colleagues in CCEA. INTO remains committed to a resolution of this dispute that addresses the issues of additional workload and fit-

ness for purpose that underpin it. Any resolution will have to be accompanied with an appropriate training and bedding in time. INTO members will not be rushed into another half-baked assessment system.

We are working with our NITC colleagues to see a "substantial above inflation cost of living increase for teachers", "a big pay rise" in plain English. The Executive at Stormont remains wedded to Treasury Guidelines concerning public service pay that effectively limit the Department of Education's ability to make an award that will meet our claim. However, they have confirmed in advance of receiving a pay claim from the

NITC that incremental progression will be paid this year and this is to be welcomed. Nevertheless we will continue to seek to have teachers' salaries restored to a level that reflects the work and commitment demanded of INTO members.

Regardless of how things shape up in the political and administrative context INTO has a substantial amount of work to be getting on with internally. We have recently begun to make use of the new facilities available to us in 24 College Gardens. The building is now virtually complete thanks in no small measure to the help we received from the Branches in the North. We will be inviting Branch officers and members to engage in training and information sharing activities in the new building over the coming year. It is our intention to make the building a major hub for the trade union movement and education community as a whole. To this end the building has already hosted events for the ICTU and GTC NI.

So as the new academic year begins let us approach it positively confident that INTO working on the members behalf can continue to make a real difference to your working lives no matter what sort of a school or what sector you are employed in. The membership of INTO continues to grow but we cannot afford to be complacent and every INTO member is an ambassador for the union and an agent of change. The positive changes INTO wants to see for teachers will be achieved because we work together and remain committed to trade union and professional ideals. Your leadership team in the North will continue to represent your views robustly and with your support we can deliver for all.



GERRY MURPHY,
Northern Secretary

Committee Information

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Pensions update: **Public Service Pensions Bill**

Despite the valiant efforts of INTO and other public service unions, through ICTU, the Northern Ireland Assembly passed the Public Service Pension Bill in January 2014. It received Royal Assent in March 2014.

In short this means that from 1 April 2015 the public service pensions, including Teachers' pensions schemes will be changed from a final salary scheme to a career average scheme (CARE) and that the normal retirement age (NRA) will be linked to state pension age (SPA).

All service in the Teachers' pension scheme prior to 1 April 2015 will be protected within the current scheme, i.e. pension = 1/80th per years' service of final salary with a lump sum of 3x pension.

Changes from 1 April 2015

- ✦ Pension will be calculated at 1/57th of actual salary (or full time equivalent for part-time teachers) each year. This will then be tallied at retirement with index linking applied.
- ✦ There will be no automatic lump sum but a percentage of the pension can be converted to a lump sum on the ratio of £1 for £12 lump sum.
- ✦ The age at which members can retire will be linked to the state pension age, depending on the age of the teacher at 1 April 2012.
- ✦ Any teacher aged 50 or over at 1 April 2012 will not be affected by the new arrangements.
- ✦ Teachers within 10 years of their existing NPA on 1 April 2012 will see no change to the age at which they can retire, and no decrease in the amount of pension they receive when they retire;
- ✦ Teachers over 10 but under 13.5 years from their existing NPA on 1 April 2012

will remain under the final salary arrangements for an additional period of time.

Teachers' Pensions

The DE launched two consultation papers on teachers' pensions this summer.

The consultation on the Proposals for implementation of the Reformed NI Teachers' Pension Scheme in 2015 was

launched in June 2014.

The closing date for response was extended to 30 September 2014 following representation by the teacher unions.

The consultation on proposed changes to contributions for members of the NI Teachers' Pensions Scheme (NITPS) 2015 was launched in August 2014 and also has a closing date for 30 September 2014.

A further consultation paper on An Equality Impact assessment of the proposals for the Reform of the NI Teachers' Pension Scheme 2015 is due to be launched next week

with a closing date of 31 October 2014.

INTO will be responding to all three consultations and the responses will be available for members on the INTO website in the next few weeks. Members are encouraged to respond to the consultations, particularly the consultation on the changes to the contributions.

The consultation on the Proposals for implementation of the Reformed NI Teachers' Pension Scheme in 2015 highlights a number of potential flexibilities in the NI Teachers' Pension Scheme, one or more of which may appear attractive to individual members. INTO, responding on behalf of 7000 members, across all ages and stages of their career, has to view the potential flexibilities in relation to

how they could affect the membership across that spectrum. Therefore whilst one flexibility might benefit an older teacher coming towards the end of their career, the same flexibility might also detrimentally affect a younger teacher starting out on their career or a teacher mid career. INTO has examined the flexibilities in this context and will therefore be opposing the introduction of any of these flexibilities.

The consultation on proposed changes to contributions for members of the NI Teachers' Pensions Scheme (NITPS) 2015 proposes different schemes for tiering contributions. INTO is opposed to any further increases to Teachers' contributions to the pension scheme and indeed remains opposed to the increases imposed on teachers since 2012. What we need to ensure is that contribution rates for teachers are as fair as possible. To that end we are in agreement with the proposal that part-time teachers' contribution rates should be based on their actual salary rather than the full time equivalent (FTE) salary for the purposes of contribution rates.

Keeping Members Informed

The changes to the NI Teachers' pension scheme which will come into effect on 1 April 2015 are complex and will affect teachers in different ways depending on their age, years' service and whether they are full-time or part-time. INTO will be providing information sessions for members in their second term to keep members up to date with the impending changes and to answer questions members will undoubtedly have. As the changes apply to all teachers from 1 April 2015, these information sessions will not just be available to members considering retirement but to members at all stages of their career. Information on dates and venues for the information sessions will be sent to INTO school reps and posted on the INTO website towards the end of this term.



NUALA O'DONNELL,
Senior Official



New Official appointed

Our newest Official appointed over the summer is Tommy McGlone. Tommy began teaching in 1989 and has spent the last 22 Years in the post primary sector in Lurgan. He has represented INTO members as a School Representative, Branch Secretary, and Secondary Consultative Committee and as a National Committee member.

Tommy has always been a committed trade union activist

and before he began teaching he worked in Industry where he was an active member of both the Amalgamated Transport & General Workers' Union and the Communication Workers' Union.

Tommy is primarily interested in teacher well-being and general conditions of employment and his experience as the District II representative on the INTO Education Committee will be invaluable in his work on professional issues.

Reflections of an activist

When the Northern Secretary asked me, as I head into retirement, to write some reflections on my 40 years as an INTO activist, I thought, how am I going to compress 40 years of reflection into a page for Printout? Here goes.

I began teaching in September 1974 and, within a month, I was elected INTO school rep in the then St Breacan's Boys' Secondary School. My election was more to do with being the most junior member of staff, than any foresight on the part of the INTO members in St Breacan's.

During my first year as school rep, INTO began industrial action (I can't remember what for, but it was probably about pay) and we were directed to work to rule and to refuse to carry out particular administrative duties, two of which were collecting dinner money and giving out dinner tickets. The members all complied with the union directive – except for one, the principal. He collected the dinner money from pupils at the school office and gave out the dinner tickets. I remember thinking to myself, he shouldn't be doing that, as it negates our industrial action.

