

Printout

into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

September 2011



Student Teachers

Page 10

Retirement of Northern Secretary

Page 4

Pensions Under Threat Page 3

Agreement on Classroom Observation Page 7

Why be a school representative?

The appointment of School Representatives is provided for in the INTO Rules and Constitution Rule 92.

The School Representative should:

- ✘ Recruit new members of staff to INTO;
- ✘ Keep Northern Office updated with staff changes;
- ✘ Disseminate Organisational information to members;
- ✘ Organise meetings of members when necessary;

- ✘ Handle the initial stages of individual grievances of members;
- ✘ Represent the collective interests of INTO members;
- ✘ Ensure the implementation of all negotiated agreements.

The School Representative is an important role. You will see that your members are kept up to date with the latest educational news and will ensure their rights are protected – all with the full support and backing of INTO Northern Office.

Two reps give their views on the important role they play within INTO

"Last year I was asked to take over the role of INTO rep in my school. Unlike many other school reps in various schools around the country, my name hadn't been pulled out of a hat or it wasn't a case of last in first nominated! I had no reservations about the job, it's not very onerous or time consuming. I attend Branch meetings a few times a year, hand out the union magazine and inform my colleagues of Branch meetings and encourage them to attend. I sometimes have queries from staff members on various issues, but I'm never phased by this as there are several points of information that I or they can tap into, such as the INTO website, Northern Committee Representative, or for the technophobes you can always call the office. A school rep never lacks support from the union, if required."

Kate Rooney

"The importance of school reps in smaller rural schools cannot be underestimated. Such schools face isolation problems at the best of times and only through cooperative linkage can many issues come to light and be tackled. School reps play a crucial role not only conveying union information but as a representative of the trade union in the staff room they are a sign that help is there if looked for. Schools reps are essential in providing the grassroots link not only between the staffroom and the upper levels of the INTO, but also between their school and a similar school a few miles away. Without that vital link both the union and their teacher members are seriously disadvantaged."

Terry Lynch

School Representatives Training Courses

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

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

Tel: 02890381455

Fax: 02890662803

Email: hmawhinney@into.ie

Venues and Dates

Derry: Monday 10th and Wednesday 19th October 2011

Belfast: Monday 16th and

Wednesday 25th January 2012

Ballymena: Wednesday 9th and

Monday 14th May 2012

Attention School Representatives

RECRUITMENT

Building the Union

The lifeblood of a union is its membership – the larger we are, the stronger we are in serving teachers and representing the views of the profession.

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

REMEMBER

4 easy steps to recruitment

- 1 Make a personal approach to colleagues;
- 2 Explain why they should be a member of the INTO;
- 3 Show how the INTO meets their professional needs;
- 4 Give them an application.

School Reps Recruitment Offer!

DON'T FORGET – complete and return the form included in the recruitment pack sent to you in August to claim a £10 M&S Voucher for every new member you recruit.

Be Quick! Offer ends 30 September 2011.

Benefits of Membership

INTO Insurance

- ✘ Third Party
- ✘ School Outings and Tours
- ✘ Fire and Theft

Adelaide Insurance

- ✘ Carplan
- ✘ Homeplan
- ✘ Travelplan

Belfast Teachers' Credit Union

- ✘ Loans to members
- ✘ High interest rates on savings
- ✘ Free Insurance

Platinum Financial

- ✘ Independent Financial Advice
- ✘ Mortgages
- ✘ Life Assurance
- ✘ Retirement Counselling

Benenden Healthcare

Mapfre Travel Insurance

INTO Death and Benevolent Grants

And many, many more.....

FOR FULL DETAILS OF ALL THE ABOVE SERVICES PLEASE CHECK OUR WEBSITE

www.into.ie/NI

Teachers' pensions under serious threat!

Do you know what the Government is trying to do with your pension?

The Coalition Government wants to increase members' pension contributions from 6.4% of pay to 9.6% or more, an increase of 50%.

The table below illustrates a few examples of the effect this will have on your monthly salary. The column on the right tells you how much more you will be paying, per month, in pension contributions. There is currently a pay freeze on teachers' pay and this increase in employee contributions to the pension scheme is in effect a pay cut for teachers.

On top of this the Government also want teachers to work longer – do you think you will still be willing and able to teach at 68? They also want to decrease the amount of pension you will actually receive – despite paying more contributions for longer!

One of the great myths, exposed by the recent industrial action taken by some of the teacher unions in England and Wales, notably the NUT, ATL and UCU, was that the teachers' pension scheme was unaffordable. As pointed out by Christine Blower, General Secretary NUT, the teacher unions, in the UK and Northern Ireland, negotiated and agreed changes to the Teachers' Superannuation Scheme in 2007/8. These changes have ensured that the

teachers' scheme will reduce in cost over the next number of years – so the Government have had to back track on their claim that teachers' pensions are unaffordable. They are now trying another tactic – they claim that it is unfair that teachers, and other public servants, have good pensions schemes when the majority of the private sector have no, or very poor, pension schemes. This is not a race to the bottom. The Government need to be exploring ways in which to assist those in the private sector to access better pension schemes, rather than seeking to destroy the models of good practice in the public sector.

One of the other proposals that the government are making is to move the teachers' scheme from a 'final salary' scheme to a 'career average salary' scheme. What this means for teachers is that rather than basing your pension on your final salary, it will be averaged out over the salary you received throughout your teaching career.

