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into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

June 2023



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Campaign for Fair Pay continues

As we enter our ninth month of industrial action, teachers and school leaders continue to demonstrate their capacity to fight for a salary that properly reflects their true worth to society, a salary that will allow them to feel properly valued and respected as the professional educators they are.

In taking part in two days of strike action, something that no teacher or school leader ever wishes to do, they have sent a clear message that they have reached the point where failure to find an acceptable resolution cannot be contemplated. It is imperative that this fight continues as failure to do so has the potential to have a devastating effect on the life chances of the children and young people across the north. The effect of the real terms pay cuts is already obvious, with the shortage of supply teachers especially subject specific for post primary schools. This is made all the more perilous, given that teachers in the north are now the lowest paid teachers across these islands. A teacher in Scotland's pay is already valued on average at one third more than that of a teacher here.

Young graduate teachers can already take higher paid work away from teaching, or, as has been happening for a number of years, our teacher training colleges will continue to train our young people for export to other countries. If not solved, the education system will continue to sleepwalk toward a growing crisis around recruitment and retention. This will continue until teachers are paid what they are worth, and they feel that they can make a career in teaching here instead.

The strike day on Wednesday 26th

April 2023 was the first full day of action taken by this union since 30th November 2011. The strike was a historic day for the members of the Northern Ireland Teachers' Council (NITC) as it was the first time that all five constituent members engaged in strike action on the same day. The importance of this cannot be underestimated as it demonstrated very clearly the unity of teachers' unions moving forward in the cause of improving teachers' pay and conditions of service. It is this solidarity that will be imperative to maintain going forward as we continue the industrial action campaign.

It was a massive show of strength to those in power that our members must be valued and that they want a real terms salary uplift that truly reflects the work they do with children and young people, in preparing them to be the future leaders in our society.

It was humbling to see all who stood on picket lines and who attended the rally in Belfast in such great numbers, and who spoke so eloquently in the media.

Since INTO Northern Conference, Education has been subjected to a succession of deplorable cuts, which target the most vulnerable children and young people in our society.

The removal of funding for the Engage Programme, Healthy Happy minds, the School Meal/Holiday Hunger payments and the Extended schools programme is a retrograde step on behalf of those tasked with ensuring children and young people have access to the education opportunities they deserve.

These budgetary decisions will cause further disruption to those pupils

already disadvantaged and will result in a significant number of teachers, employed through these programmes, to lose employment at a time when they are already struggling through the worst cost of living crisis in living memory, while absentee politicians who choose not to attend their place of work continue to draw a salary.

The announcement of a further 2.5% cut to the education budget by the Secretary of State is an additional insult to teachers, education workers, children and parents, and represents a further failure by those who hold the purse strings to value all in this society.

Such a cut, and the fact that the lack of protection for the pressure on school budgets from inflation costs and the ever-increasing fuel costs, amounts to a real terms reduction of more than 10% to the already reduced education budget and will potentially lead to a reduction in the number of teachers, an increase in class size and ultimately an erosion in the quality of the education that our children and young people receive.

INTO must continue to resist this callous strategy and actively campaign, along with our colleagues in the other education unions, for the essential financial uplift and stability our education system urgently needs. INTO is steadfast in its campaign to ensure that our education system has the necessary level of funding to provide the world-class education service that our children and young people deserve. Education deserves better, education demands better.

Mark McTaggart, Northern Secretary

Mark McTaggart – Northern Secretary

Mark McTaggart took office as INTO Northern Secretary, on Monday, 13 March 2023. Mark previously served as Assistant Northern Secretary with the INTO Northern Office from September 2016.

A Belfast native, Mark graduated from St Mary's teacher training college in Belfast before entering the teaching profession. As a teacher, vice-principal and ultimately principal, he has a strong background working in the teaching profession.

As a union activist, Mark acted as a staff representative (INTO School Rep) for fourteen years, Chairperson of the Carrickfergus Newtownabbey and Larne Branch and he served as Chair of Northern Committee in 2015/16.

Following Gerry Murphy's move to ICTU as Assistant General Secretary, Mark McTaggart takes on the role as Northern Secretary and Marie O'Shea has been appointed as Assistant Northern Secretary.



