

# Northern Conference Agenda

## Timetable – Rules – Motions

### 151st Annual Congress, Belfast 1 – 2 March 2019

#### Head Office

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35 Parnell Square  
Dublin 1

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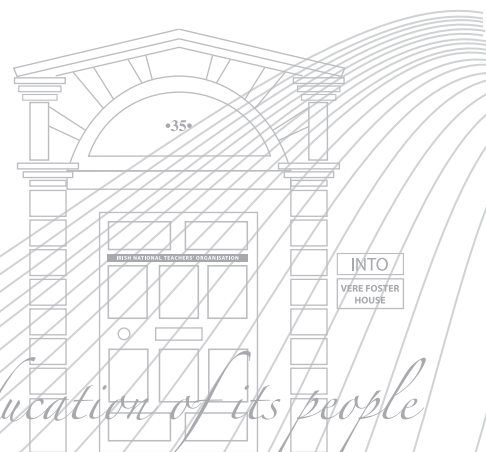
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*A nation's greatness depends upon the education of its people*



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**151st Annual Congress, Belfast 1 – 2 March 2019**

# Northern Conference Timetable

## *Friday, 1 March 2019*

9.00 – 9.45am	<b>Registration / exhibition viewing</b> Tea / coffee and scones
10.00 – 11.00am	<b>Public session</b> Opening of Conference      The Right Honourable, Cllr Deirdre Hargey, Lord Mayor of Belfast Chairperson                      Patrick McAllister Guest Speaker                 John Boyle, INTO General Secretary Designate President                         Joe Killeen Northern Secretary            Gerry Murphy
11.00 – 11.15am	<b>Private session</b> Standing Orders Committee Report
11.15 – 12.30pm	<b>Public session motions</b>
12.30 – 2.00pm	<b>Lunch / exhibition viewing</b>
2.00 – 3.30pm	<b>Public session motions</b>
3.30 – 4.00pm	<b>Break / exhibition viewing</b>
4.00 – 4.30pm	<b>Private session motions</b>
4.30 – 5.30pm	<b>Public session motions</b>
8.00pm	<b>Dinner dance</b>

## *Saturday, 2 March 2019*

09.00 – 09.30am	<b>Private session</b> Northern Committee Report Private motions
09.30 – 11.00am	<b>Public session motions</b>
11.00 – 11.30am	<b>Break</b>
11.30 – 1.00pm	<b>Public session motions</b>
1.00 – 1.30pm	<b>Closing session</b>

# Northern Committee 2018/19

Chairperson	Patrick McAllister
Vice-Chairperson	Kevin Daly
CEC I	Seamus Hanna
CEC II	Dorothy McGinley
BFC	Patrick McAllister
<i>North-Eastern Area</i>	
Primary	Geraldine McGowan
Post-Primary	Siobhan McElhinney
<i>South Eastern Area</i>	
Primary	Rachel O'Hare
Post-Primary	John Kelly
<i>Belfast Area</i>	
Primary	Vacant
	Caroline McCarthy
Post-Primary	Caoimhin MacColaim
<i>Southern Area</i>	
Primary	Marty Lavery
	Cathy Crozier
Post-Primary	Kevin Daly
<i>Western Area</i>	
Primary	Marie O'Shea
	Maira O'Kane
Post-Primary	Annmarie Conway

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

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# Central Executive Committee 2018/19

<b>President:</b>	Joe Killeen
<b>Vice-President:</b>	Feargal Brougham
<b>Ex-President:</b>	John Boyle
<b>District I</b>	Seamus Hanna
<b>District II</b>	Dorothy McGinley
<b>District III</b>	Aine McGinley
<b>District IV</b>	Vincent Duffy
<b>District V</b>	Catherine Flanagan
<b>District VI</b>	Tommy Grealley
<b>District VII</b>	Carmel Browne
<b>District VIII</b>	Gerry Brown
<b>District IX</b>	Carmel Hume
<b>District X</b>	Joe McKeown
<b>District XI</b>	Brendan Horan
<b>District XII</b>	John Driscoll
<b>District XIII</b>	Anne Horan
<b>District XIV</b>	Gregor Kerr
<b>District XV</b>	Shane Loftus
<b>District XVI</b>	Mary Magner

