

# Northern Conference Agenda Timetable-Rules-Motions

153rd Annual Conference      Online, 25 May 2021

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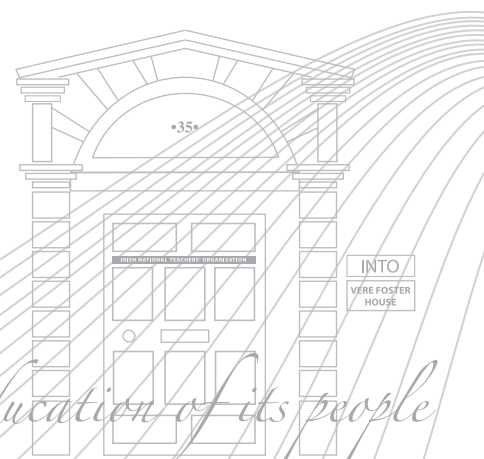
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*A nation's greatness depends upon the education of its people*



Irish National Teachers' Organisation  
*Cumann Múinteoirí Éireann*

# 153rd Annual Conference

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**25 May 2021**

# Northern Conference Timetable

## **Tuesday, 25 May 2021**

**09.00-9.30am:** Exhibition viewing

**09.30-11.00am:** Public session

Speeches:

Northern Committee Chairperson: Caroline McCarthy

Guest Speaker: Peter Weir, MLA, Minister of Education

INTO President: Joe McKeown

Northern Secretary: Gerry Murphy

Standing Orders Committee Report: Brian McGrath, Chair

**11.00-11.30am:** Break/exhibition viewing

**11.30-1.00pm:** Public session motions

**1.00-2.00pm:** Lunch/exhibition viewing

**2.00-2.45pm:** Private session

Questions to the Northern Committee Report

Private session motions

**2.45-3.30pm:** Public session motions

**3.30-3.45pm:** Break/exhibition viewing

**3.45-5.00pm:** Public session motions

**5.00-5.30pm:** Closing session



# Northern Committee 2020/2021

Chairperson: Caroline McCarthy  
Vice-Chairperson: Marie O'Shea  
CEC I: Seamus Hanna  
CEC II: Dorothy McGinley  
BFC: Patrick McAllister

## ***North-Eastern Area***

Primary Michelle McCrystal  
Post-Primary Siobhan McElhinney

## ***South Eastern Area***

Primary Rachel O'Hare  
Post-Primary John Kelly

## ***Belfast Area***

Primary Geraldine McGowan  
Primary Caroline McCarthy  
Post-Primary Caoimhin MacColaim

## ***Southern Area***

Primary Martin Lavery  
Noreen Kelly  
Post-Primary Kevin Daly

## ***Western Area***

Primary Marie O'Shea  
Moira O'Kane  
Post-Primary Annmarie Conway

Northern Secretary: Gerry Murphy  
Assistant Northern Secretary: Mark McTaggart  
Senior Officials: Nuala O'Donnell, Tommy McGlone  
Trade Union Officials: Paul Groogan, Kevin Daly

## **Central Executive Committee 2020/2021**

President:	Mary Magner
Vice-President:	Joe McKeown
Ex-President:	Feargal Brougham
District 1:	Seamus Hanna
District 2:	Dorothy McGinley
District 3:	Áine McGinley
District 4:	Vincent Duffy
District 5:	Catherine Flanagan
District 6:	Tommy Grealley
District 7:	Carmel Browne
District 8:	Gerry Brown
District 9:	Órlaith Ní Fhoghlú
District 10:	Deirdre Fleming
District 11:	Brendan Horan
District 12:	John Driscoll
District 13:	Anne Horan
District 14:	Gregor Kerr
District 15:	Máire Lineen
District 16:	Siobhan Buckley

## **Benefit Funds Committee**

District 1:	Patrick McAllister
District 2:	Tara O'Sullivan
District 3:	Deirdre Lanigan
District 4:	Edel Polly
District 5:	Jerry Clifford

## **INTO Head Office**

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<b>General Secretary:</b>	John Boyle
<b>Deputy General Secretary/</b>	
<b>General Treasurer:</b>	Noel Ward
<b>Northern Secretary:</b>	Gerry Murphy

