

# Printout



Irish  
National  
Teachers'  
Organization

*Cumann  
Múinteoirí  
Éireann*

August 2004

- 2004 CONFERENCE REPORT
- INDUSTRIAL ACTION UPDATE
- PRSDS – WHAT IT WILL MEAN FOR YOU



# Editorial



For some considerable time now, INTO members have been taking industrial action, both with colleague teachers' unions and on our own to defend and promote teachers' salaries and conditions of service.

During the summer, things have come to a head. There is now the prospect for a settlement. Arising therefrom, Northern Committee has decided to call off that part of the industrial action relating to attendance at "Baker Day" activities and In-service training. Members are therefore directed to work normally during Baker Days. In addition, the industrial action relating to SDPR/SDPM and PRSDS (the new Performance Review Staff Development Scheme) training is withdrawn following the acceptance of PRSDS by the Northern Ireland Teachers' Council. INTO was the only dissenting union opposing the introduction of PRSDS but abides by the majority decision of the NITC. All other aspects of the industrial action are being reviewed in association with the other teacher unions including ATL, NASUWT and UTU. Additional directions relating to the industrial action will follow. Further information can be obtained from your Northern Committee representative.

The second report of the Independent Enquiry (Part II) relating to conditions of service, raising standards and negotiating arrangements was expected to be released to the teachers' unions during August 2004. The report's contents and recommendations will be discussed at the next meeting of the Teachers' Negotiating Committee in September. Members will be informed of the recommendations of the report after that date. INTO has called on the Minister to fully fund the implementations of the report.

Frank Bunting  
Northern Secretary

*Frank Bunting*

Journal of the Irish National Teachers' Organisation in Northern Ireland, 23 College Gardens, Belfast BT9 6BS  
Telephone: (028) 9038 1455  
Fax: (028) 9066 2803  
e-mail: info@ni.into.ie

Editor Frank Bunting

#### TO ADVERTISE

Tel. (028) 9038 1455  
Fax: (028) 9066 2803

Printed by: Northern Whig Limited, 107 Limestone Road, Belfast BT15 3AH Telephone: (028) 9035 2233

*Printout* is published by the Irish National Teachers' Organisation and distributed to members and educational institutions. Except where the Irish National Teachers' Organisation has formally negotiated agreements as part of its services to members, inclusion of an advertisement does not imply any form of recommendation. While every effort is made to ensure the reliability of advertisers, the INTO cannot accept any liability for the quality of goods and services offered.

# INTO PRESENTATION



*South Armagh Branch recently presented two retired members Patricia Hagan and Marie Carberry with medals of appreciation for their years of service and contribution to INTO. Also included are Mary Hughes, Branch Secretary and Northern Committee member, Terry Pattison, Branch Chairperson, Bill Donnelly, BFC, Tony Lappin, CEC member and Patricia O'Farrell, Northern Committee.*

## NEW INTO GUIDES

INTO is issuing new and reviewed guidance for members. These include:

- Job sharing
- Administration of medicines
- Data Protection

The guidance leaflets will be made available to INTO representatives from September 2004 and may be downloaded from the INTO website ([www.into.ie](http://www.into.ie)).

In addition, the Organisation is currently preparing guidance for members on the Reporting of Assaults, School trips and Age Discrimination. It is intended that these guidance leaflets will be available to INTO representatives in late 2004.

## Human Rights Primary School Project – Update

Phase 2 of the INTO/UTU/Amnesty International Cross-border Project on Human Rights commences this Autumn. 35 primary schools in Northern Ireland and the Republic of Ireland are participating. Phase 1 of the project focused on pupils in Primary 4 and 5. Whereas Phase 2 will include pupils in Primary 6 and 7.

Two project officers for Northern Ireland and the Republic of Ireland have been appointed. The Northern Ireland Project Officer is Deirdre McAlliskey who will be based in the Amnesty International Office in Belfast. If you would like some information on Human Rights Education in the primary school sector, contact Deirdre on 028 90 64 3000 or email her at [nireland@amnesty.org.uk](mailto:nireland@amnesty.org.uk)

# Notices for Members

## PRIORITY NOTICE: CENTRAL COMMITTEE MEETING

(All Reps and Members Districts I and II)

Venue: Ramada Hotel, Belfast Date: Saturday 25 September 2004

Registration: 10.00 AM – Coffee

### Seminar Speakers:

Frank Bunting, Northern Secretary

Brendan Harron, TNC member

Mary Cahillane, CEC District I

### Key Issues:

\* To evaluate findings of Independent Enquiry

\* To examine industrial action outcome and Ministerial commitments

\* To develop salaries' strategy

*Plunkett Campbell, member of Independent Enquiry team will present an overview of Enquiry findings.*

## PRINCIPALS' AND VICE PRINCIPALS' SEMINARS

INTO is organising a separate union grouping for Principals and Vice Principals in District I (NEELB, BELB and the SEELB) and District II (WELB and the SELB). This grouping is being established following the Rules Congress held June 2004 in Dublin to establish a National Principals' Forum. The forum will be in addition to the existing rights of INTO principals and vice-principals to attend their branch meetings as members.