Which will in effect mean your pension will be based on a lower salary than currently. INTO is campaigning against these new proposals. Working with the other teacher unions in the NITC, in England and Wales INTO will resist these changes to the Teachers' Pension Scheme.



Sept 2011	Gross annual salary	Current monthly 6.4% pension contribution	Potential increase to 9.6%	Additional Cost per month
M1	£21,587	£115.13	£172.69	(+£57.56)
M6	£31,551	£168.27	£252.41	(+£84.14)
UPS1	£34,180	£182.29	£273.44	(+£91.15)
UPS3	£36,755	£196.02	£294.04	(+£98.02)
UPS3 + TA1	£38,603	£205.88	£308.82	(+102.94)
UPS3 +TA2	£40,488	£215.94	£323.90	(+107.96)
Leadership Spine				
Point 6	£42,378	£226.02	£339.02	(+£113.00)
Point 9	£45,636	£243.39	£365.08	(+£122.31)
Point 12	£49,129	£262.02	£393.03	(+£131.01)
Point 15	£52,899	£282.12	£423.19	(+£141.07)
Point 20	£59,808	£318.97	£478.46	(+£159.49)

Frank Bunting retires as Northern Secretary

Members of Northern Committee and representatives from the CEC of INTO including President Jim Higgins and General Secretary Sheila Nunan gathered on Friday 3 June 2011 to make a presentation to Frank Bunting retiring Northern Secretary. Frank has led the INTO for over twenty years and through some of the most challenging times for education. His retirement has come about through ill health which he has been battling for the past number of years. It is a mark of the man that despite his sickness he continued to work at a pace that would put many of us to shame.

Frank began his teaching career in La Salle secondary school in Belfast and after some time he took up a position as Education Officer in the Irish Congress of Trade Unions. In 1991 he became Northern Secretary of INTO.

Frank's aim has always been to make INTO a union for the members and he has worked tirelessly to create structures that will give a voice to every teacher and young teachers in particular. Sometimes his enthusiasm for change led to clashes with some of INTO's more conservative members but like all good leaders Frank Bunting has never been afraid to ruffle feathers.

For many years Frank was secretary of



Frank and Kevin on the march

the NITC the body which brings together all the teaching unions. He laboured hard to build teacher unity and to have joint action on a range of important issues such as salary and pensions. He began a process to bring INTO and UTU closer together.

During his period of office he established very good working relationships

with the other educational partners. He gained the respect of ministers of education, inspectors, board officers, and even bishops through his knowledge, wit and forceful argument. He was a fearless negotiator on behalf of teachers and it is in no small measure down to Frank that we escaped some of the worst effects of educational change to befall our colleagues across the water.

In a letter Minister of Education John O'Dowd thanked Frank for his contribution in bringing forward a significant number of improvements to teachers' terms and conditions of service and for shaping educational policy in such key areas as curriculum, academic selection, early years and teacher education.

Mervyn Storey MLA Chairperson of the Assembly Education Committee also wrote to thank Frank for his contribution to the Committee's work over the years.

Northern Committee members will miss Frank as a great source of knowledge on matters ranging from pensions to procedures. His sense of humour and his caustic comments enlivened many a meeting.

Happy retirement Frank.

KEVIN SMYTH *Former Chairperson of Northern Committee*

New Chairperson of INTO Northern Committee 2011/12 *Des McDonagh*

Des was elected Chairperson of the Northern Committee in April this year. Des is Head of the Geography Department in Christian Brothers' Secondary School, Glen Road, Belfast. Des will take up his new position from 1 September 2011 in INTO Northern Office for one year



New Vice-Chairperson *Mary Dorman*

Mary Dorman was recently elected Vice-Chairperson of INTO Northern Committee for the incoming year 2011/12. Mary teaches in Holy Trinity Primary School, Cookstown



Update your details

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 up-

date your details on our database. INTO is advancing technologically and we are keen to keep members as informed as possible. By providing us with your personal details we can ensure that you receive the appropriate information for you when you need it.

It is also important, with the proposed changes to the teachers' superannuation

scheme that we have individual member's details correct should we have to ballot for industrial action.

To update your membership details please contact INTO

By email – infoni@into.ie

By telephone – 028 90381455

By Fax – 028 90662803

Report of the Certification Office on INTO Finances

Under current legislation the Union must publish to each member the details below

Financial Year

"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 2010 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, 2010 as included in the annual Return to the Certification Officer.

Members' Subscriptions	Other Income	Total Income	Total Expenditure
------------------------	--------------	--------------	-------------------

£10,889,168	£1,155,466	£12,044,634	£11,232,132
-------------	------------	-------------	-------------

2. Political Fund Account

The Union does not maintain a Political Fund Account in Northern Ireland and accordingly, a nil return was 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 £144,661. Also included in the Annual Return to the Certification Officer is the Employer's National Insurance contributions amounting to £14,229. Pension contributions cost £69,437.

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 2010 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 2010 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".

Workload Negotiations

In May 2011, INTO submitted a claim to the Northern Ireland Teachers Council to seek the agreement of the other four teacher unions to address the excessive workload and accountability issues facing teachers and Principals. The claim was agreed and submitted to the Management Side of the Teachers Negotiating Committee and at the June meeting of the JWP it was agreed that both sides would engage proactively over the summer months with a view to developing and having an agreed workload policy in place early in the new school year.