Gerry Murphy – Outgoing Northern Secretary

From the time he became a member of INTO, Gerry Murphy took an active role in his branch, Belfast West. He held every role that an elected member could, from Branch Committee to Northern Committee, of which he was Chairperson 2006/07, and was a long serving member of Standing Orders Congress.

He succeeded Frank Bunting to become the fifth Northern Secretary in October 2011 and has led the INTO in the north through what he would often have described as 'difficult times'. Gerry has served the wider trade union movement as the Chairperson of the Northern Ireland Committee of ICTU and as President of the Irish Congress of Trade Unions.

He was chairperson of the Northern

Ireland Teachers' Council and led for INTO in negotiations with the employers and the Department of Education.

The work that Gerry has done in his eleven years as Northern Secretary should not be underestimated. Had it not been for his efforts and hard work, we would not now be in a position where there is such unity of purpose within the constituent members of the Northern Ireland Teachers' Council, with everyone cooperating around the ongoing industrial action in the campaign for a significant uplift in teachers' pay.

We look forward to working with Gerry in his new role as Assistant General Secretary of the Irish Congress of Trade Unions into the future.

Marie O'Shea – Assistant Northern Secretary

Marie O'Shea takes up her role following her recent experience as Chairperson of Northern Committee in 2021/22 and as a Trade Union Official for this academic year.

Marie is from Belleek, Co. Fermanagh. She is a graduate from St Mary's University College, Belfast. She began her teaching career in substitute teaching posts before moving to London in 1997 to teach and returned to N. Ireland in 2000. She has experience of teaching in Nursery and Primary schools across the Maintained, Controlled and Integrated sectors. For the past 17 years Marie has been the Teaching Principal of St John the Baptist PS in Roscor, Belleek.

Marie's first involvement with INTO came through her work with St Mary's University College Students' Union where she was Students' Union President in 1996-97. She was a member of Enniskillen Branch holding roles including School Rep, Branch Secretary and Chairperson and District 2 Chairperson. Marie was a District 2 member of the Northern Conference Standing Orders Committee and Congress Standing Orders Committee. She is also INTO's representative on the ICTU Women's Committee. Marie was elected Northern Committee Western Area Primary A representative in 2018.



The Northern Office staff wish Gerry good luck in his new role



NORTHERN COMMITTEE INFORMATION

Area/Region	Branches		Mobile	INTO Email
BFC		Patrick McAllister	BFC Rep 07828769034	pmcallister@into.ie
CEC	District 1	Seamus Hanna	CEC Rep 07720 775425	shanna@into.ie
NE Primary	North Antrim, South Antrim, Carrick/N'abbey /Larne, South Derry	Michelle McCrystal	INTO N.Cttee 07851460682	mmccrystal@into.ie
NE Post-Primary	North Antrim, South Antrim, Carrick/N'abbey /Larne, South Derry	Siobhan McElhinney	INTO N.Cttee 07915091871	smcelhinney@into.ie
SE Primary	Down & Lisburn	Rachel Poland	INTO N.Cttee 07743427483	rpoland@into.ie
SE Post-Primary	Down & Lisburn	John Kelly	INTO N.Cttee 07809694954	jkelly@into.ie
Belfast Primary A	Belfast West	Caroline McCarthy	INTO N.Cttee 07977935988	cmccarthy@into.ie
Belfast Primary B	Belfast	Geraldine McGowan	INTO N.Cttee 07717277565	gmcgowan@into.ie
Belfast Post-Primary	Belfast & Belfast West	Caoimhin MacColaim	INTO N.Cttee 07710234126	cmacolaim@into.ie
CEC	District 2	Annmarie Conway	CEC Rep 07701049789	amconway@into.ie
S Primary A	Cookstown, South Tyrone, North Armagh & Dungannon	Marty Lavery	INTO N.Cttee 07733207887	mlavery@into.ie
S Primary B	South Armagh, Armagh & Newry	Noreen Kelly	INTO N.Cttee 07846392235	nkelly@into.ie
S Post-Primary	Cookstown, North Armagh, Armagh, South Armagh, Newry & Dungannon, South Tyrone	David Nolan	INTO N.Cttee 07714322013	dnolan@into.ie
W Primary A	Lisnaskea, Enniskillen, Tyrone Central & Strabane	Marie O'Shea	INTO N.Cttee 07802891109	moshea@into.ie
W Primary B	Derry City, Limavady/Dungiven,	Moir O'Kane	INTO N.Cttee 07522937888	mokane@into.ie
W Post-Primary	South Tyrone, Lisnaskea, Enniskillen, Tyrone Central, Strabane, Derry City, Limavady/Dungiven	Dermot Gallagher	INTO N.Cttee 07746323288	dgallagher@into.ie