## *Benefit Funds Committee*

<b>District I</b>	Patrick McAllister
<b>District II</b>	Vacant
<b>District III</b>	Deirdre Lanigan
<b>District IV</b>	Bob Allen
<b>District V</b>	Jerry Clifford

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**General Secretary: Sheila Nunan**  
**General Treasurer: Noel Ward**  
**Northern Secretary: Gerry Murphy**

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# Rules Governing Northern Conference Procedure and Standing Orders 2019

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 I and II. These delegates shall be members of their district committees;
  - (e) Delegates from branches in accordance with the following scale:
 

Branch Membership	No. of Delegates
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 I and II 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 25 January 2019 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 6 February 2019. 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 1 December 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 five minutes, the seconder three minutes, and each succeeding speaker three 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 three 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 with out 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.

# Public Session Motions

## MOTION 1

Conference:

- a) Demands that the employing authorities and DE move immediately to restore teacher salaries to the levels they were at prior to the financial crash of the late noughties.
- b) Instructs the Northern Committee to continue to campaign to achieve salary restoration in concert with our sister unions on the NITC.
- c) Directs the Northern Committee to work towards having the teachers' pay scales extended beyond the salary plateauing that occurs after a teacher who chooses not to seek additional management responsibilities reaches UPS3 on the Main Professional Grade.
- d) Further instructs the Northern Committee to continue working towards persuading the political parties to bring about an increase in the level of funding for education overall.

NORTHERN COMMITTEE

## AMENDMENTS TO MOTION 1

Part (a) Remove 'they were at' and replace with 'in real terms'

BELFAST WEST BRANCH

Para 1 Line 3: Insert 'real term' after 'salaries to the'

CARRICKFERGUS-NEWTOWNABBEY-LARNE

BRANCH

Part (a) Insert the words 'real term' before 'levels'

TYRONE CENTRAL BRANCH

## MOTION 2

Conference commends INTO members for their continued support in relation to non-cooperation in relation to ETI.

Conference condemns the negative comments made by the chief inspector in relation to the ongoing union action and the lack of any response from the ETI to the NITC inspections mythbusting document 'ETI, Perception and Reality' in October 2016.

Conference calls on Northern Committee to:

- a) Reaffirm the decision taken by INTO in relation to its lack of confidence in the Chief Inspector.
- b) Continue to work through NITC to pursue an agreed inspection document detailing the minimum required documentation to support the inspection process.
- c) Reaffirm its commitment to continue non-cooperation with ETI until the current industrial dispute is settled.
- d) Calls on Northern Committee to intensify publicity of this action among members and the general public, in order to support members whose schools are issued with notice of inspection.
- e) Calls on Northern Committee to work to ensure that normal inspection notifications will be maintained on cessation of industrial action and that schools will not be inspected 'without further notice' as threatened in ETI reports.

NORTHERN COMMITTEE, NORTH ANTRIM BRANCH

## AMENDMENT TO MOTION 2

Part (b) Line 2: After 'agreed' insert 'pre-'

NORTH ARMAGH BRANCH



### MOTION 3

Conference condemns the implementation of significant change to the provision of SEN education being rolled out by DE and employing authorities without proper and meaningful consultation with education partners.

Conference calls on Northern Committee to challenge the change and support teachers and all pupils including the most vulnerable in education by:

- Calling for due process to be followed by DE and the employing authorities before any changes to SEN provision are delivered to schools.
- Instructing members clearly to not comply with SEN changes not signed off by a Minister.
- Demanding DE and EA publish all research, rationale and process which has informed their proposed changes in relation to statementing and inclusion.
- Working with the other Education Unions on a joint campaign relating to Special Education.

NORTHERN COMMITTEE

### MOTION 4

Conference:

- Is aware of the increasing workload teachers are being asked to undertake.
- Conference calls on Northern Committee to produce an audit of the average number of additional hours of work carried out each week outside directed time hours.
- Conference calls on the Department of Education to publicly recognise and acknowledge the additional unpaid work undertaken by teachers.
- Conference acknowledges the dedication of our teachers by supplying teaching materials from their own salary to supplement positive educational outcomes for their students.

- Conference asks the Department of Education to recognise the importance of the Workload Agreement and a teacher's right to follow it and a Board of Governors duty to implement it.

