



Northern Conference

Page 10

Workforce Review Project

Page 6

Directed Time Budget

Page 16

**SUPPORT FAIR PAY
IN EDUCATION**

[#SupportFairPayInEducation](https://twitter.com/SupportFairPayInEducation)

Pay and Politics

The campaign we are leading in respect to achieving a pay deal, one that acknowledges and reflects the work and effort put in by teachers over the course of the pandemic and takes into account the inflationary situation, has now completed stage 1. We succeeded in making teachers' pay an election issue and we can be confident that whenever the political talks begin to form a new Executive at Stormont, the issue will feature prominently on the agenda. It was most reassuring to see INTO members turn out alongside members of the UTU, NEU and NAHT for the public meetings we held. Most of the political parties sent representatives along too which confirms they are aware of the issue and what it will take to resolve it.

This doesn't mean that we can now sit back and wait for the politicians to get their acts together, rather we must now keep the pressure on them. To this end the campaign steering group which is made up of 4 of the 5 NITC unions has met several times in recent weeks to plan how we do that in the remaining weeks of this school year; stage 2. We at INTO will be seeking to meet with the education spokespersons of the 5 main parties and every MLA will



Gerry Murphy
Northern Secretary

shortly receive, in their inboxes, updated information about our pay claim. This will be backed up with traditional and social media activity from all four unions. We will also continue to keep members updated via our Newsweaver, social media and

various bulletins. Should we as a NITC along with our Northern Committee [NC] and Central Executive Committee [CEC] not see progress on the issue, then we have other options to further our claim through the avenues available to us. From an INTO perspective, we will seek from our CEC permission to ballot members for industrial action.

Taking industrial action is not something we will do lightly. The NC and CEC understand members are under real pressure as they struggle to cope

with the inflationary situation we find ourselves in, along with the fact that the pay settlement we need to achieve requires an Executive wide agreement as it would be in excess of NI Public Service Pay Policy. Nevertheless, there may come a point where INTO will be forced to initiate industrial action before the Executive is in place. The purpose of taking industrial action, stage 3, is not, in this case, just to simply protest, but rather

to force the Department of Education and the employers to the table with the aim of satisfactorily resolving the issue. So, we need to ensure they are in no doubt INTO members are prepared to withdraw their labour/ strike in support of their pay claim. We see no point in token action if we act, we do so decisively and we need to be prepared to sustain it. What we are seeking is a pay settlement that reflects the true worth of you the members and which protects you against the worst effects of the current inflationary situation.

INTO members have over the last decade displayed a determination and willingness when it comes to the use of industrial action which has allowed us to remain creditable and respected across the trade union movement and with the Department of Education and the employers. Credibility and respect are central to how we proceed now. The strategy we are following which has been endorsed by both the NC and CEC and is supported by 4 of the 5 NITC unions, maintains our credibility and the respect necessary for us to remain in the driving seat of the negotiations to come. The INTO is a mature and sensible body and will not shy away from the difficult decisions and it will continue to work with the NITC to achieve a resolution on teachers' pay that is acceptable to you the members.

The support of the membership has brought us this far and will ensure we succeed.

NORTHERN COMMITTEE INFORMATION

Area/Region	Branches		Mobile	INTO Email
BFC		Patrick McAllister	BFC Rep	pmcallister@into.ie
CEC	District 1	Seamus Hanna	CEC Rep	shanna@into.ie
NE Primary	North Antrim, South Antrim, Carrick/N'abbey/Larne, South Derry	Michelle McCrystal	INTO N.Cttee	mmcrystal@into.ie
NE Post-Primary	North Antrim, South Antrim, Carrick/N'abbey/Larne, South Derry	Siobhan McElhinney	INTO N.Cttee	smcelhinney@into.ie
SE Primary	Down & Lisburn	Rachel O'Hare	INTO N.Cttee	rohare@into.ie
SE Post-Primary	Down & Lisburn	John Kelly	INTO N.Cttee	jkelly@into.ie
Belfast Primary A	Belfast West	Caroline McCarthy	INTO N.Cttee	cmccarthy@into.ie
Belfast Primary B	Belfast	Geraldine McGowan	INTO N.Cttee	gmcgowan@into.ie
Belfast Post-Primary	Belfast & Belfast West	Caoimhin MacColaim	INTO N.Cttee	cmacolaim@into.ie
CEC	District 2	Annmairie Conway	CEC Rep	amconway@into.ie
S Primary A	Cookstown, South Tyrone, North Armagh & Dungannon	Marty Lavery	INTO N.Cttee	mlavery@into.ie
S Primary B	South Armagh, Armagh & Newry	Noreen Kelly	INTO N.Cttee	nkelly@into.ie
S Post-Primary	Cookstown, North Armagh, Armagh, South Armagh, Newry & Dungannon	David Nolan	INTO N.Cttee	dnolan@into.ie
W Primary A	Lisnaskea, Enniskillen, Tyrone Central & Strabane	Marie O'Shea	INTO N.Cttee	moshea@into.ie
W Primary B	Derry City, Limavady/Dungiven,	Moiria O'Kane	INTO N.Cttee	mokane@into.ie
W Post-Primary	South Tyrone, Lisnaskea, Enniskillen, Tyrone Central, Strabane, Derry City, Limavady/Dungiven	Dermot Gallagher	INTO N.Cttee	dgallagher@into.ie

Congress is for many activists within the organisation of INTO the key event to kick start a new set of targets and projects for the membership to see action on. It's also an opportunity to reconnect with colleagues from around the districts and for robust differences of opinions to be shared.

The 154th National Congress held in Killarney was no different. Being back in the room and free from the constraints of many of the public health restrictions was a welcome development and just like for the Northern Conference in March we just weren't so sure we would get 'back in the room'. However,

... there were plenty of opportunities for the voice of members from the north to be heard

the opportunity to do so was very much welcomed by the delegates in attendance.

Through the series of standing orders meetings, I could see what the key issues were that had members exercised and the arguments which they felt needed to be heard on the floor of congress. These would be debated on to ensure that an active plan was put in place to allow CEC and the Officials within INTO to bring a programme of work together. Members want to be heard and they need to know action will happen and advancements in these areas will be made.

It can be difficult to find the balance for the Clár from the wide-ranging issues which come through in the motions. The work of the Standing Orders committee is not easy when trying to pull strands together to get a breadth of debate happening whilst still ensuring that the essence of the motion which was created by members at both branch and district level is maintained as well. But I believe the committee managed to fill out a wide range of topics and brought together many areas to highlight the current and ongoing

issues which members face in their working days in schools across all the island of Ireland.

This year I felt that for the first time in a number of years that there were plenty of opportunities for the voice of members from the north to be heard across many of the motions on the agenda. We were delighted to have such a strong representation in attendance from across both District 1 and 2 and they made themselves known throughout the debates taking place.

Key issues such as pay and working conditions, inclusion in our schools and the evolving situation regarding the humanitarian crisis and the accommodation of Ukrainians in schools, were to the forefront of the debate and discussions. When we look at the nuts and bolts of the situation, INTO members both North and South are clear in their determination that they just want to have the best opportunities available to the school communities they serve. Members also want the support and resources in place to acknowledge the contributions they make to see quality learning experiences for the pupils and that they are valued as professionals.

