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into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

September 2013



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New Year Planning

The respite provided by July and August has given way, too quickly, to the incoming school year. We can sustain ourselves with fond memories of a summer that came with continental sunshine and balmy evenings in the months ahead.

The work of Northern Office continued over the summer as we attempted to address the backlog of issues we face and complete the work underway regarding a myriad of terms and conditions questions. The work of the office staff and the three senior officials continues to be a wonder to me as they balance all the competing demands they face.

Looking back over the year INTO has been reasonably successful in delivering for you. The many colleagues in schools facing closure or amalgamation will benefit from the Schools Re-organisation Agreement. INTO has been very active in this area visiting the vast majority of schools who find themselves in this predicament. We will continue to

monitor area planning as it unfolds faster across the North.

We ended the year taking industrial action in respect to the unreasonable demands created by a new assessment regime. Discussion continues to see if we can persuade the architects of this failure to see some sense and we remain hopeful that in the end we will arrive at an agreed solution. A solution providing an assessment regime that is both manageable and useful. Teachers, our young people and their parents deserve something better than the mess that currently exists in this area.



GERRY MURPHY,
Northern Secretary

An old enemy came back to visit themselves upon us. The Finance Minister,

a man who formerly was employed as a teacher, Sammy Wilson MLA, MP has brought forward a Northern Ireland Public Service Pension Reform Bill. This Bill is designed to give effect to the "pension reform" already underway on foot of the British Treasury's raid on teachers' pensions. The INTO is part of

the core group of Trade Unions fighting to ensure that our local politicians don't make themselves party to an alleged reform that is about robbing teachers to service a debt incurred by the governments friends in the world of finance. It is clear already however that our friends on the hill have a very simplistic view of what for teachers is a huge and complex issue.

The reluctance of ESA to emerge from the political shadows continues to be a great source of frustration. Those opposed to ESA are a strange mixture of the eternal naysayers, the nominally progressive and the selfish. INTO is engaged with our colleagues in the NITC and the Education Trade Union Group of the ICTU in some very intricate work aimed at ensuring that our members are protected when ESA inevitably emerges into the light. The work being generated for the office alone in this area is significant.

As another school year begins, INTO will continue to be the campaigning union that is strong in support of members and unafraid to challenge those who would seek to exploit our members. INTO is the largest teachers' union in Ireland with a proven track record. INTO is your union.

NITC meets with the inspectorate

INTO, in conjunction with the Northern Ireland Teachers' Council (NITC), meets with the Chief Inspector and others once a term to discuss a range of issues with the current inspection process here in the North. At the last meeting of the NITC/ETI the following issues were discussed:

✦ **Update on primary and post-primary pilot inspections**

ETI are seeking to improve partnership working with schools to gain a holistic view and help build the school's capacity. From September there will be new shorter 2 or 3 day inspections in place of previous short or focus inspections, with one report back to principal, governors and staff. Teachers will no longer receive individual feedback but will receive comments on their teaching at the time of their visits.

✦ **Sustaining improvement pilot Inspections**

These inspections were of schools which had received outstanding or very good in a recent inspection. This pilot is still being assessed

✦ **Associate Assessors**

More Associate Assessors are being appointed. In response to the recent advertisement there were 200 applicants, including vice-principals and senior teachers. ETI are seeking to develop the role of Associate Assessors in inspections.

✦ **Notification periods for inspections**

The notice periods for all inspections will be two weeks from September 2013.

The next meeting of the ETI and NITC is in October 2013.



NUALA O'DONNELL,
Senior Official

Fair Process?

A recent decision by an independent appeal panel highlighted not only the importance of relying on the use of agreed procedures when attempting to discipline and dismiss an employee but also the importance of ensuring that the process was fair in respect of the accused.

What are the rights of the accused in a disciplinary process?

The rights of any individual facing a disciplinary matter are based on the principles of natural justice. These rights include:

- ✦ The right to a fair hearing;
- ✦ The right to be considered innocent until proven guilty;
- ✦ The right to see all the evidence brought against oneself in any potential disciplinary matter; and
- ✦ The right to not to be judge and jury in one's own case.

The agreed TNC disciplinary procedure, at the outset, requires that any disciplinary process must be conducted in accordance

not only with the process set out but that the Governors must ensure that the process is underpinned by the four tenets set out above.

In the recent independent appeal decision, the panel were critical of the Governors failure to conduct an unbiased investigation into the events that surrounded the decision to dismiss. In addition, the failure to secure and supply the appellant with all the evidence was a crucial one which also was the subject of criticism by the appeal panel. Perhaps the two most worrying issues which ultimately rendered the dismissal decision unsafe were the significant delays by the Governors in responding to correspondence and requests for information. This meant that the appellant was always at a disadvantage when responding to any investigation as they would not have known what, if any, information the investigatory panel had and which they were using to inform their decision. The second issue sur-



TONY CARLIN,
Senior Official

rounds the management of witnesses. A witness can only give evidence about specific matters. Individuals who were not directly associated with events should not be questioned about the events as their evidence is at best hearsay. In addition during the questioning of witnesses, parties should ensure that the questions are about the disciplinary matters and that the attempt by either witnesses or investigators to raise other issues of concern is resisted.

Overall this case highlights that just following the procedure is not enough. The net effect of this process is that a teacher was the subject of a flawed process which lasted in excess of 12 months during which the teacher's professional livelihood was under threat. In addition, staff in the school who were called as witnesses will now have to deal with a colleague who is returning to work after a long absence. Finally the Governors must question their motivation and drive in progressing a dismissal which was repeatedly challenged by the teacher and INTO.

If there is one lesson to be learnt from this appeal it is that just relying on the procedure is not enough. The rights of the accused must be protected throughout the process. This did not happen and as a result the dismissal decision has been rejected.

Incoming Chairperson ...

I first joined INTO when I started teaching 39 years ago. Some years later I attended my first Tyrone Central Branch meeting. Since then I have been an active INTO member. I served as Branch Chairperson and later Secretary before being elected to Northern Committee in 1997 as a primary representative for the WELB area B. In fact being part of INTO has played a huge part in my teaching career.

During my time as an area representative on Northern Committee I have had the opportunity of working with colleagues, who as serving teachers, have first-hand experience of the issues which are impacting upon members.

I first served as Chairperson of Northern Committee during the year 2003-2004 and I am delighted to have the opportunity to undertake that role again, 10 years later.

The Northern Committee is supported by a network of Branch Secretaries and Chairs who are also very close to local issues. INTO policy is decided by the membership and the

Northern Committee and then brought forward by Northern Secretary, Gerry Murphy and his team of full time officials and support staff.

In my role as Chair of the Northern Committee my first task is to Chair Northern Committee meetings which are held each month. Chairing a meeting of colleagues who are passionate about what they do is never dull!