DOWN BRANCH

### AMENDMENTS TO MOTION 4

Delete every 'Conference' after line 1

Delete part (d)

Part (e) Line 1: Delete 'asks' and insert 'calls on' and delete 'Department of Education' and insert 'Employing Authorities'

NORTHERN COMMITTEE

### MOTION 5

Conference:

- Welcomes the NI Affairs Select Committee investigation into the funding of the NI Education System.
- Commits the INTO to playing a constructive and positive role should the work of the Committee lead to a fuller and more wide ranging review of the education system as a whole in NI.
- Demands the EANI cease its efforts to bring about further efficiencies across the system until the Stormont Executive and Assembly are restored so as to provide for a proper level of public scrutiny to EANI.
- Directs the Northern Committee to work with the wider trade union movement to resist any further cuts across the education system.
- Instructs the Northern Committee to work with the wider trade union movement and other interested parties to develop an alternative vision for education which regardless of the Committee's work will

inform the trade unions in their dealings with the education administrators going forward.

NORTHERN COMMITTEE

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## AMENDMENTS TO MOTION 5

Part (b) Line 5: Delete 'NI' and insert 'the North'

Part (c) Line 5: Before EANI delete 'to' and insert 'of'

Part (e) Line 7: Insert 'systems' between 'education' and 'administrators'

DOWN BRANCH

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## MOTION 6

Conference notes with concern the increasing pressures within the role of the teaching principal.

Conference further notes the difficulties which arise in the management of this dual role and the untenable position this puts many principals in.

Conference calls on the Northern Committee to actively engage with the employing authorities in developing practical and workable models of school leadership which allows for flexible approaches to meet the needs of communities, schools and principals.

NORTHERN COMMITTEE, TYRONE CENTRAL  
BRANCH

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## AMENDEMENTS TO MOTION 6

Line 2: Delete 'within; and insert 'associated with'

Line 11: Delete 'allows' and insert 'allow'

NORTHERN COMMITTEE

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## MOTION 7

Conference notes with concern the increased pace within Area Planning which has impacted upon current and future employment and career progression of teachers and which negatively impacts on local communities and services.

Conference further notes the lack of proper consultation with INTO/NITC in relation to Area Planning.

Conference calls on Northern Committee to work with the Employing Authority to seek an urgent review of the Area Planning process to ensure that the needs of local communities are best served by the process and that the jobs of education workers are protected where possible.

NORTHERN COMMITTEE

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## MOTION 8

Conference notes with concern the inadequate support given to teachers in the early years of their career.

Conference notes the concerns of many young teachers who feel that current induction and EPD structures do not provide practical support for them in their first years.

Conference calls for Northern Committee to lobby the Department to:

- a) Increase levels of support and assistance and establish a better framework of support for beginner teachers.
- b) Establish, in consultation with beginner teachers and teaching unions, a programme of support and training that is fit for purpose.
- c) Ensure that funding is ring-fenced and enough time provided for beginner teachers to avail of additional support that they require.

NORTHERN COMMITTEE

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## AMENDMENT TO MOTION 8

Part (b) Line 3: Insert 'other' between 'support and' and 'training'

DOWN BRANCH

## MOTION 9

Conference condemns the halt of the Investing in the Teaching Workforce Scheme.

Conference notes the benefits of the scheme for its members and the cost-saving impact for the Department of Education.

Conference calls on Northern Committee to:

- Lobby the Department of Education, the employing authorities, government ministers and all other relevant departments for the continuance and extension of the scheme;
- Request from the Department of Education, full details of the cost-savings/efficacy of the scheme;
- Publicise the positive impacts of the scheme.

BELFAST WEST BRANCH

## AMENDMENTS TO MOTION 9

Line 1: Delete 'halt' and insert 'ending'

Line 4: Delete 'its' and insert 'INTO'

NORTHERN COMMITTEE

## MOTION 10

Conference calls on Northern Committee to resist any attempts by EA to introduce the Personal Education Plan until it is workload proofed and is a manageable and useful document for teachers and schools to navigate.

ENNISKILLEN BRANCH

## AMENDMENTS TO MOTION 10

Line 3: After 'Plan' insert 'model'

Line 3: Delete all after 'is' and insert 'deemed manageable by the JWP of TNC'

NORTHERN COMMITTEE

## MOTION 11

Conference condemns the continued use of results at GCSE and equivalent qualifications and at A-Level and equivalent qualifications to measure 'success' in schools.

