

Printout

into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

September 2021

Welfare Provision at Work

Page 5

Ventilation — what is enough?

Pages 8 & 9

PDC Fora Meetings, Districts 1 & 2

Page 11



Welcome back

Going back to work after the well-deserved summer break is always the cause of mixed emotions. The necessary rest and time to enjoy the company of friends and family is always welcome but as the end of August arrives the return to school beckons.

Those mixed emotions I mentioned have been heightened in the last two years as we continue to adjust to a world coming to terms with the persistent threat posed to us all by Covid-19. The situation in schools is, at the time of writing, uncertain as we wait for the publication of updated guidance from the Department of Education and we look on at rising case numbers once again. It is particularly worrying as we see the rise in the number of young people now falling victim to the Delta variant of the virus.

INTO members across our school system have made huge sacrifices to ensure that our children and young people have been able to continue to learn and socialise with their peers in the most difficult of circumstances. Teachers have gone above and beyond their outdated contract of employment to facilitate public examinations, co-operate in ensuring track and trace and associated public health measures are followed, while all the time continuing

with their primary teaching functions and looking after their own families. I am very proud to be associated with such a membership and we at Northern Office will continue to do all in our power to ensure that the members interests are protected.



Gerry Murphy
Northern Secretary

On that note, I am pleased to report that several developments have taken place to make that task more achievable going forward. We have, with the approval of the CEC, made a number of appointments to the Northern Office staff. Three new staff have been appointed two on a temporary basis and one full time appointment of another official. Kevin Daly has been appointed to the role of full time official with Rachel O'Hare appointed to the position of Intern for

one year, Caroline McCarthy the former Chairperson of the Northern Committee

will come into Northern Office to cover for Kevin who is currently seconded to the Department of Education to assist in enacting the terms of the 2019/20 pay agreement. These appointments will increase the capacity of the INTO in the north to continue to represent and protect our members in this ever changing educational landscape of ours.

We lodged a pay claim along with our colleagues in the NITC at the end of May 2021 and we expect the negotiations on this to begin in earnest in the coming weeks. Our objective remains to deliver the best possible deal for our members in these very difficult circumstances we find ourselves in. We will of course keep you fully informed of developments as this process unfolds. We have been successful in the last few years in achieving pay and terms of conditions improvements for our members and we are determined to maintain this momentum.

I look forward to interacting with you all over the coming year and I sincerely hope we can do that on a face-to-face basis. Good luck in the year ahead and remember INTO is there to support and advise you the members.

INTO members ... have made huge sacrifices to ensure that our children and young people have been able to continue to learn and socialise with their peers in the most difficult of circumstances.

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	Dorothy McGinley	CEC Rep	dmcginley@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	Kevin Daly	INTO N.Cttee	kdaly@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,	Maira O'Kane	INTO N.Cttee	mokane@into.ie
W Post-Primary	South Tyrone, Lisnaskea, Enniskillen, Tyrone Central, Strabane, Derry City, Limavady/Dungiven	Annmairie Conway	INTO N.Cttee	amconway@into.ie

5 things to know about the new Chairperson Marie O'Shea

Who am I?

My name is Marie O'Shea and I come from the most westerly point of District 2 in Belleek, Co. Fermanagh. For the past 17 years I have been the Teaching Principal of St John the Baptist PS in Roscor. It is a very proud, happy and creative rural school and I work with a fantastic group of staff. The school has strong links to the wider community and with a huge sense of legacy having shared in the lives of many generations of this rural community.

Throughout the last 25 years I have a wide range of experiences as a teacher and Principal in a variety of sectors and schools both here and in London and so I bring all those experiences to my role as Chairperson of Northern Committee.

How am I involved in INTO?

My first knowledge of the INTO came through my work with St Mary's University College Students' Union where I went on to be President in 1996-97. I became more actively involved in INTO again when I returned from a 3-year teaching post in London in 2000.

A former Principal friend rang me and said she was heading to a meeting in Enniskillen and would I like a lift. I have remained an active and vocal member of Enniskillen branch ever since. I have been Branch Chairperson, Branch Secretary and often a Delegate to Northern Conference & National Congress.

I have represented the Branch at District 2 and have served as District Chairperson during this time.

In recent years I have been elected as one of the Western Primary Representatives on Northern Committee and as a result of this work I now find myself in the very privileged position of the role of Chairperson for this year. A role I approach with a great sense of hope and determination, tinged with a note of apprehension for what the future months will bring to us all.

What will I be focused on this year?

This year I hope to work to increase member participation across the union. I want all members to feel they can

I want all members to feel they can be active within the Union and know that it is member led



be active within the Union and know that it is member led and the voice and opinion of the members is key to our progression and success as an all-Ireland organisation.

I am concerned about the support structures which exist for teachers and school leaders who are dealing with a range of issues, particularly in a remote learning environment which adversely affects the health and wellbeing of all our members. In the void that exists we need to create a system which works for us on a practical level, and I hope to be able to effect change in that area this year.

What am I most looking forward to?

This year I am most looking forward to engaging with as wide a group of members that I can. Making sure members in our schools can match a face to the name within the union. Part of this will involve me getting out and about to schools and branch meetings throughout my time in office.

I am amazed constantly at how all our members are working in the midst of the pressures that this pandemic has brought to the doors of our schools. The dedication, ingenuity and creativeness of teachers has shone through, and I want to share in both the success stories and issues along with you.

What is important for the year ahead?

It is clear already that the pressures of COVID remain for us all in schools and I want you as members to feel that we are with you on this journey and able to help you navigate the pathways needed to find your way through.

The strength of the Union comes from us all working together. In a fast-changing world the combined skills and contacts we have should focus a 'can do' attitude to gaining success for all.

I wish you well for the year. Remember you can only do so much in any given day and in order to give of your best you must continue to look after yourself too.

I am amazed constantly at how all our members are working in the midst of the pressures that this pandemic has brought to the doors of our schools.

Meet our intern for 2021–2022

Who am I?

My name is Rachel Poland. I completed a Bachelor of Education with Irish in St. Mary's University College, Belfast and graduated in 2013. I was a substitute teacher for a couple of years, spent a year travelling the world and on my return home, I gained a permanent post and have taught Primary 6 for the past four years in St. Joseph's Primary School, Carnacaville, Newcastle.

How am I involved with the INTO?

My interest in the union began as a student teacher where I played an active part in St. Mary's Students' Union. I was then elected as St. Mary's Students' Union President for the academic year 2013/14. In my current school, I am the INTO School Representative. On taking up the role, I attended INTO School Representative Training which I would highly recommend to all new school reps. I am an active member of the Down Branch and I am the Primary

Representative for the South Eastern Area on the Northern Committee.

What work will I be focused on this year in the INTO?

As the Intern, I will be working closely with the officials throughout the year. I will be working on recruitment, increasing participation between all members at school, branch, and district level with a special focus on our younger members. I plan to further strengthen links between teaching colleges/universities and the INTO. I will also be working on members' queries and cases.

What I'm most looking forward to?

I am looking forward to this exciting opportunity of working in the Northern Office, learning more about the INTO, engaging with members and attending branch meetings, district meetings and conferences. I would encourage all members to attend your local branch



meetings and to get involved. The INTO is a member-led organisation and it is important that all members have their voice heard.