When the industrial action ended, I made a complaint to the union and we were called to a meeting of an Arbitration Committee in Omagh. I went along and put my case to the panel (of old, grey-haired gentlemen) that the principal was guilty of unworthy conduct. The principal didn't show. A week or so later, the principal came to me with a letter in his hand, telling him that he had been expelled from the union (couldn't happen nowadays). I told him that he should not have broken our industrial action and that the union was right to expel him. His answer was, "but, Brendan, somebody had to give

the wains their dinner tickets". He went off and joined the AHTSS.

Despite what had happened, he and I remained good friends until his retirement. (I even did his pension projections for him, as AHTSS were not capable of doing so).



BRENDAN HARRON,
Senior Official

During my second year teaching, a new procedure came into being – the Teachers' Grievance Procedure. One of the members in St Breacan's immediately decided to use it to process a long-standing grievance he held. His grievance was that he was being continuously denied promotion because he did not attend mass and was a 'lapsed' catholic. We duly embarked on the various stages of this new grievance procedure. It was new ground and we went the full way, getting no joy from the governors and ending up with a trip to an

independent appeal hearing in Portglenone. The member's grievance was not upheld, but, interestingly, he was promoted during the next round of promotions in the school. (It probably goes without saying that I was not successful in my applications for promotion)

I have a strong feeling that the two stories above might have had an influence on the people who approached me in 1979, asking me if I would be interested in the vacant position of Northern Committee rep for post-primary schools in the Western Area. I remember at the time saying that I had two young children and I didn't want to commit a lot of time to union work. I was

assured that it would be only 'one meeting a month' in Belfast and that I would not be 'out of pocket'. I stood for election and was returned unopposed, in October 1979. I attended my first Northern Committee meeting in November 1979, at the age of 26. I travelled to the meeting in the company of the late, great Jim Quinn RIP and Des Rainey, a triumvirate which was later to become known as the 'Derry Mafia'.

1970s

The 1970s had been all about pay. In 1975 the Houghton recommendations gave teachers' pay a long-overdue boost, but it wasn't long before pay levels lost ground again. It took the Clegg Commission in 1979 to restore them to relatively good values. Probably the worst memorable moment of the 1970s was the election of Margaret Thatcher to government in June 1979.

1980s

The 1980s seemed like a constant war of attrition, against the monetarist policies of Thatcherism. She removed the teachers' negotiating machinery in England, something which the unions here managed to stave off, and replaced it with a pay review body. Teachers found their pay being outstripped by inflation and many struggled just to make ends meet.

In 1984, St Breacan's Boys' Secondary school amalgamated with the nearby St Breacan's Girls' Secondary school. This was a landmark, unprecedented event and INTO at that time successfully negotiated what became known as the Collective Agreement, which was to govern school amalgamations for the next almost thirty years.

The St Breacan's amalgamation also led to a modification of the 1986 Education Order, to ensure that teachers in schools which amalgamate are not entitled to redundancy payments, but are granted continuity of service. This happened because, following the amalgamation, INTO members claimed redundancy payments (even though they had continued to work in the newly-amalgamated school. The Industri-

al Tribunal determined that the teachers had indeed been made redundant at midnight and had been employed by a new employer one second later. (The 1986 Order put an end to that carry on.)

1987 saw the imposition, across the water, of a new contract for teachers, which was, for the first time, enshrined in legislation. (1265 hours, Baker Days etc.) Subsequent talks here in the North led to the Jordanstown Agreement which ameliorated some of the worst extremes of the England and Wales imposition.

In March 1987, I was elected Chair of Northern Committee. One month later, I suffered serious injuries in a collision with a lorry, on my way to an INTO meeting in Enniskillen. I spent three days in the Erne hospital and a further two weeks in Altnagelvin hospital in Derry. It would be November 1987 before I was able to return to work. I chaired Northern Conference in the Everglades hotel in Derry in March 1988, one of the most memorable events, for me, of my time as a union activist.

1990s

The 1990s got off to a bad start for me. CCMS came into being on the 1st April 1990 (an auspicious date) and I was selected for redundancy two weeks later. I don't know, and I doubt that I will ever know, whether there was any link between those two events. However, I will go to my grave believing that I was selected for redundancy because of my union activities.

Although I was subsequently successful in securing a teaching post in Limavady, I pursued a claim (against union advice) for unfair dismissal against the Board of Governors of St Breacan's and CCMS. The Industrial Tribunal subsequently found that I had indeed been unfairly dismissed and I received a tidy sum in compensation.

I believe that what happened to me at that time set me on a mission to fight against unfair selection for redundancy for the rest of my life. I am proud to say that I have a 100% success rate in appealing against selection for redundancy of INTO members, since I became a full-time official, eight years ago. This includes suc-

cessfully appealing on behalf of the same member, in the same school, three years in a row.

The 1990s also heralded Education Reform in the North – a prescribed curriculum, programmes of study, attainment targets etc, championed by Education Minister, Brian Mawhinney MP, who went on to become Chair of the Conservative Party. 1993 saw a massive change in teachers' salary arrangements, with the

« The abiding memory will be the pure joy & satisfaction of helping members to expose bullies, fight against unfair treatment, & helping them understand everyday things: pay, maternity rights, entitlement to leave etc. »»

introduction of the School Salary Policy and new promotion 'points'.

2000s

The noughties brought about a period of reasonable pay increases, following the election of the Blair government in 1997, under the slogan Education, Education, Education. Things soon changed however, as Blair increasingly attempted to 'out Tory' the Tories. We saw the birth of the Private Finance Initiative and the establishment of Academies and Faith schools.

The noughties also saw the beginning of the rollout of the Revised Curriculum and Assessment arrangements here in the North, issues which they are still trying to get right. *Every School a Good School, Ear-*

ly Years (0-6) Strategy, Count, Read: Succeed and the *SEN Review* were notable landmarks, as was the review of GCSE and A Level qualifications. All in all, a very busy decade for teachers and for INTO.

2010-2014

The last four years have seen the embedding of the new curriculum, the stalling of the new assessment arrangement, pay freezes, a pensions disaster for teachers and massive rationalisation of small schools. The two bright spots in the middle of all this chagrin have been the successful negotiation of the teachers' *Workload Agreement* and the *Schools Reorganisation Agreement*, brought about largely, due to the efforts of INTO.

As I look back over forty years of serving INTO members, the abiding memory I will take with me will be the pure joy and satisfaction of helping members to expose bullies, to fight against unfair treatment, supporting them in the face of disciplinary action and helping them understand everyday things such as their pay, maternity rights, entitlement to leave of absence etc.

The high-profile cases are easy to remember, like the constructive dismissal claim that I successfully pursued on behalf of a member last year, but I like to think that the simple everyday calls that we deal with in the office also help to provide a valuable service to members. The vast majority of INTO members are very thankful and appreciative of the advice and support they receive from Northern Office and from the INTO school and area representatives. INTO, rightly, takes pride in the personal service that it provides for members. INTO is the only teachers' union which always has an Official available to members who telephone the office.

I remember about twenty five years ago, after a Branch meeting in Omagh, a woman came up to me and said, "Brendan, I don't think I ever thanked you enough for all that you did for me, two years ago". I remember replying along the lines of, "sure, it's what we're here for, we're just doing our job". To this day, I don't know who the woman was, or what it was I did for her.