The Chair also has opportunities to articulate members' views at various meetings with people or groups who administer education here. After 39 years as a teacher, 15 years as a Teaching Principal, 16 years as an INTO area representative and 9 years as a member of the Western Education and Library Board, I feel I am well placed to represent the views of the membership.

I am looking forward to the challenges ahead. My predecessor, Mary Dorman, set a high standard. Mary was at the forefront of our campaign calling for the end of CBA and the modification of Key Stage Assessment, two very successful



campaigns. Mary was also working on a number of other initiatives which I will continue with her help.

In my role as Chair I will also be able to call on the incoming Vice Chairperson Annmarie Conway, also Tyrone Central, for advice and support. I also hope to have an opportunity to work on issues in which I have a particular interest, to visit some schools and attend some Branch meetings.

Rita Fox
Chairperson
& Annmarie
Conway Vice
Chairperson

Assessment

– why it is important to get it right

INTO members are currently boycotting the new assessment arrangements, and not without good reason. Northern Conference, in March 2013, unanimously called for such a boycott, until such times as an assessment system which is fit for purpose has been developed and agreed. What are the hopes of such a development?

The current regime of assessment, which INTO members have so robustly rejected, is but the latest in a long line of attempts by CCEA and DE to come up with a system of assessing pupils which is capable of fulfilling a number of purposes. Is such a system even designable?

Every teacher would agree that assessment is a vital ingredient of teaching and learning and is an integral part of the education process. It not only lets teachers know how well, or otherwise, pupils are learning and progressing, it also enables us to provide the appropriate educational support that pupils need to move forward. Assessment also allows us to gauge the effectiveness of various approaches and methodologies. Assessment outcomes enable us to provide information on pupils' attainment to parents, employers and other interested parties.

Why then has pupil assessment become such an emotive and contentious issue? The answer to this question lies in the use of assessment outcomes for purposes other than those for which they are intended, particularly for labelling teachers and schools as successes or failures.

In over thirty years of teaching, I would suggest that the most continuously changing aspect of education has been the nature, impact and purpose of assessment. We are yet again in the midst of a major review of qualifications at ages 16 and 18.

Massive, radical changes to assessment have been introduced in England. The problems that we are now facing stem from the fact that, over the years, assessment has been asked to perform an ever-increasing variety of functions. Assessment is now used to judge individual pupil progress, to evaluate schools (league tables) and to monitor national and international performance. I think it is a fair question to ask – is it possible for any system of assessment to fulfil all these aims simultaneously?

We all know that good teachers use assessment informally in the classroom to make judgements on how pupils are progressing and to gather information on what pupils need to help them move forward. Back in the seventies and the early eighties, this was the main purpose of assessment in school. Nowadays, assessment outcomes are used not only to help teachers decide on the next steps for a pupil's learning, they are also used to: compare school with school; judge a school's performance against government attainment targets; make decisions on pay progression for teachers and principals; decide whether a school qualifies for additional funding. Assessment outcomes are also central to inspection reports on schools. This is a massive change from the earlier use of assessment, which was to tell us what a pupil

knew and understood, at a given point in time.

Research has shown that, when the outcomes of assessment are used to judge a school's performance, the impact for pupils can be very negative. The danger is that the school will take steps to improve its performance in the assessments, at the expense of the long-term needs of its pupils. We are all well aware of the pressure to 'teach to the test' and the negative impact this can have on pupils' deeper learning. If assessment outcomes may affect our pay, the perception of our school in the community, the funding our school receives and such like, is it any wonder that this can have a direct impact on what we teach and how we teach it?

INTO members at Conference 2013 were right to throw out the current assessment regime. They were also right to demand that the powers that be come up with an assessment system that is fit for purpose and which adequately carries out the main purpose of assessment, which is to let us know what our pupils know and understand, so that we can take them forward on their learning journey.

DE and CCEA need to find other ways of making schools accountable for their overall performance. Until they do, INTO Members will adhere to the core function of their calling, which is to teach their pupils well, continuously assess their progress and bring them to their full potential.



BRENDAN HARRON,
Senior Official

BELONG

*Call for Teachers to join
KS2 Anti-Bullying
Resource Writing Team*



What is BELONG?

BELONG is a family support programme which aims to improve outcomes for Black and Minority Ethnic (BME) children, aged 7-12 years. This cross-sector partnership project delivers programmes across the Southern Health & Social Care Trust area.

What is the 'KS2 Anti-Bullying Resource'?

BELONG's new anti-bullying resource will support teachers in creating awareness of anti-bullying and anti-racial bullying. The resource will be targeted to KS2 and will have curricular links to Personal Development and Mutual Understanding (PD&MU) as

well as focusing on the development of cross-curricular communication skills.

The art work for this resource will be created by P7 children as part of a schools competition later this year, 2013/14. The resource will be disseminated to participating schools for piloting before being updated for regional dissemination.

This work is supported by BELONG's Education partners: SELB, Inclusion & Diversity Service, Irish National Teachers' Organisation (INTO) and Ulster Teachers' Union (UTU).

What is the Writing Team?

BELONG would like to invite teachers to register

Change must involve schools

A view by District II Secretary, Paul Kealey

Paul Kealey began teaching in St. Joseph's Boys' School in Derry in September 1988. He is currently vice principal. He has been an active member of the INTO and is the current District 2 Secretary. He has also been the school representative and regularly attends the Northern Conference and the INTO Congress.

I find the role of district secretary challenging and informative. It has given me the opportunity to be involved in policy making decisions within the INTO. I have a very keen interest in how schools are funded and have regularly spoken on the issue at Conference. I have contributed written material on many occasions to the Department of Education.

Over the last number of years the biggest challenges I have faced within schools are in the areas of assessment and the entitlement framework.

The whole area of assessment has been very confusing for staff, pupils and parents. Being an active member of the union and managing my role as a vice principal trying to lead assessment development has given me the opportunities to inform Northern Committee members of the difficulties that staff face within schools in the area of assessment. I was delighted to see the most recent bulletin when members were instructed to boycott the new assessment arrangements. This will obviously send a clear message to CCEA and the Department of Education that the area needs to be addressed and the concerns of teachers need to be addressed. The assessment development and guidance from CCEA

has not helped staff. The delivery from CCEA and the training programme implemented by CCEA had numerous shortcomings.

