

Printout

into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann 150

January 2019



John Boyle elected to lead INTO

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Making your mind up

The negotiation that has been inching forward between the teacher unions and the management side which began in earnest last February is finally getting down to the crux of the issues that have led us to take industrial action.

It is imperative for INTO, as the lead union in the process which also involves the other four recognised unions, that it delivers real positive change for you, the member. Across the months of action and negotiation, INTO members have been inspirational in the manner in which they have thrown their support behind the leadership of the Northern Committee. Your actions have been a beacon that lit the path for our colleagues in the other unions to follow. The reason any trade union takes industrial action is to provide leverage enabling it to enter a negotiation with a view to addressing the issues which the members want resolved. We have succeeded in this, leveraging the management side into a negotiation they resisted for many months and that negotiation will eventually reach a conclusion. Industrial action doing what it is designed to do.

When the negotiation reaches a conclusion, an offer will be put before you the members and you will have to make up your minds as to whether the deal on offer meets the goals we have set ourselves. Those goals were: to see paid the 1% pay rise denied to you in the 2015/16 year by the then Education Minister, Peter Weir, MLA; to bring about a reduction in the workload demands being placed upon you; and to finally see off the unreasonable assessment arrangements which were foisted on you almost a decade ago.

The terms of reference of the negotiation prevent me, at this time, from outlining to you a detailed report of where we are in the negotiation. However, in general terms I can say that our negotiation team to date has been diligently engaged in ensuring that the management sides negotiators are in no doubt as to the demands of teachers and have a clear understanding of what is required of them to bring about a resolution.

Negotiation itself is a process through which agreement is reached on an issue or issues in dispute by means of

conciliation. INTO in this negotiation has been careful not to lose sight of our core values; we have listened to what the management side has had to say and we have examined each possibility put before us in detail and brought counter proposals. We have considered the long term implications of the propositions coming from both management side and our trade union colleagues. While the process continues we will continue to bring this same rigour to the table. What emerges in the end will have been screened through the Northern Committee and through the NITC as it has been every step of the way, and will represent the culmination of all our efforts. We believe this point is the place where the negotiation can progress no further. It will also be the place where you the member have your say.

The choice of whether to accept what is on offer will rightly rest with you the member. In making your decision you will also want to consider the totality of what is before you and weigh it against a number of factors. You will first wish to consider whether the financial offer, delivers what you are owed for the 2015/16 year and whether it is more than you would have been offered had you simply accepted the status quo. Furthermore you will wish to consider it in the light of the cost of living increases made to your fellow public service colleagues in the 2017/18 year. Alongside these considerations you are advised to consider, in this age of career average pensions, whether gambling on rejecting the offer and holding out for more is in your best long term interests or whether it's prudent to bank this and begin preparations for the 2019/20 negotiation. This last financial consideration, around the long term impact, is easy to ignore but it is a serious consideration. Should the time comes to consider these questions for real, INTO will make available to you the necessary range of figures to facilitate the making of an informed choice.

There will be a second and a third part of the offer to be considered by you. Both of these parts will deal with the issues around workload and in particular those things which drive workload increases. These two parts will be about: firstly

bringing immediate positive change to your workload; and secondly reviewing a wide range of important areas that have been central to the increasing demands made upon you with a view to permanently reducing these demands. In considering the offer in these areas it will be important to consider the interrelated nature of much that is asked of you. Considering a single aspect of what may be put before you in isolation from the other areas of proposed change to workload could very well see the baby going out with the bathwater. The improvements in respect to workloads that we are seeking to bring about are significant and meaningful. This area of the negotiation is every bit as challenging as is that of achieving a decent cost of living increase.

A final consideration when reaching your decision concerns March 29th 2019, the day on which the United Kingdom is scheduled to leave the EU. This is relevant because as things stand at the time of writing a "no-deal Brexit" is looking like the unfortunate consequences of the decision by the majority of UK people in the Referendum of June 29th 2016. The cost in financial terms of such an economic and social calamity is estimated to be in the region of £150 billion. The British government, regardless of who resides in Downing St, will be obliged to pay this to the EU and they will no doubt look to further and radically reduced public spending to raise it. This inevitably means less money for education and in turn less money for education means that the Department of Education NI may very well seek to hold pay at the current levels, at least.

What is certain and what will not change is that you the member will have your say, should we reach this point. The Northern Committee will continue to make available to you all the information it can, represent your views and provide the leadership you deserve. The INTO has, over the course of its 150 years, seen governments and nation states come and go, this dispute too will pass. Provided we maintain our unity and make the right decisions we will look back and see it as the turning point.