# Rules Governing Northern Conference Procedure and Standing Orders 2021

1. Northern Conference is a Regional Conference (under Rule 21 of the Rules and Constitution) for the purpose of deciding questions of concern only to members in Northern Ireland.
2. Northern Conference is constituted as follows:
  - a. Northern Committee members;
  - b. Members of the Central Executive Committee and Benefit Funds Committee;
  - c. Standing Orders Committee;
  - d. Two delegates each from District 1 and 2. These delegates shall be members of their District Committees;
  - e. Delegates from Branches in accordance with the following scale:
 

<b>Branch Membership</b>	<b>No. of Delegates</b>
129 and under	2

With an additional delegate for each additional 64 members or part thereof. A delegate must be a member of the Branch, which s/he is appointed to represent and qualified in accordance with Rules 71 and 72 or 73.
3. Northern Committee is responsible for arrangements for Northern Conference.
4. At the June meetings, District Committees 1 and 2 shall elect from their membership three representatives each to serve on the Standing Orders Committee (SOC). At the first meeting of the SOC, the committee shall choose from among its members a Chair and Secretary. The duties of the SOC are:
  - i. To prepare the list of motions to be discussed at Northern Conference;
  - ii. To draft composite motions, amendments and addenda for submission to Northern Conference;
  - iii. To arrange an order in which motions may be taken and to make such arrangements as they deem necessary;
  - iv. To decide what urgent motions (if any) shall be brought before Conference.
5. The Northern Secretary shall issue to Branch and District Secretaries not later than 16 April 2021 a preliminary agenda which shall contain:
  - i. The rules governing Conference procedure and standing orders;
  - ii. Motions to be submitted to Conference.
6. Amendments or addenda to motions appearing in the preliminary agenda may be submitted by Branches or District committees and must reach the Northern Secretary not later than 23 April 2021. Each amendment must be signed by the secretary of the Branch or District Committee. Northern Committee has the right to submit amendments to any motion appearing on the preliminary agenda.
7. The final agenda shall be sent to delegates to reach them at least three days before the opening day of Conference. It shall contain:
  - i. The matter in the preliminary agenda;
  - ii. The annual report of the Northern Committee;
  - iii. Amendments and addenda to motions appearing in the preliminary agenda;
  - iv. Names and Branches of delegates to Conference.





8. Urgent matters not on the agenda can be introduced at Conference only when permission to do so has been obtained in the first instance from the SOC. Should this committee by a two-thirds majority grant permission for the introduction of any such motion, its Secretary shall immediately inform the Presiding Chair, who shall thereupon, with the consent of Conference, fix a suitable time for the introduction and discussion of any such motion. An "urgent matter" is deemed to be a matter of vital importance arising in the interval between the closing of motions and the time during Conference at which permission to introduce it is sought.
9. At the commencement of Conference two tellers shall be elected by the delegates. The duty of the tellers shall be to ascertain and report to the presiding Chair the number voting for and against a motion on which a poll is taken.
10. Twenty members constitute a quorum.
11. The following is the order of debate:
  - i. Subject to the discretion of the Presiding Chair, the proposer of a motion shall be allowed not more than 5 minutes, the seconder 3 minutes, and each succeeding speaker 3 minutes, and discussion on any one motion shall be limited to 20 minutes.
  - ii. Speakers to each section of the Northern Committee Report shall be allowed to speak once and for not more than 3 minutes to each section of the report.
  - iii. Whenever an amendment is moved to any motion, no other amendment shall be taken into consideration until the first amendment is disposed of.
  - iv. The decision of the Chair on any question shall be final.
  - v. No delegate shall be permitted to speak more than once on the same proposition except the proposer of a motion who shall have the right to reply.
  - vi. No person shall address Conference until called on by the Presiding Chair. Before addressing Conference s/he shall first announce their name and the Branch or Committee s/he represents. When a delegate is called upon by the Chair to speak all other delegates shall at once be seated.
  - vii. Only the delegates may address Conference except by special permission of the Chair.
  - viii. When the Chair rises to speak all the delegates shall immediately take their seats.
  - ix. Every motion shall be decided by a show of hands unless a division thereon is demanded. Delegates only have the right to vote. No division shall be taken unless the decision is announced by the Chair after a show of hands is challenged by at least ten members who shall express their desire that a division should be taken by rising in their places. In case of a tied vote the Chair has the casting vote.
  - x. At any time during the discussion of a motion or amendment, it is open to any delegate to move without debate, "that the question be now put", and if it should appear on a show of hands that a majority of the delegates are in favour of terminating the discussion, the question shall be put to a vote, and the decision of Conference taken without further discussion, provided that no speech is interrupted for the purpose and the proposer of the motion is not denied the right to reply. The acceptance of the motion, "that the question be now put" is at the discretion of the Presiding Chair.
  - xi. In the event of a proposition, "that the Conference proceed to the next business" being proposed and seconded, all further discussion on the matter shall cease until this proposition is put to a vote. If the proposition is carried, the motion, and amendments (if any) shall be deemed to have been disposed of and the next business shall be taken up; if defeated, the discussion on the motion and amendments (if any) shall be resumed.