Schools have found themselves under immense pressure trying not only to meet the requirements of, but to actually provide, the entitlement framework. Trying to ensure the 24 / 27 combination of subjects within a school that has seen staff reduction over the last number of years has taken its toll on the staff. Staff are under more pressure to find new and meaningful subjects in a climate of funding reductions, fewer resources and very little time for appropriate professional development. They have found their timetabled lessons increasing year on year, with less time for planning and preparation. Area learning communities are providing a mechanism to meet the post-16 provision but again this has placed demands on schools - co-ordination of timetables, learning agreements, transport issues, admissions criteria for different types of schools and quality assurance arrangements. This has to be managed by staff who are already managing their individual schools. This additional workload has to be managed. Staff in smaller schools and those with small sixth form provision are also concerned



about the impact learning communities will have on their teaching jobs.

I would hope that during this new academic year schools will be given the opportunity to take stock of where they are at. Additional funding needs to be found for schools to provide resources that have not been purchased due to funding cuts that have been implemented over the last number of years. Computer equipment has become outdated and needs replenished. The pace of change needs to be slowed, allowing schools the opportunity to take stock of their current position and allow a period of reflection.

their interest in joining a writing team to develop teaching guidance, lesson plans and activities for incorporation into this new resource.

The writing team will be co-ordinated by BELONG's Anti-Bullying Programme Officer and will meet for the first time in late September/early October 2013.

Members will meet again on a further two occasions and, in addition to these meetings, will undertake work independently from home. The work of the team is expected to conclude by late February/early March 2014.

Members will receive expenses related to their involvement.

Over To You!

If you are interested in applying to become a member of the Writing Team, please review the criteria below.

Individual members of the writing team will offer one of more of the following:

- ✦ Experience of teaching at Key Stage 2
- ✦ Experience of curriculum development or curriculum-based resource development
- ✦ Demonstrable knowledge of the theory and practice of anti-bullying work within the primary school setting

Individual members of the writing team will also have:

- ✦ Strong interpersonal skills and organisational skills;
- ✦ The ability to exercise initiative;
- ✦ The ability to work efficiently, to meet deadlines and to operate within a flexible working arrangement;
- ✦ Excellent oral and written communication skills.

Still interested?

Please email Joanne Donnelly at joanne@belongni.org for further information, full criteria and application forms.

The closing date for receipt of application is noon on Friday 13th September 2013.

SEN Conference

INTO Supporting Members and building capacity

A very successful SEN conference was held on 1st June 2013 in Belfast. The conference was aimed at supporting teachers with an interest in SEN. Teachers from all sectors and phases attended. The willingness of members to attend this conference on a Saturday morning in June indicates the professionalism of our members and highlights the failure of our employers to meet the capacity building requirements of teachers.

The conference was addressed by Peter McAlister who gave a whistle stop tour of Attachment Theory. Schools are focusing upon the reasons for underachievement as part of the drive to raise standards. Attachment Theory can provide some answers and strategies that address underachievement. Pupils who demonstrate secure attachment in school are less dependent on the teacher and are more prepared to take advantage of all learning opportunities. Pupils with insecure at-



MARY DORMAN, Northern Committee Chairperson

achment can present with challenging behaviour and fail to seize learning opportunities. Teachers who are able to develop positive relationships can act as a bridge for these pupils and support them in developing the techniques to overcome their barriers. The presentation gave some practical advice to teachers on how to manage pupils who may be displaying issues related to attachment. The presentations are available in the members' area on the INTO website.

The conference looked at the issues related to workload and effectiveness of IEPs. The guidance from the Capacity building file was used as a reference point. Participants highlighted that IEPs are sometimes written for pupils who do not require them. Pupils only require an education plan if they are on stage 2 or higher of the Code of Practice. If a pupil requires differentiation, that can be adequately provided for within the curriculum planning process, then the teacher's planner is the most appropriate to

record this. The participants found that IEPs were most effective when they were short (1 to 2 A4 pages). The IEPs should be pupil rather than subject focused. The number of targets should be manageable for the pupil. It was noted that teachers undertaking PRSD work on 3 targets. The best IEPs focused upon the strengths of the pupil and the barriers to learning that they encounter.

Attendees at the conference have been enrolled onto INTO's mailing list. The mailing list allows members to seek advice and support from members of INTO's SEN NI subcommittee as well as connecting with other teachers in mainstream, special schools, ELBs and in all phases working in the area of SEN. Membership is open to all INTO members. If you have not already registered contact: infoni@into.ie

To provide further support to members we have developed an SEN section on our website. This contains a range of information and resources that will support teachers in mainstream and SEN settings. The conference provided valuable professional development and the opportunity for members to meet and discuss issues. Members should look out for details of our next event. You can preregister your interest by contacting Northern Office.

New procedure to deal with school reorganisation

In June 2013, a new procedure was agreed through the Teachers Negotiating Committee (TNC) to deal with reorganisation of school provision. The procedure entitled **School Reorganisation Agreement** (TNC 2013/2) establishes a new process to manage any reorganisation of educational provision which has been the subject of consultation and a Ministerial approved development case. This procedure therefore offers protection for teachers, including Principals and Vice Principals involved in:

- The creation of a new school through the amalgamation of two or more existing schools;
- The closure of an existing school;
- The establishment of new models of school governance within an area; and
- The creation of new jointly managed schools.

The new procedure replaces the Collective Agreement which is now defunct.

The procedure applies to all permanent teachers, and those temporary teachers who may have acquired the rights of permanent teachers. In addition to the new procedure, changes have been agreed to the level of protection payable to those teachers presently and in the future holding reorganisation allowances.

The main points to note from the School Reorganisation Agreement (TNC 2013/2) are:

- ✳ Staff to be consulted throughout the process;
- ✳ There will be no compulsory redundancy of those teachers who are redeployed under the terms of this Agreement in the two years immediately following the effective date of the reorganisation. Staff who do not wish to transfer to another school will be entitled to avail of the severance arrangements pertaining at the

effective date of the reorganisation;

- ✳ Redeployed staff to be consulted about changes to job descriptions arising from the change;
 - ✳ Travel and house removal expenses are payable; and
 - ✳ Reorganisation allowance protection has been reduced from lifelong protection to four years from the commencement of the academic year following the reorganisation.
- INTO will be providing our representatives with copies of this and other new procedures over the next few months. However if your school is proposed for closure or amalgamation then you should contact your Northern Committee or CEC representative to arrange a meeting to discuss how the reorganisation should be managed.

TONY CARLIN, Senior Official

Benefit Funds Committee

Who are we?

We are an INTO committee made up of 5 Division Reps plus the General Treasurer and General Secretary. The purpose of the Committee is to give help and advice to INTO members who fall into financial difficulty. The Benefit Funds Committee (BFC) is seen as the Big Friendly Committee.

What do we do?

- ✦ Meet members to establish if help can be given or just to give advice
- ✦ Meet on a regular basis to discuss cases
- ✦ Attend joint CEC/BFC meetings that give authority for the INTO to spend money on legal cases
- ✦ Sign off Death Grants and Christmas Grants

How do we work?