End of Key Stage Assessment Update

Industrial action set to continue this academic year

The issue of assessment continues to concern our members. This was reflected in the extremely effective industrial action that was in place during the last academic year. End of Key Stage data returns to DENI from schools was very low as the vast majority of teachers abided by the directives issued by the teaching unions. INTO has engaged extensively with DENI, CCEA and our sister unions in an effort to develop a system that is 'Fit for Purpose and workload proofed'.

During our discussions DENI confirmed that the primary purpose of assessment is to support teaching and learning. DENI has also made some adjustments to the timings of submissions and the process of moderation. INTO have acknowledged the changes made by DENI to address the concerns of our members.

During the August Northern Committee meeting the decision was taken to keep the End of Key Stage Assessment arrangements in industrial action for this academic year. We will continue to work with DENI and CCEA to develop a system of assessment that reflects our 2014 Northern Conference Motion on assessment. At the Northern Committee meeting the decision was taken to remove Training related to the End of Key Stage Assessments from the industrial action. This adjustment will provide our members with access to professional development opportunities.

During the last academic year the issue of the misuse of data generated by the End of Key Stage assessment process galvanised many of our members who are Principals. The publication of flawed end of key stage data to Boards of Governors demonstrated clearly that any single source of data is unsuitable as a school performance measure.

INTO will work during this academic year to secure the following changes;

1. Remove the two step process of moderation. Investment in moderation as a professional development activity within and between schools.
2. Data should not be passed on in its raw form to employing authorities. Pupil performance measures should only be submitted as part of an agreed dashboard of measures that focus upon value added.
3. Remove IT from Statutory Assessment as a standalone area. Capacity building for staff to develop pedagogy in this



area is urgently required.

4. CPD days for staff involved in assessment to continue to develop assessment for learning (AFL). Staff need to access these days with colleagues.

The issues around assessment have arisen due to a failure of meaningful engagement with teachers. In an effort to address the longer term issues INTO has produced the following proposals.

- ✘ DE to commission research on developing a process of accountability that is separate from assessment. This should include research into other educational assessment sampling systems.
- ✘ A dashboard of measures should be the basis of a more balanced reporting of pupil attainment to parents. The current format gives inappropriate emphasis to the levels of progression.
- ✘ Moderation should be to improve teacher assessment, literacy and capacity building rather than enforcement. To acquire confidence, it should start from a position of professional trust. However research suggests there are better interventions e.g. AFL.
- ✘ Principals and teachers have indicated clearly the lack of utility of the current Levels. The OECD has indicated the need for development of the associated criteria. It has been agreed that this may only be one of a proposed dashboard of measures (if and when appropriately developed). Until the whole assessment and reporting sys-

tem is agreed and research informed mechanisms identified, all steps should be suspended.

- ✘ Resources should focus upon explicit development of 21st Century skills. These need to be clearly mapped in all tasks and guidance offered on their development.
- ✘ Ensure teachers have easy access to the online materials. All teachers require a personal device to access online materials.
- ✘ Fund workshops/events that allow schools to share best practice. An emphasis on how to interpret and act upon the data would be most effective. DE to indicate a definitive timeline for its actions in this area.
- ✘ Convene a panel of experts to work collectively on this task as recommended by OECD. This should not involve each set of stakeholders in isolation. The outcome should be a set of progression criteria that fulfil the primary aim as tools for 21st C teaching and learning.
- ✘ Any new process should be developed through consensus. More effective mechanisms for piloting need to be developed. The current ones are fatally flawed.

The action undertaken by INTO members during the last academic year was highly effective. The Northern Committee commended the actions of our members over the past year and called upon them to continue to abide by the ongoing directive with regard to the End of Key Stage Assessment process.

Launch of INTO Art Competition 2015



Members from across the North are invited to submit work for the 2015 Art Competition. All categories of membership are eligible to enter, whether an NQT or retired member; this is your competition, celebrating your talent. Entries will be put before an expert panel with the award of top prize (£800) being made at Northern Conference in February 2015.

The Art Competition is an annual opportunity for INTO to recognise and applaud the creative talents of its members. The variety and calibre of work submitted in previous years has been noted by the

also lots of scope to show of the artistic endeavours of INTO's membership. It was partly with the building of a permanent art collection for Northern Office that the Art Competition was inaugurated. Already, the work of previous winners is adding greatly to the atmosphere of Vere Foster house.

We hope that the summer break has revived and inspired members sufficiently to take up their brushes and enter this year's Art Competition.

If you hear a voice within you say 'you cannot paint,' then by all means paint, and that voice will be silenced. Vincent Van Gogh.

Entering the Art Competition

Members planning to enter are asked to keep the following guidelines in mind:

- ✦ Submit an "Application Form for Submission of Work/s" before **Thursday 8 January 2015**
- ✦ Up to a maximum of 3 entries are permitted per member
- ✦ Works to be of 2 dimensions
- ✦ Entries to be original pieces by the artist named
- ✦ Submissions to have been completed in the past 5 years
- ✦ Works should be for sale and priced (inclusive of 15% commission to INTO)
- ✦ Entrants to submit £5 entrance fee per picture
- ✦ Anticipated day/days for handing in

work/s will be mid-January 2015

- ✦ Northern Conference will run 27 – 28 February 2015, Radison Roe, Limavady
- ✦ For full details of entry conditions please see submission form.

Application forms can be downloaded from the Members' Area of the INTO website.

Please contact Northern Office with queries: telephone – 02890 38 14 55 or email – infol@into.ie

« This art competition has given me an opportunity to show that even in a busy life there is always time to be inspired by the simple beauty of the world »

Magdalena Beldowska, 2013 Winner

panel, including art academics and professional artists.

Northern Office has recently been extended to include number 24 College Gardens. The renovations have created a bright and modern working space and

« I think that anyone who has an interest in art should give it a try. You never know – in years to come, you might receive as big a surprise as I did when you are announced as winner! »

Mona McGreevy, 2014 Winner



into
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

ANNUAL TEACHERS' ART COMPETITION - Celebrating Talent

STUDENT INFORMATION

Introducing the INTO

Welcome to the teaching profession & welcome to the INTO

Dear Students

Welcome to the teaching profession and welcome to the INTO. As a student teacher you have embarked upon a career that is both rewarding and challenging. The INTO are here to help you through all stages of your career.

Who Are We?

The INTO is the largest teachers' union in Ireland with over 30,000 members North and South. We have members in all sectors and levels of education, from nursery to secondary and grammar schools in controlled, maintained, integrated and Irish Medium sectors.

What Can We Do For You?

Our goal is to support you during your time as a student. We do this in a number of ways through our regular Information e-Bulletins, Student Seminars, Website, Smartphone Website for use 'on the go' and sponsorship of your Students' Union and Sports Teams.

What Do We Want From You?

We want you to make full use of our full range of benefits – all FREE to you as a student member! Let us show you that we are the Union that best supports you.

We will invite you to upgrade your membership to fully qualified status when you graduate. Don't forget to sign up early for a further year's free membership!

INTO Student Services

- Free Membership
- Student Information Pack including INTO New Member USB
- Student Publications
- Regular Bulletins
- Seminars
- Student Website
- Dedicated Student Officer
- Sponsorship

How To Contact Us

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23 College Gardens
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Tel: 9038 1455
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To All Our School Representatives

A big thank you for being the INTO School Representative in your school and for all your work on behalf of the Organisation throughout the last school year. We look forward to working with you again over the coming year.