To facilitate the establishment of these Principals' & Vice Principals' groupings, an evening seminar is being organised in each district as follows:

### Two venues:

Ramada Hotel, Belfast – Wednesday 29 September 2004

Armagh City Hotel – Thursday 14 October 2004

6.00PM – 8.00PM (Coffee and registration from 5.30PM)

### The agenda items for the seminar include:

- Role of principal vis a vis governors
  - LMS and school funding
- Hours and conditions of service: The implications of the Independent Enquiry
  - Professional Development and Performance Management
  - The Inspection Process in Northern Ireland

*Any Principal or Vice Principal wishing to attend and who has not already contacted Northern Office should do so one full week in advance of each seminar. Tel. No: 90 381455*

## SEMINAR FOR TEACHING PRINCIPALS

Venue: Seagoe Hotel, Portadown Date: Friday 12 November 2004

Registration: 12.45 PM (light lunch) – 3.30pm

### Seminar Leaders:

Rita Fox, Principal, Recarson Primary School, Omagh

Tony Lappin, Principal St. Colman's Primary School, Moira

Paddy McAllister, Principal St. James' Primary School, Craigavon

### Key Issues:

- ★ Implications of Independent Enquiry
- ★ Getting action from DE and Employing Authorities
- ★ Dealing with PRSDS and other bureaucracy

## Rita Fox Former Chair – Address to Conference 2004

Rita Fox in her conference address referred to the industrial action. INTO members were taking action to protect teachers' pay and conditions. The Employing Authorities and DE on the management side had refused to negotiate on the recommendations of the Independent Enquiry (Part I). This had deprived teachers of salary backdated to 1 September 2002 and also denied Principals and Vice Principals' access to two points on the Leadership Spine.

Rita also paid tribute to former General Secretary Gerry Quigley and his campaign against selection at 11. She welcomed the Costello Report and its adoption by the then Education Minister Jane Kennedy, MP and the long overdue demise of the 11+ arrangements.

Rita criticised the current inspection process in schools and the lack of progress in discussions with the Inspectorate in reforming this process. She stated INTO welcomed self-evaluation but it must be an open self-evaluation process which allowed teachers to reflect critically on their work without fear of future use against them. This is not possible under existing arrangements.

Partnership means collaborative working. This can only take place when there meaningful exchanges, transparency and trust. In these circumstances teachers will feel valued. All parties in education must work towards this objective.



*Sean Rowley, former INTO President, Rita Fox, former Chair, Northern Committee and Mildred Garfield, Deputy Mayor Derry City Council*

## ‘Scrúdú Cáilíochta sa Ghaeilge’

Northern Conference endorsed a call for the abolition of the ‘Scrúdú Cáilíochta sa Ghaeilge’. Successful completion of the exam is required by the Department of Education

and Science in the Republic of Ireland before teachers from Northern Ireland can be declared fully recognised.

Mary Cahillane, INTO Executive member told the conference:

“Northern Ireland trained teachers are fully recognised by the Department of Education here, yet when they cross the border they are only granted ‘provisional recognition’. Republic of Ireland trained teachers are recognised by their own Department and by the DE in Northern Ireland when they come North. It is grossly unfair and unjust that Northern Ireland teachers should be treated in this way.

That they should have to sit a work intensive exam at a level far beyond that which is really required to enable them to teach Irish in a primary school is iniquitous. “

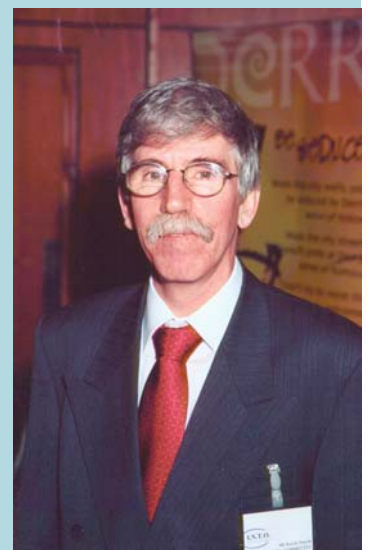
At Congress 2004, demands were made on the Department of Education and Science in the Republic to:

- (i) carry out a further review of the SCG;
- (ii) replace the current examination with a more realistic and achievable alternative;
- (iii) nominate a College of Education to design the syllabus, co-ordinate the provision of courses and administer the examination;
- (iv) provide adequate resources, classes and Gaeltacht courses, free of charge, to teachers studying for the examination;
- (v) extend the current 5-year period, in which teachers can achieve the qualification, to 10 years.

In addition, Northern Committee has called on the Education Spokespersons of the Northern Ireland political parties to raise these demands in any representations they may be having with Noel Dempsey, Irish Education Minister.