The parties have now agreed terms of reference which include a statement on the key outcomes which are:

By October 2011 the Working Group will have submitted a final report on the main issues affecting or contributing to teacher workload. The Report will as far as reasonably and realistically possible, and within available resources, make recommendations which will seek to address issues related to teacher workload, provide a practical response to the provision of planning and preparation time and improve teachers' ability to continuously raise standards in learning and teaching.

To allow a focus to progress the claim it was agreed that the working group will:

- ✘ consider issues of workload as they relate to teachers across all phases and at every management level;
- ✘ consider the fullest range of existing Conditions of Service and previously available guidance;
- ✘ where appropriate, draw on experience and good practice in other jurisdictions;
- ✘ where appropriate and possible, seek to

compliment, reflect and implement recent agreements and developments in relation to Teachers' Health and Well-being (THAW); and,

- ✘ consider, review and make recommendations on a series of defined issues which are considered by all parties to the claim as being related to the workload of teachers.

The work is being taken forward on three fronts as follows:

Workstream 1

- ✘ Contractual Hours
- ✘ Directed Time
- ✘ Teacher Planning, Preparation and Assessment Time (PPA)
- ✘ School Cover Policies

Workstream 2

- ✘ Teacher contributions to the effective planning and management of the school
- ✘ Additional responsibilities
- ✘ School Development Planning (Time Budgeting)
- ✘ Complimenting Extra-Curricular Activity

Workstream 3

- ✘ Statutory and non-Statutory requirements in Teaching and Learning

INTO is represented on the steering group and within the workstreams and will seek to ensure that any and all developments address the growing concerns of our members on the issues or workload and accountability.

Third Party Bullying

Policy Revision May Help

Many INTO members continue to raise concerns about being bullied or harassed in schools. Where the bully and victim are both employees of the school, the current agreed policies provide a vehicle for the investigation and action to address such behaviours. However, when the bully is not an employee the matters can get extremely complicated and imposing a penalty on a third party has proved extremely difficult if not impossible in some cases.

However developments within the Teachers Negotiating Committee have seen the development of an Annex to the current agreed procedure to allow teachers to bring forward claims of bullying or harassment against third parties. The new annex to the policy covers three main groups:

1. Parents / Carers
2. Contractors and suppliers
3. Members of the Board of Governors

The annex now gives investigatory bodies power to take action against those individuals who bully or harass their staff, which may include exclusion from the school premises, reference back to the sub contractor's employer or in the case of a Governor, informing the nominating body of the outcome of a formal investigation and requiring it to take the necessary action.

INTO has been pivotal in securing the necessary amendments to the new annex. It is hoped that this will now be agreed and signed off to be available to INTO members in schools for the beginning of the new academic year.

Right Of Accompaniment – What Does This Mean?

Many agreed procedures include the 'right of accompaniment' but in some cases the right is considered that of "hand holding" where the companion is not allowed to speak or interject to support the teacher. This is not the correct interpretation of the right which is fully set out in guidance provided by the Labour Relations Agency. This article is aimed at dispelling some of the myths around the right of accompaniment and preventing difficulties arising in procedures which already can be extremely stressful and worrying for the teacher.

Who can be a companion?

The companion may be:

- ✘ a fellow worker (i.e. another of the employer's workers);
- ✘ a trade union official who is employed by a trade union; or

- ✘ a lay trade union official.

In addition workers may choose an official from any trade union to accompany them at a disciplinary or grievance hearing, regardless of whether the union is recognised by the employer or not. A worker who has agreed to accompany a colleague employed by the same employer is entitled to take a reasonable amount of paid time off to fulfil that responsibility.

What can the companion do during the hearing?

The companion should be allowed to address the hearing in order to:

- ✘ put the worker's case;
- ✘ sum up the worker's case;
- ✘ respond on the worker's behalf to any view expressed at the hearing.

The companion can also confer with the

worker during the hearing. It is good practice to allow the companion to participate as fully as possible in the hearing, including being given the opportunity to raise points about any written information provided by witnesses. The companion has no right to answer questions on the worker's behalf, or to address the hearing if the worker does not wish it.

Workers whose employers fail to comply with a reasonable request to be accompanied may present a complaint to a tribunal.

INTO aims to ensure that members are fully represented at all stages in agreed procedures and our trained representatives and officials will ensure that the above rights are protected. Where an INTO member attends a meeting without INTO representation they should ensure as a minimum that any companion is allowed to act as set out above.

Classroom Observation Agreement Reached

In June 2011, after a period of intense negotiations, teacher unions and employers agreed a code of practice on classroom observation.

School representatives should ensure that there is strict adherence to the terms of the agreement, which are printed here in full and can also be accessed on the INTO website www.into.ie

Guidance on Classroom Observation/Visits

Classroom observation is a regular practice in schools. This guidance aims to share and promote good practice, acknowledging the role classroom observation can play in the improvement of learning and teaching and in the professional development of the teacher.

Classroom observation should be a positive experience, which brings benefit to teaching and learning in the school.