Ádh mór oraibh uilig.

INTO celebrate Pride

INTO President Joe McKeown, presenting Coláiste Feirste a secondary-level Irish-medium school in Belfast with the Pride Flag



Welfare Provision at Work

When the schools reopened to accommodate a face-to-face return for pupils, bubbles and other restrictions meant that schools were forced to utilise all of the different spaces to ensure many of the required mitigations were able to be put in place. This did of course mean that staff rooms were commandeered.

Now with the easing of restrictions, many schools are returning to a new normal. This then also means the return of the staff area to the staff so that the pre-covid sanctuary can be returned. This return is vital to the normalisation of work again and here teachers, as employees, are protected by law. Teachers' welfare at work is governed by the Workplace (Health, Safety and Welfare) Regulations 1992.

These regulations mean that 'so far as is reasonably practical,' employers must provide adequate and appropriate welfare facilities for teachers while they

are at work. Given that the initial aspect of the regulations deals with toilet and washing facilities and generally there is no issue here it must be remembered that the '92 regulations are for all walks of employment not just education. However, it does no harm to point out that employers must provide adequate

toilet and washing facilities for all employees. Adequate means enough separate male and female, clean, well-lit facilities with adequate soap and other necessary toiletries and lockable doors. There should also be means to dry hands and enough facilities to avoid queuing.

In addition to providing toilet and washing facilities the regulation is quite clear around drinking water, meals and rest facilities. Employers must provide drinking water and ensure it is easily accessible, free from contamination and preferably from a public water supply. Bottled water dispensers are acceptable

as a secondary supply. Employers must also make structural arrangements for meal breaks. Traditionally schools have provided teachers with staff rooms which they can visit throughout the school day and eat in at mealtimes. This is in keeping with the regulation which requires employers to provide suitable and sufficient facilities where there is adequate, appropriate seating for all staff to use during breaks. This dedicated space must be clean, reasonably heated and located where food cannot be contaminated. There should be washing facilities nearby, and a means of heating food or water for hot drinks. Good hygiene standards including regular cleaning must be maintained.

While the regulations do govern expected rest facilities, they are, like all legislation, the bare minimum and INTO would hope that the previous good practice established in schools continues. It must be recognised that these basic welfare requirements are an extremely important aspect of social welfare for teachers and while teachers have been staying apart due to Covid-19, the drift back to the staffroom for teachers, while it may be a small step, is needed to aid the return to normal school life.



Tommy McGlone
Senior Official

Many schools are returning to a new normal. This then also means the return of the staff area to the staff so that the pre-covid sanctuary can be returned.



Pensions Update

Transitional Protection Arrangements consultation – Outworkings of McCloud (legal case) Remedy

The Department of Education has published a Quick Guide and FAQs which provide NI Teachers' Pension Scheme members with further information in relation to the Department of Finance consultation on transitional protection arrangements. (McCloud Remedy)

The documents, which are being issued to all teachers are available on the Department of Education website at: <https://www.education-ni.gov.uk/articles/transitional-protection-arrangements>

What are the Key changes to the Scheme?

If you are eligible, (if you were both in service on or before 31 March 2012 and have continuous service on or after 1 April 2015, including if you have a qualifying break in service of not more than five years,) you'll choose between your final salary (legacy) and career average (reformed) pension scheme benefits for service between 1 April 2015 and 31 March 2022 (the remedy period).

You'll make your choice at the time you take your pension benefits (e.g. when you retire), this is named the Deferred Choice Underpin (DCU).

Initially, those of you who were moved to the reformed scheme in 2015 (or later

if you had tapered protection), will be moved back into the legacy scheme for the remedy period. However, when you then take your pension benefits, for example at retirement, you'll get to choose between your legacy and reformed scheme benefits. At this point, you'll receive the necessary information to be able to make a choice about which pension scheme benefits are better for you.

Those of you who are affected members who have already taken benefits from the legacy scheme, or will before April 2022, will be given a choice between your legacy and reformed scheme benefits for service between 2015 and the date you take your pension benefits.

This choice will be offered as soon as possible after legislation is implemented and any change to benefits will be backdated.

From 1 April 2022 all active members will accrue service in the reformed career average scheme..

Platinum Financial will be providing webinars for INTO members in relation to the changes and the possible impact

on members this year. Dates and times will be confirmed and informed to members when the legislation time period is made clear.

Annual Benefit Statements

Please note that while the Department has issued the majority of this year's Annual Benefit Statements to NI Teachers' Pension Scheme members, as a result of technical issues a proportion of statements remain to be issued.

We are working with our IT provider to get these issued as soon as possible. We will provide a clearer timeframe in the coming days.

If you need your statement urgently, you can e-mail us at nitpsabsqueries@education-ni.gov.uk and put "No ABS" in the subject

field of the e-mail.

If you think that the content of your Annual Benefit Statement is incorrect, please e-mail nitpsabsqueries@education-ni.gov.uk and put "Incorrect ABS" in the subject field.

To all affected members, we would like to sincerely apologise for the delay.



NUALA O'DONNELL
Senior Official



Upper pay scale

Have you completed one year on point 6 of the Main Pay Scale?

If yes, then you are eligible to apply to point 1 of the Upper Pay Scale. **This is not automatic.** You must apply using the appropriate application form and return it to your Principal no later than Friday 1st October 2021. For more information, scan the QR code. member login required (email info@into.ie for assistance).

[URL](#)

Annual Vere Foster Lecture

15 October 2021 –

For further information scan the QR code.



[URL](#)

Certification Officer Statement

Under current legislation the Union must publish to each member the following details:

"In accordance with the provisions of Article 11 of the Industrial Relations (NI) Order 1992, as amended, hereafter referred to as "the 1992 Order", the following statement in relation to the financial year of the Union ended 31st December 2020 is herewith provided to members of the Irish National Teachers' Organisation hereafter referred to as "the Union".

1. TOTAL INCOME AND EXPENDITURE

The total Income Expenditure of the Union in the financial year ended 31st December, 2020 as included in the annual Return to the Certification Officer.

Members' Subscriptions	Other Income	Total Income	Total Expenditure
€14,555,369	€994,986	€15,550,355	€12,880,159

2. POLITICAL FUND ACCOUNT

The Union maintains a Political Fund Account in the Republic of Ireland and expenditure from the fund of €5,000 was included in the Annual Return to the Certification Officer.

3. ANALYSIS OF GENERAL SECRETARY'S SALARY AND BENEFITS

The salary paid to the General Secretary was €162,920. Also included in the Annual Return to the Certification Officer is the Employer's PRSI amounting to €18,003.

Pension contributions cost €57,348.

No salary was paid to or any benefits provided for the President of the Union or any member of the Unions Central Executive Committee.