# Conference glossary

- A Motion is a proposition submitted for discussion and vote. It must be positive in its wording and declare an opinion or call for a course of action – or both.
- A Resolution is a Motion which has been put to the vote and carried. When a Motion is before Conference an Amendment is a proposition to change the words of the Motion as a whole, or to change certain words, or to add or delete words anywhere in the Motion.
- An Addendum is a proposition to add words at the end of the Motion.
- Reference Back is a proposition against a report which is under discussion and may refer to the whole report or a section of it. It means that Conference does not approve of the report.
- To Move that the question be now put, means that the discussion should cease, and the vote should be taken on the Motion (or Amendment if any) which is before Conference.
- Moving Next Business means that the meeting should immediately proceed to the next item of business. It can be moved at any time in reference to the item under discussion, but if it is moved and carried whilst a Motion or an Amendment is under discussion it dismisses the Motion and Amendment without any vote being taken on them. If Next Business is not carried, then Conference resumes discussion on the original Motion and Amendment and, thereafter, takes the vote on them in the usual way.



# Public Session Motions

## Motion 1

Conference:

- a. Notes with grave concern the Education Minister's lack of clear, adequate and prompt guidance to school leaders during the COVID-19 pandemic.
- b. Deplores the failure to consult in a timely fashion with Teachers' Unions and school leaders on the decisions which have had major implications for schools and the education of our young people.
- c. Calls for a vote of no confidence in the Education Minister.

BELFAST WEST BRANCH, DOWN BRANCH,  
NORTH ANTRIM BRANCH

## Amendment to Motion 1

- Part (b): After 'in a timely fashion with' insert 'the' After 'school leaders on' delete 'the'
- Part (c): Delete all after c) and insert 'Conference instructs Northern Committee to inform the Education Minister that he no longer enjoys the confidence of the Irish National Teachers' Organisation.'

NORTHERN COMMITTEE

## Motion 2

Conference notes the move toward pay restoration through the negotiated uplift in pay for the years 2019/20 and 2020/21.

Conference commends the work of NITC in securing these uplifts.

Conference calls on Northern Committee to work, through NITC, to ensure that progress is maintained in securing full pay restoration as expediently as possible.

NORTHERN COMMITTEE

## Motion 3

Conference notes that the Special Educational Needs Review has been issued for consultation during a pandemic.

Conference welcomes the findings of the NICCY Report – 'Too Little, Too Late' with its subsequent 53 accepted recommendations to EA, which verifies the experiences of SEN stakeholders across the North.

Conference notes with concern that over the past 5 years this and other reports have yielded 153 recommendations for change to the practices of the Education Authority.

Conference calls on Northern Committee to work through NITC to:

- i. Demand that EA and DE publish the results of the consultations and engage with stakeholders in addressing concerns which have been raised in the responses.
- ii. Demand that EA produce within their SEN action plan the steps they intend to take in addressing the 153 recommendations.
- iii. Demand that EA and DE publish any proposed changes with robust evidence based research, narrative and rationale.
- iv. Seek assurances from EA and DE that high quality provision provided by Support Services is, where necessary, expanded to meet the needs of all.
- v. Seek representation on the SEND Strategic Development Programme Board.

BELFAST BRANCH

## Amendment to Motion 3

- Para 2: After 'Conference' insert ','. After 'Too Little, Too Late' with its' delete 'subsequent'. After '53' delete 'accepted'. After 'recommendations' delete 'to' and insert 'all accepted by'. After 'EA,' delete 'which verifies' and insert 'validating'.
- Para 3: After 'Conference' insert ','
- Para 4: After 'Northern Committee to work through' insert 'the'.

