

# Printout

into   
Irish National Teachers' Organisation  
Cumann Múinteoirí Éireann

September 2012



## The Maracycle

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# Plus ça change ...

NICCOLO MACHIAVELLI has never enjoyed a good press. Yet his observations on 15th century political life in Europe are as relevant to our modern world as they were to the Florentine Republic he inhabited. A perfect example of his sharp observations is his view on broken promises:

"A prince never lacks legitimate reasons to break his promise."

As another school year begins, the establishment of a single educational management body in the North, ESA, is promised again for April 2013. This is the very same promise made and broken every year since 2008. Each time this promise has been broken we have been treated to a variety of "legitimate reasons" to explain away the failure.

INTO understands this latest failure to agree a single employing authority, centres around who will control and dictate the way our schools are managed and run. Is it the body submitting the scheme of management that would remain in effective control? This is a key demand for the Catholic Church. The Democratic Unionist Party and its allies in the pro-selection camp maintain that in ceding such power to a submitting authority this power could then potentially be used to remove academic selection. Now the parties are engaged in sniping and accuse each other of breaking the Heads of

Agreement.

What was this agreement? In November 2011, the Heads of Agreement was heralded as the mechanism that demolished the political obstacles between the two largest parties to ESA's establishment. DE maintains that it has entered into no such deal with any submitting authority and that the legislation it is intending to bring forward is in keeping with the Heads of Agreement.

Interesting as this is, it matters to teach-

❗ "Putting children first" the mantra of educational administrators and the political class is exposed for the empty rhetoric it is ❗

ers in classrooms because it allows for the continued existence of a plethora of management bodies across the educational landscape each consuming scarce financial resources desperately needed in the classrooms. In a time of economic recession and financial austerity that has seen over 600 teaching jobs and countless more ancillary and auxiliary posts disappear from our system, failure for the fourth consecutive year to deliver ESA is

nothing short of disgraceful. "Putting children first" the mantra of educational administrators and the political class is exposed for the empty rhetoric it is.

INTO remains committed to the concept of a single employing authority and looks forward to seeing it established. We will continue to lobby for an ESA that is robust enough to fend off the vested interests and political opportunists whilst strong enough to stand up for those it employs and serves. ESA is needed now more so than any of the previous years in which it was promised. INTO members can influence this on-going debate by getting in touch with your local MLAs [email addresses available from the Assembly website] and by challenging the current administrative status quo in education in the numerous educational forums where they are represented.

INTO has now learned that the Minister is to bring the ESA to the Executive in September, lets hope agreement on this vital issue can be achieved.

**GERRY MURPHY,**  
*Northern Secretary*



## New Assessment Arrangements Trouble Ahead?

Schools received a letter from CCEA at the end of June, informing them that the new assessment arrangements for assessing the cross-curricular skills of Communication and Using Mathematics at the end of Key Stages 1, 2 and 3 will be in place from September 2012.

The letter was issued by CCEA, despite repeated warnings from INTO that the new arrangements had not been sufficiently workload-proofed and had proved to be burdensome, unmanageable and of doubtful value in those schools which had taken part in the so-called 'Shadow Year' trial, which involved 14 primary and 11 post-primary schools.

The proposed arrangements will involve teachers in building up portfolios of pupils' work, internally standardising professional judgments as to pupils' levels of

progression, submitting folders of evidence to CCEA in March each year for external moderation (quality control) and making any necessary adjustments, following the external moderation, before issuing the pupils' levels to parents in June.

INTO remains unconvinced that the new arrangements are of any professional value to pupils or parents and has warned CCEA and DE that the time and energy of professional teachers is far too valuable to be wasted on burdensome activities which provide no added value to the experience of pupils in the classroom. INTO has never subscribed to the concept of placing pupils on 'national' levels of attainment/progression, especially when they serve no purpose other than to allow the number crunchers in Rathgael House to play with more figures.

During September, INTO and the other teacher unions will carry out a survey of the teachers in the 'Shadow Year' schools to gather a 'portfolio of evidence' for submission to CCEA and DE as to the manageability or otherwise of the arrangements.

This will not be for external moderation; it will be to let DE and CCEA know that if the arrangements are burdensome and unmanageable, they will not be happening.

**BRENDAN HARRON,**  
*Senior Official*



# The Talks Process

## Progress to date

At the end of June 2012, INTO took the difficult decision to suspend our industrial action. The decision to suspend was taken following an offer for proactive engagement on a number of strategic and policy issues important to INTO members. During July and August there has been a series of meetings each week on issues of importance to INTO members. The talks have taken place between DE, representatives of the Management Side and the teachers' unions led in the main by INTO. At the time of writing, following a decision taken by Management Side, NA-SUWT are prevented from engaging in the talks because they would not end or suspend their industrial action.

The talks have taken place on two levels. Within the Department of Education, INTO has spearheaded talks on three main issues:

## Investing in the Teaching profession

Following the development of a policy paper by INTO, DE is actively considering a range of proposals linked to the employment of NQTs and recently qualified teachers. The aim is to give guaranteed employment to unemployed teachers for a period of time. INTO has also brought forward proposals linking ongoing professional development directly with additional employment opportunities.

## ETI inspections

Following an initial engagement INTO has put forward a series of proposals regarding the inspectorate and the overall

inspection process. These are focused on the grading of inspections, appointment to the Inspectorate, the complaints procedure and monitoring the performance of ETI. These proposals are feeding into the ETI's own review of its functioning and performance.