4. INDEPENDENT AUDITORS' REPORT TO TRUSTEES OF THE IRISH NATIONAL TEACHERS' ORGANISATION (EXTRACT)

Opinion on financial statements

We have audited the financial statements of the Irish National Teachers' Organisation for the year ended 31st December 2020 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Reserves, the Statement of Cashflows, the Funds Income and Expenditure Accounts, the Northern Ireland Income

and Expenditure Account, Statement of Financial Position, Accumulated Funds Account, Funds Income and Expenditure Accounts, and notes to the Organisation's financial statements, including the summary of significant accounting policies, set out in note 3. The relevant financial reporting framework that has been applied in their preparation is FRS 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland, issued by the Financial Reporting Council ("the relevant financial reporting framework").

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities, and financial position of the Organisation as at 31 December 2020 and of its loss for the year then ended; and
- have been properly prepared in accordance with the relevant financial reporting framework.

*Mazars, Chartered Accountants and Statutory Audit Firm
Harcourt Centre, Block 3, Dublin 2*

5. RIGHTS OF MEMBERS OF UNION

The rights of Members of the Union outlined below is reproduced exactly as required by Article 8 of the 1995 Order, which inserts an additional Article 11A in Article 11 of the Industrial Relations (Northern Ireland) Order 1992 as follows.

"A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the Union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

"The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with officials of the Union, the trustees of the property of the Union, the auditor or auditors of the Union, the Certification Officer for Northern Ireland (who is an independent officer appointed by the Department of Economic Development) and the police.

"Where a member believes that the financial affairs of the Union have been or are being conducted in breach of the law or in breach of the rules of the Union and contemplates bringing civil proceedings against the Union or responsible officials or trustees, he should consider obtaining independent legal advice".

Ventilation

what is enough?



As schools have reopened, mitigations (social distancing, ventilation, hand/respiratory hygiene, face coverings, cleaning, track and trace) remain key to the health & safety of everyone. [DE Guidance: Reduction of Transmission](#) states “The risk of virus transmission through aerosols and airborne particles is lower in a well-ventilated space where fresh air is able to flow and so schools are encouraged to mitigate this risk by maximising the ventilation of all indoor spaces as much as is practicable.”

INTO have communicated concerns to DE and the Education Committee that quite simply not enough support has come to schools to facilitate the maximising of ventilation – in fact the key question is what is the minimum and how does a teacher in a classroom know? How does a principal ensure their school is well enough ventilated when the DE guidance clarifies “Schools should identify any poorly ventilated spaces as part of their risk assessment and take steps to improving fresh air flow in these areas, giving particular consideration when holding events where visitors such as parents may be on site.”

What is lacking from [DE guidance](#) can be found in the documents that have been linked by DE (see below). INTO would advise reading [Sage Guidance on ventilation](#), [HSENI Guidance on Ventilation](#), [CIBSE Guidance on Ventilation](#) for more practical and purposeful information that must be brought into

a school concerned about appropriate levels of ventilation and more importantly inform an urgent request to EANI/DE for intervention and provision of necessary essential support.

[Sage Guidance on Ventilation](#)

“There is evidence to show that in some cases these aerosols can be carried more than 2m in the air and could cause infection if they are inhaled (1). This is most likely to happen in indoor environments when the ventilation in a room is poor. If people spend sufficient longer periods of time in the room, the virus can build up in air and people can inhale enough of it to cause infection. The risk appears to increase when people are performing activities such as high intensity exercise, singing or loud talking that may cause them to breathe out more aerosols. The risk is also likely to be higher in places where face coverings or masks are not worn, as these reduce the amount of virus that is emitted into the air.

“It can be very difficult to work out how places are ventilated, but there are some clues. If there are vents (and sometimes ducts) on the ceiling or high on the walls,

then it is very likely that a place has mechanical ventilation. If a space has

doors or windows open, and no sign of other vents, then it is most likely to be naturally ventilated.

“Spending a very short period of time in a poorly ventilated space is unlikely to pose a significant risk, especially if people are wearing face coverings. However, if you are in a poorly ventilated room with a lot of people for a long time, this is likely to be a much higher risk environment for transmission.

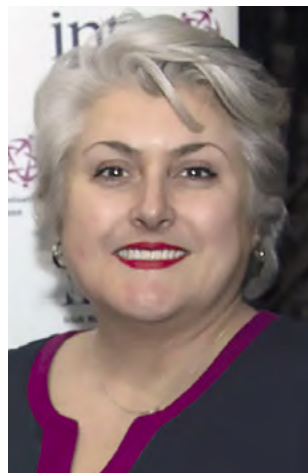
“It is very difficult to accurately measure ventilation, but in some

spaces it is possible to use carbon dioxide (CO₂) meters to estimate the effectiveness of the ventilation.

“Air cleaners were recently reviewed in detail by SAGE EMG and may be suitable for spaces where there is insufficient ventilation and the ventilation can’t be improved.”

[HSENI Guidance on Ventilation](#)

“The Workplace (Health, Safety and Welfare) Regulations (Northern Ireland) 1993 require all employers to ensure that every enclosed workplace is ventilated by a sufficient quantity of fresh or purified air



CAROLINE MCCARTHY
Trade Union Official

and this has not changed.

"Ventilation is one of the most important factors in mitigating the risk of aerosol transmission beyond 2 metres. Poor ventilation can increase the risks of aerosol transmission beyond 2 metres and build-up of infective aerosol in the occupied space.

"Internal air circulating fans, recycling air conditioning units will not add to the air change rate and although resulting in a more comfortable perceived atmosphere, may well not decrease the risk of infection or concentration of aerosol."

CIBSE Guidance on Ventilation

Information available on mechanical e.g. Mixing boxes, Air cleaning devices, CO₂ monitors

"In colder months, the natural forces that drive air through these openings (wind, indoor/outdoor temperature difference) are greater, so windows and vents do not need to be opened as wide. Opening only high-level vents can increase the mixing of the incoming

outside air with air in the space and ensures that incoming air is warmed before it reaches the occupied zone. This makes it possible to introduce more cold outside air into the space without causing significant discomfort. It is better to open all windows or vents only a small amount to aid mixing and warming. If natural ventilation openings are the only mechanism for delivering outside air into a space, it is important that these are not completely closed when the spaces are occupied.

"Spaces that are stuffy or smelly are also likely to be poorly ventilated. It is particularly important to increase the supply of outside air to these spaces. It is recommended that occupancy density is reduced where possible and practical.

"It is important to establish what kind of ventilation provision exists in a given building, and how ventilation rates can be increased.