Hardship cases and advice

The BFC member is contacted by member. The BFC member arranges to meet the member to discuss the issue and complete paperwork

The case is then discussed confidentially within the committee. A consensus is reached after discussion. The outcome may be favourable or unfavourable. On occasions the Rep is asked to go and seek more information so that the Committee can have a clear view of the difficulty and the commitment that the Committee may be taking on.

The BFC Rep will usually then contacts the member to pass on the decision. A letter often follows from Head Office to the member.

Death Grant

The BFC oversees death grants for INTO members and their spouses. A 4,000 Euro is available to help with funeral costs in the event of a member's death. A 2,000 Euro grant is payable in the event of the death

of a member's spouse.

To claim the grant a form is requested from and returned to the BFC Rep for authorisation.

Attendance at meetings

BFC attend District meetings but only attend Branch at the Branch Request. Division I Rep is also member of NC.

What financial help can be given?

- ✦ A small emergency grant (if specific conditions are met).
- ✦ One off grant to help resolve a situation
- ✦ Long term grants on occasions that are reviewed regularly
- ✦ A grant that will be paid back when maybe a lump sum comes through (Ill health)

Is there a stereotypical member who needs help?

Each case is individual and it is important to stress that but in a broad way there could be 2 stereotypes:

- ✦ Members who fall into ill health and financial difficulties follow
- ✦ Members who get into debt by a partner who leaves a financial mess before a breakup

Specific Examples

- ✦ A teacher who had to leave home because the home couldn't be heated. A grant for oil was given.
- ✦ A teacher who had retired due to mental health issues and was officially homeless was given a small grant to cover something that needed paid for.
- ✦ A grant was given to a member who was about to lose the house due to a marital breakup. The member's partner was refusing to co-operate to resolve financial difficulties.
- ✦ A recurring grant was given to a teacher

for a limited period while the teacher got their finances sorted after a breakup with child care the main issue.

- ✦ A terminally ill member was given a grant to make up shortfall in salary for a couple of months.

How can INTO members help?

- ✦ Ask the Branch Secretary to action a death grant if they hear a member has died.
- ✦ Get members in need to give me a ring to discuss the issue. If they don't ask they won't get and the worst thing that can happen is that the BFC will say no. The result won't be passed onto the NC Rep by the BFC though the member may share it with the NC Rep.

Paddy Mc Allister



*Paddy Mc Allister
– Your BFC Representative
(Tel : 02894452728 or email
pmcallister@into.ie)*

Homework howlers

Our children's embarrassing and exaggerated home life revelations

Asking for examples of faux pas committed by eager children in their schoolwork, can have sometimes unforeseen consequences as the following extracts show.

When one child was three, he announced to his nursery that Mummy had a baby in her tummy – she did not – and took the tale to the point of drawing a picture for her teacher of her mum and a big belly. Other stories include “Mummy and Daddy's favourite place is bed,” from

the daughter of a vicar and chair of governors'. One young girl drew a picture of her favourite pub, The Mansion in Gipsy Hill, and showed herself with a sad face by the pub because it was closed. The parent commented that the school probably thought we were complete alcoholics.” One of my favourite faux pas is “My mummy puts her make up on and walks the streets at night to earn money,” from the son of an Avon lady.

Dads don't escape the embarrassment either. One little boy wrote about a 'secret' collection of magazines found under his bed, while another waxed lyrical about a “special lady friend Mummy has never met.”

One of the perks of being a teacher is the humour and funny things children say, they come out with the most hilarious things. Teachers are parents too, and we're all aware how difficult it is to raise children – nobody's perfect!!

The Annual INTO



Showcase your talent in 2014

All Members Invited to Enter

Give me a museum and I'll fill it, said Pablo Picasso – INTO is calling on you, the creative folks out there, to fill Northern Office with entries for the 2014 INTO Art Competition.

2013 saw the first year of the INTO Art Competition and building on its success we are inviting members from across the North to submit work for consideration by an expert panel. The winner will receive a substantial cash prize, the presentation being made at Northern Conference in February 2014 and their work will become part of the Northern Office art collection.

Whilst offering an opportunity to recognise and celebrate the talent of members the competition also aims to build up a collection of original works that will remain on permanent display in Northern Office. It is expected, during February, that entrants and members will be able to visit Northern Office, during office hours, to view an exhibition of the submissions.

Our 2013 winner Magdalena Beldows-

ka, a member of Belfast branch, explained something of the inspiration behind her winning work (Castlewellan Forest):

I specialise in oil painting. I like to experiment with colours to create images of warmth, sunlight and shadow. 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.

We hope that following the summer break inspiration will be plentiful and the extended handing in period will encourage and facilitate as many members as possible to enter. It could be your work hanging in this new and exciting collection.

Entering the Competition

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

- ✦ Please submit an Application Form for Submission of Work/s before 20 December 2013
- ✦ 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 for INTO)
- ✦ It is anticipated that the day/s for handing in work/s will be mid-January 2014, entrants will notified. After the handing in day entries will be considered by the Selection Panel for exhibition.
- ✦ Winner to be announced at Northern Conference.
- ✦ Northern Conference will run 28 February – 1 March 2014, Killyhevlin Hotel, Enniskillen

For full details of entry conditions please see submission form.

Please find on next page the Application Form for Submission of Work/s.

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

For further details or queries please contact Northern Office:
23 College Gardens, Belfast, BT9 6BS,
0289 038 1455, infoni@into.ie

Art Competition

Application Form for Submission of Work/s 2014

PLEASE NOTE: Entrants must complete and return this form to Northern Office by 4pm on Friday 20 December 2013 if they wish to hand in work for consideration by the Selection Panel. Works without a corresponding application form/entry number will not be accepted.

IF SUBMITTING MORE THAN ONE ENTRY PLEASE USE A SEPARATE FORM FOR EACH (MAXIMUM OF 3)

Return to:
Art Competition, INTO, Vere Foster House,
23 College Gardens, Belfast, BT9 6BS

First Name..... Surname.....

Member No..... Email Mobile.....

Home Address.....

Town/City..... County.....

Postcode.....

Title of Work.....

Dimensions Height.....

Media.....

For Sale All entries should be for Sale Catalogue Price

(Price available to public, NB should include 15% INTO commission)

Please Note

Entrants will be notified in advance of the date/dates to hand in submissions.

I do /do not wish to pay the suggested £5.00 registration fee (£5.00 per entry)

Cheques payable please to Irish National Teachers' Organisation.

We cannot accept credit/debit card payments.

Please note any special requirements you would like us to bear in mind.