School Representatives – Our Key to Recruitment

The INTO's strength lies in our membership – the larger our membership the stronger we are in serving teachers and representing the views of the profession. Our position of strength is contingent on the recruitment of new members into the organisation.

INTO Recruitment Campaign 2014

Each year INTO undertakes an annual recruitment campaign, its aim to increase membership across all education sectors in Northern Ireland. INTO relies on you to continue to play an active part in this recruitment exercise.

This year, for the month of **September** only, INTO is offering any member who assists the School Representative recruiting colleagues into the INTO a £10 M&S voucher for each new member signed up – **IN ADDITION – each new member also receives a £10 M&S voucher!**

Full details of our campaign were issued to you in your INTO Recruitment Pack. Visit our website (www.into.ie) to download more application forms and voucher claims forms.

School Representatives' Training Courses:

Training courses for INTO school representatives will be held at various venues during the school year. The courses take place over two days from 9.30am – 3.30pm and are designed to equip school reps with the skills and resources necessary to represent the interests of INTO members in their schools.

The first of these courses is scheduled to take place on Tuesday 15 and Wednesday 23 October 2013 in TBC.

If you wish to reserve your place on this course please contact Northern Office:

Tel: 9038 1455
Fax: 9066 2803
Email: hmawhinney@into.ie

Full details of all courses will be published on our website and issued to schools throughout the year.

INTO support and advice for newly qualified teachers

Free membership for all newly qualified teachers. Join now – pay nothing until September 2015!

Know Who To Contact

A key task for INTO is to represent its members and give them support when they need it. For this purpose, INTO has a network of local representatives in schools and at local level who can give you advice and assistance should the need arise. Contact details for your local representatives are issued to you in your INTO Membership Pack. INTO also has three full-time officials based in Northern Office who are available to give advice, representation and assistance on a wide range of issues.

INTO Publications

INTO has an extensive range of publications for members. These publications are free of charge and contain information and advice that is regularly updated to incorporate changes and new developments.

INTO Website

For further details of INTO services, information and up-to-the-minute educational updates visit our website: www.into.ie. Check out our Smartphone Website for information 'on the go'.

NQT Seminar

Every year INTO and UTU (Ulster Teachers' Union) organise joint seminars for our NQT members which aims to prepare you for that all-important first day of school.

Get involved!

By participating in union activities you can make your opinion count and influence INTO policy – it's your union – get involved – get your voice heard!

Don't forget!

NORTHERN IRELAND SUBSTITUTE TEACHER REGISTER (NISTR)

From 1 September 2006 only teachers registered on NISTR should be employed in schools. To find out more about joining the NISTR visit www.nistr.org.uk or telephone: 9056 4000 Ext. 4427.

GTC REGISTRATION

It is important that all PGCE and final year B.Ed. students, training in Northern Ireland and intending to teach in Northern Ireland for the first time, register with

the General Teaching Council before commencing their first teaching post (including supply work).

To obtain a Beginning Teacher Application form contact the Registration Team:

General Teaching Council
for Northern Ireland
4th Floor
Albany House
73 – 75 Great Victoria Street
Belfast BT2 7AF
Tel: (028) 9033 3390
Fax: (028)9034 8787
Web: www.gtcni.org.uk

Vere Foster Medal Winners 2014



Julie Willis, Stranmillis University College receiving her Vere Foster Medal from Dr Hazel Edwards (Principal, Ballycraig Primary School). Photography by William Mateer, Templepatrick.

Vere Foster was the first President of INTO. He used his personal fortune and the profits from his famous copybooks to advance education in Ireland and fund famine relief work.

Each year, to commemorate Vere Foster's great work in education, INTO presents a solid gold Vere Foster Medal to the student in each teacher-training institute who has achieved the highest standard of practical teaching in their final year.

10 Good Reasons to join the INTO

1. Local union based in Belfast for teachers in NI;
2. Largest teachers' union in Ireland;
3. Unrivalled support for teachers – generally respond within 24 hours;
4. Quick & easy to contact: by phone: 90381455
by email: info@into.ie
via website: www.into.ie
5. At the forefront of negotiations and education policy making;
6. Access to experienced practising teachers and school leaders;
7. Members in all sectors and levels in the North of Ireland;
8. Exclusive benefits:
 - Membership Plus
 - Adelaide Insurance Services
 - Platinum Financial Services and
 - Membership transfer with the NUT in England and Wales and EIS in Scotland;
9. Value for money – only pay for the days you work;
10. Not just a trade union; a professional organisation too.

For the latest news and developments in education check out our website www.into.ie

Vere Foster Lecture

This year's lecture was delivered by Mr Noel Ward, INTO's Deputy General Secretary on the subject of 'Divided Loyalties – Divided Teachers: INTO in Turbulent Times and the Foundation of the UTU, 1912–22'.

The Vere Foster lecture is an annual event organised by INTO in recognition of our first President and one of Ireland's most remarkable philanthropists.

Vere Foster was born in Copenhagen

in 1819, while his father, Sir Augustus Foster of Glyde Court County Louth, was posted there as a British diplomat. Vere Foster began his own career with the Foreign Office, but upon his return to Ireland in 1847 devoted his life to improving the life of the poorest in Irish society. Vere Foster personally assisted around 25,000 people emigrate to America. Foster contributed to the building of rural schools, provided

affordable school books and worked to improve teachers' conditions. In Belfast Foster was a benefactor of the Royal Victoria Hospital and for several years paid the Principal's salary at the new Art School. For one so benevolent Vere Foster died in a lodging house in Belfast in 1900. Today we celebrate Vere Foster's foresight, generosity and extensive contribution to education in particular.



Noel Ward, INTO General Treasurer, delivering Vere Foster Lecture.



Annamarie Conway Chair of Northern Committee introducing Noel Ward INTO General Treasurer.

The Workload Agreement – what it means for you

The Workload Agreement TNC2011/8 was a landmark event, in terms of teachers' workload and work/life balance. The Agreement was secured after four months of intensive negotiations during the summer/autumn of 2011.

For the first time ever, agreement was reached, with all the employers of teachers, on limits to be applied to what can be required/demanded of teachers. The Agreement is now an integral part of every teacher's terms and conditions of employment i.e. it is part of your contract.

Principals and Boards of Governors are not at liberty to choose which parts of the Agreement are implemented in their schools – they must comply with all the terms of the Agreement.

What the Agreement means for you

- ✦ Everything that you are directed to do must be reasonable and capable of being done during normal contractual hours i.e. within the working day (including Directed Time);
- ✦ Your board of Governors must ensure that you have a reasonable work/life balance;
- ✦ Workload must be distributed fairly and equitably at departmental/school level and this must be clearly demonstrable. Everybody must carry a fair share of the work and everybody must be made aware of everybody else's duties/share of the work.
- ✦ Your Board of Governors must work purposefully to promote your health and welfare;
- ✦ Every teacher, every year, must be given an individual time budget, which itemises every task/duty that the teacher is required to carry out and which allocates adequate time for the task/duty. The principal must seek your agreement on the time required for each of your duties/responsibilities and this must be accounted for in your time budget. This means that, if you have more

pupils/classes than another teacher, you must be allocated proportionately more time for marking coursework, writing reports, meeting parents etc.