GERRY MURPHY, Northern Secretary

Brexit, what a mess!

At time of press we are now less than 15 weeks from the date when the UK will leave the EU. The INTO shares the view of the ICTU that there is no such thing as a good Brexit for working people. The deal reached between the British Governments negotiators and the EU 27 has proved unacceptable to the various parties in the Commons for a variety of reasons but namely the now famous “backstop”. I do hope that the teachers of humanities amongst you are filing away the endless, social media commentary, news print and television coverage of these events which will be the stuff of GCSE and A level papers for years to come.

The previous sentence, may possibly describe the only potentially positive aspect of what Owen Reidy, Assistant General Secretary of ICTU, described to our Northern Conference in 2017 as “a gross act of self-harm” for teachers. And looking increasingly more likely at this time, a “no-deal Brexit” will have cataclysmic, negative consequences for teachers and our society as a whole. Economically, socially, politically and culturally the ripples of crashing out of the EU will unwind across the land for decades to come.

In the immediate future the geo-political uncertainty of Brexit and its

aftermath will continue to contribute to making it impossible to having the local political institutions restored. The state of entropy which is slowly paralysing our education system shall undoubtedly accelerate and teachers will see both their working conditions weakened and standards of living further diminished. The holy grail of the Department of Education, ever increasing standards, will become completely undeliverable. The new neo-liberal Trojan horse of “transformation” will fall at the first hurdle and be followed by the inevitable bitter scramble to point the finger at everyone but those responsible.

Teachers already underpaid and over worked will find themselves once again called upon to pick up the pieces and make further sacrifices in the name of the common good. If only these sacrifices were to be made in the name of the common and the good rather than those who will benefit, the same unrepresentative elites who

brought the unholy mess upon us in the first place.

A way out may be to adopt the methodology of the classroom, after all, classes across the north are already, in many cases, populated by a variety of nationalities numbering 28 plus just like the EU. These children although generally better behaved than the current political class, like them, are bound together nominally around the achievement of common goals and all groups bring competing needs to the collective. What

holds the classroom together and allows progress to take place is the nurturing skilfully led by the teacher that encourages tolerance and acceptance to grow in an environment where everyone’s particular needs are addressed within the limited available resources. If teachers can make it work then surely those clever politicians can?



GERRY MURPHY,
Northern Secretary

NORTHERN COMMITTEE INFORMATION

Area	Branches		Mobile	INTO Email
CEC District 1	0101-0113	Seamus Hanna	CEC Rep	shanna@into.ie
CEC 2 District 2	0201-0217	Dorothy McGinley	CEC Rep	dmcginley@into.ie
BFC -		Patrick McAllister	BFC Rep	pmcallister@into.ie
NEP North Eastern Primary Region	0101/0102/0104/0107/0109/0111	Geraldine McGowan	INTO N Ctte	gmcgowan@into.ie
NES North Eastern Post-Primary Region	0101/0102/0104/0107/0109/0111	Siobhan McElhinney	INTO N Ctte	smcelhinney@into.ie
SEP South Eastern Primary Region	0110/0113	Rachel O'Hare	INTO N Ctte	rohare@into.ie
SES South Eastern Post-Primary Region	0110/0113	John Kelly	INTO N Ctte	jkelly@into.ie
BP Belfast Region Primary A	0106	Caroline McCarthy	INTO N Ctte	cmccarthy@into.ie
BP Belfast Region Primary B	0105	VACANT	INTO N Ctte	
BS Belfast Region Post-Primary	0105/0106	Caoimhin MacColaim	INTO N Ctte	cmacolaim@into.ie
SP Southern Region Primary A	0202/0206/0208/0217	Marty Lavery	INTO N Ctte	mlavery@into.ie
SP Southern Region Primary B	0201/0203/0211/0214	Cathy Crozier	INTO N Ctte	ccrozier@into.ie
SS Southern Region Post-Primary	0201/0202/0203/0206/0208/0211/0214/0217	Kevin Daly	INTO N Ctte	kdaly@into.ie
WP Western Region Primary A	0209/0213/0215/0216	Marie O'Shea	INTO N Ctte	moshea@into.ie
WP Western Region Primary B	0207/0212	Moirá O'Kane	INTO N Ctte	mokane@into.ie
WS Western Region Post-Primary	0207/0209/0212/0213/0215/0216	Annmarie Conway	INTO N Ctte	amconway@into.ie

John Boyle elected INTO General Secretary Designate

Taking place every decade or so, the election for a new General Secretary is a momentous moment for the trade union. A clear majority of members, some 53% gave Mr Boyle their first preference, electing him on the first count with a strong mandate. Mr Boyle, who held the role of President of the INTO in 2017 will take up the role formally in 2019.