I have read and agree to all the conditions of entry



Pieces submitted for consideration by the panel should be original works by the artist named, 2 dimensional and should have been completed within the past 5 years. Entrants to make all reasonable efforts to present their work as ready to hang. All entries are subject to selection. Winners will receive a cash prize but no additional monies should this be less than the catalogue price. Winning entry will become the exclusive property of INTO. INTO retains its discretion to reject works considered objectionable or contrary to the aims and objectives of INTO. INTO will take all due care with works

handed in but INTO accepts no responsibility for the damage, loss, theft, or accident, of any kind, from any cause, while the works are under the control of INTO or in transit whether or not caused by their negligence. Entrants are advised to insure their own work. INTO will not be responsible for any work that has not been collected on the specified collection date/s and there will be a storage fee of £10.00 per week for uncollected works. INTO reserves the right to make any further adjustments deemed necessary. The panel's decisions are final.

ANNUAL TEACHERS' ART COMPETITION – Celebrating Talent

The Vere Foster Memorial Lecture 2013

This year's annual INTO lecture took place in the Crumlin Road Gaol, Belfast on 21st June. It was my privilege to deliver the lecture which took James Larkin's contribution to Irish Labour History as a theme and I would like to take this opportunity to thank the large audience for their attentiveness and willing participation in the discussion which followed. What emerged from the lecture was the remarkable quality of leadership displayed by Larkin in galvanizing unskilled labour from their demeaned circumstances into a potent industrial force. In doing so he challenged the then existing assumption as to the worth of working class people, provided a sense of dignity to a large element of the working class and helped initiate a rethink on the state's responsibilities to all its citizens which was to lead to the post World War II reforms which are currently under threat.

The role of educators in inculcating a strong sense of ethics has never been more vital as the centre of gravity of political discourse is centred firmly on the right. It would perhaps be instructive to look at what life was like for working people in Belfast when Larkin first arrived in 1907.

The Northern Capital was then an overwhelmingly Protestant city (over 75% of its population) and it differed from other Irish cities and towns in that it had experienced exponential industrial growth in the 19th and early 20th centuries. In 1907 Belfast was the 12th largest city in the United Kingdom and had grown from virtual obscurity at the beginning of the 19th century to increase its population to around 350,000 inhabitants in 1911.

Belfast's industrial concerns had grown correspondingly large. It is estimated that Harland and Wolff and Workman and Clarke's respectively were the first and sixth largest shipyards in the world. The rope works were certainly the largest in the world and on top of this Belfast could boast of huge linen mills and large engineering firms. In consequence of this many owners of Belfast's industry had become millionaires. While they were often philanthropic in their personal lives they were usually conservative and unionist in public life and deeply suspicious of organized labour, especially unskilled labour.

Skilled workers had established themselves by 1907 and were relatively well

paid. Many could now afford to rent the recently built parlour houses. However the unskilled labourers, who had swollen Belfast's population, whether Protestant or Catholic, were systematically excluded from the well paid skilled trades. They were forced to compete for poorly paid work and were discouraged from joining trade unions by Belfast's biggest employers. The 3,100 dockers in Belfast earned, no more than 50p a day for back breaking casual work at a time when it was estimated an average family needed at least £1.65 to survive. Women and children were forced to take low paid work in the mills to supplement the family income.

Whereas a skilled tradesman in the Sirocco Works, Mackies or Coombe Barbour's could have paid around £2 before the Great War a labourer could only expect to receive around 80p to 90p per week. Belfast families at the time were large and there was no safety net of a Welfare State. A serious illness in the family could lead to poverty and/or the workhouse. It is to James Larkin's eternal credit that he challenged the assumptions that underpinned the industrial inequality

then current in Ireland. Larkin certainly made mistakes. He could be headstrong. However, he valued people equally regardless of their social standing and he devoted a lifetime to the cause of improving the lot of the most vulnerable in society. Effectively Larkin's legacy is his sense of justice and willingness to confront injustice. All unions would do well to cherish that legacy.



Niamh Purseil, author and historian, Noel Ward, General Treasurer, Jimmy McDermott, INTO member & local historian, and Gerry Murphy, Northern Secretary

Towards 150 years of INTO

Niamh Purséil outlines her vision to develop a historical record of the growth of INTO

The INTO will celebrate its 150th anniversary in 2018 and will be publishing a history of the organisation to mark the occasion. The INTO is not only one of the oldest unions on this island but has operated on a thirty-two county basis throughout its history. In 1968, T.J. O'Connell (general secretary from 1916 until 1947) published *100 Years of Progress*. The story of the Irish National Teachers' Organisation a book which he acknowledged, was 'concerned almost entirely with events and activities south of the border' after 1922. O'Connell anticipated that a book by the Northern Committee to celebrate its golden jubilee would be published in 1972 but regrettably, perhaps in part because of the circumstances of the time, the history of the organisation in the north did not appear.

INTO beginnings

During the mid-nineteenth century, local associations of national teachers had begun to emerge in Ireland but it was not until 1868 that they came together to form a national organisation. At the beginning of that year, the government had established a commission to inquire into the system of primary education in Ireland and the existence of this Powis Commission highlighted the need for teachers to speak for themselves with one voice. On 15 August 1868 a meeting was held at 33 Denmark Street in Dublin with the purpose of consolidating 'the various teachers' associations at present in existence so that the national teachers might form a solid phalanx in order to obtain their just rights' from which the Irish National Teachers' Organisation emerged. At its second congress four months later, Vere Foster, the Belfast based philanthropist and a driving force behind the new *Irish Teachers' Journal*, was elected the organisation's first president.

Over its first fifty years, the INTO, which then saw itself as a professional organisation rather than a trade union, campaigned for improvements in teachers salaries, pensions and general conditions of employment, not least on the question of tenure. Among the notable successes was the winning of monthly payments of salaries in 1916; prior to that salaries had been paid quarterly but teachers still had to attend their school manager's residence to collect their cheques. Around this time, the INTO became more professional, appointing its first full-time general secretary (T.J. O'Connell) in 1916 and opening its own Head Of-

fice three years later. Its membership grew substantially. By 1900 less than half of the 13,000 teachers were members of the organisation but by its fiftieth anniversary in 1918 it had a membership exceeding 10,500.

The political situation in the country presented challenges to the INTO, however.

Including, as it did, teachers from the nationalist and unionist traditions, the organisation was diligent about avoiding anything of a 'sectarian or political nature' from INTO meetings. Tensions were inevitable and occasionally ended up in splits but where these did occur, care was taken to resolve these breaches. When, in 1918, the INTO affiliated with the Irish Trade Union Congress and Labour Party and lent its support for a one day general strike against conscription, it was a move which many protestant members saw as a breach of the INTO's non-political status and the result was the formation of the Ulster Teachers' Union (UTU) in 1919 and which was to grow in size and influence after 1922.