## Victory Over 11+

Kevin Smyth told delegates that INTO had finally won its long campaign to abolish the 11+. He said: “It is crucial that the concerns of teachers are taken into account during the implementation of the Costello recommendations. They must not be used as a tool for school rationalisation and teacher redundancy”.



*Kevin Smyth, Member of the Northern Ireland Teachers' Council Costello Group*



## Permanent Secretary delivers Keynote Address

Will Haire, Permanent Secretary, Department of Employment and Learning (DEL) addressed delegates at Northern Conference 2004. He stressed the importance of the reform of the 14-19 phase of education and outlined the vision for this phase of education, reinforced by the Costello Report, and stated it was one in which:

- All young children can choose from a range of qualifications and courses which meet their needs and enable them to progress to more advanced courses at 16;
- Students can easily see how their studies will lead to further education and employment;
- Young people can develop essential practical skills for life and work; and
- Schools and colleges are working in partnership to break down barriers and to raise the profile of vocational education.



*Peter Bunting, Assistant General Secretary ICTU, Catherine Byrne, General Treasurer INTO and Will Haire, Permanent Secretary Department of Education and Learning.*

DE and DEL have established a framework to support collaboration called "The Vocational Enhancement Programme". Currently six further education colleges and 16 Grammar and secondary schools are collaborating on a broad-range of vocational areas including: Multi-media Music Technology; Software Engineering, Construction and Hospitality to name but a few. An evaluation of this programme will show the way forward with further collaboration in the 2005/06 academic year.

## INTO Reaffirms Professionalism of Teachers

Nuala O'Donnell INTO Senior Official told delegates that teachers were crucial in the success or failure of curriculum change.

"CCEA and the Department of Education may call for curriculum change and the raising of standards, but none of this can be achieved without the full cooperation of teachers. Teachers are a school's greatest resource and should be treated as such. Teachers' professional views and opinions must be respected in the implementation of the Curriculum Review."

INTO delegates to the conference unanimously agreed on the call for smaller classes, appropriate in-service training for teachers, a realistic timescale for implementation and sufficient resources from the Department of Education to enable the proposed changes to take place. They also demanded full consultation with teachers and their recognised unions in all aspects of the proposed changes.

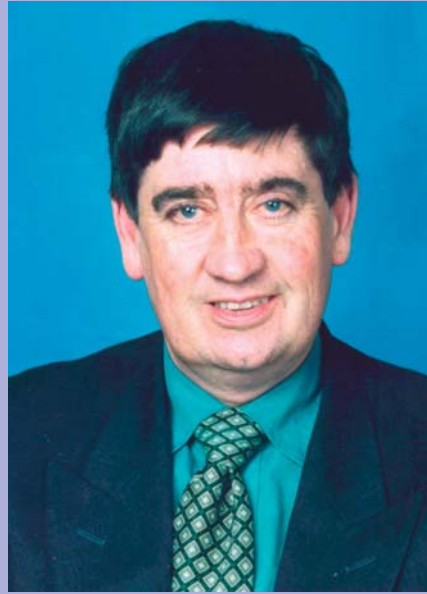


*Nuala O'Donnell, Senior Official INTO*

## Bully and Harassment

The increasing problem of bullying and harassment of teachers and principals in schools was raised at Northern Conference. The lack of sensitive guidance from Employing Authorities has had a frightening impact on too many teachers. In many instances the victims are too scared to deal with the bully and simply leave.

Tony Carlin, INTO Equality Officer stated that: "INTO has worked strenuously with the employing authorities to develop a new policy and guidelines on bullying and harassment. We trust this will assist in eradicating bullying of teachers and principals. All teachers will also be provided with awareness raising on the subject of bullying and governors will be also be trained in the investigation of complaints raised by teachers."



*Tony Carlin, Trade Union Official and Equality Officer, INTO*

## Idiot's Guide to Performance Review Staff Development Scheme [PRSDS]

As this contributor to Printout has been saying for a number of years, Performance Management is coming and it will be bad. That time has come and Performance Management is but a short step away and it is bad. We have had SDPR, mutterings of SDPM and the final document is PRSDS. Another acronym to confound and confuse the teaching profession. It stands for: Performance Review and Staff Development Scheme. A mouthful by any other name.

The scheme is very similar to the Performance Management Scheme operating in England and Wales. It will apply to all teachers from September 2004.

So what does it mean practically?

Teachers will face an annual review. The reviewer will be designated by the Principal. Principals will be reviewed by a minimum of two reviewers designated by the Board of Governors.

The reviewer will usually have management responsibilities for the reviewee. That review will occur in three stages.

\* The initial meeting will discuss three objectives for review.

\* Monitoring- this could consist of two classroom observations of a maximum period of one hour. (This wording is open to interpretation)

\* After review discussion of three new objectives for the next annual review.