## Pension reform

While most pension reform is outside the control of DE, INTO has been given assurances that there will be engagement on NI specific elements of the scheme. Two issues are presently under discussion – the default retirement age and offsetting the actuarial reduction on early retirement.

## Negotiating Committee

At Negotiating Committee level the talks have centred on the following:

### Schools Closures Agreement

Intensive work has led to a reworking of the collective agreement to incorporate significant safeguards for teachers whose schools close or are amalgamated. More work needs to be done but overall progress can be reported to be steady.

### Reorganisation allowances

This is linked to the school closures agreement. It is likely that those who find themselves in a closure or amalgamation situation will not be given lifetime protection of teaching allowances. The current proposal is presently 4 years.

### Efficient Discharge

The scheme is being revived for Principals and Vice-Principals with up to £3M proposed to be set aside to allow a limited number of these individuals to leave.

Agreement on a scheme will require a business case to be prepared. However parties are hopeful for early agreement on this matter.

## Review of the unsatisfactory teaching process

The work on this process has been long. However it is hoped that agreements will shortly be reached on the process for school leaders. The process is being reformed to include external monitoring and use of assessors and more focus on support systems. When agreement has been reached then the parties will address the procedure for teachers to mirror what has been put in place for school leaders.

Overall the process in the talks has been steady. Work across all these issues has been intensive and INTO has been pushing DE and the Management side further than they have previously been prepared to go. The process is ongoing at the time of writing. As issues are agreed and resolved then INTO will continue to lead and give direction seeking further improvements for our members.

In addition, INTO with other teachers' unions will be participating in a series of information briefings to members to explain what has been happening over the summer. Details of the venues and dates of these meetings appear elsewhere in this publication. I would urge INTO members to attend these briefings and learn directly from those participating in the talks process of the progress being made.

**TONY CARLIN**, *Senior Official*



## New Chair and Vice Chair



**New Chairperson of INTO Northern Committee 2012/2013**  
Mary Dorman, Mary teaches in Holy Trinity Primary School, Cookstown.

**New Vice Chairperson of INTO Northern Committee 2012/2013**  
Mark McTaggart, Mark is Principal of St Anthony's Primary School, Larne.





# Administration of Medicine

The Assembly Education Committee has recently been exercising its mind over the issue of who should be responsible for administering medicines. INTO was invited to give a presentation to the committee on the policy of the Organisation regarding administering medicines in schools. This presentation was made by Tony Carlin, Senior Official. The session was chaired by Mr Trevor Lunn, MLA. Other MLAs, representatives of Diabetes UK and Asthma UK were also present.

The committee expressed concerns that teachers were refusing to administer medicines to children. Tony Carlin outlined the policy of INTO regarding administration. He stated that the policy remains that no teacher can be instructed to administer medicines to children. He also stressed with the increasing advances in medicine and the thrust to place children with a variety of complex medical conditions in mainstream schools, the demands for schools and teachers to do more was increasing. He also stressed that many teachers voluntarily administered medicines but that INTO would not accept a situation which placed the responsibility for administration on the teacher.

The charities present outlined the difficulties that children and parents face. However they accepted that there were significant demands on teachers. They indicated that they can provide training and resources for schools and teachers and urged that these would be publicised and accessed. INTO offered both charities the option to write a short piece for Printout. Included here is a submission received from Ms Joan O'Hagan, Director Asthma UK (NI). The Diabetes UK article will appear in the next issue of Printout.

TONY CARLIN

## With You Every Breath Of The Way

Asthma UK Northern Ireland is delighted to report that there is an increasing response from all educational establishments in availing of the Alert to Asthma awareness session which is delivered to teachers and staff by one of our asthma specialist nurses.

The demands on teachers, classroom assistants etc. are ever increasing, not least in juggling all the health related issues that children present with.

The aim of this awareness session therefore, is to provide necessary information about the condition and in particular how to deal with an asthma emergency. Feedback on the session is always extremely positive with teachers and others repeatedly citing the fact that they feel more supported and confident when dealing with a child with asthma.

Asthma is a serious condition and the most common long-term condition in children with more than 40,000 children suffering from asthma in N. Ireland. This equates to approximately two children in every classroom. Given that children spend a large proportion of their time in school, it is essential that their condition is understood and their medical needs met whilst ensuring that staff are equipped and supported to address this. Inhalers are very safe medicines with few side-effects and are unlikely to pose any risk if given unnecessarily.

Every year, approximately 700 children in Northern Ireland are admitted to hospital with their asthma. Up to 75% of these admissions could be avoided with better management at school and at home. This was highlighted in 2010 in the tragic case of Sam Linton, who died in a school in England as a result of an asthma attack in school. The inquest into this case found

that school staff lacked vital training on how to recognise an asthma attack and what to do in an emergency. The inquest concluded that although his death was due to 'natural causes' it was 'contributed to significantly by neglect from school staff.' ([http://www.asthma.org.uk/news\\_media/news/boys\\_death\\_high.html](http://www.asthma.org.uk/news_media/news/boys_death_high.html))

Here are a few suggestions that could be implemented in your setting:

- ✘ Ensure all staff adhere to the Medicine in Schools Policies
- ✘ Implement an effective asthma policy (available from Asthma UK N.I.)
- ✘ Ensure staff are trained (Alert to Asthma)
- ✘ Children with asthma have immediate access at all times to their reliever inhaler when they need them
- ✘ Encourage children to carry own inhalers and self-manage and advise teachers when they need to use it
- ✘ Inhalers that have to be stored should be clearly labelled (no sharing of inhalers)
- ✘ All children have a spare clearly labelled inhaler in school.