Conference notes with concern the range of problems associated for pupils, schools and staff created by these crude measurements.

Conference also notes with concern the pressure these measurements place on teachers, subject leaders/heads of department, principals and vice-principals.

Conference calls on Northern Committee to:

- Continue to raise this matter with ETI, DENI, the employing authorities and all other relevant parties in seeking an end to the use of GCSE and A-Level grades as a measure of success in the post-primary sector.
- Campaign with other relevant stakeholders for greater recognition of pass grades at GCSE and A-Level other than A\*-C by employers and FE colleges in order to facilitate young people's entry to training and employment.
- At the time of publication of league tables to publicly respond by condemning the use of data as the sole means to define the worth of schools.

BELFAST BRANCH, NEWRY BRANCH

**AMENDMENTS TO MOTION 11**

Line 3: Delete 'to measure success in schools' and replace with 'as the principal indicator of a successful school'

Line 7: Delete 'created by these crude measurements' and replace with 'arising from the use of such a crude approach to determining how such a school is'

Line 8: After 'the' and before 'pressure' insert 'additional'

Line 9: Delete 'these measurements' and replace with 'this approach'

Line 13: Delete 'ETI'

Line 14: Delete 'all other relevant' and replace with 'these'

Line 16: Delete 'a' and replace with 'the principle'

**NORTHERN COMMITTEE**

Para 2 Delete 'these crude' and replace with 'the use of these'

After 'measurements' insert 'in isolation'

Part (a) Replace 'a' with 'the main' to read 'the main measure of success'

**BELFAST WEST BRANCH**

Part (a) Line 4: Remove 'a' and replace with 'the primary'

**CARRICKFERGUS-NEWTOWNABBEY-LARNE  
BRANCH**

**MOTION 12**

Northern Conference notes with concern the growing number of primary schools engaging with transfer tests and encouraging staff to prepare students for these.

Conference calls on Northern Committee to engage with all relevant stakeholders to put an end to academic selection at the age eleven or at any age.

**SOUTH DERRY BRANCH**

**AMENDMENTS TO MOTION 12**

Line 1 Delete 'Northern'

Line 2 Delete 'growing'

Line 2 Delete 'engaging' and insert 'who continue to engage'

Line 7 Delete all after 'selection'

**NORTHERN COMMITTEE**

**MOTION 13**

Northern Conference:

Notes the increasing instance of mental health issues among our pupils and the consequential detrimental effects on their school experience, as well as that of their peers.

Further notes with concern the demands being placed on teachers in coping with these issues and the implications for classroom management.

Calls on Northern Committee to demand that support systems are put in place, whereby children have access to the support, counselling and/or therapy which is best suited to their needs.

**NORTH ANTRIM BRANCH**



## AMENDMENTS TO MOTION 13

Line 1: Delete 'Northern'

Line 2: After 'the' and before 'increasing' insert 'reported'

Line 3: Delete 'our'

Line 7: Delete 'in'

NORTHERN COMMITTEE

## MOTION 14

Conference condemns the current practice by Department of Education and employing authorities of including time off following a workplace-based assault as time taken as 'sick leave'.

Conference notes the devastating impact of workplace violence and/or physical and verbal abuse on members, and by extension on their family and work colleagues.

Conference calls on Northern Committee to:

- Challenge this practice with the Department of Education and employing authorities.
- Seek the implementation of a new category of leave, which reflects absence due to work-based injury or physical or verbal attack.
- Seek an agreement with the Department of Education or employing authorities that such leave should not be accrued or considered alongside general sick leave.

BELFAST WEST BRANCH

## AMENDMENTS TO MOTION 14

Line 3: Delete 'including' insert 'recording'

Line 4: Delete 'time taken as'

Part (c) Line 2 after 'Education' delete 'or' insert 'and',

NORTHERN COMMITTEE

## MOTION 15

Conference calls on DE to engage more actively with their colleagues in the Republic of Ireland's DES with a view to:

- Identifying areas where closer co-operation across the border on professional matters and educational services can be achieved in the interests of the workers in both systems and the young people of the entire island.
- Instructs the Northern Committee to begin lobbying the local political parties for support for such an enhanced level of cross border co-operation in education.
- Directs the Northern Committee to continue working in concert with the CEC to further promote the idea of increased cross border co-operation in education through the ongoing lobbying efforts undertaken regularly by INTO members in the Republic of Ireland.