1. Context

- 1.1 The Teachers' (Terms and Conditions of Employment) Regulations (Northern Ireland) 1987, commonly referred to as the Jordanstown Agreement, define the professional duties of a principal which include "keeping under review the work and organisation of the school" and "evaluating the standards of teaching and learning in the school and ensuring that proper standards of professional performance are established and maintained".
- 1.2 The National Standards for Head Teachers NI 2005 states that the principal, working with others, is responsible for evaluating the school's performance, to identify the priorities for continuous improvement and raising standards. This implies setting high expectations and monitoring and evaluating the effectiveness of learning outcomes. The principal is expected to monitor, evaluate and review classroom practice and to promote improvements strategies.
- 1.3 The Performance Review and Staff Development Scheme TNC 2009/10 (PRSD) provides for formal classroom observation, focusing on appropriate aspects of objectives which have been agreed in advance.
- 1.4 The Procedure for Dealing with Principals, Teachers and Vice Principals Whose

Work is Unsatisfactory provides for formal observation, monitoring and evaluation of a teacher's work.

- 1.5 Therefore classroom observation may be undertaken:
 - (i) to ensure proper standards of professional performance are established and maintained;
 - (ii) to develop and share teaching and learning strategies;
 - (iii) as part of the PRSD process;
 - (iv) to monitor unsatisfactory work/performance.

Principals should exercise their professional judgement on the timing and frequency of classroom visits and observation.

2. Formal Classroom Observation

- 2.1 Classroom observation should be seen as part of a wider process within every school of school self-evaluation and the observation should always be undertaken with professionalism, integrity and courtesy.
- 2.2 Arrangements for dates and periods for observation should normally be by agreement between the teacher and the observer who in most cases will be the principal or head of department. Teachers should normally be given adequate notice of when the observation will take place, but principals have the right to enter classrooms unannounced. Principals should take care to exercise this right sensitively.
- 2.3 The duration of the observation should normally be agreed in advance and should not exceed more than one half hour at any time. If more than one observation is to be undertaken, there should be a reasonable time lapse between them.
- 2.4 The objectives of the lesson should normally be discussed in advance and should be the focus of the observation.

- 2.5 The teacher should be given verbal and/or written feedback, as appropriate, which should be supportive and developmental.

3. Peer Observation, Mentoring and Coaching

- 3.1 Many schools have initiated a process of peer observation, mentoring and coaching for professional development purposes. Peer observation, mentoring and coaching is a practical way of teachers supporting each other, developing the curriculum within the school and improving teaching and learning. This process should be by agreement between the teachers concerned and should not involve judgements of teacher performance.

4. Curriculum Co-ordinator Visits

- 4.1 Co-ordinators are tasked with developing an area of the curriculum and may visit classes to observe the teaching and learning in that particular subject. Co-ordinators should not be asked to monitor or evaluate the work of other teachers. Observation by curricular co-ordinators should be treated in the same way as peer observation in that it should normally be by agreement and should not involve judgements of teacher performance.

5. General Classroom Visits

- 5.1 In order to fulfil effectively their duties, as outlined in the Jordanstown Agreement, principals must be free to visit classrooms at any time they consider appropriate, subject to the above guidance. The frequency or purpose of classroom observation/visits is not prescribed and the Employing Authorities will support principals exercising their professional judgement in line with the above guidance.

Nursery Principals 'hounded'

Northern Office has seen a marked increase in complaints from Nursery School principals, who feel they are being 'hounded' in relation to school financial audits. The complaints have arisen in the Belfast and Western areas. Whilst no irregularities have been found, the principals involved felt that their interviews with Board auditors and Finance personnel were conducted in a most unfriendly and at times threatening manner. One principal said that she felt she had been 'hounded'.

INTO has raised the complaints with

the relevant authorities and made it clear that, whilst Board personnel, including auditors, have an important job to do, INTO will not tolerate any unprofessionalism or discourtesy on the part of any visitor to a school.

Nursery principals are extremely busy people who are trying to cope with the demands of teaching very young children on top of the ever increasing bureaucratic burden of administration. INTO has told the employing authorities that the workload involved in running a Nursery school

has reached a critical point. If the employers want more transparency and accountability, they are going to have to put additional administrative support in place. INTO advice to principals is to ensure that they have transparent processes in place, particularly for the accounting of monies which have been collected from pupils and parents. Any member, experiencing any form of harassment should contact their Northern Committee representative or Northern Office for advice and support.

Protecting high quality pre-school education

The DE consultation on the draft Early Years (0-6) Strategy was launched at the end of June 2010 with an extension until the 31 January 2011. Yet in the middle of January, before the consultation had even closed the then Minister, Caitriona Ruane, announced a funding increase of £1.5 million for private and voluntary pre-schools (three days after the announcement that schools are losing an additional £87 million from their budgets this year).

Despite the research detailed in their own evidence paper the Department of Education are seeking pre-school education on the cheap. Nursery education in Northern Ireland is non-statutory and as such is the Cinderella of the education sector. The changes proposed in the consultation document further reinforce and extend this role – not only does it propose that nursery education remain non-statutory and continue to be deliverable without teaching qualifications but the implication is that this could extend to the Foundation stage also. In the DE Read Count: Succeed, a strategy to improve outcomes in Literacy and Numeracy, it states: 'Pre-school settings are non-compulsory elements of early years' education (from birth to age 6, the end of the Foundation Stage).'

However, in contradiction, it also states: 'This strategy recognises that teachers are the key to raising standards by meeting the needs and aspirations of pupils through high-quality teaching and learning.' Education is compulsory from age 4 in Northern Ireland, and the first year and a half of school is now known as the Foundation stage, up to age 6. This is currently

compulsory education and therefore deliverable only by fully qualified teachers and INTO is of the view that it should remain as such.