Subject to an amendment in current legislation, schools may in future be able to keep an 'emergency inhaler kit' which would be prescribed for the school, stored like a first aid kit and used under supervision by any child with asthma, if they are left without an inhaler.

Asthma UK Northern Ireland can offer advice, training together with a School Asthma Pack to help schools with all of this. We are also launching our 'Asthma Friendly Schools' initiative in the Autumn. Please feel free to contact us on [ni@asthma.org.uk](mailto:ni@asthma.org.uk) if you would like further information, help or support.

## Congratulations to the lucky winners!



The INTO Northern Conference was once again back at the Canal Court Hotel, Newry, on Friday, 9 March. Teacher insurance specialists Adelaide Insurance Services were on hand to offer advice on all things relating to insurance, but also to draw the lucky winners of the much anticipated annual wine draw!

Northern Secretary, Gerry Murphy, was on hand to be photographed with the lucky winners who were drawn at random by Chair of the Northern Committee Des McDonagh. Gerry is seen here (third from the left) with Eamon Lenehan from Adelaide Insurance and some of the lucky winners who won two bottles of wine each!

Adelaide Insurance Services was awarded the Aer Lingus Viscount Award (Medium Company category) this May for their increased sales and outstanding work in developing economic ties between NI and GB.

Pictured left to right: Marc Rice, Kayleigh Parmenter from the Adelaide Sales Team, Declan Kearney, Director of Communications at Aer Lingus,



Sam Geddis Director Adelaide and Michael O'Brien, Chairman of Cornmarket Group Financial Services.

Adelaide Insurance Services are the official insurer for the INTO & UTU, providing car, home & motorcycle insurance. Contact Adelaide for a quote on 028 9044 2200.

## Number 24 College Gardens, Belfast

INTO recently acquired the building next door to the Northern Office in College Gardens. Number 24 had been vacant for a number of years but was in a reasonable state of repair when it went on sale. The INTO decided, as number 24 is attached to number 23 in a row of terrace houses there was potential for expansion of the current Northern Office. Also due to the economic downturn the building was now for sale at a reasonable price.

Number 24 was duly bought and work began on examining the property and its potential use for the organisation. Plans have been submitted and we hope to start the renovation work in September 2012. The main use of the building will be as a training centre for INTO courses but also to be available for use by other education, trade union and voluntary bodies - at a reasonable fee of course. The building will also give us much needed meeting rooms and additional

office space for staff. A larger kitchen/canteen will facilitate bigger groups for breaks, lunches and even diners where appropriate.

The two buildings will be connected



with one entrance at number 24. For those members among you who have already visited Northern Office at 23 College Gardens, you will know that the reception/waiting area is rather small. In the new building the reception/waiting area will be much larger and brighter with more seating for members and visitors.

Another major plus will be additional parking spaces at the front and rear of the building, hopefully ensuring access to Northern Office for members without having to park miles away. Parking will still be limited however so a space is still not assured for everyone, not even the Northern Secretary!

As work progresses with the new building we will keep you informed. The development of the new building will also coincide with greater training opportunities for members. Further details of these will be available in the near future – watch this space!

## Miss Northern Ireland for Queen of the Universe



As the daughter of INTO past president Sally Sheils, I grew up attending congress and spent a lot of time involved in INTO life. I am so grateful for the fantastic support I am

receiving from the INTO.

I attended the North Dublin National School Project. Besides the school's wonderful values and ethos of instilling tolerance, understanding, equal rights, and respect for others I was fortunate to have the same example at home.

I spent a lot of my childhood in Temple Street Children's Hospital where I developed a great love of reading, escaping into magical lands, a gift I cherish and try to share.

Three years ago I achieved an o-1 visa, a special ability acting visa, which took me to California, where I have achieved a lot with my career, but my proudest accomplishments have been making life-long friendships, working with amazing children through non-profit organisations, while keeping close bonds to my family and friends in Ireland.

As well as my pageant duties for UNESCO & local charities I am choosing to take this time while having a stronger voice to



*Sally Sheils (past INTO President), Gerry Murphy, Aisling Sheils (Miss Northern Ireland)*

devote as much of myself as possible to my own featured charities. These are organisations I have already been working with, or that hold a special place in my heart.

My main focus is on children's health

and education – I am delighted to be the face of a number of new campaigns as well as Ambassador for Make A Wish Ireland. My work with all of these, as well as their own profiles can be found at [www.facebook.com/missnorthernireland](http://www.facebook.com/missnorthernireland).



# The Maracycle



We would like to thank all our members and their colleagues for the donations given towards the “Belfast to Ballydavid or Bust” maracycle in aid of The Cancer Centre in the City Hospital Belfast which was held over the Easter period. The event although painful in places was a great success with us raising in excess of £20,000.

I can also confirm that the exact distance from Belfast to Ballydavid is 316.06 miles  
Many Thanks.