The race to succeed Sheila Nunan included union officials Alison Gilliland (who secured 28 per cent) and Deirdre O'Connor (bagging 19 per cent).

Mr Boyle is well known to the members in the north and is a frequent attendee at Northern Conference, District and Branch events. He is well versed as to the issues facing INTO members in this jurisdiction and has been vocal in his support for an improved pay offer and changes to working practices in the north.

Current Secretary General, Sheila Nunan congratulated John on his election, commending the work of his team and pledging to work with John over the transition ahead. 'Over the course of our 150-year history, the INTO has been proud to openly choose its



leader in a fair and open ballot of the entire membership,' she noted.

Reflecting on her decade at the helm of the INTO, Sheila Nunan declared it the 'honour of a lifetime, citing the 'perilous and often grave economic challenges' faced throughout Ireland's turbulent recession' and her pride in standing firm 'against the worst 'excesses

of austerity-era government policy'.

Mr Boyle a native of Mullaghduff, Co Donegal, and now living in Templeogue, Dublin said he had a clear vision for the INTO over the next decade and pledged to be "bold and ambitious" in demanding the level of investment in education that will "remove the inequities that currently exist and give every teacher and pupil the room to bloom".

"We must grow in membership and influence, strengthening ties with sister unions and professional organisations and delivering additional services to members," he said.

The Northern Secretary of INTO, Gerry Murphy commenting on the election of Mr Boyle said:

"On behalf of the INTO membership in the north, I am delighted to extend our congratulations to Mr Boyle. It will be a challenging period ahead but a united INTO under John's leadership can look forward with confidence. He succeeds Sheila Nunan whom has set the bar for trade union leadership across the island for the past decade and I'm sure that John will prove to be every bit as effective."

Northern Conference, Clayton Hotel Belfast

Friday 1st and Saturday 2nd March 2019

MAKE YOUR VOICE HEARD

For the first time in over 20 years and for the first time this century the INTO Northern Conference will take place in Belfast.

You may or may not be aware of the importance of the Northern Conference. The Northern Conference sets the policy direction of the INTO in Northern Ireland for the next 12 months. A motion passed at Northern Conference becomes INTO policy though debate and a subsequent vote by the delegates present.

The Conference delegates are made up the Central Executive Committee, the Benefits Funds Committee and the Northern Committee and delegates nominated by Branches and Districts.

If you haven't been to Northern Conference before why not take the opportunity this year

to attend to make your voice heard.

Attend your local branch meeting in January to become a delegate and if you are unsure

about which branch you are in ring into Northern Office (028 90381455) and we will point you in the right direction.



The fixed-term employment regulations in action

A recent unfair dismissal case lodged with the Industrial tribunal, undertaken and supported by INTO serves as a reminder to members employed under fixed term contracts that they have rights. The case in question revolved around a member who contacted INTO seeking advice when they had been informed by their school that their fixed term contract was coming to an end and they were not being offered employment in the new academic year. The reason that INTO was contacted was because the teacher was sure that the vacancy for which they had been employed remained. The school had basically told the teacher that their contract had come to an end and at the same time they had advertised the job that the member had fulfilled for the previous year.

Immediately INTO recognised that if the post still existed then the member had indeed been unfairly dismissed and wrote to the school informing them that its member had been employed at the school on a number of different discrete contracts for a number of years and was, in the last academic year, employed on a fixed term contract, of a full academic year's duration, to replace a seconded teacher who has successfully applied for a further year of secondment which meant that the post once more needed to be filled.

INTO advised the school that its member should be offered the position again as a second fixed term contract. INTO explained that their ability to fully carry out the duties associated with the post had, on no occasion, been called into question. Given that the member was already contracted to carry out the duties associated with this post and that the job they were currently doing still existed for

the next academic year, INTO informed the school that it would be left with no option but to consider the termination of contract as an unfair dismissal. The grounds for this claim was that the post still existed and an extension to this fixed-term contract is at management's discretion. INTO explained that the teacher had the requisite one year's service needed to lodge an unfair dismissal and it would rely on the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002 to establish management's unlawful actions in not renewing the contract given that our member had a proven record of competency in carrying out the duties associated with the post.

Mindful of interviews being organised INTO requested that the process including any ratification be halted in light of this challenge. The governors simply ignored our request and an appointment was made.