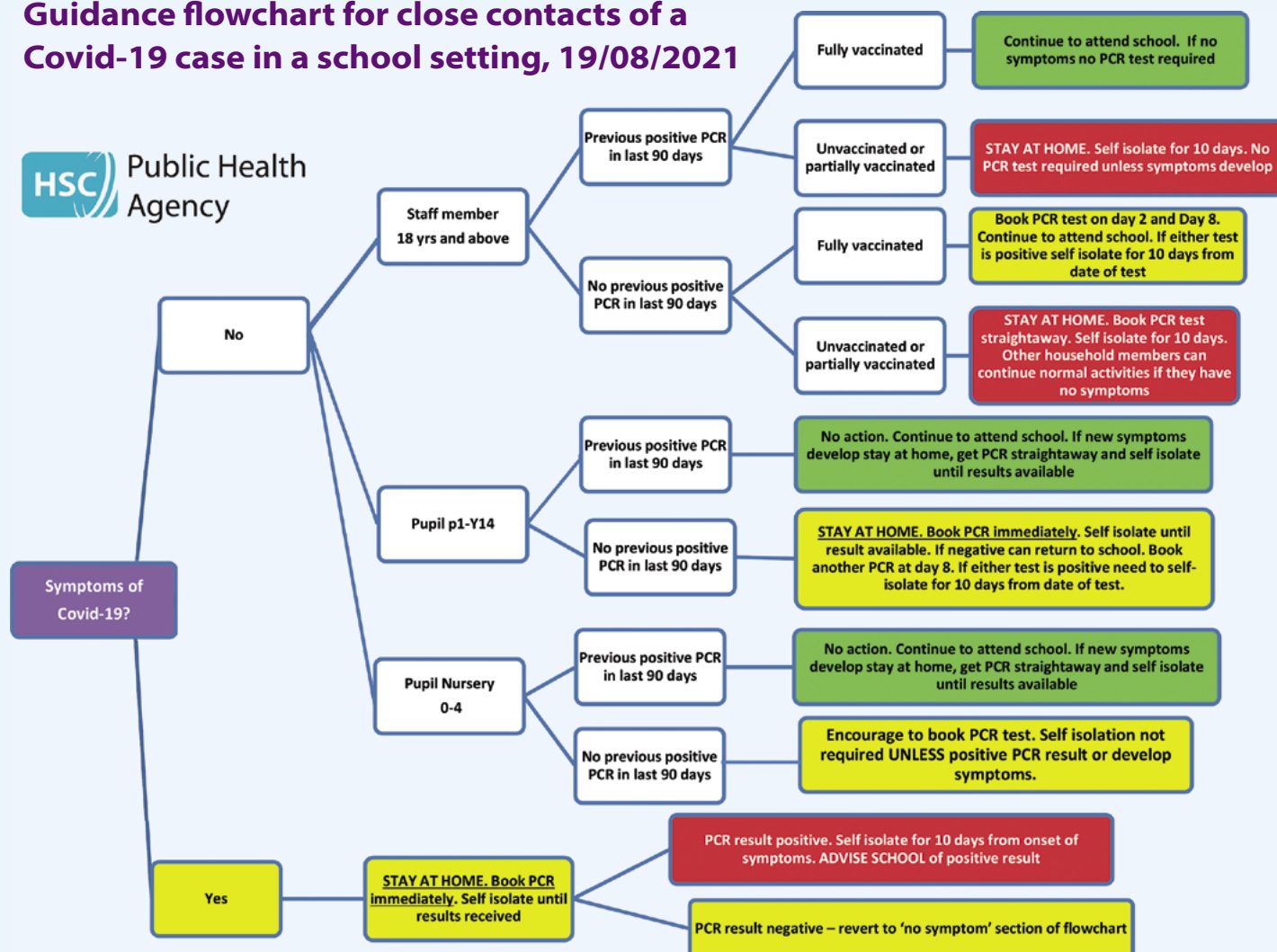
"Some spaces may not have an identifiable ventilation system. For example, it is common for corridors and staircases not to be ventilated, as these

are deemed to be transient spaces; they rely instead on-air infiltration from neighbouring spaces. Where staircases, lobbies or common areas have no obvious continuous ventilation and are used by a significant number of occupants, possibly multiple tenants from different 'user bubbles', it is important to purge these areas regularly. The method of purging will need to be considered on a building-by-building basis, taking account of the fire strategy for the building.

"Rooms or zones that are occupied routinely without any obvious ventilation strategy are a significant risk, and ventilation provision should be addressed. Until adequate ventilation is provided it may not be appropriate to use the room or zone other than for very short durations."

FAQs <https://www.into.ie/ni/media-centre/newsroom/faq-covid19>
https://www.into.ie/app/uploads/2019/07/2021_08_25_Flowchart-for-Schools.pdf

Guidance flowchart for close contacts of a Covid-19 case in a school setting, 19/08/2021



Moving on Long Covid & Teaching

This time last year I wrote about my experiences of being severely ill and in hospital with Covid. I became ill in March 2020, when all of this was new and very scary. We didn't know then how this would all pan out, how accustomed we would become to hand gels, face masks and social distancing. Lockdowns and the many variations of lockdowns were still ahead of us, and in the meantime the uncertainty was tangible and part of the fear that surrounded us.

While I was in hospital I was unable to see my family and I was too ill to offer more than a WhatsApp update. The nursing and medical staff were in full PPE and frequently communicated with me in my closed off ward through a baby monitor. The disconnect was other-worldly. I formed very strong bonds with the three women in my hospital bay. We still check in on each other and finally we've planned that cocktail hour in the hotel that blinked at us each night from our hospital window. We're good, but in varying stages of Long Covid. We've all had difficult journeys back to health.

As a teacher I knew that last September I was not ready to teach a full class amid restrictions, limitations on space and movement and still be fully present for my pupils with their emotional and educational needs. That was a very difficult decision. I was still sleeping 12 hours at night and needing 1 – 2 hours rest in the afternoon. Tiredness dictated my day. My internal battery would zap dry at any stage, and I just had to stop and rest. I also experienced heart palpitations, which made me feel awful and stopped me in my tracks or shook me from my sleep.

By Halloween I was getting stronger, and my school was able to offer me a compromise that I really thought I could do. Our LSC was going on maternity leave, and I was able to do a phased return to work, initially to do reading support work with small groups from our younger classes. I'd done this before, and I truly love this type of work. It gave me the chance to support the group of kids

I think about other teachers, school leaders and school staff who might be dealing with Long Covid. We have huge class sizes, among the highest in Europe.

that every teacher wants a quiet forty minutes with to help them nail down their key skills. It also gave me a 5-minute break between groups to clean down the room, sanitise the equipment and, most importantly, breathe. By November I was able to return full time, but the compromise was that my early evening nap was mandatory and definitely at least an hour long.

My hospital chums had their own difficulties with their recovery. One of

the ladies has issues with major organ damage which is being monitored carefully. She still suffers hugely from fatigue that can keep her bed bound for days. Another returned to work on a part-time basis, working from home but is still also struggling with tiredness and cloudy thinking. The eldest lady remains well but is on full-time oxygen at home because she has COPD.

I think about other teachers, school leaders and school staff who might be dealing with Long Covid. We have huge class sizes, among the highest in Europe. We have worked hard through this pandemic and summer is a well-earned and well-deserved period of recuperation. I think of how burnt out our NHS staff must be feeling now.

I've realised that I'm still not able to go back to full time, full class teaching. I've opted to work a four-day week. It's a compromise that I'm hoping will allow me to stay in a job that I truly love. I can't imagine me doing anything else – except if I win the Lotto and I'll write to you about that on a postcard from the Seychelles.

When I last wrote to you it was before the new academic year and I wondered what was in store for schools, teachers and pupils. Only a sci-fi writer could have guessed what lay ahead – blended teaching, on-line learning, class bubbles, lockdowns, zoom meetings and predicted grading. At each obstacle our teachers have pushed forward to support our pupils and their families. We are a creative and caring profession. I'm not ready to leave it yet. And I'm back here now, wondering what the next academic year has in store. Good luck everyone.