Outgoing INTO President Joe McKeown delivered special messages throughout his address which touched on safety, solidarity and inclusion. He highlighted the role of teachers and school communities throughout the pandemic times and stated that the commitment, dedication and resilience shown was a marker of the integrity of the profession and the valued contribution teachers continue to make each day. The outgoing President further highlighted the burden which was placed on school leaders, that of striving to create new safe and happy learning environments, as covid restrictions eased and everyone returned to school. It is and can be considered a serious miscalculation on the part of

the Department of Education both North and South not to recognise this contribution in the way it deserves. Inclusion was a topic which wove its way through many elements of the President's address but key to this was the contribution made by specialist

special education teachers within schools and across networks of schools providing opportunities for all to move towards 'inclusive education'.

As we move on now with the work of INTO and we plan the way forward we welcome John Driscoll into his role as INTO President. As a native of Cork, John may have some initial difficulty in catching all the local phrases which appear in conversations at Northern Committee, but we will get him

through those tricky moments.

We also congratulate our colleague Dorothy McGinley from District 2 and Strabane branch on her election to the role of Vice President and we wish both her and John every success as the year moves on.

We also congratulate ... Dorothy McGinley from District 2 and Strabane branch on her election to the role of Vice President

Now is the time for our members to step forward and engage in this work at local level. Attend the upcoming branch meetings now in the summer term and into the autumn term. We have turbulent times ahead and are staring down the face of industrial action in relation to our pay campaign in the north. We need the membership to fully engage in this work.

You are the union ... unity is strength.



Marie O'Shea
INTO Chairperson

INTO at May Day March in Belfast and Derry 2022

IRISH CONGRESS OF TRADE UNIONS
MAY DAY RALLY AND MARCH

**CELEBRATE
ESSENTIAL
WORKERS**

**TIME FOR STRONGER
WORKERS' RIGHTS**

SAT 30 APRIL 2022
12 NOON FOR SPEECHES
AT COLLEGE OF ART GARDENS
12.30 MARCH OFF.





Safe use of emails

The lockdowns from Covid-19 have certainly changed and increased the remote contact that teachers have had and are having with pupils and parents. Contact methods that previously may have seemed impersonal and unusual have now become the norm. Apart from using phones, teachers regularly use emails and other online platforms to keep both pupils and parents informed.

However, while we have generally become more tech savvy and web security has increased over time in relation to the detection of scammers, phishing and unwanted email traffic, teachers still need to be extremely careful with their own personal safety.



Tommy McGlone
INTO Senior Official

Use separate email accounts

All teachers have been provided with C2K accounts and they should use these exclusively for any business that is generated from school. It is good practice to have a personal email account that is used for all your other private personal communications and these accounts must not be used to communicate with school, pupils or parents. This will keep all your receipts, messages, website registrations and password resets etc. private to you; avoid the temptation to have everything in the one place.

Avoid opening links or unrequested attachments

To avoid phishing attacks, it is wise to be extremely cautious and vigilant of links

in emails. Most email fraud or redirection to unsuitable sites is achieved through links. Opening links could bring your C2K account to either an unsuitable site in terms of adult content or to a site that

tries to install malware on your computer. Similarly, you should always treat attachments in emails like links. If you're expecting something from a friend, then you're probably fine to open this type of expected attachment. However, if the email is unsolicited, unrequested, or unidentifiable then you shouldn't open any of its attachments. This is also true for advertisements which when opened could begin the encryption process on your system.

Set a strong pA\$\$w0rd!

Use different unique passwords for both your private and C2K accounts and change them regularly. Try to incorporate capital letters and symbols into your password. Never share your password with anyone. Phrases can be good since they are easily remembered.

Be alert to phishing scams.

Legitimate companies will never ask for your password or any other important, sensitive information. Phishing scams are becoming very sophisticated and convincing and are now posing as offices and companies that you may be dealing with. (HMRC, TV licensing, PayPal, Amazon, delivery companies etc.) They will prompt you to click on a link where they will require you to 'confirm' details.

Legitimate companies will never contact you and request bank details or any other personal details in this manner nor will they insist that the operation be actioned within a short time period.

Scan your computer for Infections Regularly

If you have read an email, opened an attachment, or visited a linked website that seems suspicious in any way, it is always worthwhile to run a malware scan. Make sure you have installed a reliable antivirus suite. Also be careful on public computers and networks. These are not as secure as your home network and you must always be cautious.

Before you open any attachment or link, comment or share anything online using your private or school computer or software use the **SHARE** checklist to help with your personal safety.

- **Source** – check that the information is from a trusted source
- **Headline** – always read beyond the headline of a document
- **Analyse** – check the facts before you open to establish its authenticity
- **Retouched** – does the image seem as though it has been tampered with or doctored?
- **Errors** – bad grammar or spelling – usually a sign of something untoward.

While everyone acknowledges the importance of being able to communicate with parents and pupils, teachers must follow the SHARE checklist and be vigilant and careful not to open anything they weren't expecting or from someone they don't recognise. Negligence in this area may have the potential to lead to serious problems and remembering the essential tips above should help to keep teachers safe.

The Workforce Review Project – Much Done, Much Yet to Do!

The busy nature of life for teachers may mean that the Workforce Review Project is not at the forefront of everyone's day to day thinking or indeed staffroom chat.

However, the outcomes will have a real impact on the day-to-day work of the teaching workforce, and they are fully reflective of the areas that all teaching union's members raise at their various policy making conferences, branch meetings and so on.

Here is a summary of a very extensive programme of work.

The Review Process to Date – Key Information and Milestones

- Approximately 230 meetings involving Trade Union side representatives have taken place since the end of March 2021.
- The timeframe for completion of the review process is December 2022 with a view to having all reports signed off by the Review Oversight Group by end of March 2023.
- There is agreement that implementation of agreed recommendations from the reviews, that are deliverable in the short term, will not have to wait for the completion of the project.
- Each review working group is populated with a mixture of lay and full-time union side nominees and an equivalent number of management side representatives. The experience across the working groups to date has been of positive, meticulous, and constructive engagement and discussion.

Working Group Progress

- The **Review of Workload Impact on School Leaders** has reported to the project Oversight Group in May 2022 with thirty-nine recommendations relating to workload reduction based on the evidence provided by school leaders.
- The **Review of the Workload Agreement** has reported to the Oversight Group with ten recommendations. This group has also made interim recommendations on the adoption of a revised workload

agreement and joint communications to schools on Directed Time Budgets and associated training.

- The **Review of Substitute and Temporary Teachers** has made interim recommendations to the NISTR Replacement Project. This group has also developed potential recommendations relating to the terms and conditions of substitute and temporary teachers with the aim of reporting on these by the end of June 2022.

- The **Review of Workload Associated with SEN Provision** is close to finalising key recommendations aimed at reducing SEN related workload. It is likely that this review will not finalise a report until the 'Autumn Term' 2022/23.

- The **Review of Initiatives to Support and Promote Teacher Health and Wellbeing** has developed and circulated a survey across the entire teaching workforce. This will inform their work in the coming months and form the basis of recommendations for improvements in this area that the review will produce.

- The **Review of Consultation Arrangements** has commenced and is considering how to improve

and enhance industrial relations at school and system level. This should include reviewing how new initiatives and changes to working practice are introduced at school and system level.

- The **Review of the Employment Model for Teachers** has been considering issues such as redundancy, redeployment of staff and access to professional development.

- The **Review of the Accountability Framework** has commenced and is currently focussed on: ETI - bringing clarity to schools and teachers in terms of ETI expectation; School Development

Planning - with a view to streamlining and reducing workload associated with this and School Improvement Services - mapping what these are, improving accessibility and identifying where improvements could be made.