Objectives will be Specific, Measurable, Attainable, Realistic and Time-bound. When I read this I thought someone had pulled a fast one on the employers and I think this may be the case. Objectives, if you look again, will be SMART. The crunch in all this, however, is the following line in the scheme: "Teachers participation in the review process and the professional development activities shall be a necessary requirement in respect of pay progression on the MAIN and UPPER pay scale and school ISR's. Review statements shall be taken into account by those responsible for taking decisions or making recommendations on the pay and performance of teachers."

This scheme has few merits. Apart from the dreadful link to pay, the bureaucracy and workload alone associated with its implementation will

be enormous and a large headache for principals particularly of large schools. Imagine a hard-pressed school with teachers trying to teach having to find an hour and a half (this is a conservative estimate) within school time for every teacher annually. Put this into a school of 50+ teachers and the timetabling difficulties alone are mind-boggling.

The scheme is also the antithesis of what a good teacher tries to do. It may be ROBUST!! But ROBUST could also stand for Rigid, Onerous, Boring, Unimaginative, Stultifying and Tiresome. There is no room for manoeuvre in this scheme. It will stultify a good teacher's creativity once again like the many schemes that have gone before it. It is rather unfortunate that the employers don't spend a lot of time in classrooms. If they did they would have been more creative.



*Mary Cahillane, District Representative INTO*

# Industrial Action

Following a meeting between the teachers' unions and Education Minister Barry Gardiner MP, and the conclusion of negotiations in the Teachers' Negotiating Committee, INTO has called off all its industrial action. The Minister refused to concede the teachers' unions' 2002 pay parity claim. However he has committed to a return to pay parity for all Northern Ireland teachers from 1 September 2005. He has also made related, conditional pay proposals and the consequent pay arrangements have now been agreed within the Teachers' Negotiating Committee.

INTO has accepted with reluctance that, in spite of its best efforts, the commitments made by the Education Minister represent the best deal available to teachers at this time. A Performance Review Professional Development Scheme [PRSDS] has also been agreed, formally introducing performance related pay for teachers.

Alone of the teachers' unions, INTO rejected this scheme. However, INTO accepts the democratic decision of the majority view inside the Northern Ireland Teachers' Council. Whilst it is regrettable that the minister did not pay teachers their just entitlement for 2002, the teachers' unions have secured the following settlement:

- (i) Parity 2.5% inflation uplift to all teachers' pay from 1st April;
- (ii) A performance related pay scheme called Performance Review Staff Development Scheme [PRSDS] and implementation plan which will enable the movement of all eligible teachers to Upper Pay Scale 2 from 1 September 2003;
- (iii) Movement of the eligible 13,500 teachers to Upper Pay Scale 3 with effect from 1 November 2004;
- (iv) The long overdue release by the minister of the Independent Enquiry

Final Report Part 2 to the Teachers' Negotiating Committee and a commitment from him to secure resources to ensure the implementation of all agreed recommendations.

As a result 13,500 senior teachers will lose £1,000 and principals and vice-principals will not have the facility to have their pay increased by up to two points backdated to 1 September 2002. Under the new arrangements these teachers will now have their pay backdated to 1 September 2003, thus breaking pay parity with teachers in England and Wales. The settlement also copperfastens performance related pay arrangements, increases bureaucracy and workload for all teachers, principals and vice-principals, to which INTO remains totally opposed.



*Brendan Harron, Teachers' Negotiating Representative*

INTO celebrates the unity of the four teachers unions involved in the industrial action: ATL, INTO, NASUWT and UTU. The unity and spirit of the teachers' unions remains undaunted. INTO is

determined to work even closer with our teacher union colleagues to build and develop this unity of spirit.

Frank Bunting, commented:

***This is a major setback for teachers and for education in Northern Ireland. The key objective of pay parity has been lost and only re-secured at a cost to teachers' pay. Teachers' and principals' jobs have been made more difficult with increased bureaucracy, administration, workload and the formalisation of PRP. The work of voluntary school governors is increased as is the potential for serious industrial relations difficulties in schools. Children's education is likely to suffer.***

***Now the employing authorities and the Minister have their 'robust' PRSDS. It comes at the cost of teacher and teacher union goodwill. Some things, sometimes the most valuable things, cannot be bought. The role of some employers during this dispute on pay parity has been a betrayal of the interests of teachers. In the words of former INTO member Peadar O'Donnell '...There will be another day...'***

INTO is organising a special Central Committee meeting on the new salary arrangements, the industrial action, PRSDS and the Final Report of the Independent Enquiry. It will take place in the **Ramada Hotel, Belfast on Saturday 25th September 2004 with registration at 10.00 hours.** This meeting is free to INTO members. All members welcome. £25 for non-members. Please notify Northern Office: **02890 381455** for registration.

More details of the PRSDS on website [www.into.ie](http://www.into.ie).