Principals and Deputy Principals' (PDC) Fora Meetings District 1 and 2

In March 2021 the first Principals and Deputy Principals' (PDC) Fora were hosted by representatives Henry Duffin (District 1) and Brian McGrath (District 2). Henry is a teaching principal in St Anne's Primary School, Corkey and joined the PDC in June 2020. Brian is principal of St Ronan's Primary and Nursery School, Lisnaskea and has been in post since December 2017. Brian joined the PDC in April 2018.

Both Henry and Brian are members of the Principals' and Deputy Principals Committee, which is responsible to the Central Executive Committee (CEC) of INTO and advises on issues and matters relevant to management in schools.

Under Rule 66 of the INTO Rules and Constitution, each District may organise and fund a minimum of one and a maximum of five fora which shall be constituted of all the principal and vice-principal members of the district.

The Forum meetings provide an opportunity for principals and vice-principals to express and exchange views within the aims and objectives of the Organisation, to engage in professional development, to network and develop professional relationships with other principals / vice-principals. The Forums are designed to facilitate topics of discussion which are of interest to school management and can include guest speakers. Forums are not intended to replace Branch meetings which have agendas of interest to the wider membership of INTO.

At least two Fora meetings can be held annually; February and an AGM in November. The February meeting is held with the intention of discussing a motion which can be submitted for discussion at Conference. At our most recent meetings, a joint motion from District 1 and District 2 Fora was submitted on the theme of reviewing the workload of principals in light of the pay and workload deal reached in April 2021 and that both Fora should have an input into the review.

By bringing forward motions to Conference, principal and vice-principal members will have a direct input into the



Henry Duffin,
District 1 (left)
and Brian
McGrath,
District 2.

work and direction of the organisation over the coming year. The complexities of holding these positions in schools have been thrust to the fore through the Covid pandemic. Many of the challenges have been compounded and have highlighted the increasing workload and burden placed on members. It is therefore very timely that these meetings are being set up so that principal and vice-principal members can air their views and members are strongly encouraged to attend and participate in such meetings.

The next Forum meeting for District 1 is scheduled to take place on Thursday, 11 November 2021, while the next meeting for District 2 is scheduled for Wednesday, 10 November 2021.

Currently both meetings are planned for face-to-face interaction but given any restrictions in place at the time, they may move online.

We will confirm venues closer to the dates.

[URL](#)

Mid-career Financial Review with Platinum Financial

Thursday 7 October 2021
Webinar for all members via Zoom
3.45pm – 5.15pm

This webinar is aimed at teachers mid-career wishing to review their financial position in relation to mortgages, savings, etc and become informed about their pension entitlements at retirement. This webinar was very popular last year so make sure to reserve your place early!

To register for the above webinar please email eventsni@into.ie by Tuesday, 21 September 2021, with your name, school (if applicable) and TR number, indicating which webinar you wish to attend. Numbers on some of the courses are limited and places will be allocated on a 'first-come first-served basis'.

Omagh Uniform Exchange

*INTO Member and Sacred Heart Science Teacher Cathy Mc Namee
discussing the success of Omagh Uniform Exchange*

A uniform exchange is not in itself a new idea. For years, many individual schools and local community hubs and charities have been helping families with the ever-rising costs with the return to school. When I first started putting the wheels in motion for the Omagh Uniform Exchange, I couldn't find anyone offering a similar service. Everything else was small-scale, kept local and "on-the-quiet." Omagh Uniform Exchange is different in that it is not small scale; we cover over 54 schools at the last count. We do not work "on-the-quiet," as evidenced by the media coverage and reach throughout the greater Tyrone area. We service the entire community – not just those in desperate financial need.

I would love to tell you that this was a well thought out plan, that was carefully put together, but it wasn't. It took on a life of its own and we have only just caught up with it. I didn't even think it would work, but as of August 2021, the 2000 families we have helped will tell you that it was desperately needed, and it has earned its place as part of the return-to-school shopping trip.

Last July when I was looking for somewhere to donate my daughter's barely worn uniform that was bought brand spanking new for her starting year 8 and which she grew out of over lockdown, there were no charity shops open. Working in a large, non-selective school with a wide cross-section of society, I was well aware that this lovely uniform would be greatly appreciated by someone with a rather small in stature child starting year 8, but I didn't know anyone I could give it to directly. So, after a few days ranting and raving about the cost of uniforms and the enforced throwaway culture and the exorbitant expense thrust upon families, my mother told me if I felt that strongly about it to do something – so I did! I contacted a friend that runs a local community Facebook page – My Omagh, which has thousands of followers. We created a Facebook page and asked the local priest if we could use the parish hall to collect donated uniforms for a few days (that few days has turned into over a year, and we are very grateful they haven't evicted us yet!). In those first few hours I connected with Dawn Little, my partner-in-crime. She was accepting donations from her children's schools and running an exchange from

her counselling office in the town centre, but the demand was outstripping the time she had to manage it – so we joined forces and formed the Omagh Uniform Exchange and since then we have had hardly a minute to catch our breath! With a band of enthusiastic volunteers ranging from family, friends and people dropping in donations and offering to help, we got to work sorting donations packing orders, collecting, delivering, making tea, and eating buns! We look back on those early days and think – what the heck were we at?

Whilst there was no strategic operational plan (and certainly no MER targets!) There were a few non-negotiables.

1. The Uniform Exchange would be free at the point of service.
2. There would be no hierarchy of need.
3. We would service every single school in Omagh and surrounding areas.

The last point has been key to our success. In those early days of thinking about the initiative and looking at all the different models that could be put in place, the one thing that kept going through my head was, "Go big or go home!"



If we were going to do this it had to be all schools – nursery, primary and post-primary. The economies of scale meant we would be able to access more donations and help more people. Many of the uniform items are generic and it meant we had a better chance of getting the right size and fit for each child.

Another factor in our success was the neutrality of our location away from schools and the openness of our service. We have worked hard to make it a welcoming place. We have rails, items are labelled and sorted like they are in shops, and we have a click and collect service for those who cannot get to us in person.

Our biggest barrier was challenging the mindset of people but with a consistent message of sustainability, a welcoming atmosphere, and a helpful attitude, we have broken down many of those barriers. We have also formed partnerships with social services, children's charities, community groups and local schools. Local schools now act as donation centres for uniforms and social services and charities direct people to us. We ask no questions and require no explanations. If someone walks through our door and asks for a uniform, we do all we can to sort them out. It is quite possibly one of the most rewarding roles I have taken on in recent years. Sometimes we get feedback from families and we are reminded exactly why we do this. Some of the stories are heart-breaking and we are just glad we were there when they needed us.

Up until last year, I never thought about uniforms that much. I have one child and a comfortable life. Uniform was just something we bought each August and gave it away at the end of the year. The pandemic and the Uniform Exchange have made me think more deeply about the place of uniforms, particularly the nature of the school uniform. I did a few TV and radio interviews at Easter about the Uniform Exchange and the interviewers kept pushing me to comment on the role of schools and uniforms. I chose not to because it wasn't the time or place. In recent weeks we are

hearing the uniform debate roll out again and there are calls for the NI executive to address the cost of uniforms. We are all aware that the grant does not cover the basic costs and that PE kits are nearly more expensive than the actual uniform. I have seen parents brought to tears at the crippling expense incurred.