- Part (i): After 'DE publish' delete 'the results of'. After 'the consultations' insert 'on the proposed SEN legislation'. After 'which have been raised in' delete 'the responses' and replace with 'these'.
- Part (iii): After 'any proposed changes with' insert 'a narrative and rationale supported by'. After 'evidence-based research' delete ', narrative and rationale'.
- Part (iv): After 'quality provision provided by' insert 'EA'; After 'to meet the needs' delete 'all' and replace with 'those who need it'.

NORTHERN COMMITTEE

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**Motion 4**

Conference notes the INTO's long established policy of opposition to academic selection in Northern Ireland.

Conference further notes the added difficulties created by the Coronavirus pandemic in relation to the testing associated with academic selection.

Conference calls on Northern Committee to continue to campaign against academic selection and in particular to work with all appropriate bodies to call for a suspension of all entrance tests for post-primary schools in the academic year 2021/22 in light of the disruption being caused to education by the pandemic.

NEWRY BRANCH

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**Motion 5**

Conference commends the work of teachers and school leaders in facilitating remote learning for children and young people during the current pandemic.

Conference notes with concern, the lack of leadership by, and the disregard of, staff and pupil welfare from the Education Minister and his department in the implementation of remote learning.

Conference further notes the underlying concerns of members regarding the potential of new technologies to replace fundamental areas of their work.

Conference calls on Northern Committee to:

- i. Investigate potential areas of risk posed by new technologies to job security.

- ii. Work through NITC as a matter of urgency, to develop agreed policies with Management Side in relation to the use of technology for the delivery of learning, which protect the rights of members in schools.

NORTHERN COMMITTEE

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**Motion 6**

Conference:

- a. Notes with concern the profound and potentially long-lasting impact of the COVID-19 pandemic on our children and young people.
- b. Supports the DE 'Engage' Programme and its aim 'to limit any long-term adverse impact of the COVID-19 lockdown on educational standards by supporting pupils' learning and engagement on their return to school through provision of high quality one-to-one, small group or team-teaching support in every school'.
- c. Calls on Northern Committee to campaign for the extension of the Engage Programme, or similar, into and for the duration of the next academic year, to address the adverse impact of the pandemic and meet the needs of all children.

NORTH ANTRIM BRANCH

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**Motion 7**

Conference:

- a. Finds that Principals' and Deputy Principals' duties, responsibilities and workload far exceed the role of the Principal and Deputy Principal as set out in the Education and Libraries (NI) Order, 1986 and in the Teachers' Terms and Conditions of Employment Regulations (NI), 1987 to the point of having a detrimental effect on their work/life balance and mental health and wellbeing.
- b. Notes with concern that the additional workload currently on Principal and Vice-Principal teachers, as a result of COVID-19, has gone beyond reasonable expectations.

- c. Instructs Northern Committee to:
  - i. Initiate a review of the duties and responsibilities of Principal and Vice-Principal teachers.
  - ii. Ensure the PDC and Fora be central in the consultation of any such review.

DISTRICT 1 COMMITTEE, DISTRICT 2 COMMITTEE

**Amendment to Motion 7**

- Part (a): After 'work/life balance' delete 'and' and replace with ','.
- Part (b): After 'Notes with concern that the' insert 'further'.

NORTHERN COMMITTEE

**Motion 8**

Conference notes with concern the fact that money promised to support schools as COVID-related costs has not yet appeared in school budgets.

Conference calls on Northern Committee to seek assurances from the Education Authority that costs due to mitigations around the COVID-19 pandemic will not be reflected in final school budget outcomes, nor be used when calculating the requirement for reducing staffing to ensure individual school budgets remain within the agreed parameters.

NORTHERN COMMITTEE

**Motion 9**

Conference calls on Northern Committee to work, through NITC, with EA to develop a system of procurement that better reflects the needs of schools, and that is demonstrably fit for purpose.

NORTHERN COMMITTEE

**Motion 10**

Conference:

- a. Notes the rapid expansion in the use of social media and website sharing platforms in education during this pandemic.
- b. Further notes the absence of clear, sector-wide agreed expectations for pupils, parents and carers with regard to social media.

- c. Calls on Northern Committee to lobby the Department of Education for a sector-wide social media code of conduct for parents, pupils and carers.

BELFAST WEST BRANCH SOUTH DERRY BRANCH

**Amendment to Motion 10**

- Part (b): After 'agreed expectations' delete 'for' and replace with 'of'.