# TEACHERS' PAY 2004-2006 NORTHERN IRELAND

\* Agreed within Teachers' Negotiating Committee: Awaiting Implementation

MAIN PAY SCALE SALARY POINT	CURRENT (£)	APRIL 2004 (£)*	APRIL 2005 (£)*
1	18,105	18,558	19,023
2	19,536	20,025	20,526
3	21,108	21,636	22,176
4	22,734	23,301	23,883
5	24,525	25,137	25,764
6	26,460	27,123	27,801

## UPPER PAY SCALE SALARY POINT

1	28,668	29,385	30,120
2	29,730	30,474	31,236
3	30,831	31,602	32,391
4	31,968	32,766	33,585
5	33,150	33,978	34,644

## ADDITIONAL ALLOWANCES: Being frozen under parity arrangements

MANAGEMENT 1	1,638		
MANAGEMENT 2	3,312		
MANAGEMENT 3	5,688		
MANAGEMENT 4	7,833		
MANAGEMENT 5	10,572		
SEN 1	1,674	1,716	1,758
SEN 2	3,312	3,396	3,480

## LEADERSHIP GROUP SALARY POINT

1	31,416	32,202	33,006
2	32,205	33,009	33,834
3	33,009	33,834	34,680
4	33,834	34,680	35,547
5	34,677	35,544	36,432
6	35,544	36,432	37,344
7	36,507	37,419	38,355
8	37,344	38,277	39,234
9	38,277	39,234	40,215
10	39,261	40,242	41,247
11	40,278	41,286	42,318
12	41,208	42,237	43,293
13	42,240	43,296	44,379
14	43,290	44,373	45,483
15	44,367	45,477	46,614
16	45,549	46,689	47,856
17	46,599	47,763	48,957
18	47,769	48,963	50,187
19	48,951	50,157	51,429
20	50,166	51,420	52,707
21	51,408	52,692	54,009
22	52,683	54,000	55,350
23	53,988	55,338	56,721
24	55,329	56,712	58,131
25	56,700	58,119	59,571
26	58,107	59,559	61,047
27	59,544	61,032	62,559
28	61,020	62,547	64,110
29	62,535	64,098	65,700
30	64,089	65,691	67,332
31	65,676	67,317	69,000
32	67,308	68,991	70,716
33	68,979	70,704	72,471
34	70,686	72,453	74,265
35	72,444	74,256	76,113
36	74,235	76,092	77,994
37	76,083	77,985	79,935
38	77,964	79,914	81,912
39	79,863	81,861	83,907
40	81,861	83,907	86,004
41	83,904	86,001	88,152
42	86,004	88,155	90,360
43	88,155	90,360	92,619



# Special Educational Needs and Disability (N.I) Order 2004 (SEND0)

INTO is committed to equality of opportunity in education for all children and young people with disabilities and for pupils with Special Educational Needs. While INTO supports the intention of the proposed Special Educational Needs and Disability (N.I) Order 2004 (SEND0) to “strengthen the right to an ordinary education place for children with Special Educational Needs and extend similar provisions to those contained in the Disability Discrimination Act to educational institutions in Northern Ireland for the first time”, this must be viewed within the current educational context.

The 1996 Special Educational Needs Code of Practice is still being implemented in Northern Ireland, despite major changes in England and Wales due to the bureaucracy and inflexibility of the Code. INTO has called for a review of the Code of Practice for the past four years. INTO believes that this new legislation should not be introduced until the Code of Practice has been reviewed. The review should take place in consultation with teachers and schools as well as teachers’ unions and take account of the changes in England and Wales.

## New Funding Necessary

In responding to the consultation INTO rejected the statement in the explanatory memorandum that:

“...any financial requirements arising from the proposals in the Order will be met from within existing departmental budgets...”

It is impossible for a quality service to be provided inside existing severely cash limited education budgets. Schools are not resourced for the implementation of the Code of Practice. To ensure the implementation of the proposals within the SEND0, Government must provide additional, sufficient resources. Many proposals are overly bureaucratic and legalistic and increase the workload of teachers.

Reference is made to DE guidance which Boards of Governors must take account when implementing SEND0. This guidance will contain the outworkings of the proposed legislation. It has major implications for schools. This guidance should be the subject of consultation with schools and teachers’ unions before being issued.



*Nuala O'Donnell, Senior Official INTO*

INTO has sought a guarantee from DE that children with complex Special Needs are not placed in mainstream schools if the efficient education of the majority of children in the school would be compromised in so doing. It is crucial that the inclusion of children with SEN within mainstream schools be sufficiently resourced. A recent DE report to the Standing Conference for Special Education saying, that it was unsuccessful in its bid to fund this form of provision is very worrying. Additional resources are vital. Radical changes cannot be made to existing educational provision in circumstances where the Government is unable to resource them.

INTO calls on the Department to recognise that inclusion should be practicable and not dogmatic and can be achieved in a variety of ways. Inclusion does not have to be in the same class or school. Inclusion, with imagination and flexibility, can be achieved, through co-operation between schools, mainstream and special, for the benefit of all pupils and ensuring they all receive the best and most appropriate education for them.