INTO policy on pre-school education, for many years, is that there should be fully funded nursery places for all children, on a full-time basis, in their pre-school year whose parents wish it.

There are currently 22,504 children in pre-school places in NI. 14,408 of them in Nursery schools/classes and 7,599 in voluntary/private settings.

According to the ETI, in the latest Chief Inspector's report, the highest and most

major benefits for the individual children and the community in which they live, throughout their childhood and into later years. Unfortunately in Northern Ireland, economics and budgets continue to win out over the provision of quality nursery provision for children. International research on the benefits (financial and otherwise) of investing in early years' education is being ignored. The Education Minister and the DE need to take a real look at the evidence in the context of what they really want to achieve in Northern Ireland. High quality education does not come cheap – you get what you pay for.

At the INTO Northern Conference in April delegates unanimously passed the early years motion calling on Northern Committee to:

1. work to ensure that the DE follows through on the research detailed in their own evidence based paper;
2. continue to campaign for the provision of fully funded high quality Nursery education for all children in their pre-school year whose parents wish it;
3. take all necessary steps to ensure that the Foundation Stage education remains within the statutory education sector;
4. resist the introduction of UNOCINI forms to record children's learning difficulties;

In carrying out this work INTO will be working with the other teacher unions in NITC to ensure that the future development of pre-school education in Northern Ireland is protected and enhanced for the children of NI and that the professionalism, status and employment of nursery teachers is assured within it.



consistent pre-school quality was in nursery schools where over half of the provision is judged to be outstanding; in the voluntary/private centres it is just over one-third.

Investment in high quality early years education is evidenced by research in many countries across the world, to reap

Strategic Forum prepares programme for the coming year

The Strategic Forum was established as a vehicle to allow high-level engagement between the educational partners where matters of strategic importance could be debated and progressed. At the recent meeting of the Forum in May 2011, Frank Bunting indicated his decision to retire from the Forum. INTO will nominate a replacement in due course.

The Forum, which has Ministerial approval, is now preparing its work programme for the incoming year. INTO has submitted the following issues for inclusion on the agenda:

- ✦ Impact of budgetary cuts;
- ✦ Review of the funding arrangements for schools; and
- ✦ Employment of Newly qualified Teachers.

At a time when it is planned to remove over £800 million from the education budget over the next four years, the

opportunity to influence at every level must be taken. The view of INTO that

front line services must be protected from savage funding reductions is one

that we will continue to articulate strongly in the Strategic Forum.



New Education Minister, John O'Dowd MLA, at a meeting of the Strategic Forum

New Chief Inspector – ETI

Noelle Buick is the new Chief Inspector of the Education and Training Inspectorate. She took up her post on 16 May 2011. Mrs Buick is originally from Co Fermanagh. After graduating from Queen's University Noelle lived and worked in Jordan for three years before moving to England where she worked as a teacher and senior manager in education and training. She has been an inspector since 1998 and has previously worked in the Further Education Funding Council (Inspectorate) and the Adult Learning Inspectorate. She has inspection experience across a wide range of inspection remits including schools, further education, work-based learning, initial teacher education and youth provision and has held a number of senior positions in inspection, most recently in Ofsted – the Office for Standards in Educa-

tion, Children's Services and Skills.

A delegation from INTO recently met with Mrs Buick and two of the Assistant Chief Inspectors, Faustina Graham and Paul McAlister. Des McDonagh, chairperson Northern Committee, Mary Dorman, Vice-chairperson NC and Nuala O'Donnell, Senior Official welcomed the new Chief Inspector to her new role and informed her of the value which INTO places on open communication with the ETI and mentioned a number of issues relating to inspection which they would wish to raise at future meetings. Mrs Buick responded by saying that she too would value regular and open communication and that while this initial meeting was essentially a 'meet and greet' that she would be happy to engage in detailed discussion at future meetings on issues relating to the work of ETI.



New ETI Chief Inspector, Noelle Buick

Introducing The INTO

Welcome to the teaching profession & welcome to the INTO

Who are we?

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

What can we do for you?

Our goal is to support you during your time as a student. We do this in a number of ways through our regular Information eBulletins, Student Seminars, Website, sponsorship of your Students' Union, sports teams and clubs and societies.

What do we want from you?

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

We will invite you to upgrade your membership to fully qualified status when

you graduate. Don't forget to sign up early for a further year's free membership!

INTO student services

- Free Membership
- Student Information Pack
- Student Publications
- Regular eBulletins
- Seminars
- Student Website
- Dedicated Student Officer
- Sponsorship

How to contact us:

INTO Northern Office
 23 College Gardens
 BELFAST
 BT9 6BS
 Tel: 9038 1455
 E-mail: infoni@into.ie
 Web: www.into.ie

INTO Mobi Website

Need up to date news on the go? Check

out our mobi website for use on your mobile phone. Click on the mobi site button on the INTO homepage.

Coming Soon – The INTO Smart phone website!

NEW! INTO USB for new members

This year we are introducing an INTO USB device for new members. These contain useful information for all new members including students in relation to

salary, contracts, procedures, etc.

You can also update the information on the USB by following the instructions on it and uploading in-

formation from the dedicated area of the INTO website. There is also plenty of space on the USB to store your own files.



Vere Foster Medal Winners!