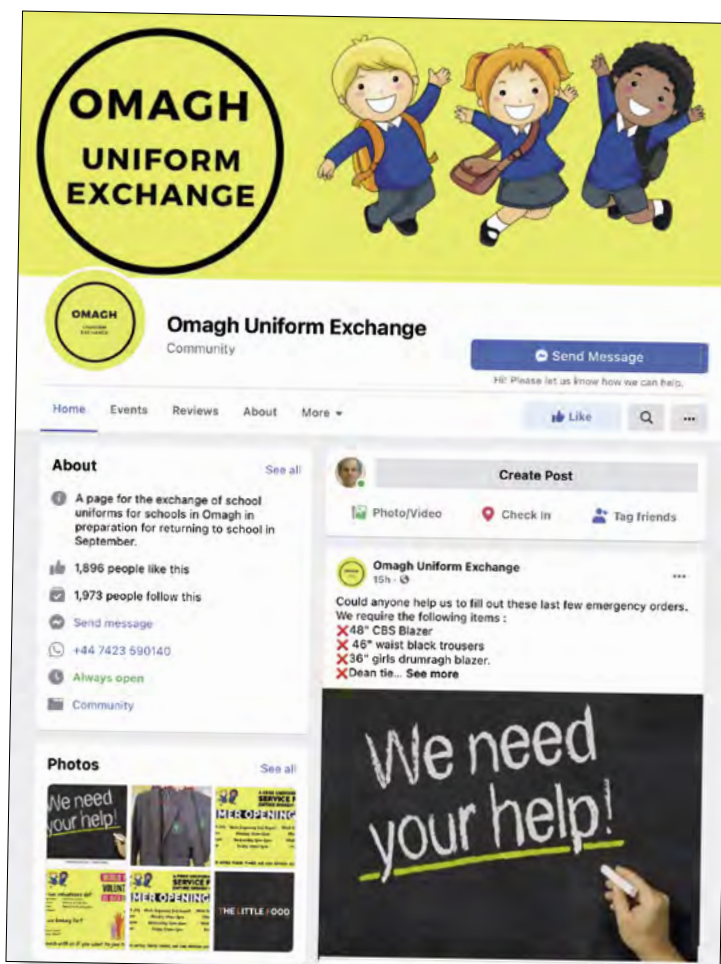
I like a school uniform. It gives an identity and a sense of community. But does the uniform have to be traditional blazer and formal trousers or skirts? Why can a uniform not be gender neutral? Why do the uniforms have to reflect the past and not move with the times? Can a uniform not be more wearable and less restrictive? And why do certain companies have a monopoly on the manufacture and supply of uniforms? The current public furore, propagated by a certain Radio Ulster presenter is blaming schools for the cost of uniforms. Schools do not set the retail price of their uniforms. This is a bigger issue than just calling for a reduction in the cost of uniforms. The entire structure needs flattened and reviewed. I think the business term is a root and branch review.

All it takes is for one school to bravely step up and change its uniform culture. Introduce a more wearable,

cost-friendly uniform. It would help if the Minister for Education would listen to the Education Committee's calls for a cap on the cost of uniforms, but if schools could come together and work together for the greater good, we could change the uniform as we know it and ensure that every child attends school with dignity and identify a pride in their school without forcing their parents to make a choice between buying a uniform or heating the house (I am not exaggerating).

Sadly, there is too much sideways glancing by schools to see what the neighbours are at and too many schools will take one-upmanship points. It will take a collective approach that has the children and the families of the school community at its centre to bring our uniforms into the 21st century.

As for my daughter's year 8 uniform; it did go to a lovely new year 8. It was cared for with pride and it was returned to the uniform exchange this summer to find its next home. I am the only one who knows where that uniform went to and where it came from. I saw that child turned out to perfection in it each day. And yes, it did make me feel a little bit proud of we have achieved.



Our biggest barrier was challenging the mindset of people but with a consistent message of sustainability, a welcoming atmosphere, and a helpful attitude, we have broken down many of those barriers.



INTO Training For 2021/2022

The three Unions, INTO, NEU and UTU work in partnership to deliver training to all members, School Representatives and Health and Safety Representatives. The training programme below outlines the courses available to all members, with specific training for School and H&S Representatives. In

addition, there will be training courses for INTO members only which will be highlighted to members throughout the year. Details of training available in the second and third terms will be issued to members before the end of the first term.

First term

All members

Wednesday 1 December 2021.

Webinar via Zoom 4.00pm – 5.00pm.

Sick Leave and Attendance procedure.

This one-hour webinar is the first in a series of webinars *available to all members* to inform and update them on important matters relating to their rights and responsibilities and teachers' terms and conditions of employment generally.

INTO School Representatives

Wednesday 20 October 2021 - Webinar for School Reps 2pm – 3pm on Zoom.

Accessing and contacting your INTO Members on the INTO portal. This one-hour webinar is for all INTO School Reps to inform them on how to find out who their INTO members are within their school and to update their school INTO membership list. This is important

for all reps to ensure the information on their members is accurate on the INTO database.

INTO/NEU/UTU School Representatives

Thursday 30 September 2021

Belfast (venue TBC). 9.30 – 3.30.

This one-day induction course, (in person) is for *new INTO/NEU/UTU School Representatives*. Accredited School Representatives are entitled to the day out of school to attend Trade Union Training. Substitute Cover is not provided.

Thursday 11 November 2021.

Webinar via Zoom. 2.00pm – 3.00pm.

Representing Members at school level.

This one-hour webinar is the first in a series of webinars for *School Representatives* to inform and update them on important matters relating

to their roles and responsibilities and teachers' terms and conditions of employment generally.

INTO/NEU/UTU Health & Safety Representatives

Tuesday 5 October 2021.

Belfast (venue TBC). 9.30 – 3.30pm.

This one-day induction course, (in person) is for *new INTO/NEU/UTU Health & Safety Reps*. Accredited Health & Safety Representatives are entitled to the day out of school to attend Trade Union Training. Substitute Cover is not provided.

To register for any of the above courses please email infoni@into.ie by **Tuesday 21 September 2021**, with your name, school (if applicable) and TR number, indicating which course(s) you wish to attend. Numbers on some of the courses are limited and places will be allocated on a 'First come First Served basis'.

For further information scan the QR code.

CORRECTION NOTICE

In an article in Printout June 2021 it was indicated that consultation was ongoing in relation to the future of the Labour Relations Agency (LRA). INTO wishes to correct this, as the referenced consultation is in regard to the Agency's facilitation of the Independent appeal service, rather than the agency itself.

INTO wishes to apologise for any upset this may have caused.

[URL](#)

Retirement Planning Webinars/Seminars

INTO organises Retirement Planning Webinars/Seminars for members in partnership with UTU and Platinum Financial Planning Ltd.

Platinum Financial are teachers' pension specialists and have been advising members on their retirement for more than a decade. Their expertise combined with their independent financial advice means that Platinum Financial

are perfectly placed to guide you through the maze of retirement.