## Commissioner Carlin

Tony Carlin has been appointed as a Commissioner with the Equality Commission. Northern Committee congratulates Tony on his appointment, which will be very helpful in having issues of equality addressed in education and schools. Other Commissioners appointed include Una Gillespie, Co-ordinator West Belfast Economic Forum, Thomas McGrath, Disability Action and Paul Yam, Director WAH HEP Chinese Community Association.



*Tony Carlin, Newly Appointed  
Commissioner with the Equality  
Commission Northern Ireland*

# Teacher Support Network

Almost five years ago the Teacher Support Network in England launched the first-ever national helpline for teachers in England and Wales. Supplying 24-hour support for emotional problems, work related stress, money matters and much more.



Mary Cahillane is the Northern Ireland Teachers' Council Trustee on the Teacher Support Network Board.

Their trained counsellors have given confidential help to over 75,000 colleagues and established for them a major resource that they can access at any time.

The INTO is pleased to endorse and encourage support from its members for Teacher Support Northern Ireland which was established in September 2003.

The aim of TSNI is to provide a similar service to that in England and Wales for the 30,000 teachers and lecturers working here. The TSNI is an independent organisation which will be available to improve the health and well being of teachers as well as offering confidential support, advice and free access 365 days a year.

Teacher's professional effectiveness determines the quality of learning for young people in their care and it is vitally important that teachers receive help in times of difficulty. The ever-increasing strain of workload and bureaucracy has taken a heavy toll on the teaching profession. Initiative after initiative has led to premature burnout and despondency in the profession. Teachers in Northern Ireland have also had the unique difficulty in trying to maintain normality in over 30 years of trouble.

In order to begin provide this valuable support TSNI will be asking for a small contribution from teachers in the coming months. As an independent charity its funding will mostly come from teachers. The INTO encourages all its members to contribute to TSNI in order for a Support Line to be established as soon as possible. While the INTO will continue working for an improvement in salaries and conditions of service we view the TSNI as a sister organisation that will improve the health and well being of teachers. TSNI can be contacted at 028 91275929



## Message from America!

- ★ Are you a qualified teacher?
- ★ Are you looking for new ideas and ways of teaching?
- ★ Are you ready for a personal and professional challenge?
- ★ Ever thought what it's like on the other side of the pond?

Opportunities exist in all subjects, from primary to FE, for post-to-post exchanges of six weeks, autumn term or full year.

3-6 week exchanges for headteachers/senior managers in education.

Fullbright UK / US Teacher Exchange  
Apply now for the academic year 2005/06: closing date 15 November 2004.

**For further information visit**  
**[www.britishcouncil.org/learning-fulbright.htm](http://www.britishcouncil.org/learning-fulbright.htm)**  
**or telephone 028 9024 8220 extn 226.**

*The British Council is the UK's international organisation for educational opportunities and cultural relations. We are registered in England as a charity.*

## HOW CAN I CUT MY OUTGOINGS?

Life Assurance Premiums have come down.  
Have you checked your premiums recently?  
Moving House Shortly?

Do you need Independent Mortgage Advice?  
Mortgages are better value than ever.  
Have YOU got the best DEAL?

YOU could save money by moving lenders with a low cost transfer

What happens if you are unable to work through ill health?  
Will YOU be able to pay your mortgage?  
Do you have CRITICAL illness cover on your mortgage?

*I can help!!*

**Allen McCrea**

**Independent Mortgage Adviser**

**Phone 0035374 91 76842 mob 07803 235199**

**Email: [allenmccrea@eircom.net](mailto:allenmccrea@eircom.net)**

Financial Adviser for INTO members in N.Ireland  
PERSONAL TOUCH N.I.

*Written quotations available on request  
Your home is at risk if you do not keep up repayments on a mortgage or any loans secured on it.  
An appointed agent of Personal Touch Insurance services  
Limited under A.B.I. and M.C.C.B. code*



## Consultation on Pre-school Education

The Education Minister, Barry Gardiner MP launched the Pre-School Review on Monday 28 June 2004. INTO has concerns that the review is seeking to devalue current and



*Mary Hughes, Northern Committee Primary Representative*

future provision and introduce a bargain basement form of pre-school education. The consultation document suggests that pre-school education is delivered, not necessarily by teachers, but by pre-school personnel, whose qualifications and pay will be less than those of qualified teachers.

The review proposes, in the voluntary/private sector where pre-school education is currently not delivered by teachers,

that support can be bought in from *Early Years Specialists (EYS)* to ensure that education standards are improved. According to the ETI Inspectorate findings, in almost 30% of pre-schools inspected, standards were unsatisfactory. It is stated in the review document that in these settings 'least progress was observed in improving support for special educational needs'. In Nursery schools and classes, qualified teachers can make early diagnostic identifications and interventions to address the special educational needs of pupils. This will have positive and long-lasting effects on a child's level of development, attainment and achievement.