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

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



Aine Byrne District 1 Secretary, Una Herdman Northern Committee, Marion Kelly medal winner St Mary's University College and Andrea Higgins District 1 Chairperson



Joint winners of the INTO Vere Foster medal 2011 in Stranmillis University College, Katie Armstrong and Elaine Grimsley.

INTO Northern LGBT Teachers Group

Members of the Northern INTO LGBT Teachers' Group are planning for another successful year in 2011/12. Since its establishment last year the Group has worked to increase visibility and awareness of the LGBT experience within Education.

Meetings are held once a term and are an opportunity for members to raise issues and enjoy mutual support in a relaxed and confidential setting.

Members from the Northern group attended a meeting of the Dublin group in the spring term and found the link up to be extremely encouraging. Following on from this a number of members participated in Dublin Pride this June.

"Good Practice Guidelines" have been issued to all schools via school representatives. Members can contact Northern Office for extra copies (also for a limited number of teaching resource DVDs "Fit", produced by the charity Stonewall).

A highlight of the year was delegates to Northern Conference 2011 voting unanimously to support a motion calling on

Northern Committee to:

1. Pledge support and protection to all LGBT members;
2. Raise awareness of the increasingly diverse nature of the teaching profession and school environment;
3. Work to eradicate homophobia in schools in order to create a mutually

respectful and empowering environment for both pupils and staff. This stands as a clear message of support and plurality from the union.

Further meetings are planned for 2011/12 the first of which will take place on Thursday 29th September at 6pm.

INTO LGBT Group Motion, Northern Conference 2011

Conference welcomes the establishment of the Northern LGBT Group following Sheila Crowley's superb address to Conference last year. The LGBT Teachers' Group is an important form of recognition and support for all Lesbian, Gay, Bisexual and Transgender members. Conference calls on Northern Committee to:

1. Pledge support and protection to all LGBT members;
2. Raise awareness of the increasingly diverse nature of the teaching profession and school environment;
3. Work to eradicate homophobia in schools in order to create a mutually respectful and empowering environment for both pupils and staff.

Northern Ireland Teachers Council



Next LGBT Group meetings

15 September, 6pm
at UTU, 94 Malone Road, Belfast, BT9 5HP

27 October, 6pm
at INTO, 23 College Gardens, Belfast, BT9 6BS

For more details contact:
rc-nireland@mail.nasuw.org.uk
028 9078 4480

All LGBT teachers welcome



The Inclusive Staffroom
Inclusivity, Diversity, Equality

Creating an Inclusive Workplace for

Lesbian, Gay, Bisexual and Transgender (LGBT) Staff

Good Practice Guidelines

1. Assume a percentage of your colleagues or their family/friends are lesbian, gay, bisexual or transgender.
2. Speak out against homophobic and transgender jokes and comments. It is important not to remain silent because doing so implies that you agree.
3. Make sure that staff social events involving partners are equally open to same sex partners.
4. Encourage the use of inclusive and gender neutral language e.g. partner.
5. If you are unsure of appropriate language ask an LGBT person/group for guidance.
6. Respond positively when a colleague discloses their sexual orientation or transgender status.
7. Be informed about current information concerning LGBT issues in articles in InTouch and Printout. Display relevant INTO materials in the staffroom.
8. Review the school anti-bullying policy to ensure that it contains an explicit reference to homophobic and transgender bullying.
9. Include in your positive staff relations policy a way of dealing with situations when 'gay', 'queer' etc. are used as terms of abuse.
10. Break the silence. Talk about issues that affect lesbian, gay, bisexual and transgender teachers alongside all other equality issues that are discussed in the staffroom.



Northern INTO Lesbian, Gay, Bisexual and Transgender Teachers' Group
Vera Foster House, 23 College Gardens, Belfast, BT9 6BS
Email: lgbt@into.ie Web: www.into.ie
Tel: 02890 381431 Confidential Mobile: 079 89625332

Funding issues a major concern at Principals and Vice-principals meetings

Two meetings of INTO principals and vice-principals took place on 24 May 2011 in Cookstown and 25 May 2011 in Belfast. The issues discussed by the two groups included funding, administration of education, pay, SEN, bureaucracy and workload. The main concerns raised were:

- ✘ Initiatives are initially funded but then money is withdrawn and schools are no longer able to continue with the initiative because they don't have the money within their own budget to do so;
- ✘ Other Initiatives are funded and the money remaining unspent due to restrictions in other areas. eg Where there are large numbers of EAL of pupils in a school the extra money provided cannot be fully utilised by the school to provide for the pupils because the school lacks the space and requires additional rooms/buildings
- ✘ The impact of the reduction in the AWPUs this year, and further reductions for the next three years, on staffing and resourcing in all schools.
- ✘ The uncertainty over the budget savings currently held by schools, and the lack of confirmation from the minister on the retention and reinforcement of the + or - 5%.
- ✘ The requirement for earmarked funding for principal release days to ensure they are used.
- ✘ Principals not seeking pay rises to save money and jobs in their schools.
- ✘ Too many education administrators and the lack of movement in relation to the implementation of ESA;
- ✘ Proposal in Special Educational Needs Review for funding to be put into schools budgets to enable them to purchase their own support. No guarantee of funding continuing beyond initial stages.
- ✘ PRSD – classroom observation, written reports, becoming a pointless paper exercise for teachers, principals and vice-principals once they have reached the top of their scale.
- ✘ The workload implications of the DE policies on Benchmarking/ESAGS/Count, Read, Succeed, etc;
- ✘ Numbers of pupils being included on the Psychologists' lists greatly reduced and a general lessening of support available for pupils with SEN in mainstream schools;
- ✘ Lack of ELB support – reductions in CASS personnel across all 5 ELBs is leaving schools which are setting targets with now no funding or personnel to enable them these to be achieved.
- ✘ New Special Needs files – 3 coloured files. Fears that although this is a pilot this year, there will be no evaluation and therefore no changes regardless of issues that may be raised
- ✘ Growth in number of pupils being diagnosed with ASD and associated increase in paperwork required, etc