INTO accompanied its member to a meeting with a committee of the board of governors to discuss the proposed ending of their employment. At this meeting INTO informed the BoGs that the termination of the employment was illegal and after the meeting INTO, aware that an industrial tribunal case must be lodged within three months, advised the school that because it would not reverse

its decision it had lodged Employment Tribunal 1 (ET1) with Killymeal House.

Accompanying its member to an appeal of the decision at the school, INTO once more pointed out to a second committee the relevant sections of the Employment Rights (Northern Ireland) Order 1996 and Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002.

Basically INTO pointed out that a fixed-term employee has the right not to be treated by his/her employer less favourably than the employer treats a permanent employee. INTO recounted the five reasons of fair dismissal under the Employment Rights (Northern Ireland) Order 1996 and quoted case law including *Tansell v Henley College Coventry* and *Lee v Nottingham County Council*.

The school's appeals' committee, after seeking legal advice, contacted INTO to advise that the

school's decision to terminate the member's contract had, in light of the body of evidence provided in support of the member's case, be overturned because the termination did not comply with Northern Ireland employment legislation. The remedy to this meant that the member would be reinstated, with an agreed timetable, to the school. Having successfully secured the member's rights to continued employment INTO was then able, on behalf of the member, to withdraw the Industrial Tribunal case.



TOMMY MCGLONE,
Senior Official

INTO Benevolent Fund

A special service to INTO members

A special feature of being a member of the INTO is access to support from the Benefits Fund Committee or BFC. The BFC is made up of 5 elected members from different parts of Ireland. Paddy McAllister, the current Chair of Northern Committee, represents Ulster, Leitrim and Louth. The BFC carries out two main functions.

1. Death Grants. Death Grants are paid on the death of member or their spouses. 4,000 Euros are paid in the

event of the death of a member and 2,000 Euros are paid on the death of a spouse. In the event of both teacher and the spouse being INTO members 6,000 Euros can be paid.

2. Help in cases of hardship. If a member falls into severe financial difficulty the BFC may be able to help. We cannot provide financial advice but give financial support in certain circumstances. The member meets the BFC representative to discuss the

difficulty. It is then brought to the BFC for consideration. The BFC may decide to give support. All discussions are confidential within the small committee. The member may however decide to share the outcome with family, friends or other INTO members but that is up to them.

If you wish to contact Paddy McAllister you can drop him an email at pmcallister@into.ie or ring him on 07828 768034. All contacts are confidential.

District 2 celebrates INTO 150

District 2 Celebrated the 150 years of INTO with an evening of story and song and plenty of craic in Corick House on the 9th November 2018.

District 2 members were joined on the night by our INTO Vice President Fergal Boughan, who gave us some information on the formation of INTO in the North and how important it is for the ongoing activist work we see in our schools every day.

In attendance were our Northern Secretary Mr Gerry Murphy and other officials from Northern Office, our Northern Committee Chairperson, Paddy McAllister and colleagues from Northern Committee. It was wonderful to see so many local branches and members with us for this evening's festivities.

Dorothy McGinley our District 2 CEC representative hosted the evening and, we were treated to a re-enactment of a motion from the 1st ever INTO Congress. This was delivered in a unique fashion by the very talented Michael Weed. It was interesting to hear that many of the plights of teachers remain the same even today.

Following dinner, Dorothy was delighted to introduce the wonderful



Grainne McAleer, Paul Kealey, Nuala Groogan, Annmarie Conway, Marie O'Shea, Brian McGrath and Dorothy McGinley

singing talents of Niamh McCluskey, Soprano, accompanied by our very own Marty Lavery. A selection of musical numbers from around the time of the first congress were delivered by this very gifted young musician.

The evening was rounded off by the

members draw which was sponsored by a number of local venues and companies. Members danced the night away to the musical talents of Brian and Gareth Pritchard.

Thanks goes to the District 2 organising committee for all their hard work in bringing this together and here's to many more evenings celebrating the ongoing work of the union together!



Geraldine McGowan, Paddy McAllister, Cathy Crozier, Mark McTaggart, Seamus Hanna and Caroline McCarthy



John Kilpatrick retired principal and ex chair Dungannon Branch and Paddy Ferran St Patrick's Academy Dungannon and Branch Chair



Above: Caroline McGirr, Ita McMnamin, Karen McGinn, Alisa McGuinness and Anita McKenna

Left: Mary Mc Laughlin, Moira O'Kane, Kelan Galligin and Eimear O'Hagan



Paddy McAllister, Fergal Brougham, Kevin Daly and Jim Magee



Aaron & Paula Sheridan and Peter & Michelle Torney



Michael Weed (former CEC), Mark McTaggart, Fergal Brougham (Vice-President), Gerry Murphy, Paddy McAllister (Chairperson), Paul Groogan



Paul and Nuala Groogan

Derry City Branch celebrates INTO 150 Years

Derry City Branch recently celebrated 'INTO 150' with a very successful function in the City Hotel. In attendance were Branch members, school representatives, retired members and guests including ex-President John Boyle, Northern Committee

Chairperson Paddy McAllister, Northern Secretary Gerry Murphy, Deputy Northern Secretary Mark McTaggart and Northern Committee area representative Maura O'Kane.