**BARNEY  
MAGILL**



*Above: cyclists gather at Northern Office before setting off.*

*Below: Charlie Glenn, INTO, Oder of Malta first aider and ambulance driver*



*L to r: Avril Hall Callaghan, UTU, Sam Geddes, Adelaide Insurance, Gerry Murphy, INTO, Barney Magill, INTO, John O’Dowd, Minister for Education.*



## Students ...?

As we begin a new term it’s perhaps amusing to look back at some of the answers that students gave in exams which didn’t quite make the grade:

### Chemistry

Q. Name one side effect of burning fossil fuels?  
A. Fire

### Mathematics

Q. To change centimetres to metres you ...?  
A. Take out the centi.

### ICT

Q. Joanna works in an office. Her computer is a stand-alone pc. What does this mean?  
A. She doesn’t have a chair!!

### History

Q. Where was the American Declaration of Independence signed?  
A. At the bottom.

### English

Q. Use the word “doldrums” in a sentence?  
A. I cannot play the doldrums.

### RE

Q. What is having one spouse called?  
A. Monotony.

### Physics

Q. Give three ways to reduce heat loss in your home?  
A. 1 – Thermal underwear; 2 – Close the door; 3 – Move to Hawaii.

# INTO teams in Belfast Marathon



Pictured left are the INTO Head Office participants in the Belfast Marathon on the May Bank Holiday.

Noel Ward completed the full marathon. Alison Gilliland and Deirdre O'Connor made up one relay team and Niamh O'Higgins, Peter Mullan, Joanna O'Byrne, Catherine Ward and Fidelma Heston made up another.

Conditions were very difficult on the day, but the team were determined to complete the marathon in memory of our fellow runner and team member, Frank Bunting. All monies raised are in aid of the Cancer Centre where Frank received his treatment. Branches and Districts are reminded to consider a donation, and to return it as soon as possible.

Also participating in the Marathon were Northern Committee members Rita Fox, Mary Dorman, Mary Cahillane (CEC), Cathy Crozier, Annette Comey, Geraldine McGowan (Branch Secretary), Caroline McCarthy and son, Clare Martin (Northern Office ) and Christine McDonnell (Northern Office)

## The Antrim Allianz Cumann na mBunscol Raffo cup

Mayor Niall Ó Donnghaile and Gerry Murphy (Northern Secretary INTO) launch the Antrim Allianz Cumann na mBunscol Raffo Cup

Antrim Allianz Cumann na mBunscol launched their Raffo Cup Football Championship at Bunscol Phobail Féirste with special guests Mayor Niall Ó Donnghaile and Gerry Murphy (Northern Secretary INTO). The Raffo is the most prestigious competition in Boys Football competitions dating back to 1923 when the Belfast Schools Leagues were established at a meeting in Raffo's cafe in Divis Street. Since then countless dedicated primary school teachers have overseen the development of a comprehensive gaelic games programme in the primary sector throughout in the city. The generous and ongoing sponsorship of Allianz and the INTO has greatly facilitated this development. Holy Cross Boys primary School are our winners for 2012.



Antrim Allianz Cumann na mBunscol Committee with Gerry Murphy Northern Secretary INTO



Mayor Niall Ó Donnghaile, Gerry Murphy Northern Secretary INTO, Declan Lynch, Antrim Hurling Panelist, Paul Sloan Chairman Antrim Allianz Cumann na mBunscol, Jim McCann Secretary Antrim Allianz Cumann na mBunscol



Holders of the Antrim Allianz Cumann na mBunscol Raffo Cup – Bunscol Phobal Feirste with the Mayor Niall Ó Donnghaile, Gerry Murphy Northern Secretary INTO, Declan Lynch Antrim Hurling Panelist and former pupil



# Handwriting Competition



## District One Handwriting Results

### Category A Primary 1

- 1 Eleanor Fyfe, St Patricks PS, Glenariff, Co. Antrim.
- 2 Cassie O'Connor, St Brigids PS, Gulladuff, Maghera.
- 3 Cahal Coleman, St Mary's PS, Portaferry.

### Category B Primary 2/3

- 1 Naomi Rice, Sacred Heart PS, Dundrum.
- 2 Melanie Donnelly, Our Lady's PS, Belfast.
- 3 Dominika Nowak, St Brigids PS, Ballymena.

### Category C Primary 4/5

- Sophie Doherty, St Colmcille's PS, Ballymena.  
Rachel Downey, Anahorish PS, Toomebridge.  
Cassie Taylor, St Anne's PS, Belfast.

### Category D Primary 6/7

- 1 Alisia Sesrakova, St Brigid's PS, Ballymena
- 2 Hannah Jager, Our Lady's PS, Belfast
- 3 Niamh Ni Mhairtin, Gaelscoil an Chaishl Ballycastle

### Category E (no first, second or third)

- Jamie McErlain, Anahorish PS, Toomebridge  
Ciaran McHenry, St Brigid's PS, Ballymoney  
Megan Fleming, St Brigid's PS, Ballymoney



## District Two Handwriting Results

### Category A Primary 1

- 1 Shane Brogan, All Saints PS, Omagh.
- 2 Caitlin Leonard, Recarson PS, Omagh.
- 3 Kate McGilligan, St Columba's PS, Kilrea.

### Category B Primary 2/3

- 1 Fabian Flood, Nazareth House PS, Derry.
- 2 Ellie Mae McCann, Carrick PS, Warrenpoint.
- 3 Ava Teague, St Dymphna's PS, Dromore.

### Category C Primary 4/5

- Meabh McMahan, St McCartan's PS, Roslea.  
Erin Forbes, St Patrick's PS, Ardboe.  
Caitlin McVeigh, Nazareth House PS, Derry.

### Category D Primary 6/7

- 1 Megan McParland, Foley PS, Tassagh.
- 2 Dearbhail Killoran, Recarson PS, Omagh.
- 3 Sorcha McWilliams, St Columba's PS, Kilrea.