The Way Forward

The first meetings of the Fora in District 1 and 2 will take place in the Autumn term, date and venues to be confirmed. The Fora will provide an opportunity for INTO principals and vice-principals to exchange views on these and other issues and inform the Northern Committee in their determining and out workings of INTO campaigns and policies.

The concerns detailed above have been included in the INTO submissions to the Teachers' Negotiating Committee discussions on workload and accountability. INTO will keep all members informed of developments in these areas.

INTO Principals and Deputy Principals Consultative Conference 2011

Friday 30 September and Saturday 1 October 2011
Thomond Park, Limerick

The second annual INTO Principals Vice-principals Consultative Conference 2011 will take place on Friday 30 September and Saturday 1 October 2011 in Thomond Park, Limerick. The themes for discussion include School Staffing and Managing Schools with workshops on topics including Managing Challenging Behaviour and Managing Teacher Underperformance.

Any INTO principal or vice-principal interested in attending the conference should contact the relevant people in their district:

District 1 (BELB, NEELB, SEELB areas)

Aine Byrne, secretary: ainebyr@hotmail.com

Martin Short, PDC Representative: Principal, Holy Child PS, Belfast – Tel: 02890 614 823

District 2 (SELB and WELB areas)

Paul Kealey, secretary: pkealey506@c2kni.net

Mario Gribbon, PDC Representative: Principal, St John the Baptist PS, Portadown – Tel: 02838 336211




**ATTENTION
CLASS OF 2011!**

**FREE NEWLY QUALIFIED TEACHER SEMINAR
RESERVATION FORM**

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

**The Wellington Park Hotel 4.00PM on
Wednesday 12 October 2011**

If you wish to reserve a place at the seminar please contact INTO by email – info@into.ie or by telephone **028 90381455** by Friday 30 September 2011

**INTO & UTU - WORKING TOGETHER FOR
TEACHERS**



**THE LARGEST
UNION IN IRELAND**

TEACHERS'

JOIN INTO!

LEADING THE CAMPAIGNS FOR

- PROTECTING TEACHERS' PENSIONS
- 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
www.into.ie

The Professional Union

Job Hunting?

Some useful tips

Application Forms

Make sure:

- they are clear and legible
- you use the correct spellings, grammar and punctuation
- to focus on the criteria: essential and desirable
- to give concise, specific answers to questions
- everything is filled in – details will matter
- to keep it relevant – but remember to sell yourself!

No job yet, what about subbing?

- Make personal contact, visit the schools in your local area, preferably on their non-pupil contact days at the end of August. People should have more time to talk to you then.
- Attach a photograph to your CV, that way you will be remembered.
- Register with NISTR and ensure that you keep your availability up to date.
- Once you get a days subbing, use the opportunity to show what you can do, show willingness to help out.

Adelaide Insurance receive *National Big Tick Award*



Teacher Insurance specialist Adelaide is among a small group of businesses to receive Business in the Community's (BITC) coveted *National Big Tick* for their "motorcycling and young driver road safety initiative programmes" entered into the category: Building Stronger Communities. The Big Tick award is the first level of award available to entrants of the national Awards for Excellence, which recognises inspirational programmes that are making a positive impact on the community, the environment or wider society. "We are delighted to receive the Big Tick in this our 20th year! We have always taken a sustained approach to corporate responsibility and integrated it into our business strategy. For us, it has paid off both with customers, stakeholders and our employees. We know that we cannot build a successful sustainable business without constantly showing our commitment to being a better business." Sam Geddis, Director of Adelaide Insurance Services.

Adelaide Insurance Services are the official insurer for the INTO providing car, home & motorcycle insurance.



"Sam Geddis, Director of Adelaide (Centre) seen here receiving this award from Paul Rooney, Chair, BITC (right) and Les Ratcliffe, Jaguar Land Rover (left) who sponsored the award category: Building Stronger Communities"

The Global Schoolroom

Four teachers from Northern Ireland were selected to travel to India as part of a fantastic initiative called Global Schoolroom. This programme enables teachers from the UK and Republic of Ireland to share their educational experiences with teachers in the Developing World. It aims to raise educational standards in India and Uganda in a continued effort to eradicate poverty and ensure the youth of these poorer regions have a future through better education.

INTO members, Stephen Hughes and Fionnuala Nixon, who both teach at Loreto Grammar School Omagh, will be joined by Gillian Bingham, a retired teacher from Donaghcloney, and Dorothy McGinley, also INTO, (not pictured) who teaches at Sion Mills Primary School, in their bid to make a difference in some of the poorer regions of India. They were selected from hundreds of applicants to take part in this once in a lifetime opportunity. The challenging, but rewarding task ahead will see the first 2 weeks being spent with local teachers delivering part of the credit-

ed Diploma in Teacher Education, and the last 2 weeks being spent observing the Teachers in their classrooms.