Vere Foster lecture – What would an all-island education system look like?

The annual Vere Foster lecture was delivered by Frank Connolly. Frank is a leading investigative journalist and head of communications within SIPTU.

The theme for the lecture was “What would an all-island education system look like? Frank has carried out extensive research and has recently published a book examining the case for integrating Ireland.

During the lecture he highlighted the impact of the selection system in the North and how it is causing educational disadvantage to those most in need of opportunities. He praised the DEIS system in the South and how it has supported those in areas of need.

Frank highlighted stark data on numbers staying on to third level education in the two districts. He quoted 74% in the North in comparison to 93%



Frank Connolly (2nd from right) pictured with Siobhan McElhinney, Northern Committee Chair, Gerry Murphy, Northern Secretary, John Driscoll, INTO President and John Boyle, INTO General Secretary, following his delivery of the annual Vere Foster Lecture in Belfast.

in the South engaged with third level education.

The current system of restrictive choice at A'Level as opposed to the broader options in the current system in the South may also be a cause for

students not moving into third level education.

In conclusion, Frank highlighted an All-Ireland education system should take the positive features of the two and disregard the rest.

CONGRESS 2023

Congress this year was held in Killarney and a large number of delegates made the journey to the heart of Kerry.

Although the weather was not as welcoming as it had been in the past. The conference centre was full of discussion on educational issues pertaining to delegates North and South. During the three days the hall was packed with delegates wanting to state their position to the motions on the clár.

Conference opened with a warm welcome from the Mayor of Killarney, followed by an address from the President John Driscoll.

The INTO president highlighted issues pertaining to members north and south including outlining the difference in starting salary in the two jurisdictions.

The second day of congress began with Minister Foley's address where she expressed gratitude to the school community for welcoming over 15,000 Ukrainian children to Irish classrooms. Minister Foley then focused on improvements to the staffing schedule and how this has helped lower the class size for the third year in a row. During the concluding remarks Minister Foley informed delegates of investment into the counselling pilot with a £5M investment.

The General Secretary robustly



John Driscoll congratulates new President, Dorothy McGinley.

addressed the packed hall and commented on the improvement the provision of free books has made for primary school children. He also called out the current staffing crisis within the schools' system. The General Secretary cited the crisis has been brought about due to a government failing to plan.

Mr Boyle praised the work of the union in the North and their resolve to gain fair pay as well as seeking investment in the education system.

Delegates from Districts 1 and 2 spoke to a variety of motions throughout the congress. They shed a Northern light on many topics including pay and issues