- ✦ Each teacher's time budget must include an element of contingency time, to ensure there is flexibility to accommodate situations that may arise and are unaccounted for within the time budget;
- ✦ A teacher cannot be directed to take pupils on educational visits involving overnights;

Planning, Preparation and Assessment time

All the employers have agreed that the practice of teachers carrying out their planning, preparation and assessment, outside of normal teaching hours, and in isolation from each other, is unsatisfactory. Whilst PPA time is not a contractual entitlement in Northern Ireland, the employers have advised principals and Boards of Governors that they should analyse/evaluate the situation in their schools and attempt to timetable and guarantee such time in all schools in the North. The nights and weekends of sitting at home, marking and preparing work, are over – unless you choose to do such work at home, rather than during allocated time in school. Your

PPA time must take account of and be proportionate to the number of pupils/classes you teach.

What do I need to do in my school?

1. Read the Workload Agreement and its appendices on cover and time-budgeting. Familiarise yourself with the details.
2. Ensure that your principal is au fait with the Agreement and its implications for him/her and the Board of Governors. Ask for details of the mechanisms that are in place to ensure that each teacher has a fair, reasonable and equitable share of the work, as well as a reasonable work/life balance.
3. Ensure that the school has a general time budget which covers all staff and that each teacher has an individual time budget, which itemises and allocates adequate time for every task/duty that he/she is required to carry out.
4. Confirm that policies are in place which ensure that work distribution throughout the school, including cover arrangements, is in compliance with the terms of the Workload Agreement.
5. Ensure that your school has evaluated the potential for implementing PPA time and that such time is timetabled and guaranteed.



Early Years

INTO will continue to monitor closely, the rollout of the Early Years (0-6) Strategy. The union is concerned, in particular, with the potential impact that the removal of two-year-olds from nursery schools/units

may have on some stand-alone Nursery Schools. The union is working to achieve greater financial flexibility, to allow Nursery Schools to carry over surpluses/deficits to address changes in enrolment.

Belfast West Branch News



Big Quiz

On the 21st March, Belfast West Branch hosted its first annual Big Quiz in the Oh Yeah Music Centre. The 69 participants were tested on their knowledge in the well loved pub quiz fashion (and to put it to bed once and for all – the music round was not too hard). Spot prizes for meals in local restaurants were awarded in the ballot and the tapas food was much loved. Entertainment afterwards was provided by local troubadour Iggy Ward.



Pride

Whether in a sun-soaked parade in Dublin, a rain-drenched Belfast or a cloud-shrouded Newry, Belfast West in partnership with Belfast Branch, Northern Office and the INTO LGBT Southern group, have made sure that the INTO have been visible at Pride (in Belfast for the past four years). Members were joined by their family and friends regardless of sexual orientation and after a much needed brunch, marched proudly with the Irish Congress of Trade Unions for those LGB&T workers who felt that they couldn't march, because they fear workplace discrimination – that they'll be over-looked for promotion or that their temporary contracts won't be renewed. People who live their lives as their authentic selves in every other aspect of life but not the workplace. Belfast West Branch also proudly sponsored the Belfast Pride event Educating the Educators.



Anti-racism

Members of the Belfast West Branch and colleagues from other Northern Branches were visible as we proudly marched with around 5000 others against racism under our banner on a rainy day in June, to voice our concern over the recent spate of racist attacks and public comments against our brothers and sisters from a BME community. A wet march it may have been, but a strong message that racism has no place in our society was relayed loud and clear from Writer's Square and around the city centre.



Andrea Higgins in Dubai

We say 'slán go fóill / goodbye for now' to Andrea, our hard working Chair for the past four years. Andrea has given a great and dedicated service to Branch as an evenly handed Chair, District as a meticulous secretary and to Standing Orders as Chair of SO for Northern Conference. Andrea will be greatly missed in West Belfast as she takes up her post in Dubai for the next year and we want to thank her and wish her all the best. Don't be surprised if you see the first Gaeltacht Quarter springing up in the UAE before long!



2014-2015

Belfast West Branch invites members, family and friends to its second annual Big Quiz in Term 1 (date TBC). Please check the INTO website and your email for details. We would like to wish all members a productive and stress free academic year. Beir bua. Seán Kelly. belfastwest@into.ie

Like to work in INTO Northern Office? An bhfuil tú ag iarraidh bheith ag obair in Oifig an Tuaiscirt CMÉ?

The INTO invites applications for the position of paid intern

This position will be for the remainder of school year 2014/2015. The person appointed will be located in INTO Northern Office (23 & 24 College Gardens, Belfast, BT9 6BS).

The position will be filled by an INTO member on secondment from their teaching post and subject to the person concerned securing approval as necessary from their Board of Governors.

The person appointed will be required to work normal office hours, Monday to Friday, from 5th January 2015 to 28 August 2015. They will be subject to INTO Northern Office conditions and protocols, in terms of hours, holidays, and other relevant staff policies. The persons will continue to be paid their normal salary and to accrue pensionable service as teachers, and receive an additional allowance subject to a maximum combined amount.

A full statement of conditions of employment is available on request: email cmcdonnell@into.ie

INTO is seeking members who are:

- ✦ enthusiastic about INTO and its services to members;
- ✦ seek more experience of INTO and its operation;
- ✦ have excellent oral, written, communication and interpersonal skills;
- ✦ are trustworthy and appreciate the confidentiality associated with handling issues for INTO members;
- ✦ have basic IT skills;
- ✦ have high standards and vision for INTO and for education.

The responsibilities of the internships will include working directly with sections within INTO as assigned, assisting with members' queries and cases as assigned, attending meetings and preparing papers as required, researching specific issues, participation in internal meetings, providing administrative support and such other duties as may be assigned by the Northern Secretary.

To apply, please forward:

- ✦ a copy of your CV;
- ✦ a cover letter outlining your interest in INTO and how you believe you could contribute to/benefit from working with our Northern Office team;
- ✦ names and contact details of two referees (with a note of how each person knows you).

Your application, including the above material, should be sent to Internships, Northern Secretary's Office, INTO, 23 College Gardens Belfast BT9 6BS, or by email entitled 'Internships' to cmcdonnell@into.ie

All applications must be received not later than 5pm on Monday October 13th 2014.

It is anticipated that a short-listing and interview process will take place. All applicants will be advised of the outcome. The INTO is an equal opportunities employer.

Tá CMÉ ag iarraidh iarratas don phost mar intéirn íochta

Mairfidh an post go deireadh na scoilbhliana 2014/2015. Beidh an duine a cheapfar lonnaithe in Oifig an Tuaiscirt CMÉ (23 & 24 Gairdíní an Choláiste, Béal Feirste, BT9 6BS).

Ball de chuid CMÉ atá ar iasacht óna phost múinteoireachta a líonfaidh an folúntas ach é an cead riachtanach a fháil óna Bhord Gobharnóirí.