NORTHERN COMMITTEE

## MOTION 16

Tacaíonn an Chomhdháil Thuaidh leis an fheachtas chun reachtaíocht teanga a achtú don Ghaeilge atá ar chomhchéim leis an reachtaíocht teanga sa Bhreataín Bheag agus in Albain. Treoraíonn Comhdháil Thuaidh an Choiste Thuaidh, tionchar an reachtaíochta seo ar an earnáil oideachais a fhiosrú.

Northern Conference supports the campaign to enact Irish language legislation similar to the language legislation in Wales and Scotland. Northern Conference instructs the Northern Committee to investigate the impact this legislation would have on the Education sector.

BELFAST WEST BRANCH

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## AMENDMENTS TO MOTION 16

Para 2 Line 1 and 4: Delete 'Northern'  
Para 1 Line 1: Delete 'Thaidh'

NORTHERN COMMITTEE

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## MOTION 17

Northern Conference calls on the Northern Committee to develop a rights-based campaign in partnership with the Participation and Practice of Rights Project to:

- a) Challenge the disparity between FSME and non-FSME pupil uptake to grammar schools.
- b) Campaign the Department of Education to address the issue of pupils suffering physical and mental health problems arising from the process of selection.

NORTHERN COMMITTEE

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## MOTION 18

Conference notes the disparity in the remuneration of teaching principals in small schools in comparison to their administrative colleagues.

Conference calls on Northern Committee to work with the employing authorities to ensure that teaching principals are paid at a rate commensurate with the role they carry out, rather than determined by the school intake.

SOUTH ANTRIM BRANCH

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## MOTION 19

Conference notes with concern the changes to provision already being implemented by DE and the Education Authority for pupils with SEN including challenging behaviour, mild/moderate/specific learning difficulties and undiagnosed conditions despite the Review of SEN not having taken place.

Conference calls on Northern Committee to work with members and interested professional bodies (teaching colleges, Children's Law Society, NICCY, Equalities Commission, SENAC et al) to determine the impact of these changes in the classroom, and where necessary to challenge and work to reverse those that negatively impact on pupils.

NORTHERN COMMITTEE

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## MOTION 20

Conference notes with concern at the present intervention strategies such as RISE NI, ASD toolkit suggested for pupils when entering the SEN register. It is also concerned at the lack of guidance being offered on the implementation of these interventions.

Conference asks Northern Committee to seek guidance and support from the Education Authority on the implementation of these interventions for pupils with additional needs.

SOUTH DERRY BRANCH

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## MOTION 21

Conference notes with concern the ever-increasing workload for SEN co-ordinators in both primary and post-primary schools.

Conference calls upon Northern Committee to work with the Education Authority and other relevant stakeholders to devise clear guidance on time allocation for current SENCOs within all sectors.

SOUTH DERRY BRANCH

## MOTION 22

Conference notes with concern the lack of strategic planning on the implementation of the "SEND Act". The current lack of planning and guidance is causing dismay to members within schools.

Conference calls upon Northern Committee to demand clear guidance and support from the Education Authority on the implementation of this Act including a manageable timeframe

SOUTH DERRY BRANCH

## AMENDMENTS TO MOTION 22

Delete all between 'SEND Act' and "

Line 9: Insert " after 'Act'

NORTHERN COMMITTEE

## MOTION 23

Conference notes the issues in relation to the lack of support for teachers and principals in primary and post-primary schools working collaboratively to ensure pupils have a positive experience when moving from primary to post-primary school.

Conference calls on Northern Committee, through NITC, to work with relative authorities to develop appropriate training for teachers to ensure greater collaboration between teachers in primary and key stage 3 to help to ensure a more positive experience of transition from primary to post-primary school.

NORTHERN COMMITTEE

## AMENDMENTS TO MOTION 23

Line 8: Delete 'relative' and insert 'relevant'

Line 10: Delete 'to ensure' and insert 'thereby ensuring'

NORTH ARMAGH BRANCH

## MOTION 24

Conference commends INTO for the continued strength of support for Industrial Action from teachers and school leaders.