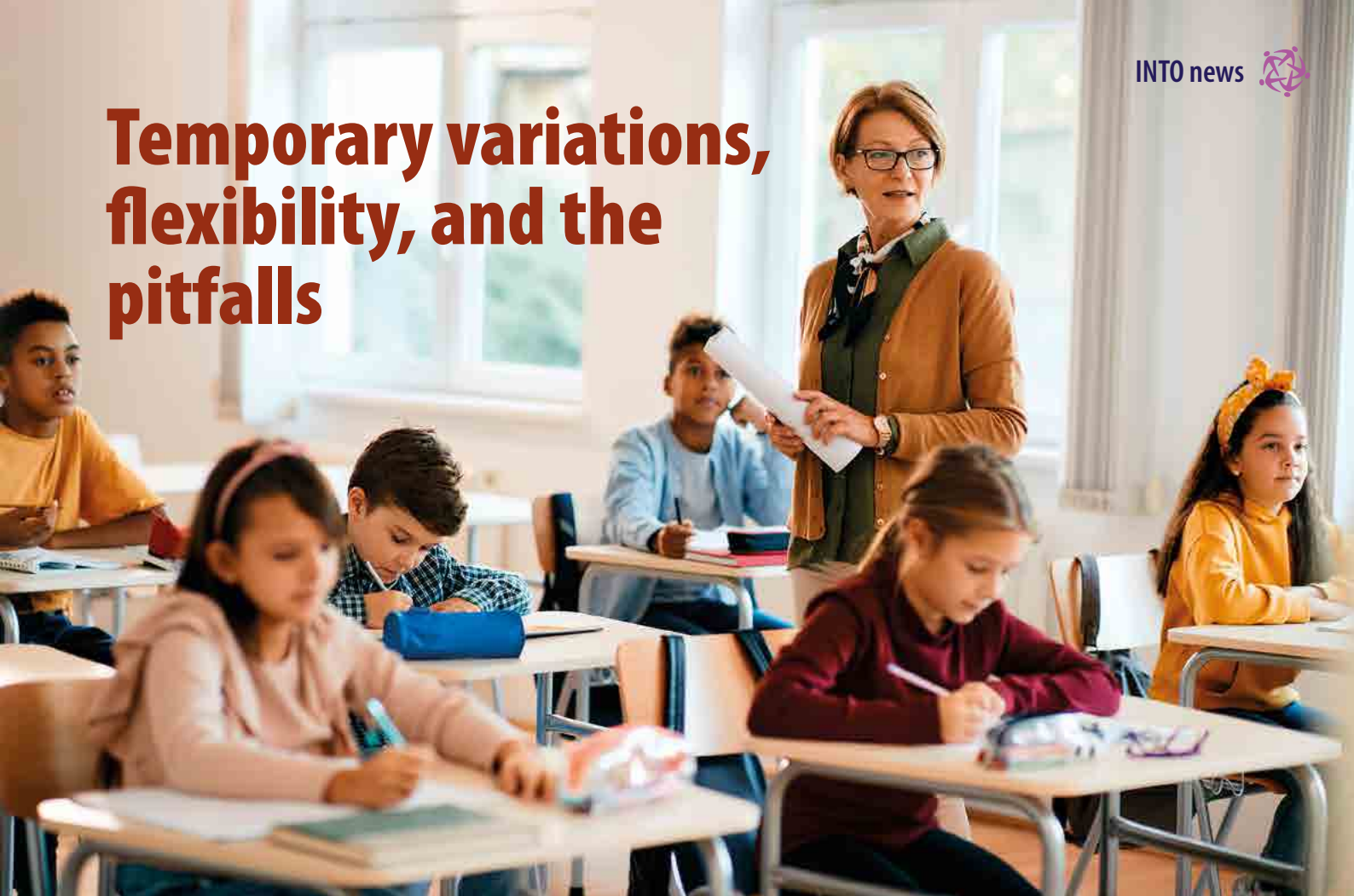


Siobhan McElhinney, Chair, Dorothy McGinley, President, and Marie O'Shea, Assistant Northern Secretary.

around supply. Delegates spoke with enthusiasm on the establishment of a shared Island dialogue on education as well as discussing the impact of the menopause on a classroom teacher.

Congress drew to a close with the presentation of the President's chain of office to Dorothy McGinley of District 2. Dorothy has served within the Education Committee before taking on the role of CEC representative for District 2. In 2017-18 Dorothy was the Northern Chairperson and she championed for INTO members throughout the North. Dorothy's maiden speech as president called for investment into education.

Temporary variations, flexibility, and the pitfalls



Whether down to the Covid pandemic or just a new reality, temporary variations of contracts and flexible working arrangements are gaining in popularity and a greater number of schools are seeing the benefits that affording greater flexibility to contractual working times is having for both the workforce and their pupils.

However, there is one area that teachers, in receipt of managerial allowances, planning to apply for a variation of contract, need to be extremely careful.