When it comes to retirement it's important not to make an uninformed decision that could have serious implications for your financial future. Independent financial advice will help you understand your financial options and make wiser choices.

Webinar	Date	Time
RS1	Wednesday 24 November 2021	3.45– 5.15pm
RS2	Wednesday 26 January 2022	3.45– 5.15pm
RS3	Thursday 24 February 2022	3.45– 5.15pm
RS4	Tuesday 22 March 2022	3.45– 5.15pm

There will also be a Seminar on Thurs 14 April 2022 from 1.30 – 4.00pm in Belfast – venue to be determined depending on numbers and Government regulations.

Members wishing to attend any of the webinars or seminar should email eventsni@into.ie to reserve their place, giving their name, TR number and which webinar/seminar they wish to attend.



An acknowledgement email will be issued upon receipt of your application email.

An invitation to a Zoom meeting will be issued at a later date, closer to the time of the webinar with a link and password, etc.

In the classroom – honestly!

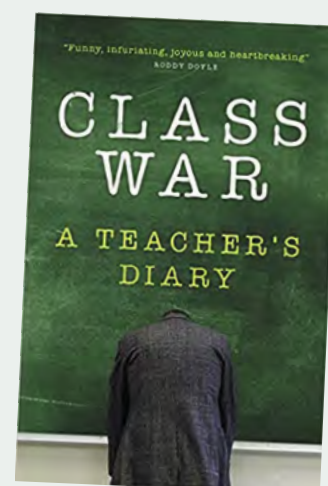
Armed with the INTO directive around inspection visits, the unnamed author of the summer publication, *Class War*, perfectly describes the vibe and 'Panic' that the news of an inspection had on their colleagues. Even though the inspectors would not be watching the lessons, there was still an unease. And this is fully examined and analysed along with all of the other modern aspects of teaching that this novel penned in diary form over what I suspect is more than a full academic year. Written from the perspective of an exhausted, fatigued teacher, everyone, especially those from an educational background can relate to their impassioned thoughts through the marvellous humour that defies dissolution.

Class War is a hilariously funny examination of not only the modern education system and teaching but a look into the mind of an authentic practitioner. This is not a how to teach manual. It is quite the opposite, and the result is a novel that is truly

unputdownable. Being in a diary form means shorter chapters, and all 'honest' teachers, past and present, should, recognise some aspects of their own careers. This novel is one of the few where it is difficult not to lose yourself and ignore your surroundings to simply indulge and read just one more chapter.

The anonymous author highlights that sudden empty awareness when after teaching for 25 years the writer reveals a realisation or reflection of their life. They have a free moment in an empty classroom to gaze, in contemplation out of the window before reluctantly returning to the daily challenge of the pupils' needs, marking, explaining, preparing, attempting to decipher basic English composition, and organising and then dealing with the pressure cooker atmosphere that only ends with the final bell.

Class war does sparkle with wit and humour and had me chuckling inwardly and laughing out loud at the



ridiculous situations and anecdotal episodes liberally spread throughout. I can only say genuinely it is a must read which fortunately will not provide any answers for academics grappling to make any sense of teaching.

Class War by Anonymous, Biteback Publishing Ltd), ISBN: 9781785906879.
Review by Tommy McGlone

Instant Access 24/7

Members can access wide ranging and up to date information and advice on the INTO website, anytime, anywhere.

Members can also access their personal INTO details via the My Profile section of the website.

On the [INTO website](#), 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 Twitter [@INTO_NI](#) and Facebook [@INTONorthernOffice](#)

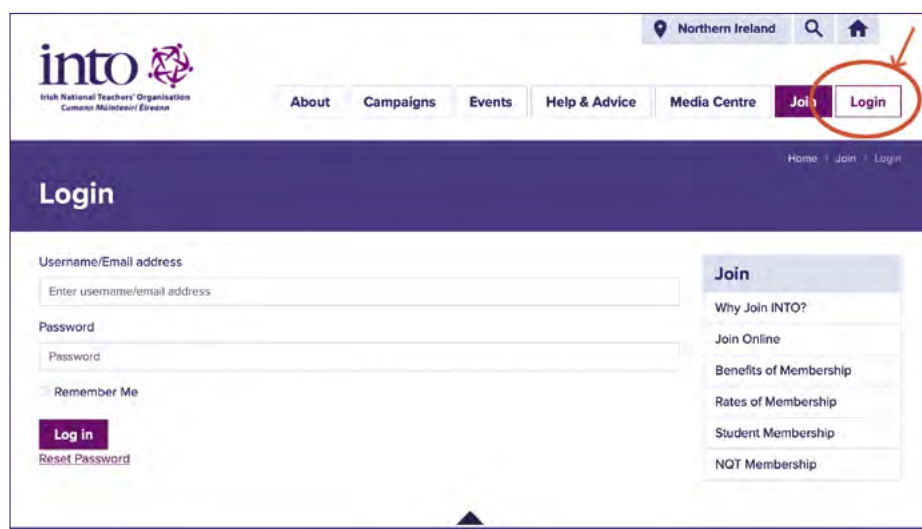


Fig 1: Login page

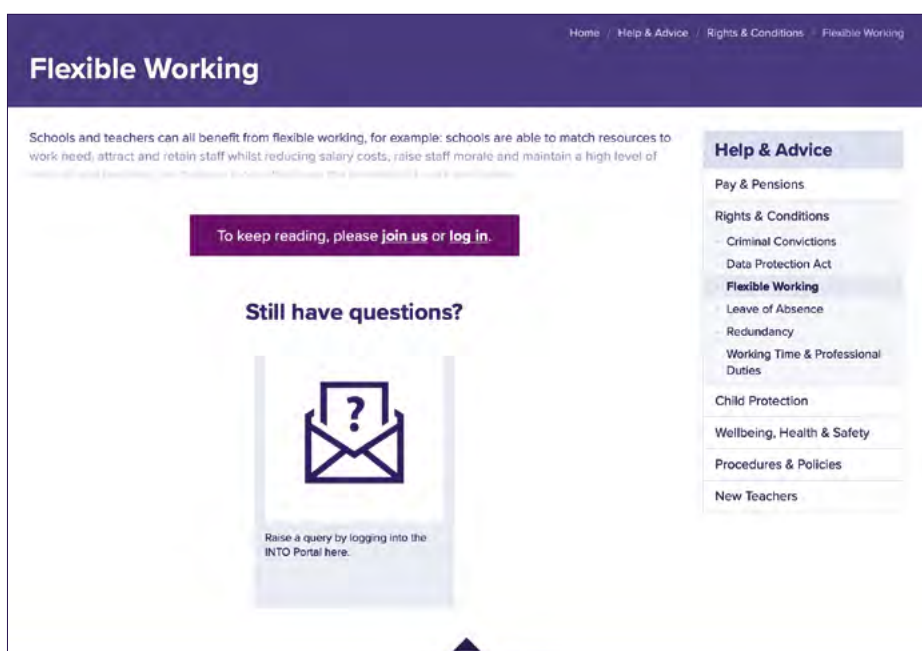


Fig 2: Member only content

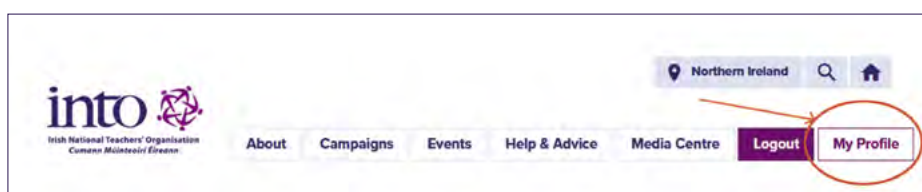


Fig 3: Accessing My Profile



Creating Experiencing Connecting

INTO Art Competition 2022

The Art Competition is open to all active INTO members in the north.