Once it became clear that a separate government would be established in Northern Ireland, the INTO executive set up what was known as the 'Vigilance Committee' to watch over developments in the North and report to the CEC. The Northern Vigilance Committee was, in effect, the northern executive (although its title was only changed at the end of the decade) and at the 1922 Congress, a resolution was passed calling for a whole time organiser be appointed for the Northern Area and 'that a Northern Office be opened in Belfast and a secretary appointed to take charge thereof'. The CEC was to make the appointment (for one year) on the recommendation of the Northern Vigilance Committee. Following this decision, Mr. Joseph Boyce, a retired member from Belfast, was appointed, becoming the first of the six northern secretaries to date, and an office was established at 82 High Street. The INTO in the six counties had a stand-alone one-day annual congress to deal with specifically northern issues while also attending the annual Easter Congress which was notionally for the whole organisation

but which, in practice, dealt mainly with matters relating to the south. If many of the issues the northern INTO dealt with were similar to those in the 26 counties, including poor attendance, pay cuts, a ban on married women teachers, it also operated in a system that became quite different to that in the south over time, and especially after 1947. The presence of a competing union in the UTU was also an important difference; in the south, the INTO was the only union for primary teachers, in the north it was considerably the smaller of two.

The first decades after 1922 were difficult for the INTO in the north but when the young Gerry Quigley was appointed northern secretary in 1953 (succeeding Jack Beattie MP), he brought new energy into the organisation, placing strong emphasis on recruitment especially at second level. There were several important victories during his

time as northern secretary including securing equal pay for women teachers, the ending of the marriage bar in Catholic maintained schools in 1959. There was some successes in salaries and the INTO's intervention stopped the NUT from establishing itself in the north in the early 1970s. From the late 1960s, the organisation operated in the context of the troubles on the ground, while dealing with successive different political regimes from Stormont to direct rule and back again. Throughout this time INTO played an active role in the ICTU, with Al Mackle (northern secretary 1978-1991) playing a particularly active role. Similarly, his successor, the late Frank Bunting, was for many years secretary of the Northern Ireland Teachers' Council where he worked to build unity among teachers' organisations until his retirement in 2011.

Using INTO publications, reports and minutes, government documents and interviews with activists, I hope to do justice to the organisation in Districts one and two in their own right and in the organisation generally. I would be delighted to hear from any members, past or present, who might have material they think would be relevant to the research, so please don't hesitate to contact me at npurseil@into.ie.

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NIAMH PURSÉIL

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.



Number 24 College Gardens, Belfast – Update

After months of waiting for planning approval work finally began on Number 24 College gardens at the start of June. The builders moved in and started removing all the rubbish, knocking down walls, breaking through to number 23 and installing a lift. As you can imagine it is a noisy and sometimes messy process but exciting at the same time. The

work is due to be finished at the end of November 2013, fingers crossed!

There is a lot going on, with builders, architects, engineers, IT advisors, etc, in and out of the property all the time. But there are also some fun parts, choosing the lights, doors, carpet, paint and furniture. As staff we are all looking forward to having the building finished with much needed office and meeting space as well as the state of the art training rooms. We are hoping to hold the first training courses in the new building early in 2014, further details will be available on the website nearer the time.

We hope that the next edition of printout will showcase the completed building – watch this space!



Important dates for your diary ...

INTO PDC Biennial Conference

Fri 27 & Sat 28 Sept 2013
Kilashree House Hotel, Kildare

School Representatives Training

Tues 15 and Wed 23 Oct 2013
Clandeboye Lodge Hotel, Bangor

INTO Education Conference

Fri 15 Nov & Sat 16 Nov 2013
Heritage Hotel, Portlaoise

Northern Conference

Fri 28 Feb 2014 and Sat 1 Mar 2014
Killyhevlin Hotel, Enniskillen

Congress

Mon 21 – Wed 23 Apr 2014
Lyra Hotel, Kilkenny

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 serv-

ing 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 2013

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 to download more application forms and voucher claims forms.

School Representatives - Training Courses

Joint training courses for INTO and UTU School Representatives will take place at various venues throughout the North of Ireland during the school year. The courses take place over two days, from 9.30am – 3.30pm, and are designed to provide school reps with the skills and resources necessary to represent the interests of the members in their schools. These courses are induction courses and

designed mainly for new school representatives.

As the INTO School Representative you are entitled to time off with pay for two days in every two years.

The school representative training course will take place this term in the Clondeboye Lodge hotel on Tuesday 15 and Wednesday 23 October 2013.

If you wish to reserve a place on this

course, please contact Northern Office.

Venues and Dates for further courses in 2014, including Health and Safety Representative training courses, will be available at a later date.

Please check the INTO website for details.

Tel: 02890381455.

Fax: 02890662803.

Email: hmawhinney@into.ie

Continue saving with Membership Plus in 2013/2014

Your new 2013/2014 Membership Plus card is enclosed with this issue of PRINTOUT. If your card is missing, please contact the INTO office on 028 9038 1455.

Activate your card from 1st September 2013 for a chance to win £50

Everyone who activates their 2013/2014 Membership Plus card by 31st October 2013 will go into a draw to win a £50 Shopping Card of their choice from our selection of discounted shopping cards.

To activate your new Membership Plus card and get the full benefit of the new and improved Membership Plus website:

1. Go to www.membershipplus.co.uk.
2. When prompted, enter your **Membership Plus card number** beginning MTN

3. **Click on the Register button** to complete the short activation process. You will then be able to view the full range of offers, be kept up to date with the newest offers, enter fantastic competitions and much more.



your current location, browse by category, save your favourite offers and much more.

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 650 offers to your fingertips.

The Membership Plus app is free to download from the App Store for iPhone users or Google Play for Android users.



From pizza to pub grub, go-karting to golf, hairdressers to big High Street names, there is something for everyone so with only minimum usage you should notice significant

savings in a short space of time.

Download our new app to find offers on the move ...

Membership Plus are excited to announce that you can now download our new free mobile app allowing you to see what offers are available closest to

Newry Branch Marks 1913 Centenary

As Dublin's Locked out workers returned to work in January 1914, James Larkin, iconic Trade Union Leader, spoke these words:

'We are beaten, we will make no bones about it, but not too badly beaten still to fight.' (James Larkin, 30th January 1914)

A seemingly hopeless situation where the employers appeared to have achieved total victory would see membership of the Irish Transport and General Workers Union (ITGWU) rise from 10,000 in 1913 to 120,000 by 1921. Membership of other Irish Unions also rose massively in the same period. From a seemingly hopeless position of defeat ordinary Irish people showed a remarkable confidence in the idea of organisation in the workplace. Today there are almost half a million members of Unions on the island of Ireland.