Beidh ar an duine a cheapfar obair le linn gnáthuaireanta oifige, Luan go hAoine, ó 5 Eanáir go 28 Lúnasa 2015. Beidh sé faoi réir choinníollacha agus phrótocail Oifig an Tuaiscirt CMÉ, maidir le huairéanta oibre, laethanta saoire agus polasaithe foirne ábhartha eile. Gheobhaidh an duine a ghnáth-thuarastal i gcónaí agus fabhróidh sé seirbhís inphinsin mar mhúinteoir, agus gheobhaidh sé líúntas breise atá ag brath ar uasmhéid comhcheangailte.

Gheobhfar ráiteas iomlán coinníollacha fostaíochta ach sin a iarraidh: ríomhphost cmcdonnell@into.ie

Tá CMÉ ag iarraidh ball:

- ✦ atá díograiseach faoi CMÉ agus a sheirbhísí dá bhaill;
- ✦ atá ag iarraidh tuilleadh taithí ar CMÉ agus a oibríocht;
- ✦ a bhfuil scileanna labhartha, scríofa agus idirphearsanta sármhaithe acu;
- ✦ atá iontaofa agus ar mór leo an rúndacht a bhaineann le ceisteanna a láimhseáil do bhaill CMÉ;
- ✦ a bhfuil bunscoiléanna TF acu;
- ✦ a bhfuil ardchaighdeán acu agus fíis do CMÉ agus don oideachas.

Mar chuid de fhreagrachtaí na n-intéirneachtaí beidh ar an duine obair go díreach le rannóga taobh istigh de CMÉ mar a shanntar, cuidiú le ceisteanna agus cásanna ball nuair a shanntar, freastal ar chruinnithe agus páipéir a ullmhú nuair is gá, taighde a dhéanamh ar cheisteanna áirithe, bheith rannpháirteach i gcruinnithe inmheánacha, tacaíocht inmheánach a sholáthar agus dualgais eile a chomhlíonadh a shannfaí Rúnaí an Tuaiscirt.

I d'iarratas, seol chugainn:

- ✦ cóip de do CV;
- ✦ litir mhínithe ag cur síos ar an spéis atá agat in CMÉ agus ar an dóigh a síleann tú a chuideofá lenár bhfoireann in Oifig an Tuaiscirt agus ar an tairbhe a bhainfeá as;
- ✦ ainmneacha agus sonraí teagmhála dhá réiteoir (inis cad é an aithne atá acu ort).

Cuirtear d'iarratas, agus an t-ábhar thuasluaite iniata, chuig Intéirneachtaí, Oifig Rúnaí an Tuaiscirt, CMÉ, 23 Gairdíní an Choláiste Béal Feirste BT9 6BS, nó trí ríomhphost dar teideal 'Intéirneachtaí' chuig cmcdonnell@into.ie

Ní mór do gach iarratas bheith istigh tráth nach déanaí ná 5pm Dé Luain 13 Deireadh Fómhair 2014.

Sílítear go dtarlóidh próiseas gearrliostaithe agus agallaimh. Inseofar an toradh do gach iarrthóir. Is fostóir comhionannas deiseanna é CMÉ.

Sacred Heart College Omagh, Performing Arts Students Deliver Hard Hitting Drama on Street Violence

Deadly Cocktail

“JUST think when you go out for a night ... imagine your parents taking that call telling them you are never coming home” – these were the stark words of warning from the mother of an Omagh man who died after an assault in the town.

Kathleen McBrearty was speaking to a group of young students from the Sacred Heart College in Omagh who had just performed a play highlighting the dangers of teenage drinking and street violence. The play was influenced by recent cases of violence in the town – including that of her son Darren McBrearty – who died after he was assaulted on a night out in the town in August last year.

The performing arts students of Sacred Heart organised the entire production which was entitled ‘Deadly Cocktail’. The students chose the theme of theatrical piece, researched, scripted and directed the performance which culminated in an in-depth workshop dealing with issues and concerns raised by the performance.

Speaking after watching the play, Mrs McBrearty gave her reaction to the drama.

Addressing the young audience, she said, “I would like to thank the Sacred Heart College and their teacher Annmarie Conway for that very moving performance.

“Just think when you go out for night out. Just imagine your parents getting that call telling them that you are never coming home. All I ask of you is to be careful the next time you take a drink and make the right choices.”

These thoughts were very much echoed in the students’ theatrical piece. As a group they wanted to address the issue of violence on our streets and encourage young people to be more responsible for their own actions, but also to highlight the impact street violence has, not only on victims, but also on families, witnesses, the emergency services, and the community as a whole.



Students from the Sacred Heart College performing hard hitting play ‘Deadly Cocktail’ at the Strule Arts Centre Omagh.

“They couldn’t have created a better play. It was really powerful and hard hitting stuff”

Audience members commended the young people for the performance saying: “They couldn’t have created a better play. It was really powerful and hard hitting stuff.”

The drama teacher at the Sacred Heart College and Chair of Northern Committee, Annmarie Conway is responsible for delivery of Performing Arts in the college and was at the forefront of guiding students through the process of devising the play. Commenting on the students’ work she said, “All too often our young people are misjudged and portrayed in a less than positive light”. She continued, “What was encouraging about this performance was that it was a theme the students felt strongly about, something they are worried about. The whole idea of ‘street violence’ and being safe on a night out, it was something they felt they should do something about. It makes me very proud to say that I am their teacher.”

Principal at the college, Dominic Clarke, added “This was an exceptionally relevant piece of drama dealing with some of the real issues in our society today. Full credit should be given to Mrs Conway and the performing arts students.”

Local PSNI liaison officer, Peter Thompson, added his support for the play saying, “What a performance! That was absolutely brilliant!”

One of the actors in the piece, Agnieszka Matuszak, explained, “We were very nervous with the families of the victims being here. It’s really hard going through something like that and we didn’t want to bring up any bad memories.” Agnieszka went on to say that they were proud to help educate young people on how dangerous the streets can be.

The Performance Education pack, created by Sacred Heart College students, is available via the College website.

Certification Officer

UNDER CURRENT LEGISLATION THE UNION MUST PUBLISH TO EACH MEMBER THE FOLLOWING DETAILS:

“In accordance with the provisions of Article 11 of the Industrial Relations (NI) Order 1992, as

amended, hereafter referred to as “the 1992 Order”, the following statement relation to the financial year of the Union ended 31st December 2013 is herewith provided to members of the Irish National Teachers’ Organisation hereafter referred to as “the Union”.

1. Total Income And Expenditure

The total Income Expenditure of the Union in the financial year ended 31st December 2013, as included in the annual Return to the Certification Officer.

| Members Subscriptions | Other Income | Total Income | Total Expenditure |
|-----------------------|--------------|--------------|-------------------|
| €11,685,834 | €910,184 | €12,596,018 | €12,202,064 |

2. Political Fund Account

The Union maintains a Political Fund Account in the Republic of Ireland and no political grants were included in the Annual Return to the Certification Officer in 2013.

3. Analysis Of General Secretary’s Salary And Benefits

The salary paid to the General Secretary was €143,535 . Also included in the Annual Return to the Certification Officer is the Employer’s National Insurance contributions amounting to €15,430. Pension contributions cost £61,002.

No salary was paid to or any benefits provided for the President of the Union or any member of the Unions Central Executive Committee.