Conference calls on Northern Committee to continue to work through the NITC in finding ways to re-evaluate and normalise working patterns so that teachers and school leaders can achieve a better work/life balance.

STRABANE BRANCH

## MOTION 25

Conference commends INTO in informing members about their rights and protections in the event of an assault.

Conference demands that the continued increase in assaults in schools is acknowledged by the DE and employing authorities and that correct procedures of reporting, risk assessment and resourcing are implemented in schools and that school management use all procedures available to them to ensure this trend is reversed.

NORTHERN COMMITTEE

**MOTION 26**

Conference notes with concern the number of teachers who feel vulnerable at their place of work due to the amount of informal access provided to parents and other visitors throughout the school day in the name of 'Open Door' policies.

Conference further notes the number of teachers and education workers who have reported being the subject of abuse due to such access.

Conference calls on Northern Committee to work with the relevant education authorities to ensure a safe and secure working environment for all education workers in schools.

NORTHERN COMMITTEE

**MOTION 27**

Conference notes the concern at the lack of morale with staffrooms across the North due to the constant threat of changes to the curriculum, the ever-increasing workload and the pressure from external stakeholders.

Conference asks Northern Committee to work with the education department devises a relevant Health and Wellbeing strategy and for all teachers whether at the beginning or end of their career.

SOUTH DERRY BRANCH

**AMENDMENTS TO MOTION 27**

Line 1: Delete 'the' insert 'with'

Line 1: Delete 'at the lack of' insert 'the falling'

Line 2: Delete 'with staff rooms' insert 'of teachers'

Line 6: Delete 'asks' insert 'calls on'

Line 7: Delete 'devises' insert 'to devise'

Line 9: Delete everything after 'teachers'

NORTHERN COMMITTEE

**MOTION 28**

Conference notes with concern the lack of independent input in the initial stages of the agreed TNC Grievance, Bullying and Harassment and Disciplinary Procedures.

Conference also notes with concern the detriment to teachers, principals, vice-principals and governors that the burden of implementing these procedures within schools and potential damage to personal and industrial relations inherent in doing so.

Conference calls on Northern Committee to work with all relevant parties toward a revised and agreed fit-for-purpose Grievance and Disciplinary Procedure and the establishment of a fully funded, independent and impartial body to carry out such procedures.

NEWRY BRANCH

**MOTION 29**

Conference:

- a) Supports the ICTU view that there is no such thing as a good Brexit for working people.
- b) Commits the INTO to continuing to support the wider trade union movement in seeking to protect the interests of working people on the island of Ireland economically, politically, socially and culturally.

NORTHERN COMMITTEE



# Private Session Motions

## MOTION 30

Conference calls on Northern Committee to fund an internship programme on the same terms as in Head Office.

Conference notes with concern that the most recent advertised position was not offered at the member's normal DE salary and pension contributions.

Conference demands that all future intern posts for Northern Office be offered the member's normal DE salary in line with the employment of INTO interns in Dublin.

BELFAST WEST BRANCH

## AMENDMENTS TO MOTION 30

Para 3 Line 3: Remove 'normal DE'

CARRICKFERGUS-NEWTOWN ABBEY-LARNE  
BRANCH

Line 1: Delete 'Committee' and replace with 'Office'

Line 10: Delete 'in line with the employment of INTO interns in Dublin'

TYRONE CENTRAL BRANCH

## MOTION 31

Conference calls on Northern Committee to actively seek to develop a union branch within the two largest teaching colleges: St Mary's University and Stranmillis.

Conference calls on Northern Committee to:

- Establish a working group amongst the student bodies in each campus to inform trainee teachers about the importance of joining the INTO.

- Provide Rep training for elected union leaders in each campus to inspire them to take on these roles and responsibilities when they find employment;
- Offer access to Conferences and Branch meetings to allow trainee teachers to appreciate the inner workings of our union prior to graduating.

DOWN BRANCH

## AMENDMENT TO MOTION 31

Line 3: Delete 'St Mary's University and Stranmillis' and insert 'St Mary's and Stranmillis University Colleges'

NORTHERN COMMITTEE

## MOTION 32

Conference calls on Northern Committee to establish a youth committee which will meet twice annually in order to:

- Discuss issues and concerns that are pertinent to newer members of the teaching workforce.
- Encourage increased participation amongst younger members of the union in branch meetings and school representatives.
- Encourage younger teachers to participate in committees at both Branch and District levels.
- Encourage active participation at INTO Conferences and Congress.