- The **Review of Key Stage 1,2 and 3 Assessment Arrangements** is yet to be initiated.

For further information on the Workforce Review please visit: <https://www.education-ni.gov.uk/topics/teaching-staff/workforce-review-project>

You can also contact the Teachers' Side Lead for the project, Kevin Daly at: kdaly@into.ie



Kevin Daly
Trade Union Official

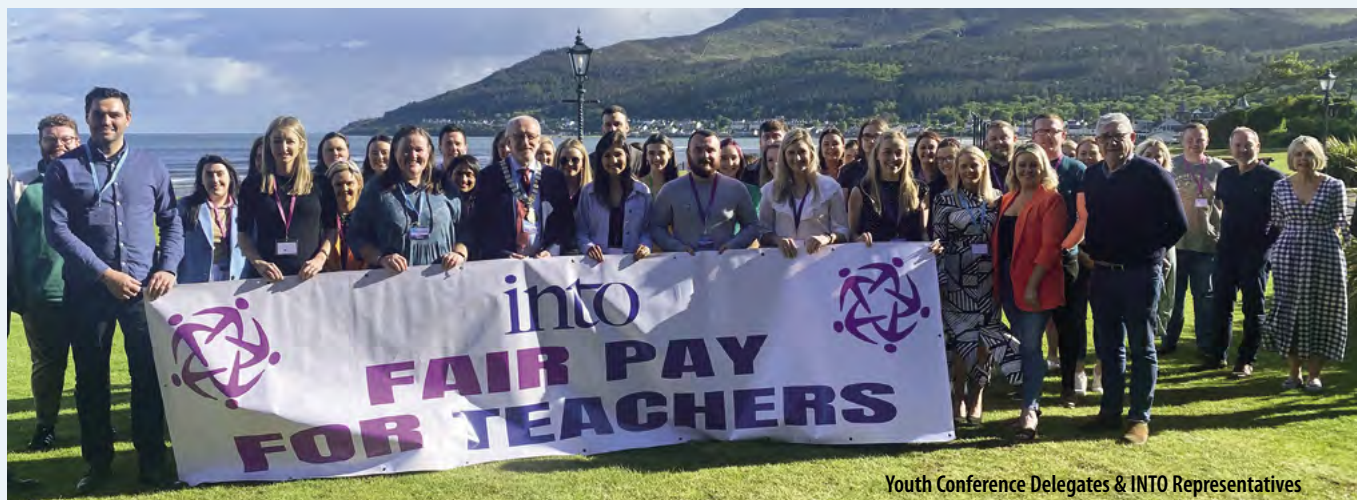
Did you know?

A reminder of your established terms and conditions when negotiating your directed time budgets

- Full time teachers shall be available for work on 195 days per year;
- Not more than 190 days should involve teaching children in a formal situation. The other five days are known locally as 'Baker' days;
- Part time teachers' days and hours are worked out on a pro rata basis;
- You are required to take a break of at least 30 mins between 12 noon and 2pm (12 noon and 2.30pm for nursery class/school teachers);
- You cannot be required to undertake lunch time supervision – unless agreed under a separate contract and remunerated accordingly;
- You should be available to work no more than 1,265 hours per year;
- You may not be required to teach more than 25 hours per week in a primary or special school or 23.5 hours per week in a post primary school;
- You are required to submit annual schemes of work and 6 weekly or termly plans;
- You are not required to submit monthly, weekly, daily or individual lesson plans;
- You are only required to write 1 report per pupil per year;
- You are only required to have 1 formal parent /teacher meeting per pupil per year;
- All unremunerated duties are voluntary;
- All remunerated duties should be allocated sufficient time in your individual Directed Time Budget (DTB);
- All unremunerated extracurricular activities are voluntary;
- All Classroom Observations should follow the TNC 2011/06 Guidance on Classroom Observations;
<https://www.into.ie/ni/help-advice/rights-conditions/classroom-observation/>
- Requirements of substitute cover are specified on the INTO website, <https://www.into.ie/ni/help-advice/rights-conditions/working-time-professional-duties/substitute-cover/>
- There is a moratorium on Levels of Progression;
- You are not required to supervise public examinations, external invigilators should be employed for this purpose.



Youth Conference



Youth Conference Delegates & INTO Representatives

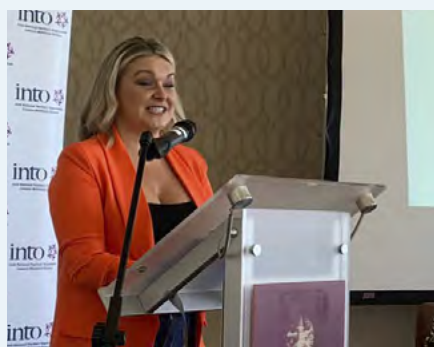
INTO held a very successful and engaging Youth Conference in the Slieve Donard Hotel on Friday 20 and Saturday 21 May. The theme of the conference was Empowerment – empowerment in the classroom, in schools and within the INTO.

The conference was open to all members in District 1 and 2 aged 35 and under. It was fully booked and approximately 50 delegates were in attendance. The agenda consisted of discussion groups, various presentations by INTO representatives, Annette Kelly (Little Penny Thoughts) and ETI representatives with opportunities for questions & answers.

Annette Kelly (Little Penny Thoughts) spoke about resilience in the workplace, managing workload in schools and trying to achieve a work/life balance. She shared a personal insight into her own teaching experience and discussed the transition from university to the 'real world' of teaching.

Barry O'Rourke and Seán Fearon (ETI) gave a brief overview of the ETI Inspection Process. Barry discussed the purpose of inspection and how inspection evaluations should be. Seán continued the presentation and discussed inspections from a teacher perspective and then an inspector perspective. A question-and-answer session finished off the session nicely.

On Saturday, delegates enjoyed speeches from John Boyle (INTO General Secretary) and Gerry Murphy (INTO Northern Secretary). John gave a brief update and overview of INTO currently and Gerry spoke about issues in the north with a focus on the current pay campaign



Annette Kelly, Little Penny Thoughts

and INTO's strategy.

Delegates then partook in discussion groups which were facilitated by the Youth Committee. Delegates were able to feedback to INTO representatives and get answers and support pertinent to them. Before the close of conference, John Kelly (INTO Northern Committee Representative) made a presentation on Directed Time Budgets (DTB) and their importance to ensure the health and wellbeing of all teachers is achieved. He



Barry O'Rourke, ETI



Seán Fearon, ETI

shared templates of DTB for different settings, facts regarding DTB and Teachers' Terms & Conditions.

Overall, the Youth Conference was an extremely informative event with very positive feedback. Our younger teachers represent 26% of the membership in the north. It was great to see so many members involved and active within the INTO – for some members, it was their first (but not last!) time attending an INTO event. Ní neart go cur le chéile.



INTO Youth Committee & Representatives with Annette Kelly

Lá Dearg

Béal Feirste dearg le fearg agus an mórshiúl Gaeilge is mó le glúin ag éileamh chearta teanga. Cumann Múinteoirí Éireann glórach agus gníomhach i measc na 17,000 duine a chuaigh ar mhórshiúl an Lá Dearg ar son cearta teanga.