4. Independent Auditors Report To Members Of The Irish National Teachers’ Organisation

We have audited the financial statements of the Irish National Teachers’ Organisation for the year ended 31st December 2013 which comprise the Consolidated Income and Expenditure Account, the Consolidated Statement of Total Recognised Gains and Losses, the Consolidated Balance Sheet, the Consolidated Accumulated Funds Account, the Consolidated Funds Income and Expenditure Accounts, the Northern Ireland: Income and Expenditure Account, Balance Sheet, Accumulated Funds Account, Funds Income and Expenditure Account, the Statement of Accounting Policies and the related notes 1 to 21. These financial statements have been prepared under the accounting policies set out in the Statement of Accounting Policies.

Opinion

In our opinion the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the affairs of the Organisation as at 31 December 2013 and of the surplus for the year then ended;

Mazars

Chartered Accountants and Registered Auditors
Harcourt Centre, Block 3, Harcourt Road, Dublin 2

Rights Of Members Of Union

The rights of Members of the Union outlined below is reproduced exactly as required by Article 8 of the 1995 Order, which inserts an additional Article 11A in Article 11 of the Industrial Relations (Northern Ireland) Order 1992 as follows.

“A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the Union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct”.

The member may raise any such concern with such one or more of the following as it seems ap-

propriate to raise it with officials of the Union, the trustees of the property of the Union, the auditor or auditors of the Union, the Certification Officer for Northern Ireland (who is an independent officer appointed by the Department of Economic Development) and the police.

“Where a member believes that the financial affairs of the Union have been or are being conducted in breach of the law or in breach of the rules of the Union and contemplates bringing civil proceedings against the Union or responsible officials or trustees, he should consider obtaining independent legal advice”.

Important notice for all INTO members

– *update your contact details*

Have you recently changed school? Changed job or been promoted? Have you moved house? Changed your phone number or email address?

If you answered YES to any of the above we need you to update your PERSONAL DETAILS in order that we can keep you up-to-date with the latest news and developments in education.

We would particularly ask that members provide us with email addresses and mobile phone numbers. Please be assured that your PERSONAL DETAILS will remain confidential to INTO.

You can update your PERSONAL DETAILS through our website

- ✦ Go to www.into.ie and click on the Northern Ireland site icon
- ✦ Click on the 'Members' Area' button at the top right hand side
- ✦ First time users will need to register in One-off process (this should take no longer than 5 minutes)

To register enter the following information

1. Date of Birth
 2. Teacher Reference Number
 3. School Reference Number (if you are employed in a permanent position)
 4. Surname (Use the name on your INTO Membership Card – if this name is incorrect you will have the opportunity to change it once you log in)
 5. Membership Number (Found on your INTO Membership Card)
 6. Create Password (min of 6 and max of 12 characters)
- ✦ Read the Terms and Conditions and click YES to accept them
- ✦ Click SUBMIT

Once you have accessed the Members' Area click on the MY DETAILS button on the right hand side of the screen to view and amend your PERSONAL DETAILS. If you experience any difficulty registering or logging in please contact Northern Office on: 9038 1455 for assistance.

Back to school

2014/15 INTO diaries and new Membership Plus cards have been issued to all members at their home address

Your 2014/15 INTO Diary

Your INTO diary will provide you with contact details for Northern Office, your Northern Committee Representative, National Committee members, District and Branch Secretaries. Your diary also includes a summary of brief absences, key TNC documents, salary scales and useful contacts for the wider education community.



Membership Plus

Please note your Membership Plus Card covers 2014/15 and 2015/16; no new cards will be issued in 2015.

A limited number of replacement cards will be available at a small cost. Offers are available across a wide range of categories with over 1000 special offers and discounts including shops, services, restaurants, days out, fitness clubs, golf, travel, accommodation, health, beauty and many more. Your Membership Plus card is needed to avail of these offers and is not the same as your INTO Membership card. (Please contact Northern Office should you need a new INTO Membership card.)

Northern Office Reception

As part of the refurbishment of number 24 College Gardens a new telephone system has been installed at Northern Office. Our new system is intended to respond to the increased volume of calls. Members are asked to have either their **INTO Membership Number or Teacher's Reference number** to hand when making a call to Northern Office. Northern Office is open Monday to Thursday from 9am – 5pm (lunch 1 – 2pm) and 4pm on Fridays.



Your new INTO Membership Plus Card for 2014 - 2016

You should have recently received your new Membership Plus Card with your INTO Diary - this card is valid for two years. If you have not received your card, please contact the INTO office on 028 9038 1455.



OVER 1,000 DISCOUNTS OF UP TO 50% ACROSS THE COUNTRY FROM PIZZA TO PUB GRUB, DAYS OUT TO GOLF, HOTELS TO BIG BRAND NAMES, THERE IS SOMETHING FOR EVERYONE WITH SIGNIFICANT SAVINGS IN A SHORT SPACE OF TIME.

Membership Plus is the benefits programme for INTO members. To view the full range of offers, see new offers as they are added throughout the year, enter competitions and much more, ensure you activate your Membership Plus card as soon as you receive it.

The Membership Plus website has recently been updated with a range of new features including:

- 16 Offer Categories
- Search by venue name, town/city or keyword
- Interactive map to see what offers are close to you
- Powerful filter function to narrow down your results
- Save your favourite offers to 'My Offers'
- Suggest a venue and much more...

ACTIVATE YOUR MEMBERSHIP PLUS CARD STRAIGHT AWAY FOR A CHANCE TO WIN A £50 VOUCHER

1. Visit the Membership Plus Website
www.membershipplus.co.uk/teachers

2. Update or Register

Already registered?

If you have previously registered, simply login, using your registered email address and password, and click on **My Account** at the top right of the screen. Click on **Update Card** to enter your new Membership Plus card number. (There is no need to re-register as a new member.)

New to Membership Plus?

To register for the first time, click **Register** and follow the onscreen instructions.

Do this by the 31st October for a chance to win a £50 Voucher!



See how much you can save with your Membership Plus Card...

| Venue | Offer | Example Use | RRP | Saving |
|---|--------------|-------------------------|----------------------|----------------|
| wagamama | 20% Discount | Meal for two | £55.90 | £11.18 |
| Frankie & Benny's | 20% Discount | Meal out with friends | £102.90 | £20.58 |
| Ulster Folk & Transport Museum | 2 for 1 | Family day out | £19.00 | £9.50 |
| Stena Line | 10% Discount | Belfast to Cairnryan | £376.00 | £37.60 |
| Drumbo Park Race Stadium | 2 for 1 | Admission for 2 | £20.00 | £10.00 |
| Galgorm Castle Golf Club | 25% Discount | Four Ball | £240.00 | £60.00 |
| Lyric Theatre | 15% Discount | 4 theatre tickets | £80.00 | £12.00 |
| Cottages4you | 10% Discount | 1 week in 3 bed cottage | £1086.00 | £108.60 |
| Ramada Encore Belfast | 20% Discount | 2 night break for 2 | £180.00 | £36.00 |
| <i>Prices correct at time of press. Terms & conditions apply.</i> | | | Member Saving | £305.46 |

Download the Membership Plus App...

Whether you are out and about and need to see where you can save with Membership Plus or want to see what offers are close to home, the Membership Plus App brings over 1,000 offers to your fingertips. The app is free to download from the App Store or Google Play.



KAREN SIMS



INTO is saddened to have learned that our colleague Karen Sims of the NASUWT has passed from this life following a short illness.