A number of recently retired school representatives were presented with the

INTO pin and long-standing retired members Sheila Shanagher former Northern Committee Chairperson, Neil McLaughlin former Branch Secretary and Paddy McLaughlin former Principal of Holy Family PS were honoured with the special 'INTO 150' pin.



General Secretary Designate, John Boyle, with Sheena Quinn niece of Jim Quinn, Paddy McLaughlin, and Neil McLaughlin



General Secretary Designate, John Boyle, with the organising group and, right, Sheila Shanagher



Northern Committee Chairperson Paddy McAllister with Sara Farren, Tommy McDermot and Martin Murray



Northern Committee Chairperson Paddy McAllister with Frank McGuigan, Liam O'Donnell and Brian McLaughlin



Seamus Carlin and
Sheila Shanagher

Irish National Teachers' Organisation

Customer service charter for members

The INTO's commitment to you!

- ✳ We will provide you with relevant, up-to-date and easily accessible information via our website – www.into.ie/NI, our Printout and InTouch magazines and bulletins.
- ✳ Your queries will be dealt with in a courteous, friendly and confidential manner within a specified timeframe.
- ✳ You can be confident that accurate and reliable information and advice is available and will be imparted in a fair manner.

Information, advice and assistance for members

The Irish National Teachers' Organisation provides a comprehensive and wide-ranging information and advice service to its members on issues relating to terms and conditions of employment and professional matters.

Your first port of call should be to our website – www.into.ie, where we provide you with relevant, up-to-date and easily accessible information and FAQs.

The INTO also provides information, advice and assistance by phone and email.

Other sources of relevant information are our Printout and InTouch magazines, our bulletins and e-bulletins and other media outlets.

Northern Committee support

Our service is complimented by our Northern Committee (NC) representatives who are available to discuss any issues that concern you. You will find contact details for your local NC/CEC representative in the front of your INTO diary, in Printout and on our website.

NC/CEC members are full-time teachers and should be contacted outside school times if possible.

Northern office opening hours

The Northern Office phone line is open from Monday to Thursday from 9.00am-5.00pm and Friday from 9.00am-4.00pm. We are closed for lunch from 1.00pm-2.00pm.

When making an enquiry by telephone you will be asked to provide evidence of INTO membership by quoting your INTO membership number or Teacher Reference Number.

Calls to the Northern Office are logged by our reception staff and are then forwarded to an Official with the relevant expertise to deal with the specifics of the query.

Range of advice provided

- | | |
|---|---------------------------------------|
| 1. General. | 11. Employment contracts. |
| 2. Amalgamation/redundancy. | 12. Appointment procedures. |
| 3. Leave of absence. | 13. Equality. |
| 4. Pension/retirement/resignation. | 14. Health and safety. |
| 5. Retirement planning. | 15. Personal injury. |
| 6. Salary and allowances. | 16. Pupil behaviour and discipline. |
| 7. School accommodation. | 17. Inspections/ETI. |
| 8. Staffing. | 18. Parent-teacher relations. |
| 9. Child protection/safeguarding. | 19. Staff relations. |
| 10. Data protection/freedom of information. | 20. Social media. |
| | 21. General Teaching Council (GTCNI). |

Telephone service target

Our service target is to deal with your telephone query on the day it is received or on the next working day.

If, over the course of three working days, attempts to contact you are unsuccessful the query will be closed.

All attempts to contact you will be documented.

You will be advised, where possible, by voicemail or email of our attempts to contact you.

Remember to 'click' before you ring!

Check our website – www.into.ie/NI



Service by email

Your email to infoni@into.ie will receive an immediate automatic acknowledgement and will be forwarded to an Official by our reception staff.

Where a substantive response is necessary, it will be issued within five working days. More complex issues may require

further information and you may be asked to provide a telephone number in order to discuss the matter further with you.

On-going casework or queries requiring more complex advice, do not fall into this timeframe.



Consultations with members

If your query warrants a one-to-one consultation, this will be arranged as necessary, and/or appropriate, with an Official.