Chuaigh na mílte chun sráide i mBéal Feirste chun chearta teanga agus acht Gaeilge a éileamh mar chuid den Lá Dearg. Idir theaghlaigh, ghrúpaí pobail, chumainn CLG, eagrais spóirt, cheardchumainn agus go leor eile a tháinig le chéile mar chuid de mhórshiúl stairiúil ar son na teanga. Chruinnigh na sluaite lasmuigh de Chultúrlann McAdam Ó Fiaich in iarthar na Cathrach sular thug siad áird ar lár na Cathrach, áit a raibh óráidí, ceol agus siamsaíocht. Tugadh teachtaireachtaí láidre go bhfuil an pobal tinn tuirseach



den chur i gcéill agus den mhoilleadóireacht agus go bhfuiltear ag éileamh reachtaíochta atá ceart-bhunaithe agus láidir mar a gealladh i gComhaontú Chill Rímhinn in 2006.

Tacaíonn Cumann Múinteoirí Éireann le hAcht na Gaeilge.

Belfast turns red as biggest Irish language demonstration in a generation demands immediate implementation of language rights. INTO were loud and active among the 17,000 people who marched on 'Lá Dearg' for language rights.

Thousands of Irish speaking families, community groups, GAA teams, sports clubs, trade unions and others joined together in a colourful and vibrant march through Belfast City Centre demanding immediate implementation of an Irish language Act. The event labelled 'An Lá Dearg' left from Cultúrlann McAdam Ó Fiaich and walked to Belfast City Hall where speakers and singers called for equality and recognition for the Irish language here in the form of strong, rights-based legislation as promised at St Andrews in 2006.

INTO support an Irish Language Act.



Education in a post-Covid world

Northern Conference – Enniskillen 2022

The 154th Northern Conference was held on the 4/5th March at the Killyhevlin Hotel in Enniskillen, Co. Fermanagh.

Delegates were welcomed to conference by a warm reception from Marie O'Shea the Northern Committee Chairperson for this year and a Fermanagh native.

The bustle and buzz of the event was felt by all in attendance. It was clear from the outset that delegates and guests alike were delighted to have an opportunity to engage and network once again with each other.

The tone of the morning addresses from both the Northern Chairperson and Northern Secretary were ones of positive encouragement to move towards a new reality in a post covid education world, whilst paying tribute to the considerable contributions which teachers have made in their schools and across communities through these pandemic times and that action was needed to support schools as the pressures continue.

In addressing the members Chairperson Marie O'Shea highlighted the challenges faced by the sector and how teachers have overcome difficulties.

In relation to the mood and concerns of teachers she went on to say,

"There comes a limit for everyone and many teachers are reaching this point if they haven't already passed it. Angry teachers are not afraid to let their voices be heard and will be saying loud and clear – we have had enough."

As a teaching principal herself the Chairperson was also concerned about the



Nicola Byrne, ACI, Barry O'Rourke, ACI, Nuala O'Donnell, Senior Official, Deirdre O'Connor, Deputy General Secretary, Marie O'Shea, Northern Committee Chairperson, Faustina Graham, ETI Chief Inspector, Mark McTaggart, Assistant Northern Secretary, and Gerry Murphy, Northern Secretary.

ongoing and increasing pressures on school leaders beyond normal school hours. She called on INTO to "investigate the matter further with our principal and vice principal members to get a clear picture of what are the drivers behind the situation."

Northern Chairperson Marie O'Shea also highlighted, "we need increased funding to address the major challenges and inequalities we face in the legacy of the pandemic, but also to redress the decades of underfunding which we have come through."

Gerry Murphy, Northern Secretary put an emergency motion to delegates which was seconded by the Chairperson, calling for a 'Pay Campaign' to be rolled out in the six week lead up to the local assembly elections in May 2022.

This came about following the rejection of a pay deal which was described as 'inadequate and insulting.' It showed a lack

of respect for the contribution teachers have made throughout the pandemic.

The campaign which was unanimously voted for by the delegates will firstly force the issue of teachers pay onto the agenda of all parties in their election campaign and secondly it will seek to get the pay dispute resolved.

If the campaign is unsuccessful, Mr Murphy said the INTO would look toward industrial action.

Mr Murphy called on delegates to gather support for this campaign amongst members in their schools and wider community. He said, "It's time to make your voices heard – we have had enough, and we want this resolved."

Throughout the conference a series of thirty-one further motions were proposed and debated on in relation to a wide range of issues which impact on the members across all sectors of





schools in Northern Ireland. These resolutions will now form the body of work for the Northern Committee and the Northern Office Officials in the coming year.

Other highlights of the conference included a very engaging and insightful presentation from the Chief Inspector of ETI, Faustina Graham who along with two senior members of her team took a series of questions from delegates to detail the future work of the inspectorate and the proposals for engagements and consultations they have planned with school communities.

Conference also paused for a few moments to reflect and think of the people of Ukraine and in particular the teachers and children and young people as they deal with the onslaught the ongoing war is having on their lives. A minutes silence was observed for all war-torn areas across the world.

A lighter moment was found when delegates and guests gathered outside for a group picture to celebrate the contribution that women make to society



and education as part of our celebrations for International Women's Day.

But conference would not be conference without the social side of things. We were able to celebrate and acknowledge the contribution of some retiring branch officers and our former Assistant General Secretary & General Treasurer Noel Ward.

Delegates danced the night away to

the 'Porter Belly's' band and a forever packed dance floor. The sign of a great conference...blisters and all!

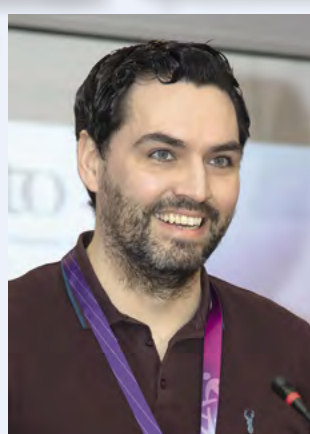
Northern Conference... a resounding success and a huge body of work to move on in the coming months.

Thanks to everyone involved who made it all possible.

MARIE O'SHEA Northern Committee Chairperson.



Northern Conference – Enniskillen 2022





Gerry Murphy, Northern Secretary, presenting Paul Boyd former Branch Secretary, School Rep and Standing Orders Committee member with a gift from Northern Office for his tireless work on behalf of INTO members.



Gerry Murphy, Northern Secretary, presenting former Deputy General Secretary Noel Ward with a gift from Northern Office

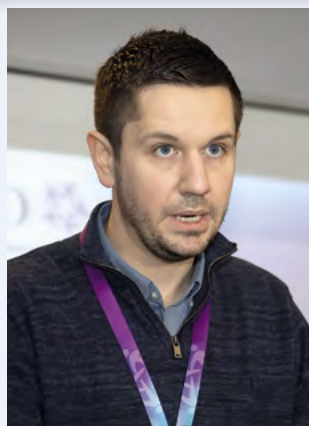
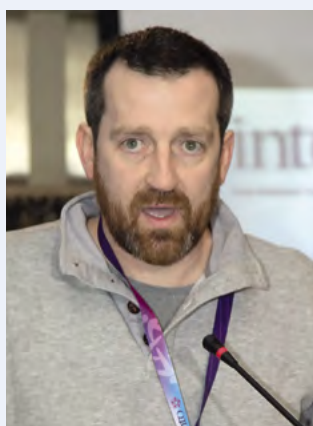


Joe McKeown, President, presenting Siobhan McLaughlin former Dungannon branch secretary with a gift from branch colleagues in recognition of her dedication over the years.



Winners of Platinum Financial Services raffle

Siobhan McElhinney, Vice Chairperson (right of photo) presented Marie O'Shea with a painting Memories of Seamus Heaney by Liam Honer. Joe McKeown President (left) and Gerry Murphy (Northern Secretary) also included in photo.