Essentially, what we are looking at is a situation where a teacher is applying to work a shorter week, which may mean they are only teaching, for example, for three or four days per week. The current practice is that a Board of Governors will review all applications and, as quickly as possible, either agree to the variation or decide against it at which point the teacher can appeal the decision.

However, it is when the variation is granted that the finer detail of the new, albeit temporary, arrangement needs to be completely transparent.

The issue is that teachers with managerial allowances, often find themselves, perhaps with a reduced working week of four days but they

continue to carry out the full duties of their managerial allowance without realising that they may not be receiving the full value of their 'point' which may be paid pro-rata, meaning they are receiving only four-fifths of the allowance.

All of these variations to managerial allowances are governed by the Teachers' Salaries Regulations (Northern Ireland) 1993 which states:

Subject to the provisions of these regulations the appropriate proportion of a promotion allowance may be paid to a part-time teacher paid under the provisions of regulation.

This means that a school must decide whether they wish to pay the full value of the award or not. If the school decides that they will pay the award at pro-rata, then realistically they must consult with the applying teacher in advance to agree the one-fifth of the duty that the now 'part-time' teacher will not be

required to perform. This is the good practice approach, however, in reality, what happens is that some school managements are not fully enlightening a teacher in advance of signing a new temporary contract, of the reduction

and the teacher seems to be carrying on as normal oblivious to the fact that their managerial point is being paid at pro-rata.

The advice from INTO is that any teacher entering into a variation of contract must secure full disclosure from their employer before they actually sign up to a variation. It just makes common sense and should help to alleviate any misunderstandings which could arise after a variation is in place.

Most managerial points are such that the teacher should be able to fulfil the full range of required

duties in a shortened week. There are some points which require a teacher to be onsite each day but the conversation in advance will provide the teacher with this option in advance and allow them to make an informed decision and one that best suits them.



Tommy McGlone
INTO Senior Official

Menopause in the workplace

During lockdown in March 2021 INTO provided a webinar for members in the North on 'Raising awareness of menopause'. Following the success of this webinar, which was also attended by INTO Head office staff, a webinar for all members of INTO North and South was provided in September 2021. Motions on the menopause were unanimously passed at INTO Northern Conference in 2020 and at INTO Congress this year in Killarney. This year's resolution referenced a very successful INTO Equality Conference in February 2023 on 'Reproductive Health – Exploring Fertility and Menopause'.

All the above highlights how discussions on menopause have changed in the last few years from being a topic that was viewed as taboo to being the subject of an oversubscribed INTO Equality conference and having a motion discussed at INTO annual congress in front of a live audience of hundreds. The resolution passed at congress this year

calls on the CEC to:

1. Continue to raise awareness of the challenges of menopause in schools;
2. Provide support and information resources to teachers in schools who are experiencing menopause transition; and
3. Liaise with external agencies to progress the issue of menopause in the workplace such as ICTU's Women's Committee and National Women's Council.

INTO in the North has been liaising with NIC ICTU on the issue of menopause and on the back of those discussions an accredited course on 'Menopause in the Workplace' has been created.

The pilot course took place in January and February this year and I participated in the course. It was a very informative

and enjoyable course, meeting women of all ages from trade unions and sharing experiences as well as learning how to support members in the workplace.

The roll out of the course is in high demand but INTO, along with UTU and NEU have requested a course for the new school term for our members.

A short taster session will take place on Wednesday 31 May 2023, from 3:30–4:45 on Zoom. The full course will run in the Autumn term – 5 Tuesdays from 27 September – 25 October inclusive from 6:30–8:30pm with a mix of in person and Zoom. This course is open to all members of all

genders and INTO would encourage men to attend the course as while menopause directly affects women, it also indirectly can affect all members, their colleagues and their families.



Nuala O'Donnell
INTO Senior Official



hosted by
Gráinne Seoige
Broadcaster & Gaelgeoir



Dr. Sorca O'Brien
Fertility/Gynaecology,
Holles St
& Merrion Clinic



Laura Ward
Women's Health
Physiotherapist



Dr. Caoimhe Hartley
GP Specialist
Menopause Health



Catherine O'Keeffe
Menopause
Workplace Consultant

'The Happy Hormone Health Seminar' is being provided online exclusively for all INTO members by Cornmarket at 6pm on 24 May 2023. Check the [INTO website](#) for details of registration.