### Category E (no first, second or third)

- Gary Grew, St McCartan's PS, Roslea.  
Oisín McErlean, St Columba's PS, Kilrea.  
Caoimhe McNulty, St Columba's PS, Draperstown.



## Relax Destress Have an Indian Head Massage

Massage includes upper back, shoulders, arms, scalp, head and face  
Phone Noelle – Cert. IHM Level 3  
Assoc. Member of INTO  
South Belfast 028 90 661546, 077 673 26219

*Donations – £20 suggested – to schools in Barriadas of Lima and Arequipa*



# Sewing for charity

THE HOLY ROSARY QUILTING GROUP was established eight years ago. The idea was to harness the talents of needle workers in the Parish to create quilts which would be raffled for charity. This quilt that they produced was in memory of Frank Bunting and the photographs show members of the group handing over the quilt to Barney Magill, Mary Cahillane and Patricia O'Farrell.

The first quilt they made was for an Indian Nun who hoped to establish a hospice in southern India. While she was receiving her training at the hospice in

Belfast, they met her and offered to sew a quilt. The group all contributed scrap fabric and made a hexagonal quilt which was raffled and raised £2500. When we presented this to the nun she contacted her builder in India and told him to buy more bricks!

The group produced other quilts over the years, some for local charities and some for national charities such as Lepira. Some of the quilts are retained by the groups and displayed on their premises to emphasise the support given to the individuals using the facilities. The fabric is mostly purchased locally but we have used

fabrics from the USA, France and vintage Liberty of London fabric.

The group contains individuals of varying sewing abilities but the outcome is the same; quality quilts where the contribution of everyone is valued and recognised, values Frank Bunting espoused. This quilting group also demonstrates the importance of the local community reaching out to others and assisting them with the gift of a quilt. The quilts can be raffled for cash to assist the charity or displayed as a wall hanging to demonstrate support and encouragement to those seeking help.



**28 OCTOBER**

When I was a child, we had patchwork quilts on our beds that my mother made out of scraps of cloth. I always loved those quilts, and it seems to me that patchwork quilts are a perfect image of the potential of things that can easily be overlooked. Scraps of cloth that would otherwise be discarded, when sewn together into patterns draw beauty from each other, a beauty that was not evident before.

The same thing can happen with people. A poor, uneducated or apparently insignificant person can easily be ignored, cast aside and excluded; but if this person is placed with somebody who believes in them, their own special beauty and gifts can shine out.



# INTO Northern

The Canal Court in Newry hosted Conference 2012. Delegates numbered in their hundreds, with the Minister Mr John O'Dowd, MLA, also in attendance.

The depth of feeling displayed by delegates on many of the pertinent issues facing schools such as school closures, teacher redundancies and workload concerns, provided the main discussion points over the two days.

The Northern Secretary, Gerry Murphy, attempted to introduce a degree of levity into his inaugural speech, while quite pointed and topical, certainly did not fail to emphasize the immediacy of the potential for change of the current educational landscape.

The outgoing President of INTO, Noreen Flynn, further reinforced the need to energise the branches to ensure that teachers'

voices are listened to and acted upon.

Late afternoon gave delegates the opportunity to engage with representatives from SDLP, Dominic Bradley, Sinn Fein, Phil Flanagan and DUP, Jonathan Craig on current issues facing education. Questions emanating from the floor challenged and tasked the responses from the panel.

The Saturday morning session (which in the past tended to be less boisterous) broke tradition with the conference hall practically in full attendance.

The most positive aspect of conference 2012 as with our conferences in the Republic was the number of young teachers in attendance over the two days and their enthusiasm to contribute to the overall proceedings, which can only bode well for the future of INTO in the North of Ireland.



*Gerry Murphy, Northern Secretary, and Sheila Nunan, General Secretary*



*John O'Dowd, Education Minister, and Gerry Murphy*



# Conference



Noel Ward, General Treasurer



Des McDonagh, Chair



Mary Dorman, Vice-Chair, Shane McCurdy, Chief EX NEELB, and Gerry Murphy, Northern Secretary



Education Minister, John O'Dowd

Al Mackle (Retired Northern Secretary INTO) and Jim McCusker (Retired General Secretary NIPSA)



Sean Kelly, Belfast West Branch Secretary



# FUNDRAISING OPPORTUNITY FOR YOUR SCHOOL

How your school can make cents  
out of old coin!



Special Olympics has developed a unique fundraising event which your school is invited to participate in. By collecting old Irish (Punts) and foreign currencies your school can not only help charity but can also receive 40% of any funds raised.

## How it will work for your school and Special Olympics

Special Olympics has secured all the necessary partners to run this campaign so all you have to do is:

1. Receive your pre assigned coded bag from Special Olympics
2. Organise a day/week in October for students to bring in their old coin/foreign currency
3. Put all notes and coins into your coded bag
4. Drop bag into your local drop-off point
5. Wait for your cheque to arrive

At the end of October 2012, all the currency will be collected, sorted, and counted by our partner Coin Collection International. Your school will then receive 40% of the funds raised.

## The next step

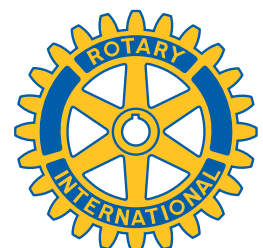
To register your school just logon to [www.specialolympics.ie/coincampaign](http://www.specialolympics.ie/coincampaign)

or contact Mark Hughes  
Email [mark.hughes@specialolympics.ie](mailto:mark.hughes@specialolympics.ie)  
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# Belfast pride

The INTO was well represented this year at Belfast Pride on Saturday 4th August. Our members marched on the main parade as the sun shone down on the thousands in attendance. INTO is proud of the hard work being done by our LGBT group for equality in education.