To mark this era and to consider how

such strength was built in such difficult circumstances, Newry INTO Branch organised a night of commemoration for the 100th Anniversary of the Lockout.

A large number of INTO members, Trade Union Activists from a range of organisations, Community workers, representatives

from several political parties, history buffs and various interested onlookers gathered in the Sean Hollywood Arts Centre in Newry for three talks on the Lockout.

MC for the night, Chair of Newry Branch Walter Scott set the scene for those assembled by giving an interesting background



The General Teaching Council for Northern Ireland

to the Newry connections of Jim Larkin, leader of the Locked out workers and James Fearon, one of Larkin's most able and trusted deputies of the period.

Renowned author on the period Padraig Yeates then gave a fascinating insight in to the conditions that led to the Lockout, the major events of the Lockout itself and the return to work and apparent defeat of the ITGWU. Padraig also offered some thoughts on the nature of 'Larkinism' and the importance of Collective Bargaining to organised workers.

Walter then introduced Ann Matthews, author and lecturer, who was tasked with looking at the effects of the Lockout on Women and Children and the hardships endured by working class Dubliners before during and after the events of 1913. It is fair to say that the very real threat of starvation, disease and social exclusion made the actions of the Unionised workers of Dublin and their families all the more heroic.

Ann was followed by Susan Fitzgerald, an Organiser with UNITE and the Network of Trade Union Activists, speaking in a personal capacity. Parallels were drawn between the difficulties faced by working people in Dublin in the early parts of the 20th Century and the fight against Austerity and Cuts today. Susan explained her involvement in organising unskilled workers in very difficult circumstances, offered some ideas for an alternative to Cuts and Austerity and provoked some healthy debate regarding the direction of the Union Movement in Ireland today.

This was followed by a Q&A where the birthplace of Larkin, the role of Collective Bargaining and the importance of learning from the past and in building fighting Unions were all discussed and debated.

Newry branch extends its thanks to all who were involved in making the night a great success.



I have represented the INTO on the General Teaching Council for Northern Ireland for several years, first as an elected rep for INTO, then as a NC appointee. I believe the GTCNI to be an important educational body. So what exactly is its role?

The GTCNI is the independent, professional body for teachers. Like other professionals, e.g. doctors and lawyers, teachers here now have their own professional, registration and regulatory body that carries out a wide range of essential functions. Like other professional bodies a fee from each member is necessary to fund its work, as it does not receive funds from anywhere else!

The GTCNI is made up of 14 elected teachers: 1 nursery, 1 special, 5 primary, 5 post-primary, 1 primary principal, 1 post-primary principal.

There are 19 appointed members: NITC 5, Association of Education and Library Boards 2, CCMS 2, Comhairle Na Gaelscolaiochta 1, Governing Bodies Association 1, NI Council for Integrated Education 1, Transferor Representatives' Council 1, Trustees of Catholic Maintained Schools 1, Universities Council for the Education of Teachers 1 and the DE 4.

Two of its most important functions are in the accreditation of initial teacher education programmes, which I participated in last year, and its registration process. The GTCNI ensures that only suitably qualified individuals are permitted to teach in our schools. This has become even more important since Michael Gove relaxed the requirements for teacher training in England.

Like all professions, teachers must follow a code of ethical behaviour for their own protection and that of the pupils they teach. The GTCNI has developed a Code of Values and Professional Practice and a set of teaching competences, which outline what the profession itself defines as appropriate behaviour and competent teaching. Contrast this with developments in England, where the profession has little autonomy, where a

government minister can dictate how teachers are expected to behave and what they teach!

The GTCNI also carries out other important work representing your voice in policy development. Through engagement with teachers and other stakeholders, the GTCNI provides advice on the critical educational issues of the

day. Whether through responding to consultations or lobbying decision makers, the GTCNI, through its Policy and Professional Education Committee, which I have the privilege to chair, works to ensure that educational policy is based on research informed evidence. You will be aware of the GTCNI's recent survey on the critical area of assessment to which almost 500 schools responded.

Other examples include offering bursaries, for you to explore an

educational area you wish to research, (replaced now by Teacher Fellowships). It offers schools the opportunity to participate in the excellent Research Lesson Studies. It co-sponsors the Pramerica Spirit of Community Awards, which recognises the achievements of young people who volunteer.

Under the leadership of its new registrar, Dr. Carmel Gallagher, the GTCNI has developed a comprehensive corporate plan for 2013-2016. Priority is to ensure that you have access to a coherent professional development framework throughout your career that enables you to hone your knowledge and skills to meet the challenges you face. This framework will cover all periods of your career from initial teacher education, through career development to opportunities for leadership.

I appreciate many teachers are not aware of what we do. INTO feeds its opinion on relevant issues through me and the INTO elected reps. It will continue to work strategically, on your behalf, to ensure that teaching here remains a well respected profession.

Check out the website for more detail! (www.gtcni.org.uk)



DAISY MULES,
GTCNI

Pride 2013 – it's bigger than one day

INTO and the Northern Ireland Teachers' Council LGBT Teachers' Groups were represented with great colour and enthusiasm on the 2013 Belfast Pride Parade with prominent banners and rainbow coloured academic gowns. From a few hundred in its first year back in 1991 now tens of thousands parade and spectate at one of the most colourful local events of the year. Along with the colour, the fun and high spirits there is a serious message being made. We were delighted to welcome colleagues from the Dublin based INTO LGBT Group who led our section of the parade carrying their striking new banner, with the slogan Visibility, Diversity, Equality.

This year's theme for the NITC Group was Let's Tie Up Homophobia, everyone wore a school tie to highlight that more work remains to be done within education before we can finally say homophobia has been tied up and has no place in a diverse and equal society.

Diversity was certainly on display across the parade with representation from trade unions like ours to charities, support groups, political parties and many local businesses. Along the route the crowd clapped and cheered in support, not least the city's Lord Mayor Máirtín Ó Muilleoir and numerous rainbow flags were flying from businesses along the route.

Following the parade an open air concert took place in Customs House Square and just across the road on Donegall Quay, beside the Big Fish a community fair provided a more relaxed, family friendly atmosphere. It is worth noting that the parade and community events are actually the culmination of a week long programme of varied and almost entirely free events. While the big parade is undoubtedly a major high point of the year the INTO and NITC groups meet, infor-



mally and with respect to member confidentiality, throughout the year.

Meetings usually last about an hour, members can be as involved as they wish or simply enjoy the camaraderie. As well as the Pride parade we hold an event once a year to highlight particularly positive work in tackling homophobia and present a school, group or individual with the NITC LGBT annual award – previous

winners include Shimna Integrated College and their Gay Straight Alliance.

If you would like to attend or request further details please contact lgbt@into.ie or contact Northern Office in confidence on 02890831455.