DOWN BRANCH



### **MOTION 33**

Northern Conference commends the work being carried out at Branch and District level to increase member participation.

Northern Conference instructs Northern Committee to support Branch Officers in their efforts to ensure all members are represented at school, Branch and District levels.

**DISTRICT COMMITTEE 1**

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### **AMENDMENT TO MOTION 33**

Lines 1 and 4: Delete 'Northern'

**NORTHERN COMMITTEE**

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# Conference Delegates

<b>Standing Orders Committee</b>	<b>District I</b> Stephen Dowds Fionntán McElheran Paul Boyd	<b>District II</b> Brian McGrath Grainne McAleer Peter Torney
<b>District Delegates</b>	<b>District I</b> Cara Fitzsimons Susan McMullan	
<b>Northern Committee Delegates</b>	<b>PDC</b>  <b>Education</b>  <b>Equality</b>	Martin Short Brian McGrath (SOC) Mary Dorman Lisa Magennis John Kelly (NC) Grainne McAleer (SOC)
<b><i>Branches</i></b>		
<b>North Antrim Branch</b>	Christina Carey Henry Duffin Angela Duffin Shaunene Hart Siobhan McMullan	
<b>South Antrim Branch</b>	Maire Darragh Olivia Lavery Claire McAllister Patricia McAnulty	
<b>Belfast Branch</b>	Rory Clenaghan Nichola Corner Paul Kerr Siobhan McTaggart	
<b>Belfast West Branch</b>	Aine Byrne Julia Connolly Martin Connolly Dominic Fryers Seán Kelly Bronagh Mallon Dara McCaughey Ann McCann Mairead McLaughlin Helen Moohan Michael Sweeney Paul Woods	



## Final Agenda

### **Carrickfergus-Newtownabbey-Larne Branch**

Deborah Hayes  
Barney Magill (Honorary Member)

### **South Derry Branch**

Michael Boyle  
Briege Devlin  
Paschal Diamond  
Conor Hasson  
Michelle McCrystal  
Lisa McGill  
Sean McGuickin

### **Down Branch**

Jacinta Doyle  
Karen Fennell  
Catherine Green  
Alexa Grudgings  
James Hunt  
Lisa Magill  
Mary McGrady  
Dympna McPeake  
Tracey Toman  
Mary McCaffrey (Honorary Member)  
Paula Tumelty (Honorary Member)

### **Lisburn Branch**

Martin Cullen  
Rebecca Leemon  
Peter MacAllister  
Sean Mullin  
Kathy Teeney

### **Armagh Branch**

Colette Conlon  
Donna Daly  
Orla Gorman  
Declan McReynolds

### **North Armagh Branch**

Martin McAvoy  
Joanna McGivern  
Donogh McLaverty  
Kieran Callaghan (Honorary Member)

### **South Armagh Branch**

Brenda Casey  
Paula McEvoy  
Terence Murphy

### **Cookstown Branch**

Norah Doyle  
Lorraine Heatherington

<b>Derry City Branch</b>	Paul Kealey Siobhan Martin Cathy O'Kane Anne-Marie O'Kane Sheena Quinn Charlie Glenn (Honorary Member)
<b>Dungannon Branch</b>	Joseph Crozier Patrick Ferran Nicola Hughes Daniel Kelly Siobhan McLaughlin John Kilpatrick (Honorary Member)
<b>Enniskillen Branch</b>	Sinead Feely Liam Magee Fergal McCann
<b>Limavady/Dungiven Branch</b>	Joan Guthrie Deborah Mullan Mary McLaughlin (Honorary Member)
<b>Newry Branch</b>	Ciara Duffy Elayna Duffy Fionnuala Hughes Noreen Kelly Christopher McCann Michelle Morgan Orla Murphy David Nolan Elizabeth Treanor Liam Ó Manacháin Patrick McParland (Honorary Member) Oliver Short (Honorary Member)
<b>Strabane Branch</b>	Lucy Keenan Ruairi Keenan Carina O'Hara
<b>Tyrone Central Branch</b>	Nuala Groogan Keira McCallan Michelle Torney
<b>South Tyrone Branch</b>	Caroline McGirr Ita McMenamin