Teddy Martin – a legend



Teddy Martin was appointed to the post of Executive Officer INTO on 1st February 1981 having worked as a senior Officer with the Labour Relations Agency.

A considerable amount of Teddy's time was devoted to individual casework. Cases ranged from redundancy issues to unfair dismissal, from sex discrimination

to formal grievance procedures.

Whether it was directed time, appointment and promotion, social security entitlements or other employment rights, members could rely and trust in Teddy's knowledge and expertise when dealing with any issue on their behalf.

During his time with INTO Teddy represented the Organisation on a number of ICTU bodies including their Education Group, Education Alliance and 3rd World Committee. His experience, expertise and knowledge were valued throughout the ICTU, leading to his nomination as their representative on the Industrial Tribunal and the Disability Appeal Tribunal panels. Teddy proved to be a talented negotiator. He can rest assured that members were hugely grateful for the help and advice given to them when dealing with their particular case.

He took early retirement on 31 August 1998 to care for his ageing parents. However, he continues to be heavily

involved in the North Armagh branch meetings and is still an active and pivotal member of the INTO to the present day. Teddy's trade union and community commitments have stretched beyond the confines of our organisation. For the past twenty years he has been treasurer of Craigavon and Lurgan District Trades council. He recently retired after 42 years of service as chairman and club secretary in Clan Na Gael Lurgan and has been described as a legend by some of the local Gaels. Sadly, his beloved wife Eileen passed away in 2017, but Teddy is very much a family man and is fortunate to have his four children and seven grandchildren close at hand to keep him busy.

We are very grateful for the contribution Teddy has made over the decades. His knowledge, wisdom and anecdotes have enlightened and entertained our members. Hopefully we will benefit from Teddy's involvement for many years to come as he approaches his eightieth year.



Joanna McGivern, North Antrim Branch, presenting Teddy with a gift from the Branch



Barney Magill former Northern Committee Chairperson reminiscing about INTO days gone by ...

St. Mary's University College, Belfast in Conversation with the INTO

'Valuing Teachers'

On Tuesday, 03 May, Professor Peter Finn, Principal of St Mary's University College, chaired a discussion on 'Valuing Teachers'. Professor Finn was joined by: Marie O'Shea, Chairperson of the INTO Northern Committee; Paul Groogan, Trade Union Official in the Northern Office of INTO; and Rachel Poland, INTO Intern for the academic year 2021/22.

The seminar highlighted the ongoing work of the INTO in addressing the issues which impact on INTO members in the teaching workforce. It also acknowledged the valuable contribution which members make in their school communities and beyond.

Many member concerns that were debated at Northern Conference and National Congress were discussed. The keys concerns were:

- Teacher Workload
- Fair Pay in Education
- Teacher Health and Wellbeing
- Funding in Education
- The Crisis in SEN Support.

Members can watch the seminar back by scanning the QR code or via the link below: https://www.youtube.com/watch?v=cWcoZFxUmxM&t=2797s&ab_channel=StMary%27sUniversityCollegeBelfast



Directed Time Budget

Is your Directed Time Budget working for you? Have you the space to teach? No?
Has your workload become manageable? Now is the time to get it right.

Workload demands must be manageable within the working day, however, INTO are still hearing from some members that their Directed Time Budget (DTB) hasn't reduced their workload, that the demands made of them are not manageable within the working day, and instead of a work life balance being a guarantee it is a fantasy. This article aims to help solve that problem with simple points enabling a conversation which ensures the DTB agreed by you with your principal gives the correct amount of time to carry out all tasks and duties requested of you.

- A DTB is always agreed in a 1-1 meeting with the Teacher and the Principal. With the agreement of the Teacher the Principal's role can be delegated to a member of Senior Management.
- If more than one meeting is required, to ensure that time is proportionate to the tasks and duties, this should be facilitated.
- All 195 days are counted as 6.48hrs. Additional time beyond the school day is included in your DTB, including trapped time between the end of the school day and after school meetings.
- PPA must be clearly established and protected. A challenge presented by some members has been where PPA is not "useable time". INTO advises that best practice of PPA should primarily be blocks of a minimum of 30 minutes. 10 minutes here and there is a token gesture and not an investment in the valuable work of teaching.
- A teacher should have an individual DTB that illustrates clearly how much time and when that time is allocated. For example:
 - a teacher who has 30 reports to write at the end of the school year.
 - Time per report 30 mins x 30 pupils = 15 hours
 - An individual DTB may identify reduction in staff meetings to 1 meeting May/June therefore freeing 6 hours for report writing.
 - 1 SDD in May = 5.5hrs.
 - Day release in May 3.5hrs
 - 6+5.5+3.5 = 15 hrs

- If a teacher believes 30 minutes per report is not realistic they should immediately inform the Principal and arrange a DTB meeting as well as discuss this with their TU Rep.

Time allocated MUST reflect time needed.

- This principle applies to all tasks and duties that are required of the teacher.
 - Contingency time has presented confusion for some schools and it is important this is addressed.
- Contingency time is NOT time owed.**
- Contingency time is not for predicted tasks eg. SEN admin (incl IEPs), parent teacher meetings. Emails, religious events, open days etc etc etc. Contingency time is for the unforeseen events. It is made up of minutes in a day and is used up by the phonecall made to a parent, the quick word a Principal requests at the end of the day, writing of an incident or accident form or simply offering pastoral guidance to a concerned pupil.

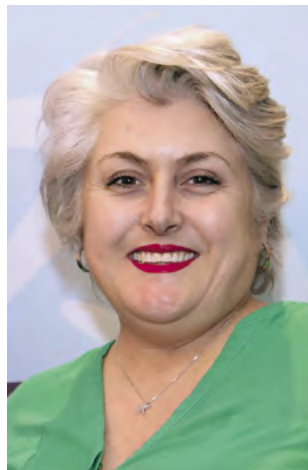
A purposeful DTB would reallocate time rather than rely on contingency time to accommodate tasks.

- A meeting (as outlined on the annual schedule of meetings) should accommodate the time taken to arrive. Eg. If the meeting is an hour the time allocated on a DTB should reflect the need to leave one task and travel to another ie. Time allocated 70mins
- For those with Teaching Allowance duties/SENCOs your teaching time may need to be reduced to accommodate the demands of your role. These must be proportionate in your DTB.
- Teacher Professional Learning should be recognised and time

specifically allocated.

- If your DTB is not ensuring the demands of your job are fitting neatly in your working day... Stop. Take time to review your DTB, identify where the challenges are, identify how much time has been allocated to each task and check it is enough. Can you do something differently eg address the time you spend on each report? Does the task need reviewed by the wider school to reduce the time spent on it?

- If time is not allocated/available the task can simply not be done until time is allocated. Teachers are empowered to refuse to carry out a duty until time is identified.



CAROLINE MCCARTHY,
Northern Committee

EANI have, in recent weeks, provided training for Principals in DTB. EA provide support to Principals as does INTO to help get this right, now. Preparing now for next year prioritises enabling teachers to focus on teaching and learning and part time teachers agree the days they work pro rata.

Since the Pay and Workload Agreement in 2020 Individual Directed Time Budgets have been front and centre in addressing workload issues.

INTO is focused and committed in the Review of Workload groups to directly address the unnecessary and burdensome bureaucracy and administration.

Make sure your DTB is working for you.

When your working day finishes, feel empowered to leave your work and pick it up the next working day.