Karen was a genuine trade unionist and a wonderful advocate for teachers. Her commitment to social justice and work on issues of equality for the

LGB&T teachers, in particular, will live long in our memories. Her passing is all the more poignant leaving behind as she does a young family and a grieving husband.

We who were lucky enough to have had the opportunity to work with her will miss her sharp mind

and the energy she brought to every challenge presented to her. We extend our deepest sympathies to her immediate family, wide circle of friends and work colleagues. She will always remain a role model for those who aspire to the ideals of the trade union movement.

Belfast's Amelia is Spelling Bee champion



On 27 June Eason, Ireland's leading retailer of books, magazines, stationery and more, announced the 2014 Eason Spelling Bee Champion was Amelia MacDowell, aged 11, from St Therese of Lisieux in Belfast. The Eason Spelling Bee is part of an overall Eason literacy and reading initiative that aims to inspire children to develop a greater appreciation of words in a fun and educational way, and to encourage them to perfect their spelling and pronunciation skills.

Amelia's journey began back in January at the Antrim County Bee where she was awarded top prize and qualification to the Ulster Provincial Final. Having faced eight other competitors through several rounds, Amelia made her way to the Eason Spelling Bee Grand Final at RTÉ Radio Centre today, broadcast live on RTE 2fm's Tubridy. Successfully spelling out words such as pragmatism, malapropism and pantomime and facing stiff competition from finalists representing Leinster, Connaught and Munster, Amelia was announced as 2014 Eason Spelling Bee All-Ireland Champion when she spelt the word vermicelli correctly.

Now in its fourth year, together with RTÉ 2fm's Tubridy show, the Eason Spelling Bee delivers Ireland's ultimate spelling contest. The year started out with the County Final Bees, which led to four Provincial Bees, each broadcast live on RTÉ 2fm's Tubridy, capturing the buzz and excitement before the Grand Final in RTE Studios today. Over 1,000 schools have taken part with children from 5th and 6th Class and Primary 7 classes throughout Ireland participating in the competition this year.

Speaking at the Eason 2014 Spelling Bee All-Ireland Final, RTÉ presenter, Ryan



Amelia Mc Dowell from Belfast buzzes with excitement as she is crowned champion at the Eason Spelling Bee All-Ireland Final

Tubridy said, "Everyone on the Tubridy Show have had an amazing time taking part in the 2014 Eason Spelling Bee. Massive congratulations to Amelia from Belfast. We've been following Amelia's journey since her first bee in Antrim, and have seen her soar through the competition to be crowned Ireland's best speller! We've been so warmly received by every county and are just amazed at the spelling ability of the students taking part. Congratulations to every school involved."

Also speaking at the Final, Catherine Cahill, Brand Manager at Eason said: "Congratulations to Amelia being crowned the 2014 Eason Spelling Bee All-Ireland Champion. This year we had over 1000 schools take part, that's one in four schools in Ireland, and the standard has simply been exceptional. Thanks to the support of all the teachers, schools and communities from right across Ireland who have been hugely supportive throughout the competition. We can proudly say that this year's competition has exceeded any other year and was the best Spelling Bee competition yet."

More Exciting News; this year for the first time ever, the Eason Spelling Bee



journey has been followed by television cameras and will have a one hour special featuring the contests, their families and friends. Tune into RTÉ 1 on Sunday 31st August to watch the captivating Eason Spelling Bee journey unfold.

Stemming from the popularity of the Eason Spelling Bee in schools, Eason have developed a free to download Spelling Bee app which will allow both kids and parents to take part in their own spelling bee at home. The Eason Spelling Bee app is available to download from the Apple App Store.

For more details on the Eason Spelling Bee, visit www.easons.com/spellingbee and stay tuned to RTÉ 2fm for more details.

Follow Eason on Facebook – [Facebook.com/EasonsIreland](https://www.facebook.com/EasonsIreland) and Twitter @easons

Cornmarket Insurance Services



The INTO's official car, home, travel and motorcycle insurance provider Adelaide Insurance Services, is changing its name to Cornmarket Insurance Services. Adelaide Insurance Services has been owned by Cornmarket since 1996 and is adopting its parent company's name in order to unite their strengths as one entity. Their combined experience servicing INTO teachers in Northern Ireland and the Republic of Ireland amounts to almost 50 years.

How does this benefit INTO members?

"The same dedicated team, at the same Belfast office, under the same management will continue to deliver

excellent value for money to teachers. Our unique relationship with the INTO has spanned many years with its beginnings in the South in 1982 and then in the North in 1997. Teachers work hard shaping responsible citizens of tomorrow and so we believe Teachers deserve insurance cover that rewards and recognises their responsible attitude. This remains a cornerstone of our service." Sam Geddis, Director Cornmarket Insurance Services

For more details visit www.adelaideinsurance.com until mid September 2014 when it changes over to www.cornmarketinsurance.co.uk
028 9044 2200



INTO SEN Seminar

Following our very successful previous seminars INTO is running another CPD opportunity for members.

The seminar will give our members the opportunity to explore the challenges and interventions for teachers dealing with pupils with challenging behaviours.

As at all INTO events teachers will have the opportunity to discuss issues with experienced teachers from a wide range of sectors and settings.

Saturday morning, 22nd November 2014

Venue: Vere Foster House 24 College Gardens Belfast

Time 10am- 1.00pm

Topics

Causes/triggers of Challenging Behaviour and positive solutions

and

Support networks and Risk Assessments

The seminar is open to all INTO members. It will be of interest to teachers from Nursery through to Post Primary. Numbers will be limited so please register early to secure a place. The Seminar will be held in INTO's newly refurbished offices in Belfast. It is a morning seminar and members may wish to take the opportunity to do some early Christmas shopping in the afternoon.

Contact Northern Office by (the traditional methods phone, email and post)

Submissions to Printout

Printout has a readership of over 7,000. As a membership led organisation INTO is offering the opportunity for members to contribute to future editions of *Printout*.

- ✦ Are you a Branch that has organised a social or trade union event?
- ✦ Are you a school that is involved in

an educational initiative?

- ✦ Are you a teacher with experiences or knowledge that you could share with your colleagues?

If so we want to hear from you!

Contact Christine McDonnell on 028 9038 1455 or email cmcdonnell@into.ie.

Advertising in Printout

- ✦ Have you an event you would like to promote?
- ✦ Are you involved in providing a service that may be of interest our members?

INTO members can place an advert in *Printout* at a reduced rate.

Contact Christine McDonnell on 028 9038 1455 or email cmcdonnell@into.ie.

Printout is published by the Irish National Teachers' Organisation and distributed to members and educational institutions.

Articles published in *Printout* are also available on our website www.into.ie.

The views expressed in this journal are those of the individual authors and are not necessarily endorsed by the INTO.

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*Cornmarket Insurance Services average Teacher car insurance premium June 2014 £236. ABI's motor insurance premium tracker published in Insurance Times 27.1.14 - during 2013 the average motor insurance policy £374. Competition closes end Sept 2014. Terms & Conditions apply. Calls may be recorded for our mutual protection. Cornmarket Insurance Services, 1st Floor, Boucher Plaza, 4-6 Boucher Road, Belfast, BT12 6HR

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