Member complaints

The INTO is committed to maintaining high standards of service to its members.

If you are dissatisfied with the level of service received from Northern Office, please set out your concerns in writing and forward to:

The Northern Secretary
INTO
Vere Foster House
23-24 College Gardens
Belfast
BT9 6BS.



2019 INTO Art Competition

Celebrating Talent

2019 ART COMPETITION

Application Form for Submission of Work/s

Entrants must submit a good quality photograph of their work/s and a form by 12 noon on Monday 29 April 2019

Please return to: infoni@into.ie

Name	Surname	Home Address		
Member / TR No.	Branch			
Email	Mobile	Town/City	County	Postcode

If submitting more than one entry please note the maximum of two entries per member

Title of Work	
Dimensions	Medium
Please circle theme: People – Animals – Landscape – Seascape – Cityscape – Abstract	

Title of Work	
Dimensions	Medium
Please circle theme: People – Animals – Landscape – Seascape – Cityscape – Abstract	

I have read and agree to the conditions of entry and the INTO Data Privacy Policy. Please tick ☐

Conditions of Entry

Pieces submitted for consideration by the panel should be original works by the artist named, and should have been completed within the past 5 years. All entries are subject to selection. Winners will receive a cash prize but no additional monies. 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 entries but INTO accepts no responsibility for the damage, loss, theft, or accident, of any kind, from any cause. INTO reserves the right to make any further adjustments deemed necessary. The panel's decisions are final. All entries will be included in a future Printout feature.

INTO Data Privacy Policy: We refer you to the INTO Data Privacy Policy ('Privacy Policy'). This Privacy Policy explains how the INTO processes personal data in accordance with the Data Protection Acts 1988-2018 and the General Data Protection Regulation ('Data Protection Law'). This privacy policy may be amended and updated from time to time and can be accessed on the INTO website at www.into.ie/NI

Witnessing Apartheid

INTO join delegation to Palestine

BDS means Boycott, Divestment and Sanctions and the Irish have proven world leaders at the whole concept. From refusing to harvest for Captain Charles Boycott back in the 19th Century, to Mary Manning and a group of Dunne's Stores check out girls refusing to handle South African produce in 1984 through to Senator Frances Black and legislation which, if passed, will make Ireland the first EU country to boycott goods grown by Israeli settlers in the illegally occupied West Bank.

It was in support of BDS that 6 INTO members joined the ranks of the Trade Union Friends of Palestine (TUFPP) trip to Israel and Palestine over the Halloween mid-term break. In keeping with the heavy representation of INTO members, much of the trip focused on the experience of children and young people in Israel and Palestine.

Palestinian society is divided into 3 'zones': a highly militarised and fragmented West Bank (where the

infrastructure of apartheid is most evident), the internationally recognised Israeli State; where a socially and economically marginalised Palestinian minority still make up 20% of the population, and Gaza, a place continually on the verge of complete collapse owing to an 11 year old siege and with a long list of casualties from a succession of punitive military incursions. Our delegation stayed in Israel and the West Bank. So, what did we see and what did we learn?

From Johnathan Cook, an award winning author and journalist from Buckinghamshire who has settled in Nazareth with his Palestinian wife and children, we learnt how the Nakba in 1948 drove 750,000 Palestinians from their homes and planted forests over the ruins of their villages. Since then, the Israeli State has sought to dominate and negate the remaining Palestinian population by creating a discriminatory legal system that bases citizenship and national rights on religious identity.

In occupied East Jerusalem we witnessed a Palestinian educational institution working to teach a Palestinian curriculum despite overbearing budgetary restrictions and enforced high taxation which come as a result of seeking a degree of independence. Despite being punished fiscally for choosing to teach a narrative which doesn't whitewash Israeli crimes or negate Palestinian culture, the Waqfa school considers its problems small compared to Palestinian municipal schools, where a strictly censored curriculum is delivered by security monitored teachers, where a culture of informants is rife and where the dropout rates for a criminalised population of East Jerusalemites is close to 50%.

In Ramallah, amongst the relative wealth of a town whose economy is artificially inflated by the preponderance of NGOs, diplomats and international legal and aid organisations, we visited a refugee camp where the descendants of Palestinians driven from Israel proper in



Fionntan McElheran (INTO) and Sean Mullin (INTO) examine a mural in Nazareth, Israel.



Sean Mullin (INTO) and Mairead McLaughlin take a selfie with pupils of a Waqfa school inside the walls of Jerusalem's Old City.