Since its inception in 2006, Global Schoolroom has endeavoured to help teachers share their educational experiences with their counterparts in the developing world. Now in partnership with University College Dublin, Global Schoolroom offers an accredited Diploma in Teacher Education to teachers in the Developing World who complete the programme. Teachers from Ireland and the UK will travel with Global Schoolroom to deliver the 2011 programme in 10 centres in North East India and 2 in Uganda over the summer.

Global Schoolroom is sponsored by teacher insurance specialist, Adelaide Insurance Services Ltd and sister company Cornmarket Group Financial Services Ltd and supported by the Association of Secondary Teachers Ireland (ASTI), the Teachers Union of Ireland (TUI) and Irish National Teachers Organisation (INTO). For more information on Global Schoolroom please visit www.globalschoolroom.net



Michael O'Neill from Aer Lingus (left) pictured with Gillian Bingham, Stephen Hughes and Fionnuala Nixon as they board their flight. Dorothy McGinley (not pictured) will join them in India

INTO Handwriting Competition 2011

The winners of the 2011 annual Handwriting Competition were presented with their prizes at a function in the Balmoral Hotel, Belfast, on Tuesday 21st June. The event and prizes were sponsored by INTO branches in Northern Ireland and the EBS. This

popular INTO event was well supported by schools and teachers right across Northern Ireland with entries from a large number of pupils. Thanks to all who participated in the Handwriting Competition and congratulations to all this years winners.

District One: Results

Category One

1. Caragh Cochrane St Joseph's P.S Dunloy
2. Nicole Irwin St Columba's P.S Straw, Draperstown
3. Nuala Diamond St Columba's P.S Straw, Draperstown

Category Two

1. Emily O'Neill St Joseph's P.S Dunloy
2. Fiona Rice Sacred Heart P.S. Dundrum
3. Ellie Mc Eldowney Crossroads P.S. Kilrea

Category Three

1. Eimear Mc Guigan St Columbas P.S. Straw, Draperstown
2. Lucy Talbot St Patrick's P.S., Maghera
3. Orlagh Stewart St Joseph's P.S. Dunloy

Category Four

1. Ciara Coyle St Patrick's&St Brigid's P.S. BallyCastle.
2. Liam Mc Cann St Joseph's P.S. Dunloy
3. Claire White Crossroads P.S. Kilrea

Special Achievement award

Caoimhe Mc Nulty St Columba's P.S. Straw, Draperstown

Category Four

1. Sarah Bradley St Mary's Girls P.S. Strabane
2. Daniella Mc Elhatton Omagh Intergrated P.S.
3. Kirsty Rock St Mary's P.S. Tassagh

Special Achievement award

Maeve Grimes St. Oliver Plunkett P.S. Beragh
Gary Grew Corranry P.S. Roslea
Diarmuid Kerr St Mary's P.S. Tassagh



District 1 Winners

District Two: Results

Category One

1. Aimee King St Mary's P.S, Tassagh
2. Cerian Rooney Corranry P.S. Roslea
3. James Keenan St Colman's P.S. Annaclone

Category Two

1. Rhiannon Reilly, Mount St Catherine's P.S. Armagh
2. Micheal Flanagan Corranry P.S. Roslea
3. Niarnh Coyle St Mary's P.S. Strabane

Category Three

1. Jirka Klouda St Oliver Plunkett P.S. Beragh
2. Sheetal Sebi Mount St Catherine's P.S. Armagh
4. Aoibheann Ni Mhaelagain Corranry P.S. Roslea



District 2 Winners

TEACHERS WIN £2000 towards a holiday of YOUR choice + £500 spending money!

To enter:

Please register your details — see below.

With these details we'll be able to contact you at the RIGHT TIME i.e. When your car/home/motorcycle insurance is due with a COMPETITIVE quote.

Teachers, their partners & retired teachers all welcome.



OFFICIAL INSURER OFFICIAL INSURER

Calls may be recorded for our mutual protection. Adelaide will pay up to £2000 for a Travel Voucher which is valid for 2012 and must be booked through Oasis Travel, Bangor. The £500 spending money will be paid by cheque in the winner's name, subject to holiday booking confirmation by Oasis Travel. Competition terms and conditions apply. Car insurance: Proposers and male named drivers must be aged 23+, female named drivers 21+. Insurance subject to acceptance criteria, terms, conditions and minimum premiums.



PLEASE COMPLETE IN CAPITAL LETTERS

Mr Mrs Miss Ms

First Name:

Surname:

Address:

Postcode:

D.O.B.: / /

Mobile:

Home Tel:

E-mail:

Car Insurance renewal date: / /

Home Insurance renewal date: / /

Motorcycle Insurance renewal date: / /

WAYS TO ENTER

- **ON-LINE:** www.adelaideinsurance.com
- **OR** simply fill in your details here and post for FREE to:

Adelaide Insurance Services
FREEPOST (BEL 689)
BELFAST, BT12 6BR

- **OR** call 028 9044 2200

Closes end April 2012, winner contacted by phone May 2012

I understand that by registering, the details I provide will be held on computer and I agree that this information may be used to contact me in the future by Adelaide Insurance only about general insurance.

Signature:

Date:

Adelaide Insurance Services,
1st Floor, Boucher Plaza
4-6 Boucher Road
Belfast, BT12 6HR