NORTHERN COMMITTEE

**Motion 11**

Conference notes that there has been an apparent slowing of the pace of school closures throughout the current pandemic. Conference further notes that this pandemic has reinforced the importance of the contribution that all schools give to their local communities.

Conference calls on Northern Committee to seek the formation of a forum to examine the school estate, with a particular focus on small schools, to collectively explore strategies to retain the current school estate, and to reject school closure as the only option.

NORTHERN COMMITTEE

**Motion 12**

Conference notes with concern that opportunities for teachers' professional development within the profession have decreased to a point that the chances of receiving high quality, relevant training is at a premium.

Conference further notes that the personal, financial and time costs associated with enrolling for further professional qualifications such as an MEd is unattainable for many teachers.

Conference acknowledges the value and worth of this additional training would have a positive impact on the knowledge and professionalism evident within our schools.

Conference calls on Northern Committee to:

- i. Lobby the Education Authority to make more professional development opportunities available for teachers.



- ii. Explore the opportunities of a grant scheme from the Department of Education for teachers to go towards postgraduate qualifications in order to further the expertise of the teaching workforce.

DOWN BRANCH

**Motion 13**

Conference notes with concern communications from the Education Authority with regard to budget enhancements due to proposed changes in requirements for SEN, prior to the outcomes of the current SEN consultations by DE and EA, and the contradictory advice with regard to the final date for spending of same.

Conference further notes that where schools have requisitioned goods and services with regard to changes in requirements for SEN, the EA has been unable or unwilling to process those requests.

Conference calls on Northern Committee to work, through NITC, with EA to ensure that schools have the necessary funding for proposed SEN changes and are able to spend when required.

NORTHERN COMMITTEE

**Motion 14**

Conference requires that Northern Committee communicate with schools and DE to ensure that online digital learning provision does not become an additional burden for teachers, rather that it is afforded due acknowledgement and consideration in time budgets.

DERRY CITY BRANCH

**Motion 15**

Conference notes with concern the inadequacies of a majority of buildings housing children across education.

Conference calls on Northern Committee to:

- i. Survey members to gather evidence in relation to the poor standard of school accommodation.
- ii. Use evidence from this survey to lobby DE, the Department of Finance and political representatives with a view

to an increase in the capital building grant out with the current funding for education.

NORTHERN COMMITTEE

**Motion 16**

Conference deplores both the poor timing of emails about key issues sent by DE to school principals and the lack of prior notice from DE about key decisions before public announcements.

Conference calls on Northern Committee to demand from DE that the timing of communications to school leaders are improved and that communications are issued in a timely manner and within normal working hours.

BELFAST BRANCH

**Amendment to Motion 16**

- Para 2: After 'communications are issued' delete 'in a timely manner and'.

NORTHERN COMMITTEE

**Motion 17**

Conference notes with concern the large number of high stakes nature of examinations, and other qualifications undertaken by pupils from Year 11 though to Year 14 in post-primary schools and the associated workload for teachers and students.

Conference further notes the practice of a 'Transition Year' available to students in the Republic of Ireland and calls on Northern Committee to work with the appropriate bodies toward the establishment of similar provision for students in Northern Ireland.

ARMAGH BRANCH

**Amendment to Motion 17**

- Para 1: After 'the large number' delete 'of' and replace with 'and'. After 'in post-primary schools' delete 'and' and replace with 'along with'.
- Para 2: After 'the appropriate bodies' delete 'toward' and replace with 'towards'.

NORTHERN COMMITTEE

# Private Session Motions

## Motion 18

Conference notes the continued solidarity with, and actions being carried out, by INTO members and officials in relation to the plight of Palestinian children in the occupied territories of East Jerusalem, the West Bank and the Gaza Strip.

Conference reiterates the policy position taken by this organisation in support of the BDS Movement at Congress 2018.

Conference calls on Northern Committee to:

- i. Publicise its confirmed position on BDS on INTO website and INTO publications.
- ii. Inform Conference of the actions taken by INTO in relation to this position since Congress 2018.
- iii. Engage with CEC to bring formal recognition of the group of members who have attended delegations to Palestine through the Trade Union Friends of Palestine in support of this policy position, as an official grouping within the INTO, to be known as the 'INTO Palestine Ambassadors' Group'.

DOWN BRANCH

## Motion 19

Conference commends the continued work carried out by INTO School Representatives in our schools.