INTO members link up with teachers from Gaza

INTO friends of Palestine recently held a highly positive meeting with representatives of the 'Hands Up' project in Vera Foster house.

Since 2004, Gaza has been subject to four large scale military incursions and an ongoing siege which places debilitating restrictions on the lives of residents. It has been described as 'the world's largest open air prison' by Amnesty International and, according to Israeli human rights organisation B'tselem, since 2000 almost 8000 Palestinian lives have been lost in Gaza as a result of Israeli military aggression; around one fifth of these deaths have been children. Owing to the wars, which have been widely covered in international media, 91% of children in Gaza suffer the effects of post traumatic stress disorder (PTSD) according to a study carried out by the Euro Mediterranean Human Rights Monitor in 2021. It is in this context that Hands Up project has taken root.

Describing themselves as 'masters of Zoom' even before Covid-19, the project aims to overcome restrictions on movement and economic development



Kevin Daly, Trade Union Official, being presented with a gift from The Hands Up Project team

to teach English and drama to pupils in Gaza through engagement with schools across the world, linking teachers to teachers and pupils to pupils. The project currently links schools in Gaza with schools in over 30 countries. Successful interactions range from reciprocal 'show-and-tell' between key stage 1 aged pupils to innovative, original dramatic productions in which pupils from Gaza and a range of international locations write, produce and star in plays designed specifically with medium of video calling

in mind. They call the genre 'Remote Theatre' and it provides a safe setting for children in the conflict in Gaza to broaden their horizons and exercise their creative spirit. The project is the winner of an ETLon award from the British Council and they are seeking to foster links with schools in Ireland for the first time.

The hands up team have 4 main aims when linking with teachers in Ireland: first is to connect kids to kids and teachers to teachers to develop intercultural communication skills between Gaza and the rest of the world, second is to find willing volunteers to teach conversational English via zoom to pupils in Gaza for 45 minutes to an hour a week, third is to provide venues and audiences for their innovative content and finally to develop remote learning hubs within Gaza to enhance connectivity with the outside world.

If any members are interested in finding out more about the project they can contact infoni@into.ie

SEAN MULLIN teaches in Holy Evangelist in West Belfast and is a member of Lisburn Branch and a TUPP Ambassador for INTO.

Ignite

Primary School Wellbeing Programmes

Fun-filled, enthusiastic 4 day programme for P4-P7. Can be for multiple classes and/or year groups. Consists of 60-80min workshops covering themes, such as resilience, friendships and emotions

Post Primary Wellbeing Workshops

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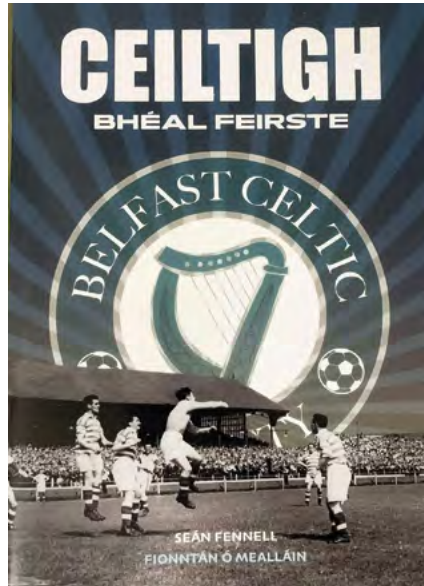


[@ignite.wellbeing.workshops](https://www.instagram.com/ignite.wellbeing.workshops)

Ceiltigh Béal Fierste



Belfast Branch Secretary, Paul Kerr, presents Belfast Celtic Society President Charlie Tully Jr with a cheque at the Society's museum located in the Park Centre, Belfast.



Above: The new publication 'Ceiltigh Béal Fierste' produced for children in Irish speaking primary schools across the city.



Left: Pupils from Gaelscoil na bhFál enjoying a day of cultural activities at the book's launch.

Belfast Branch were delighted to contribute to the publication of Ceiltigh Béal Fierste. Written by local teachers Seán Fennell and Fiontán Ó Maelláin and published by the Belfast Celtic Society, the book, written totally as Gaeilge, has been produced for all the Irish speaking primary schools in the City. The book teaches the children of the club's rich historical and cultural contribution to sport and the community through the Irish language medium. Belfast branch secretary Paul Kerr presented a cheque on behalf of the INTO to Belfast Celtic Society President Charlie Tully Jr at the Belfast Celtic museum in the Park Centre, the location of the club's former ground, Celtic Park. A great day was held in the museum as the paisti iontacha from Gaelscoil Na bhFál launched the book and education pack for the Irish Language education sector. Pupils took part in learning activities of the history of Belfast Celtic including readings from the educational resource, provided wonderful traditional music and craic go leor! Well done to all.

ACTIVE SCHOOL TRAVEL PROGRAMME

The Active School Travel Programme is an exciting initiative for schools who wish to see more of their pupils choosing an active and healthy journey to school. Sustrans has worked with over 400 schools across the country.

Increasing the number of children who regularly walk, wheel, or cycle to school has numerous benefits including:

- increased physical activity levels resulting in improved health and well-being
- reduced congestion and pollution around schools
- improved academic performance and attendance rates
- increased road safety awareness
- increased confidence, self-esteem, and independence for young people.

This initiative provides schools with an exciting, free programme of activities over the school year, both in and out of the classroom, with direct hands-on support from a dedicated Sustrans Active Travel Officer. The fundamental aim of this award-winning programme is to provide schools with the skills and knowledge to get more children walking, wheeling, and cycling to school.

Sustrans has been delivering the Active School Travel



Programme since 2013, with funding from the Department for Infrastructure and the Public Health Agency. Sustrans have been commissioned to recruit new schools to join the programme; however please note the programme commencing in September 2022 is funding dependent.

If you would like your school to be selected to join the Active School Travel Programme, please complete an application

form, and return before the deadline of **Wednesday, 22nd June 2022**. The application and supporting materials can be downloaded here: www.sustrans.org.uk/NIschools. Alternatively, you can request the application pack by emailing schoolsNI@sustrans.org.uk.

Due to funding and capacity, the number of schools selected will be limited. Priority will be given to schools who have not had any previous engagement with the Active School Travel Programme.

For further information on how the programme works, please visit Sustrans' webpage where you can watch a short video and download newsletters showcasing the work with schools across NI.



into

Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

Art Competition

2022

*'Art is to be moved,
to love, to hope, to
tremble, to live'*

Auguste Rodin

Having the opportunity this year to see and share in the art entries for the annual art competition has been a particular highlight for me as Northern Committee Chairperson.

Art is such a personal form of expression. Pictures speak to us all in different ways and as artists we all find our own way of capturing those moments in time or those expressions on faces. The past couple of years have given many of us who have put aside the pencils and paints an opportunity to re-engage with this area of the arts and provided outlets for emotions and experiences that can only be captured in this way

I was delighted to see so much enthusiasm for the competition this year and for the wide-ranging entries which we received. It made the decision making so much more difficult for all

those involved in the process. Thank you so much to all the artists who shared their work with us this year.

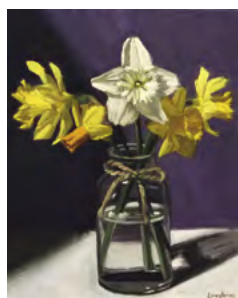
I would also like to thank the judging panel who gave of their time to deliberate over the entries and a special word of thanks to Trevor Leonard who coordinates the whole process within Northern Office.