The EYS entity is unique to Northern Ireland. In England and Wales, pre-school education is delivered by qualified teachers. INTO does not believe that the children of Northern Ireland should receive or accept less than their counterparts in England and Wales. INTO will be responding to this review, demanding that the best pre-school education, provided by trained teachers, is made available Northern Ireland children.

INTO welcomes this review into Pre-School Education in Northern Ireland. Pre-school Education is the most important stage of a child's education. EPPNI (Effective Pre-school Provision in Northern Ireland) research has found that staff qualifications in pre-school are associated with better quality care and better outcomes for children – the higher the qualification of the staff, the higher the outcome for the children. It is therefore crucial that Pre-school education is of a sufficiently high quality to ensure the best for Northern Ireland children. This requires Pre School Education to be resourced and delivered by fully trained, qualified teachers.

**A meeting of INTO Nursery teachers and principals, to discuss the pre-school review will take place at 4.00pm on Tuesday 14 September 2004 in INTO Northern Office, Belfast. All INTO nursery teachers and principals are invited to attend. Please contact Lorraine Devine in Northern Office, by Friday 10 September, if you wish to attend.**

## Bullying Policy Update

The revised policy and code of practice to combat bullying and harassment of teachers in schools has not yet been agreed by Management. This is a regrettable state of affairs, given the extensive work that has been put into the revised policy. It was hoped to formally launch the policy early in the new school year with the training and awareness programmes beginning shortly after that date. INTO will provide training for local representatives on the operation of the new policy and procedures.



# INTO FOR NEWLY QUALIFIED TEACHERS

## Free Membership

- ★ For ALL Newly Qualified Teachers
- ★ JOIN NOW
- ★ Pay Nothing Until July 2005!

## Congratulations Claire Doherty, Newly Qualified Teacher

Claire, who recently graduated from UU at Coleraine, has won our free prize draw for Newly Qualified Teachers by signing up for her free year's membership with INTO.

## INTO Substitute Register

Twice a year, in September and January, INTO circulates a list of INTO supply teachers to schools throughout Northern Ireland. This service is free to INTO members. If you wish to be included in the next issue of our Substitute Register contact Northern Office for an Application Form today!

## INTO Support and Advice For Newly Qualified Teachers

### Know Who To Contact

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

### NQT Seminar

Each August INTO runs a NQT Seminar to make sure you are fully prepared for that all-important first day of school.



*Samuel Taggart, Stranmillis University College receiving his Vere Foster Medal from INTO Representatives Helen Mawhinney and Mary Cahillane. Also pictured Professor Richard McMinn, Principal Stranmillis University College*

Topics covered include salaries, Induction, GTC registration, classroom management and pupil discipline.

## Welcome Functions

During the Autumn Term your local representatives will invite Newly Qualified Teachers in their area to a Welcome Function/Branch Meeting. This is a great way to meet activists within the union and to network with other Newly Qualified (and some not so Newly Qualified!) teachers.

## INTO Publications

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

## INTO Website

For further details of INTO Services, Information and up-to-the-minute Educational Updates visit our website at [www.into.ie](http://www.into.ie)

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

## Northern Ireland Teaching Awards 2004

Four INTO members were Regional winners in this year's annual Teaching Awards.

- Sean McAuley, St. Pius X High School, Maghera

The Guardian Award for Teacher of the Year in a Secondary School

- Mark McConnellogue, St. Columb's College, Derry

The Teacher Training Agency Award for Outstanding New Teacher

- Anne McGuinness, St. John the Baptist P.S., Portadown

The BT Award for Teacher of the Year in a Primary School

- Eunan O'Donnell, Steelstown P.S. Derry

The Award for School and Community Involvement

All four teachers were nominated by their teaching colleagues. Two of the winners were also nominated by a pupil and a parent. All regional winners will go forward to the National Awards Ceremony in the Autumn term.

## INTO FOR STUDENTS- Welcome to the Teaching Profession!

Welcome to the INTO – the largest teachers’ union in Ireland.

As an INTO member you now have access to an unparalleled level of support and representation. You can be sure that issues directly affecting you are kept high on our agenda. Ensure you introduce yourself to your INTO school representative when you are on Teaching Practice – they will provide you with a valuable source of support as well as information about the school.

Please feel free to utilise the full range of INTO services available to you:

Information	INTO Publications – Printout and InTouch
News	INTO Bulletins – see your INTO Noticeboard on Campus
Top Tips	INTO Guidance on Teaching Practice
Ongoing Support	INTO School Representatives and Northern Office



*Helen Mawhinney, INTO Recruitment Officer.*

INTO Recruitment Officer  
Helen can be contacted at:  
INTO Northern Office  
23 College Gardens  
BELFAST  
BT9 6BS  
Telephone: 9038 1455  
E-Mail: [helenmawhinney@ni.into.ie](mailto:helenmawhinney@ni.into.ie)

### Congratulations!

Congratulations to the incoming Presidents and Deputy Presidents in our Teacher Training Institutions. INTO wish them well in their new roles and look forward to working with them over the coming year.