Conference notes the number of schools with no INTO School Representative.

Conference reiterates its call on Northern Committee to devise a strategy to raise the profile of the role and to recruit new school representatives.

NORTH ANTRIM BRANCH

## Motion 20

Conference:

- a. Notes the generous training schedule that is provided to our members and branch officers in the southern jurisdiction.
- b. Calls on Northern Committee to ensure that a fit purpose training schedule is rolled out for our members and branch officers that reflects our training needs.

BELFAST WEST BRANCH, STRABANE BRANCH

## Motion 21

Conference notes that the production of the INTO publications of 'Printout' and 'InTouch' come at a large financial and environmental cost.

Conference calls on Northern Committee to:

- i. Ensure that the default method of sending the publications will be electronically via email, with an offer to 'opt in' for members.
- ii. Ensure that members who do not wish to 'opt in' to the electronic publications will receive the recognised publications by post as is normal procedure at present.

DOWN BRANCH

## Motion 22

Conference notes the successes of the INTO Northern Youth Conference in both 2019 and 2021 in encouraging and nurturing participation of our younger members into activism in the union.

Conference calls on Northern Committee to:

- i. Ensure that the Northern Youth Conference is a regular bi-annual event in the INTO calendar.
- ii. Develop a Northern Youth Committee, to mirror the format of Northern Committee, to be formed and to meet twice a year to discuss issues particularly pertinent to recently qualified teachers.

DOWN BRANCH



# Conference Delegates

## Standing Orders Committee

### *District 1*

Stephen Dowds  
Fionntán McElheran  
Seán Kelly

### *District 2*

Brian McGrath  
Grainne McAleer  
Peter Torney

## District Delegates

### *District 1*

Henry Duffin

### *District 2*

Paul Kealey  
Nuala Groogan

## National Committee Delegates

### *Principals' and Deputy Principals' Committee*

Henry Duffin (D1)  
Brian McGrath (SOC)

### *Education Committee*

Lisa Magennis  
Dermot Gallagher

### *Equality Committee*

Seán Kelly (SOC)  
Grainne McAleer (SOC)

## Branch Delegates

### *North Antrim Branch*

Kieran Killough  
Peter Marrs  
Mona McMenamin  
Siobhan McMullan

### *South Antrim Branch*

Caitlín McCann

### *Belfast Branch*

Paul Kerr  
Ruairí Mac Leanacháin  
Gerard Wallace

### *Belfast West Branch*

Julie Connolly  
Martin Connolly  
Bronagh Mallon  
Mairead McLaughlin

### *Carrickfergus-Newtonabbey-Larne Branch*

Daniel Kennedy  
David McEvoy  
Carla McGrady

### *South Derry Branch*

Michael Boyle  
Breige Devlin  
Paula McCrum  
Sean McGuickin  
Patrick McGurk  
Marie Molloy  
Deirdre Nic Suibhe

### *Down Branch*

Jacinta Doyle  
Cara Fitzsimons  
Alexa Grudgings  
James Hunt  
Shane Lawlor  
Lisa Magill  
Susan McMullan  
Philomena Rice

***Lisburn Branch***

Brenda McClenaghan  
Martin Cullen  
Peter MacAllister

***Armagh Branch***

Lois Bennett  
Colette Conlon  
Orla Gorman  
Declan McReynolds (Honorary Member)

***North Armagh Branch***

Martin McAvoy  
Joanna McGivern  
Donogh McLaverty  
Teddy Martin (Honorary Member)

***South Armagh Branch***

Edel Carragher  
Terence Murphy

***Derry City Branch***

Gavan Duffy  
Dermot Gallagher

***Dungannon Branch***

Patrick Ferran  
Daniel Kelly  
Siobhan McLaughlin

***Newry Branch***

Caolan Byrne  
Ciara Duffy  
Elayna Duffy  
Joanne Grant  
Fiona McKenna  
Orla Murphy  
David Nolan  
Liam Ó Manacháin

***Strabane Branch***

Kristel Cunningham  
Carina O'Hara

***Tyrone Central Branch***

Paula McDermott  
Michelle Torney

***South Tyrone Branch***

Caroline McGirr  
Ita McMenamin.

## **Conference Sponsorship**

The INTO wishes to thank Cornmarket Insurance Services, INTO's official insurance provider, for their sponsorship of Northern Conference this year.





