We hope, following on from the scale and diversity of 2021's competition, that this year members will have been inspired to enter for the first time.

While the Art Competition produces a winner each year, we hope members find the opportunity to bring an idea to completion, to share their work with fellow members and support the continued growth of an entirely INTO member produced display of art to be an appealing and inspiring one.

The Art Competition is as much about creating art works as it is about experiencing art. Through this Competition INTO hopes to offer members another way to connect with each other and also to a

part of their creative lives that may get sidelined in a busy life.

As in previous year's an overall winner for 2022 will be identified by a panel of judges and if appropriate a highly commended piece also.

To help with ease of participation there are two simple steps to entering, please complete the application form and submit this along with a clear photograph of your piece/s to infoni@into.ie.

Members may submit up to a maximum of three original paintings, these need not be framed but if chosen as the winning piece will become part of the growing Northern Office art collection. Members have found the choice of a theme to be something helpful when creating or choosing a painting to enter

and we hope those listed are as diverse and engaging as possible: People – Animals – Landscape – Seascape – Cityscape – Abstract.

Normally a winner is chosen prior to the annual Vere Foster Lecture. The deadline for entries is therefore 12 noon on Friday 29 April 2022.

During the year Northern Office will endeavour to remind members about the Competition. The school year is a demanding time. Maybe during the coming months work on your entry for this year's competition could provide a welcome element to work life balance. We hope as well as INTO enjoying the artistic work of its members that you too enjoy the benefits that come with creating pieces of art.

Your form and photographs of your paintings must be with INTO by 12 noon, Friday 29 April 2022

Name:		TR No:
Email:		Mobile:
Address:		Postcode:
Painting 1	Painting 2	Painting 3
Title:	Title:	Title:
Medium:	Medium:	Medium:
Measurements:	Measurements:	Measurements:
Please identify your theme: People – Animals – Landscape – Seascape – Cityscape – Abstract	Please identify your theme: People – Animals – Landscape – Seascape – Cityscape – Abstract	Please identify your theme: People – Animals – Landscape – Seascape – Cityscape – Abstract
Tell us about your painting:	Tell us about your painting:	Tell us about your painting:
<p>Conditions of Entry: The Competition is open to active INTO members in NI. Pieces submitted for consideration by the panel should be original works by the artist named, and should have been completed within the past 5 years. All entries are subject to selection. Winners will receive a cash prize but no additional monies. Winning entry will become the exclusive property of INTO. INTO retains its discretion to reject works considered objectionable or contrary to the aims and objectives of INTO. INTO will take all due care with entries but INTO accepts no responsibility for the damage, loss, theft, or accident, of any kind, from any cause. INTO reserves the right to make any further adjustments deemed necessary. The panel's decisions are final. All entries will be included in a future Printout feature.</p> <p>INTO Data Privacy Policy: We refer you to the INTO Data Privacy Policy ('Privacy Policy'). This Privacy Policy explains how the INTO processes personal data in accordance with the Data Protection Acts 1988-2018 and the General Data Protection Regulation ('Data Protection Law'). This privacy policy may be amended and updated from time to time and can be accessed on the INTO website at www.into.ie/ni</p> <p>Please confirm that you have read the Conditions of Entry and Data Privacy Policy <input type="checkbox"/></p>		

Cornmarket Competition winner



Karen Clegg winner of the Cornmarket Competition for a Fortnum & Mason luxury hamper.

Did you receive your 2021/22 INTO Diary and Wall Planner?

A diary and wall planner was posted to all members, at their home address, in August 2021. If you have not received yours, the home address INTO has for you may be out of date. Your Membership Plus discounts and offers card, as issued last summer, remains valid until 30 September 2022. Please contact infoni@into.ie for any queries.



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.

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.

Have you an event you would like to promote?

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



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.

Except where the Irish National Teachers' Organisation has formally negotiated agreements as part of its services to members, inclusion of an

advertisement does not imply any form of recommendation. While every effort is made to ensure the reliability of advertisers, the INTO cannot accept liability for the quality of goods and services offered.

INTO members can place an advert in Printout at a reduced rate.

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



Useful Savings for Back To School with your INTO Membership Plus Card

As you welcome the new academic year, we bring you a range of exclusive offers saving you money on books, stationery, work clothes and more!

Below are some of our top offers for Back To School - for the full list of offers, visit the Membership Plus website or download the Mobile App!

Save on books & stationery...

Books2Door	10% Discount	Online
Bradbury Art Store	10% Discount	Belfast
Dell	20% Discount	Online
No Alibis Bookstore	10% Discount	Belfast
The Book Haven	10% Discount	Online

New work clothes for less...

Bogart Menswear	25% Discount	Belfast & Newry
Menarys	15% Discount	Countrywide
SD Kells	15% Discount	Countrywide
Skechers	10% Discount	Countrywide
Vogue	10% Discount	Countrywide

Unwind after a busy day...

Boojum At Home	15% Discount	Online
Domino's Pizza	33% Discount	Countrywide
Emma Mattress	30% Discount	Online
Readly	1 month free + gift	Online
The Spectator	3 months free + gift	Online

Your Membership Plus Card gives you access to over 1,500 offers and discounts of up to 50% across Northern Ireland, Ireland, Great Britain and abroad. For full details on the offers above and all the offers available to you, visit the website or download the Membership Plus app.



www.membershipplus.co.uk





**Fix the price
of your home
insurance
for 3 years!***



Guarantee your premium & pay over 36 months

**Register today at www.cornmarketinsurance.co.uk/into
& we'll call you when your policy is due to renew!**

Insurance due in the next 30 days ?

Call 028 9044 2201



**Car
insurance**



**Home
insurance**



**Motorbike
insurance**

Trustpilot excellent store based on 366 reviews as at 06/08/2021. *Subject to acceptance criteria. Cornmarket Insurance Services Ltd is a wholly owned subsidiary of Cornmarket Group Financial Services Ltd. Cornmarket Group Financial Services Ltd is a member of the Irish Life Group Ltd, which is part of the Great-West Lifeco Group of companies. Cornmarket Insurance Services Ltd is authorised and regulated by the Financial Conduct Authority (FCA) registration number 308099. You may check this on the Financial Services Register by visiting the FCA's website or by contacting the FCA on 0800 111 6768. Cornmarket Insurance Services, registered in Northern Ireland, company number NI030039. Registered Office: First Floor, Boucher Plaza, 4 – 6 Boucher Road, Belfast, BT12 6HR.

17319 INTO NI Home Insurance 3 yr advert 08-21