We look forward to sharing the winners at our annual Vere Foster Lecture in the near future.

I would actively encourage all budding artists to consider entering the competition for next year we would love to share your art with others.

'If you hear a voice within you say, "you cannot paint," then by all means paint, and that voice will be silenced' – Vincent Van Gogh.

MARIE O'SHEA, Northern Committee Chairperson



Shane Loughran, C/N/L,
5 Daffodils, 25 x 20 cms, oil
on aluminium panel



Peter McCausland, North Antrim, *Drains Bay*, 42 x 59.4 cms, acrylic on paper



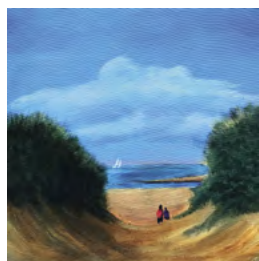
Gavin Fox, North Armagh,
Going for a Dip, 81 x 61 cms, acrylic on canvas



Olivia Delaney, Down,
Carlingford Lough, 21 x 29.7 cms, pastel on sand paper



Paula Mulgrew, South Derry,
Geraldine, 29.7 x 42.0 cms, coloured pencils



Tiernan Strickland, North Antrim, *A Day at the Beach*, 12 x 12 ins, acrylic



Tiernan Strickland, North Antrim, *Field of Flax*, 12 x 12 ins, acrylic



Anne-Marie Ritchie, C/N/L,
Golden Hour, 45 x 45 cms, acrylic



Gavin Fox, North Armagh,
Legacy, 122 x 91 cms, acrylic on canvas



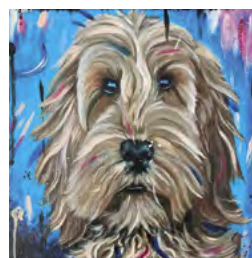
Peter McCausland, North Antrim, *Tommy and Dora*, 42 x 59.4 cms, acrylic on paper



Anne-Marie Ritchie, C/N/L,
Little Ray of Hope, 20 x 20 cms, acrylic



Liam Rice, Down,
Cows in Field, 17.5 x 17.5 ins, oil pastels on tile



Ellen Higgins, Limavady/Dungiven, *Rua*, 16 x 16 ins, acrylic



Ellen Higgins, Limavady/Dungiven, *Uachtarán na hÉireann*, 21 x 29.7 cms, pencil



Tiernan Strickland, North Antrim, *The Quiet Man Bridge*, 12 x 12 ins, acrylic

District Training & Professional Development Event



Following the allocation of the new 'District Training Fund', we held our first Training Event on Saturday 7 May, in the Maldron Hotel at Belfast International Airport. All members from District I and District II were welcome, including our fourth-year student members. Considering the lack of CPD, over the last few years, we wanted to focus on helping members who are either struggling to get a permanent position and have had little opportunity for professional development or who are keen to progress their career and are thinking about applying for a middle leadership position or school leadership roles.

We had a jam-packed day from 10am until 3pm, which kicked off with a brief overview given by Seamus Hanna (CEC District I) of the make-up and structure of the INTO, giving context to how the day came about.

Next up was Sara Dylan, a professional actor and voice coach, who took the attendees through some techniques to improve projection and to develop an authoritative tone to their voice. She also stressed the importance of vocal health and gave some useful tips on how teachers can protect their voices. Some attendees commented on the usefulness of '...the vocal coach section, particularly on voice control and projection...' on their evaluation.

Before lunch we had the first 'Interview Success' session with the highly acclaimed

duo, Nichola Lynagh and Janette Tweed. Their knowledge and experience, and their approach to interview preparation and the application process is second to none.

After lunch, we continued the Interview Techniques workshop with some practical ideas to ensure members are doing themselves justice throughout the interview process. Some attendees found '...the STAR model, ...the tips on positive affirmations and building self-belief and confidence, ...the guidance on interview and application preparation...' the most useful aspects of the event.

The day concluded with a unique opportunity for members to gain valuable insights into what Principals are looking for in interviewees. The experienced panel of Principals were put through their paces during the Q&A session, which ran twenty minutes over, as members were afforded the time to have their questions answered. According to the evaluations, many attendees appreciated the chance to speak with our head teachers and felt '...the Q&A session with the panel of Principals was excellent...'

Attendee Feedback (see below)

Many of the attendees felt they gained practical tips and ideas to take away, some new learning to implement and a

few new contacts! All of the attendees thought the structure and content of the event was either excellent or very good.

The majority of attendees said they would attend another INTO training event and 100% of the attendees said they would recommend an INTO training session to a colleague/member.

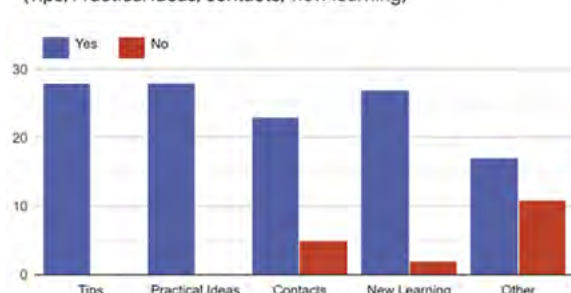
We would like to thank all those in attendance for their time and engagement, the positive feedback we received and for all the great ideas for future training events. If anyone would like any further information on any aspect of the day or if you have other ideas for future training, please don't hesitate to contact me.

I would also like to take this opportunity to thank the organising committee, Siobhan McMullan, Bronagh Mallon and Seamus Hanna, for all their help and support in making the day such a success!

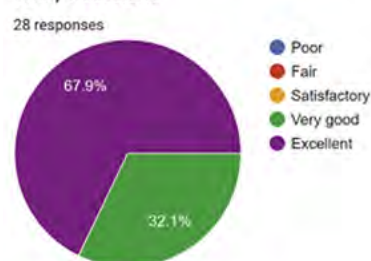


LISA MAGENNIS
lmagennis@into.ie

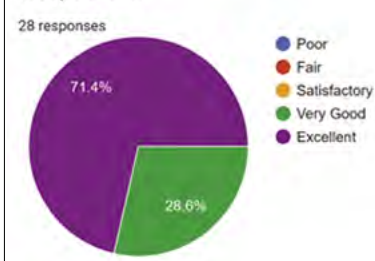
Do you feel you can take something away from today's session?
(Tips, Practical Ideas, contacts, new learning)



How would you describe the Content of today's session?



How would you describe the Structure of today's event?





Regina Coeli Hostel

INTO stand in solidarity with Trades Unions to keep open the Regina Coeli Hostel, to save the service and jobs.



Ladies Gaelic Footballers

The St Mary's Ladies' Gaelic Footballers who made it through to All-Ireland finals of the Lynch Cup, in March 2022.

MacRory Cup Finalist

Marie Molloy, South Derry Branch Secretary presenting a gift from the branch to St Mary's Grammar school MacRory Cup team.



Spar Craic 10k

The Belfast Branch recently ran the Spar Craic 10k and the Waterworks Parkrun 5k for Aware. They were joined by Queen's University PGCE students and Dominican College Fortwilliam pupils. Together they raised £1800 for this worthy cause. AWARE is the local depression charity working for people with depression and bipolar disorder. AWARE deliver mental health & well being programmes into communities, schools, colleges, universities & workplaces. For more information visit www.aware-ni.org.



Cookstown

Mary Dorman, Cookstown Branch Secretary presenting a gift from the branch to Holy Trinity College MacRory Cup manager Peter Canavan also included in the picture is Mrs Russell School Principal and Siobhan McElhinney School Representative.