Pride participants represented all ages and backgrounds; as well as education unions, other public service unions were represented alongside a host of LGBT community based groups covering sport to music. This year the INTO worked closely with other

teaching unions to host an event celebrating equality.

The Frank Bunting inaugural award for Outstanding Contribution to Equality was presented to Shirley McMillan, Facilitator of the GSA (Gay / Straight Alliance) and Kevin Lamb, Principal of Shimna Integrated College.

*Right: Mary Cahillane presenting NITC LGBT award for Outstanding work in LGBT Equality to Shirley McMillan of Shimna Integrated College, Newcastle.*



## "From East to West"



*Belfast Pride 2012*

### **NITC Award for Outstanding Support for LGBT Equality**

The NITC LGBT group hosted an event on 19 June 2012 aimed at giving an overview of the LGBT experience in education today; speakers ranged from the Equality Commission to newly a qualified teacher to young people who are members of their school's gay/straight alliance group. The event was led expertly and enthusiastically by Ruth McCarthy, Director of the Outburst Festival. While the audience was surprised that an NQT would still be in a position of anxiety over "coming out" to a prospective employer or to colleagues overall the event was very positive, offering excellent insights. Shimna Integrated College was presented with the inaugural award for "Outstanding Support for LGBT Equality" for the work it has done in setting up its own gay/straight alliance and in doing so promoting greater understanding, respect and equality amongst all students and staff. The award was made in memory of the late Frank Bunting who had been instrumental in setting up the NITC LGBT group and presented on behalf of the Northern Committee by Mary Cahillane.

Belfast Pride has been running for over twenty years and from small beginnings has grown to become one of the largest and most colourful festivals in Northern Ireland with a week of activities and celebrations enjoyed by thousands. The growing confidence of the local LGBT community across the North has been reflected in the inaugural Foyle Pride parade held in Derry in 2010 and this year for the first time Newry will host its own Pride parade. The Foyle Pride parade takes place on Saturday 25 August 2012 and Newry's Rainbow Community in partnership with Newry & Mourne District Council and the Confederation of Community Groups launches their parade and "Party in the Park" the weekend of Saturday 29 September 2012. INTO members should contact their local branch secretary for further details, please also see [www.foylepridefestival.com](http://www.foylepridefestival.com) and [www.gaynewry.com](http://www.gaynewry.com)

I'LL BE  
TEACHING  
IN THE USA  
NEXT YEAR!

WHAT WILL  
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DOING?

THE FULBRIGHT UK/US TEACHER  
EXCHANGE PROGRAMME



The Fulbright UK/US Teacher Exchange Programme gives primary, secondary and SEN school teachers the opportunity to trade places with a US teacher for up to a year.

By doing a Fulbright Exchange teachers gain valuable international teaching experience and can earn 60 credits towards a Master's Degree.

### Who is eligible?

UK/Irish citizens who are current full-time teachers in the UK

*US citizens cannot apply. Other nationalities please consult the British Council*

Qualified teacher status or equivalent

3 years full-time teacher experience by time of exchange

2 years experience teaching in the same institution *at time of exchange*

### How long does the exchange last?

Full academic year

Autumn term/US semester

### Who pays my salary?

Teachers continue to receive their salary from their UK employer

**The deadline to apply is 7 December 2012 for an exchange in the year 2013-14.**

**If you would like to know more about the programme:**

### Visit our website

[www.britishcouncil.org/learning-fulbright.htm](http://www.britishcouncil.org/learning-fulbright.htm)

### Call

028 9019 2226

### Email

[fulbright@britishcouncil.org](mailto:fulbright@britishcouncil.org)

**Please share this information with colleagues who might be interested.**



## Fulbright UK/US Teacher Exchange Programme

Statistics for NI for the last 3 years

### 2012-13

Ruth McCausland

(rmccausland645@c2kni.net) from Beechlaw School, Hillsborough is teaching in South School, Andover, Massachusetts

### 2011-12

Louise Doherty

(loudoherty@yahoo.co.uk) from St Therese Primary School, Derry taught in Meyer Elementary School, Tempe, Arizona

### 2010-11

Christopher Callender

(chriscallender@hotmail.com) Geography teacher from Priory Integrated College, Hollywood taught in Northbrook Junior High School, Northbrook, Illinois

Anne-Marie Woods

(annemariewoodsh@hotmail.com) Maths teacher from St Louise's Comprehensive College, Belfast taught in Canby High School, Canby, Oregon

### 2009-2010

Emma Foster

(emmajenefoster@yahoo.co.uk) History teacher from Dunclogh College, Ballymena taught in John Handley High School, Winchester, Virginia

Stuart Graham

(swg343@hotmail.com) Maths teacher from BRA, Belfast taught in Castro Valley High School, Castro Valley, California

## Teacher Union Briefing Sessions

The four teacher unions, INTO, UTU, ATL and NAHT, agreed to suspend their industrial action and engage with the Employers to progress a range of operational and strategic issues. Three workstreams have been established on pensions, inspections and procedures including:

- ✦ A School Closures Agreement
- ✦ Revised Unsatisfactory Work Procedure
- ✦ Efficient Discharge Scheme

The four unions have been meeting with the management side over the summer to progress these issues. To keep members informed of developments a series of briefing sessions have been organised in September in:

- ✦ Canal Court Hotel, Newry on **Tuesday 18 September 2012**
- ✦ Tullyglass House Hotel, Ballymena on **Wednesday 19 September 2012**
- ✦ Siverbirch Hotel, Omagh on **Tuesday 25 September 2012**

- ✦ City Hotel, Derry on **Wednesday 26 September 2012**
- ✦ Ramada Hotel, Belfast on **Thursday 27 September 2012**

The briefing sessions will commence at 4pm with tea/coffee and biscuits on arrival. There will be a powerpoint presentation followed by a discussion/question and answer session. The briefing will finish no later than 6pm.