1948 sleep in overcrowded apartments, suffering dizzying levels of unemployment, imprisonment and mortality. We visited the schools for refugees managed by the UN organisation UNRWA who have been directly affected by the Trump administration's policy of vindictive funding cuts to UN organisations involved in helping Palestinian communities.

We learned from Shahaf Weisbien, from the coalition of Women for Peace (a group of Israeli and Palestinian activists) about a Jewish Israeli population isolated from the reality by a system of propaganda which makes the mere mention of 'occupation' taboo. We learned of the sacrifices young Israelis have to make in order to opt out of conscription into the army, which maintains an overbearing influence on

the education system. We learnt of the measures taken by the Israeli education system to normalise a mind-set of using military aggression against Palestinians. More disturbingly for the children of Israel, we learned how the multi-billion dollar Israeli arms industry markets its 'battle tested' weaponry to the world, selling to despotic regimes such as Myanmar, and how the tone set by the current Israeli leadership is for continuous war.

It is the professed belief of Johnathan Cook that the Israeli State, since its inception, has been actively engaged in making life unbearable for native Palestinians. We saw demolition threatened Khan Al Amar where neighbouring settlements (housing government ministers, and seeking expansion) dump raw sewage next to the village; We met farmers in the Jordan Valley, living in the 62% of the West Bank open for Israeli expansion where farmers eke out a living deprived of a sufficient water supply by acres of settler owned, illegal date farms; We spoke to teachers

persecuted for asking for better pay from a hopelessly subservient, corrupt and toothless Palestinian Authority which manages the small pockets of the West Bank with a degree of autonomy on the basis of Israel's 'security needs' and in the refugee camps and towns of the West Bank, we listened to the listless, hopeless young men asking for some way out. We saw nothing that contradicted Johnathan Cook's view.

Violence is suffered on both sides, but the mendacity of Israel's regime is evident in the fact that since 2005, the death rate has been 25 Palestinians to every one Israeli killed in the conflict. Many of the dead have been children, and this year alone close to 1000 children have been imprisoned or detained.

The Israeli lobby's ferocious resistance to BDS (characterised by smears of activists, baseless propaganda and legal chicanery) is an indication of its potential to affect a change on Israeli society by applying targeted pressure on one of the world's strongest economies relative to size.



Susan McMullan (INTO), Susan Neil (Unison), Sean Kelly (INTO), Eamon McMahon (TUFU coordinator) and Fionntan McElheran (INTO) in Hebron, Occupied West Bank.



The wall of the school of the Bedouin settlement of Khan Al Amar in area C of the West Bank, subject to demolition orders by the Israeli authorities.

Shutterstock: Gary Yim Anata, Palestine – 24 December 2017: The west bank barrier



To support BDS against Israel is to support peaceful resistance in defiance of those who would seek to perpetuate violence in a region that has seen too much of it already. We who support BDS recognise that, while the Israeli Palestinian conflict is complex and multi-faceted, explicit state sponsored racism which favours individuals and communities on the basis of their religion and ethnicity goes against a very basic sense of fairness and morality. BDS is hard, you can ask Mary Manning; hard, she'll say, but worth it in the end.



Assistant Northern Secretary of INTO Mark McTaggart addresses a meeting of Palestinian educators and TUPF union representatives, Jerusalem.



Fionntan McElheran (INTO), Mairead McLoughlin (INTO) and Sean Kelly (INTO) at the Separation Barrier in Bethlehem, Occupied West Bank.

Change afoot in District 1

The inaugural meeting for (new) North Antrim Branch took place in early October. This is an amalgamation of (old) North Antrim, Glens, and Ballymena Branches.

It had been agreed at District level that these branches should join together and what better time to do this than during INTO 150.

There was a terrific turnout at the Tullyglass Hotel, and as well as usual business, included canvassing from two of the prospective General Secretary candidates.

To mark this auspicious occasion, the meeting closed with a draw for those members present.



North Antrim Branch members attending inaugural meeting



INTO Supporting the Arts – ‘We must have bread, but we must have roses too!’

INTO Southern Area Branches and Northern Office sponsored the recent William Kennedy International Piping Festival (WKPF), Schools Concert. Hundreds of pupils, their teachers and support staff were treated to pipe music in the historic and beautiful surroundings of Armagh's Church of Ireland Cathedral. WKPF is organised by the Armagh Pipers club and now has a five year long association with the INTO, helping to raise the profile of both organisations locally and with the many visitors to the festival from across Ireland.