Pride is not just about one day of the year we should all feel proud of ourselves, LGBT colleagues and friends each and every day.

INTO Grants for Educational Research

INTO is delighted to announce that the Bursary Scheme will be continued this academic year.

In addition to the five bursaries of €1,500, which are open to all INTO members to apply for, there will once again be a further two bursaries, sponsored by PrimEd, that will be awarded to principals and deputy principals currently undertaking educational research specifically in the area of Leadership.

Applications

Members who wish to apply for a bursary should make their applications before the closing date, Friday 6th December 2013.† Applications must be sent on the relevant application form, which is available on the INTO website www.into.ie

All applications received by the closing date will be examined by an independent assessor to be nominated by the CEC. The assessor will make their

recommendations and the bursaries will be awarded at a ceremony in February 2014.

Criteria

A full list of Terms and Conditions is also available on the INTO website. Any project which has been approved as a research endeavour by a recognised third level institute will be considered for grant purposes.

Antrim Allianz Cumann na mBunscol

Belfast Finals

At the Antrim Allianz Cumann na mBunscol Belfast Finals held in Casement Park, the fantastic work by staff and parents at Bunscoil Phobal Feirste was very evident as they were in four finals. In the A Hurling Championship they overcame a very spirited Holy Child to lift the Callan Cup. In the An Corn Lamh Dhearg Cup for B Hurling, St Colman's had to hold off a strong second half performance from St Comgall's. A determined performance by St. Colman's goalkeeper, David Robinson prevented the Allianz sponsored Title going to the Bangor school.

Earlier in the day it was St Michael's on the Ravenhill Road, ably supported by the Bredagh Club, that lifted the Cleary Cup in the Camogie Championship. Anna McKee and Lara McStay were in sparkling form for the winners taking vital scores. In the Girls' Football Championship St Bernard's (Wynchurch) got the better of Bunscoil PF and took the President Mc Aleese Cup back to the East of the city.

In the Mc Carragher Cup Final (Boys' B Football Championship), Christ the Redeemer retained the title and now will move up the A championship next year. Despite a number of great saves including a penalty save by the impressive Bunscoil an Tsleibhe Dhuibh goalkeeper, Bailey Carroll was able to take the all important scores on the day.

In the Raffo Cup Final (A Football Championship) Bunscoil PF and St Bride's served up a treat to the large gathering of spectators. Despite man of the match performances by Eoghan O'Neill and Michael Duffy, in the end it was the craft of Eoin Brown and Paul Bradley that got St Bride's over the line.



St Colman's PS, winners of the Belfast Allianz Hurling B Championship 2013



Above: Mark McTaggart, INTO Northern Committee, with the winners of the Allianz Raffo Cup – St Bride's PS.

Left: with the winning captains from Bunscoil Phobal Feirste lifting the hurling championship.

Certification Officer's Report

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 2012 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 and Expenditure of the Union in the financial year ended 31st December 2012, as included in the annual Return to the Certification Officer.

Members' Subscriptions	11,669,256
Other Income	1,292,909
Total Income	12,962,165
Total Expenditure	11,641,290

2. Political Fund Account

The Union maintains a Political Fund Account in the Republic of Ireland and political grants of €2,500 were included in the Annual Return to the Certification Officer.

3. Analysis of General Secretary's salary and benefits

The salary paid to the General Secretary was €153, 815. Also included in the Annual Return to the Certification Officer is the Employer's National Insurance contributions amounting to €14,315. Pension contributions cost €67,094.

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 (extract)

We have audited the financial statements of the Irish National Teachers' Organisation for the year ended 31st December 2012 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 2012 and of the

surplus for the year then ended as set out in the consolidated income and expenditure account.

MAZARS

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

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 appropriate 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.

Matt Talbot Nursery School



Totally outstanding

The staff of Matt Talbot Nursery School are pleased to announce that during the recent inspection of the school by the Education and Training Inspectorate (ETI) on Tuesday 28th May 2013 the school received the top award of outstanding in the three areas inspected: Provision for learning,

Achievements and Standards, Leadership and Management leading to an overall grade of outstanding.

The quality of pastoral care was also found to be outstanding. A key strength within the nursery is the excellent quality of skillful staff interactions with the children in order to enrich and enhance

their learning experiences. ETI commented on the staff's high expectations of the children balanced with a sense of fun, the quality of children's achievements as well as their independence, motivation and engagement in their learning. The staff, governors and parents are extremely proud of the children and Matt Talbot Nursery School.

Worldwide winners

Matt Talbot Nursery School children's artwork from Barnardos 'A Child's View Calender' 2012 has been chosen to be made into a Christmas Card. The December 2012 image shown below was chosen from a shortlist of 5 images submitted from schools all over the United Kingdom. The image 'SNOWMAN' was designed and created by Jordan Dillon and Olivia Mc Cann who were encouraged and supported by Mrs Ciara Smith. These packs of Christmas cards will be sold at fundraising events in libraries, church halls and tabletop events across the UK.

Adelaide Insurance Services receives big tick re-accreditation from business in the community

Award winning motorcycling and young driver road safety initiative programmes retain their Big Tick status in 2013

The Big Tick is the first level of accolade in the Responsible Business Awards, the UK's longest-running and most respected corporate responsibility awards. The scheme was set up to champion and raise awareness of the best examples from across the UK of business making a positive difference and genuinely tackling key social and environmental issues with award-winning corporate responsibility programmes.

Adelaide Insurance Services achieved the Big Tick for the third year in succession in 2013 for their motorcycling and young driver road safety initiative programmes entered into in the category Building Stronger Communities, for continuing to have a significant positive impact on motorcyclists' and young drivers' road safety .



Left to right: Ronan Sheehy from sponsor Electric Ireland, Sam Geddis Director Adelaide Insurance Services receiving the Big vTick Re-Accreditation Award from Gillian McKee, Deputy Managing Director Business in the Community Northern Ireland.

into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

ANNUAL GOLF COMPETITION

SATURDAY 19 OCTOBER 2013
NEWTOWNSTEWART GOLF CLUB
11.00AM

For further details please contact Pat Morris (027710461342) Aileen McCrory (027900460613)

ALL WELCOME

10 Good Reasons to Join the INTO

- 1. A local union based in Belfast dedicated to serving INTO members in the north of Ireland**
- 2. The largest teacher's union in Ireland and only all-Ireland teachers' union**
- 3. Providing unrivalled support to teachers - we aim to respond to all queries within 24 hours**
- 4. Quick & easy to contact**
- 5. At the forefront of negotiations and policy making within education**
- 6. Experienced Northern Committee composed of practising teachers and school leaders**
- 7. Members across 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 and EIS**
- 9. Excellent value for money – you only pay for the days you work.**
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