Members of INTO, UTU, ATL and NAHT are invited to attend these sessions to keep themselves informed of current developments and to share their views on progress to date. INTO members wishing to attend any of the briefing sessions should inform Northern Office no later than Monday 10 September by email: in-foni@into.ie or by phone: 028 90381455.

Places are limited and will be allocated on a first come first served basis.

We look forward to meeting you there.

## Vere Foster Medal Winners!



*Receiving her medal, Suzanne Russell, B.Ed, Stranmillis University College*

**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. At the INTO Congress in Belfast in 1956, it was agreed that a Gold Medal would be presented annually in perpetuity, to a final year student in each of the seven teacher training colleges in Ireland, to commemorate Vere Foster's great work in education. The student is selected by his/her principal as the most deserving of the award. Since 1956 INTO has presented a solid gold medal as a suitable memorial tribute to Vere Foster to the student who has achieved the highest performance on teaching practice in St Mary's University College and Stranmillis University College, Belfast.**

## 'Incredible Years' for Matt Talbot Nursery School

Matt Talbot Nursery School was chosen by BELB & SELB to host an 'Incredible Years Programme for Parents'. Miss Rioghnach Doherty (Teacher) and Mrs Ciara Smith (Parent Co-Ordinator) were trained to deliver the course and recruited 12 fabulous parents who attended each week for 19 weeks. The programme focused on how parents can help their children to develop a variety of skills in areas such as playing, learning, listening, concentrating, social

skills and behaviour. The programme was delivered in a relaxed and friendly environment which provided opportunities for parents to, meet other parents, share experiences and learn new ideas. This was also a cross-community programme and Matt Talbot Nursery School were linked with staff and parents of Tudor Lodge Nursery School. Parents graduated on Friday 8th June 2012 in the Beechlaw Hotel obtaining a Level 2 OCN Certificate. We would like to

congratulate the parents and staff of Matt Talbot Nursery School for this wonderful achievement and wish them every success with the next stage of their education.

*Below: L-R: Andrea Magee, Veronica Kelly, Majella Adams, Leanne Morgan, Christine Mc Allister, Michelle Crooks, Siobhan Mc Quillan, Joleen Mc Crudden, Geraldine Hitchen, Aisling Gallagher, Bronagh Mc Veigh, Rebecca Kerr.*



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New CEC rep  
Dorothy McGinley



Dorothy McGinley joins the Northern Committee and Central Executive Committee (CEC) as District II representative, following in the footsteps of her respected colleague Charlie Glenn. She has previously served on the INTO Education Committee, as well as being Branch Secretary / Treasurer for the Strabane Branch. Dorothy currently teaches in Sion Mills primary school, Co Tyrone

**Important Notice  
for all INTO Members**

**Have you recently changed school or your job within the school, i.e. you've been promoted to SENCO, principal or vice-principal?**

**Have you moved house, changed your phone number or your email address or got a new mobile number?**

If you answered yes to any of the above please contact INTO so we can update your details on our database.

INTO is advancing technologically and we are keen to keep members as informed as possible. To enable INTO to increase relevant and up-to-date communications with members we would ask all members to email INTO with their email addresses and mobile phone numbers. By providing us with your personal details we can ensure that you receive the appropriate information for you when you need it.

*Your personal details will remain confidential to INTO.*

To update your membership details please contact INTO

By email - [infoni@into.ie](mailto:infoni@into.ie)

By telephone - 028 90381455

By Fax - 028 90662803



# Certification Officer's Financial Statement

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 in relation to the financial year of the Union ended 31st December 2011 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, 2011 as included in the annual Return to the Certification Officer.

Members' Subscriptions	Other Income	Total Income	Total Expenditure
£10,674,791	£1,330,688	£12,005,479	£10,183,812

## 2. Political Fund Account

The Union maintains a Political Fund

Account in the Republic of Ireland and political grants of £10,849 stg 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 £130,418. Also included in the Annual Return to the Certification Officer is the Employer's National Insurance contributions amounting to £13,285. Pension contributions cost £62,601.

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 2011 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 20.