Rose Schneiderman, the Polish-American Trade Unionist and Socialist is attributed with coining the phrase ‘Bread and Roses’, referring to the struggle for better pay and conditions at work being inextricably linked to the struggle for ordinary working people

to have access to education, healthcare, arts and leisure when she said ‘The worker must have bread, but she must have roses too.’ It is in the tradition, which goes to the heart of Trade Unionism, that INTO southern area branches with the support of



Northern Office and Northern Committee have utilised a small part of their resources to sponsor the schools concerts.

INTO were represented at the event by Armagh City Branch Secretary Declan McReynolds.



Left: Pupils from St Patricks Primary school, Armagh and, above, Listening to the French Pipers

District 1 Bus Trip to Dublin

As part of the 150 Celebrations District 1 organised a bus trip to Dublin. The bus trip allowed members to meet with other branches in the district and to see the outstanding facilities in Head office.



Some of the District 1 Members outside Head office



District 1 Secretary Paul Boyd, Paddy Mc Allister, Geraldine McGowan and Siobhan McElhinney Northern Committee Members Making a Presentation to John Boyle for his support of District 1 Events During the 150th Year of the INTO

Right: District 1 Members experiencing what it is like to be in the CEC seats



South Derry Branch



Siobhan McElhinney, South Derry Branch of the INTO, presents a cheque to St Columba's in Straw Co Derry primary. The draw took place at the South Derry Branch Meeting. From left to right: Mrs Fiona Kennedy, Siobhan McElhinney South Derry Branch Secretary, and Mr Kieran Henry School Representative

INTO Youth Conference



Paddy McAllister (Chairperson) and John Kelly (Youth Conference Organiser) preparing for the INTO Youth Conference which will take place on Friday 11 – Saturday 12 January 2019 at the Armagh City Hotel.

Sport's Kit Draw in Dungannon Branch

Over the last two years Dungannon Branch have held a Sport's Kit Sponsorship Draw at their AGM held in January each year. To have the name of your school entered into the draw the INTO School Representative has to attend the AGM meeting in person. At the end of the AGM, the name of a primary and post-primary school is chosen to receive a cheque for the purchase of a sport's kit for their school.

St John's P.S Moy and St. Joseph's Donaghmore won in the first year, and St Mary's P.S Pomeroy and St

Patrick's College Dungannon won the sponsorship in the second year.

Dungannon Branch Committee would like to invite the primary and post primary reps from the Dungannon Branch schools, who still haven't won this INTO sponsorship, to attend our next AGM on the 21st Jan 2019 in the Cohannon Inn, Tamnamore at 7 P.M. Perhaps it's your turn to be lucky!



SIOBHÁN MC LAUGHLIN, Branch Secretary



Northern Office– Christmas 2018



Above: Staff in Northern Office join our Chairperson around the Christmas tree at College Gardens. (Absent from the photo are Northern Secretary and Marian McAuley)

Left: Northern Committee members with Joe Killen (President) at the December Northern Committee meeting



Retired Teachers' Association 76th Annual Conference

Photo taken at the 76th Annual Conference RTANI, 17th October 2018, Glenavon House Cookstown, left to right, David Canning OBE Chair GTCNI, Iris Clarke President RTANI, Alan Tolson Senior Consultant Platinum Financial Planning Ltd., Carney Cumper President UTU, Brendan McGlone Secretary RTANI, Sandra Savage Chair RTANI, Paddy McAllister Chair NC, INTO and Mary Marley Vice-Chair RTANI

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Newry Branch in 2018



Some of Newry Branch meetings/activities in 2018, included our popular annual Branch outing which saw us teaming up with Armagh Branch this year having a fantastic day out in June visiting Kilmainham Gaol and Croke Park, Dublin (above). We are delighted to see a marked increase in Newry Branch members' participation at Branch Meetings – the introduction of a members' raffle at each meeting has proven popular!

Left and above left are photos of raffle winners for our May and October meetings

St Mary's Graduate Awards Dinner



Noreen Kelly (right), Newry Branch Secretary, presenting the John Cull award, on behalf of Newry Branch INTO, to Mrs Brid McGrath for 'Mature student with high performance across degree programme'. Also pictured is Professor Peter Finn, Principal St Mary's College.

Keep your details up to date

School reps/members – help us keep you up to date – make sure we have your latest contact details

These can be updated through the Members' Area of the INTO website: www.into.ie

To update your personal details

- Go to www.into.ie/NI
- Click on the Members' Area button on the top right hand side
- Already registered? Log in as normal with your INTO membership number and password
- Need to register? Follow the simple on-screen steps
- Click YES to accept the Terms and Conditions
- Click SUBMIT
- Now you can log into the Members' Area at any time
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