Printout

PRINTOUT is the Organisation's full colour magazine distributed to all members in the north.

PRINTOUT is also distributed to our education partners and students in our teacher training colleges.

PRINTOUT has a readership of approximately 8,000 members and is available on the [INTO website](http://into.website).

PRINTOUT provides up-to-date information on professional and trade union issues.

PRINTOUT is published 3 times a year – Autumn Term, Spring Term and Summer Term in line with the academic year.

Printout is published by the Irish National Teachers' Organisation and distributed to members and educational institutions. Articles published in Printout are also available on our website www.into.ie.

The views expressed in this journal

are those of the individual authors and are not necessarily endorsed by the INTO.

While every care has been taken to ensure that the information contained in this publication is up to date and correct, no responsibility will be taken by the Irish National Teachers' Organisation for

any error which might occur.

Are you involved in providing a service that may be of interest to our members?

If you are interested in writing an article or advertising in Printout please contact Christine McDonnell on 028 9038 1455 or email cmcdonnell@into.ie.



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For all publications please visit our website at www.into.ie/NL.

Instant Access 24/7

Members can access wide ranging and up to date information and advice on the [INTO website](https://www.into.ie/ni), anytime, anywhere. Members can also access their personal INTO details via the My Profile section of the website.

On the [INTO website](https://www.into.ie/ni), you will find policies and procedures, regularly updated FAQs, news stories, a calendar of INTO events and much more besides.

Part of the INTO website is public and part is accessible by members only.

As an INTO member, to login in and access all of the INTO website content and My Profile you will need a username and password.

Newly joining members can set up their username and profile directly from the website.

Please note, existing members not yet registered with a username and password must email infoni@into.ie with their name, TR number and a request for their unique, one-off registration link – Northern Office will be happy to assist you with registration.

Logging in

The Login button is found at the top of our home page www.into.ie/ni (See Figure 1, top right).

On the login page you will find a password reset option should you need it.

Member only content

Some areas of the website are for members only, you can only access with your username and password. See for example Figure 2, centre right.

My Profile

When you log in to the INTO website you will see My Profile appears at the top of the homepage. Have you moved house recently? Accessing My Profile allows you to do things like update your contact details in just a few moments. Are you receiving emails from Northern Office? If not, you may have opted out, via My Profile you can quickly opt back in (see Figure 3 right).

Please do ensure you have full access to all the benefits of INTO membership, our comprehensive and dynamic website is one of these. Instant and reliable information is at your fingertips.

Don't forget to connect with INTO's
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Facebook [@INTONorthernOffice](https://facebook.com/INTONorthernOffice)

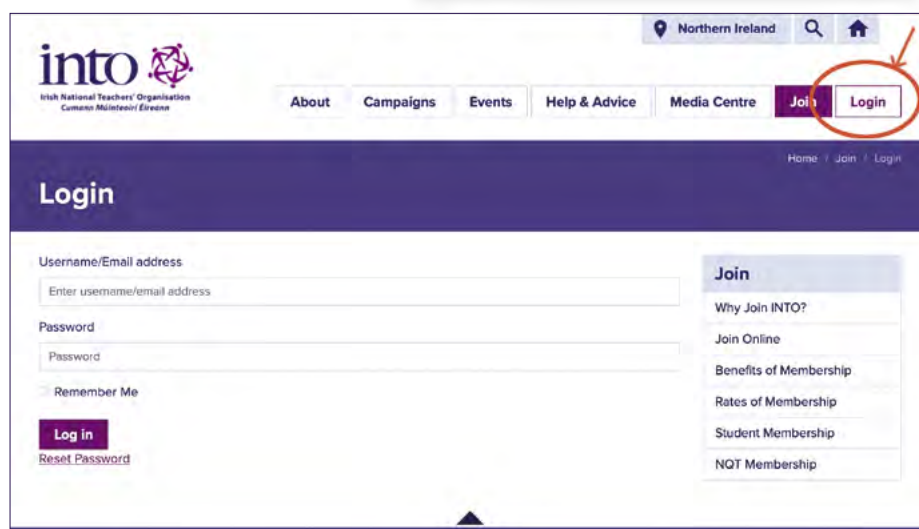
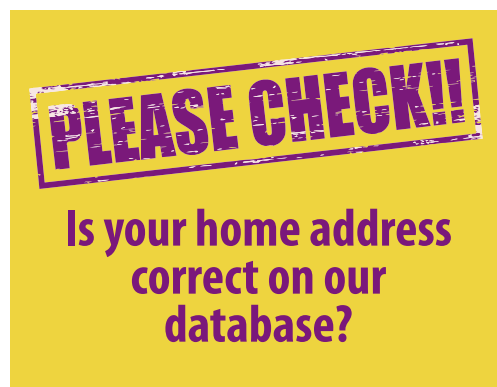


Fig 1: Login page

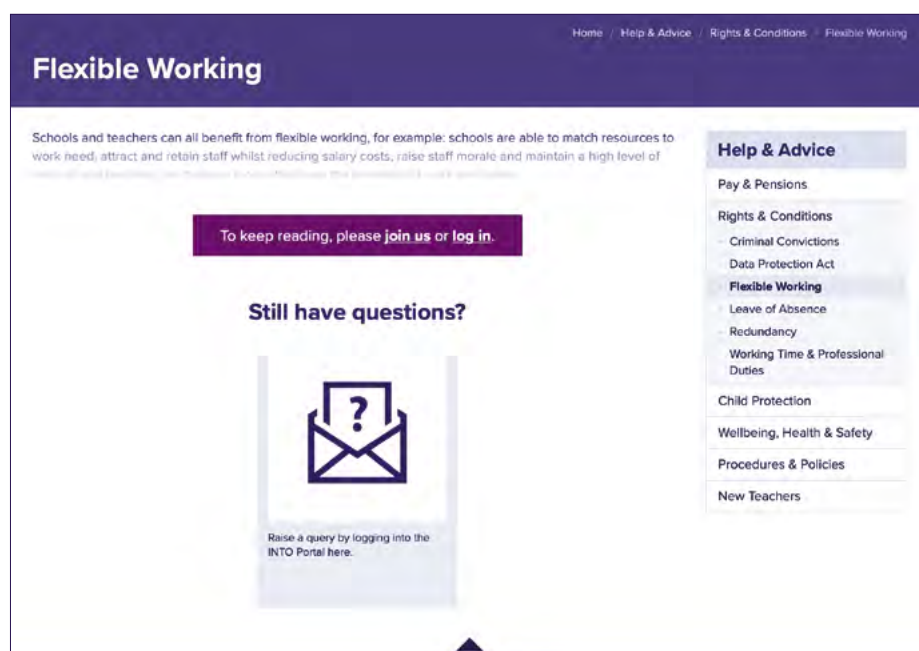


Fig 2: Member only content

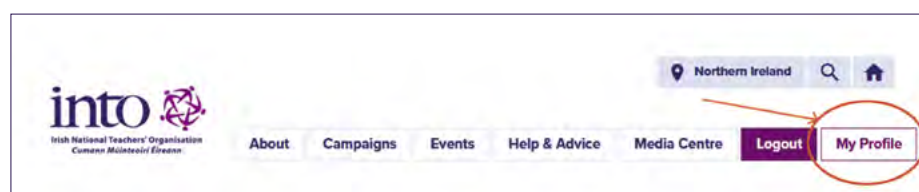


Fig 3: Accessing My Profile

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