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 2011 and of the surplus for the year then ended;

*Deloitte and Touche  
Chartered Accountants and Registered Auditors  
Earlsfort Terrace, 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 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".**



## The Annual INTO Golf Classic at Newtownstewart – results

*Barney Magill presented the trophies: Pat Morris, Tyrone Central, winner of the gents, Mary Hackett, Tyrone Central, winner of the ladies, Chris White, Belfast, winner of the visitors section.*




**ATTENTION  
CLASS OF 2012!**

**FREE NEWLY QUALIFIED TEACHER  
SEMINAR**

INTO is organising a seminar for Newly Qualified Teachers, in conjunction with UTU. The seminar will address issues in relation to jobs, contracts, salaries, induction and school policies. The seminar is being held in

**INTO Northern Office, 23 College Gardens, Belfast**

**4.00PM – 6.00PM**

**Wednesday 12 September 2012**

If you wish to reserve a place at the seminar please contact INTO by email – [info@into.ie](mailto:info@into.ie) or by telephone 028 90381455 by Monday 10 September 2012

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- REDUCING WORKLOAD AND ACCOUNTABILITY
- TEACHER LED EARLY YEARS EDUCATION
- A BETTER WORK-LIFE BALANCE FOR ALL TEACHERS

**FOR FURTHER INFORMATION CONTACT:**

**INTO NORTHERN OFFICE  
23 COLLEGE GARDENS  
BELFAST BT9 6BS  
9038 1455  
[info@into.ie](mailto:info@into.ie)  
[www.into.ie](http://www.into.ie)**

The Professional Union



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Tiona McSherry  
The Belfast Bullfrogs  
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Midnight Soul,  
Sun and Jazz

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SAT 1ST  
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THE BLACK  
BOX  
DOOR T&E 25**

**Organised by the Frank Bunting  
Project in aid of the cancer centre**

**School Representatives –  
Training Courses**

**Venues and Dates**

<b>Silverbirch Hotel, Omagh:</b>	<b>Tuesday 16 October 2012 and Wednesday 24 October 2012</b>
<b>Armagh City Hotel, Armagh:</b>	<b>Tuesday 22 January 2013 and Wednesday 30 January 2013</b>
<b>INTO Northern Office, Belfast:</b>	<b>Tuesday 23 April 2013 and Wednesday 1 May 2013</b>

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.

If you wish to reserve a place on any of the courses, please contact Northern Office.

**Tel: 02890381455  
Fax: 02890662803  
Email: [cmartin@into.ie](mailto:cmartin@into.ie)**



# Global Schoolroom – East meets West

## Dorothy Mc Ginley's story of the Global Schoolroom experience

It's a hot, balmy, Wednesday evening in July. I'm walking with my tribal Indian friend, Choi Moi, along the edge of the most beautiful exotic jungle (a place rarely visited by Westerners) in North East India.

'Dorothy,' she gently asks, 'what is the West like ...? I imagine it to be like Heaven.' 'Choi Moi,' I replied, 'this is Heaven!'

For me Choi Moi's comment reflected a convergence of minds – West meeting East, and epitomises what Global Schoolroom is all about.

This organisation which I am very proud to be part of, is an Irish charity that seeks to promote the sharing of educational experiences between communities worldwide to help eradicate poverty, promote economic development and build sustainable communities.

Founded in 2006, and based in the isolated, remote and underdeveloped states of North East India the organisation has grown from strength to strength, with the 2nd cohort of teachers now being trained in the three year long training programme.

To facilitate training, thirty teachers ranging from the primary, secondary and third level sector, volunteer to deliver intensive workshops and evaluate teaching practice for a month every summer to local teachers who are studying for their GS diploma - an internationally recognised qualification accredited by University College Dublin.

For the past two summers I've had the privilege of working with this incredible organisation and it has been one of the most inspirational and rewarding projects I've ever participated in. It has been and continues to be a life changing process for me.

Life is simple in these primitive communities - there is widespread poverty and for many, it's the daily drudgery of day to day living (in what we Westerners can only describe as miserable conditions) that at first glance can be overwhelming. Yet, ironically if we open and turn the pages of their lives we see the people's warmth of welcome, their hospitality, their genuine respect for each other's diverse culture and the overwhelming value placed on family that makes them so truly inspiring.

Many of these teachers work in extreme conditions, in crowded classes of well over 70 pupils. There are NO resources and they are poorly paid -this is their reality! Yet their passion for learning is infectious. Their positive attitude, their fantastic sense of humour, their graciousness and their capacity to learn in a language which is not



their mother tongue - all of these are factors that motivate and energise us as volunteers to deliver the programme.

Our purpose is to work in partnership with the Indian teachers in order to develop educational knowledge and skills through a series of interactive workshops which include topics such as Educational Psychology, Methodologies, Lesson Planning, Resources, Assessment, Reflection, SEN and School Leadership - all of which are certainly challenges to Indian teachers and indeed to the volunteers as we try to get our colleagues to think creatively about the teaching and learning process and to adopt less pedantic teaching styles in their classrooms.

In the past two years I have witnessed Indian teachers grow in confidence in their up skilling techniques and their methodologies. Fortunately they don't have the rigors of our nonsensical detailed planning, our target setting and our over

reliance on monitoring and assessment to contend with! Ultimately, I have seen children 'learning by doing' and 'understanding by becoming'.

For the past two years I have worked with a very inspirational and committed group of Irish teachers both in preparation workshops in Ireland and India, who are pas-

sionate in the delivery of the programme in helping to bring positive and sustainable change to the communities of North East India.

INTO has been extremely supportive over the past few years with the programme, indeed INTO ex president Noreen Flynn made a presentation on New Pedagogy of Teaching at the 4th National Conference for Teachers in Guwahati, North East India in 2011.

On reflection, I have forged a deeper respect for my own profession and strengthened my love of teaching. I would highly recommend Global Schoolroom to anyone who has an interest in Educational Development abroad- go on take the chance, you'll not regret it!

I would like to thank INTO Solidarity Fund and my two fellow volunteers Tommy Neary and Elaine Fox.

For more details visit [Globalschoolroom.net](http://Globalschoolroom.net)

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