## ATTENTION SCHOOL REPRESENTATIVES

### RECRUITMENT – Building the Union

The lifeblood of a trade union is its membership. Each year INTO undertakes an annual recruitment campaign. Its aim is to increase membership across all education sectors in Northern Ireland. School reps were contacted in April promoting our ‘Recruit-A-Member’ Campaign. All local representatives and members were asked to actively seek to recruit one teacher to the union. INTO relies on you to continue to play an active part in this recruitment exercise.

#### Why Recruit Teachers into the INTO?

Teaching is a challenging and important job. As a teacher, you can change children’s lives. You deserve professional status, proper pay and decent conditions. You need a union that works to meet your needs.

The INTO’s strength lies in our membership – the larger our membership, the stronger we are in serving teachers and representing the views of the profession.

Who or what is most effective in increasing membership of the INTO?

**YOU** – Your personal invitation to join coupled with your enthusiasm is the most effective means of promoting the union.

**YOU** – As an INTO School Representative or member you can make a huge difference to the level of union membership in your school.

Which INTO application form to complete?

1. Full-time Members/Members on a Temporary Contract for a Minimum of One Year:

Complete Sections One and Two of the blue membership application form. This will enable the Department of Education to deduct Union subscriptions directly from the teacher’s salary each month. The subscription rate stands at 0.5% of salary.

2. Substitute Teachers:

Complete Sections One and Two of the blue membership application form. Section Two must be signed and dated, however the school information boxes may be left blank. This will enable the Department of Education to deduct Union subscriptions directly from the teacher’s salary each month. The subscription rate stands at 0.5% of salary. Currently, the



membership subscription will not be any greater than £70 per year.

3. Grammar School Members:

Complete Sections One and Two of the green direct debit mandate form. This will enable us to deduct the membership fee at the end of each quarter. £28.75 will be taken from the member's account at the end of November, February, May and August. Therefore, it is essential that the member's bank details are correct.



4. Student Members:



Complete the Student Application form. Student membership is completely free.

Do we have any 'special offers' for membership?

- Newly qualified teachers are entitled to one year's free membership;
- Colleagues joining who have never been members of a Union before are entitled to one year's free membership;

never been members of a Union before are entitled to one year's free membership;

- Colleagues joining from another Union are entitled to one year's free membership;
- Student membership is completely free!

**REMEMBER!**

The Four 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. Provide them with the means to join – an application form!

## Funding

At the time of going to print two Education and Library Boards – Belfast and the South Eastern have been summoned to meet the Education Minister Barry Gardiner, MP regarding Board overspends. DE has appointed external consultants to undertake a review of ELB budgeting and financial management arrangements. INTO is extremely concerned at these developments and has sought a meeting with the Education Minister.

## Suspension of School Principals

At the end of June two Boards of Governors suspended their school principals on the advice of CCMS. INTO deplors this arbitrary and inequitable treatment of school principals and has made strong representations to the CCMS in relation to these incidents. In addition, INTO has called on the Department of Education to suspend the delegated powers of the Board of Governors of one of the schools involved, pending an investigation into the management of the school by the Department.



*Charlie Glenn, Newly Elected Chair Northern Committee*



## INTO SEMINARS/COURSES FOR PRINCIPALS, SCHOOL REPRESENTATIVES AND MEMBERS 2004-05

MONTH	TYPE	DATES/TIMES	VENUE
September 2004	Nursery Teachers' Meeting	14th September 2004 4.00pm – 6.00pm	INTO Northern Office, BELFAST
September 2004	Principals & Vice-Principals' Seminar	29th September 2004 6.00pm-8.00pm	Ramada Hotel, BELFAST
September 2004	Consultative Conference on Curran Report (Part II)		
October 2004	School Representative Training (2-day course)	6th & 13th October 2004 9.15am-3.15pm	INTO Northern Office, BELFAST
October 2004	Principals & Vice Principals' Seminar	14th October 2004 6.00 pm-8.00 pm	Armagh City Hotel
October 2004	Retirement Seminar	21st October 2004 4.00pm-6.30pm	City Hotel, DERRY
November 2004	Bullying & Harrassment Seminar	16th November 2004 9.00am-3.30pm	INTO Northern Office, BELFAST
November 2004	Teaching Principals' Seminar	11th November 2004	Armagh City Hotel
November 2004	Retirement Seminar	30th November 2004 4.00pm-6.30pm	Malone Lodge, BELFAST

## DELEGATES AT NORTHERN CONFERENCE



*From left: President Sean Rowley, John Hume, MP, Dominic Bradley, MLA, SDLP Education Spokesperson and Frank Bunting, Northern Secretary*



*From left: incoming President Austin Corcoran, Paddy McAllister, Southern Board Primary Rep. and Dominic Bradley, MLA*