Teachers need support

So let's talk about the more hidden stressors of teaching that we may not openly speak about.

Within the teacher burnout narrative, there are common things that are discussed and accepted as stressors such as heavy workload etc, but there are also those factors that we all know are there but are not so commonly spoken about. This could be:

- maybe out of fear we will sound like we can't manage
- that we are imagining them
- that we shouldn't really be talking about it as 'it's probably just me'
- the big one of course is to not say it in case we appear 'too negative.'

Real issues and stressors

But let's explore what is the reality of the teacher's life. In order for anything to improve, we have to be real about the issues and stressors that are actually there. We are not being 'negative' or 'complaining' but just naming what is actually happening. This will help us to open up the conversation, but most importantly it will help to support one another in navigating this wonderful but extremely complex role.

Teachers need support. That's a reality. Pretending they don't is not an answer. Teachers silently struggling for fear they are the only ones or that feeling overwhelmed means they are 'not able to manage' is not healthy ... for anyone. And you as a teacher minimising issues and stressors that you may be bringing home and that are impacting upon you significantly is only going to make it worse.

So, if any of these stressors below resonate, just know that:

- A) you are not alone as many teachers are dealing with them
- B) you are not being 'negative' or complaining if you are feeling challenged by one or all of them.

Leaving the profession

The face of society has changed so much even in the past five years alone and it is societal issues that are coming in through the school gate and into the classroom. That's just how it is but to expect you the teacher to rise to that challenge without acknowledgement or support is already resulting in many teachers leaving the profession.

So, please just know that you are not alone if you are feeling the impact of these more silent stressors and maybe it's time we discussed them more openly.

Just because you struggle with a parental relationship or you feel overwhelmed, doesn't mean you can't manage or you are not fit for the job. It's just part and parcel of it now and you will find if truth be told, most teachers are feeling it. Hopefully us discussing it will mean it can become part of the narrative and will be a step further in gaining real, authentic support.

You are doing your best but under

the current circumstances and with the nature of the job, we just won't get to everything and everyone and that is ok.

Sources of support

At one time or another we all experience difficulties that can leave us feeling overwhelmed. Issues at work, relationships worries, family pressures, bills piling up, they can all make us anxious and reduce our sense of purpose and wellbeing.

Sometimes just talking to friends or family can help but other times it may be better to talk to someone trained to listen who can offer support, guidance and a fresh outlook.

Did you know? Your employer has selected Inspire Workplaces as an independent source of support. This service is free to you.

Take the first step, lift the phone, and contact Inspire Workplaces to talk to someone who can help you to access specialist support and information.

MARIE O'SHEA, Assistant Northern Secretary



Employee Assistance Programme

Whatever is on your mind, call us free 24/7 on:

ROI: 1800 409 673

workandstudy@inspirewellbeing.ie

UK: 0800 389 5362

workandstudy@inspirewellbeing.org

www.inspiresupporthub.org





Colleagues



INTO will again be participating in the 2023 Belfast Pride Parade. We hope as many members as possible can attend to show maximum support and to give INTO a real presence on the day. While the Belfast Pride parade may be one of the larger ones, multiple parades will be taking place all summer. Below are just some of those dates...

17 May - IDAHOBIT International Day Against Homophobia, Biphobia and Transphobia
INTO, NEU & UTU, in association with Cara-Friend, marked IDAHOBIT with a joint union webinar.

4 June - Inishowen Pride

17 June - Omagh Pride Parade

24 June - Dublin Pride Parade

26 August - Foyle Pride Parade

27 July & 28 July - "Queering the North"

OUTing the Past International Festival and the Museum of Free Derry have created a travelling exhibition, combining displays, personal accounts and archive materials to explore the journey of our LGBT+ community in Northern Ireland, from 1967 to the present-day. Educational resources to facilitate inclusion and diversity accompany this exhibition and can be made available.

27 July

2- 5pm: Exhibition open for viewing at Northern Office.

5pm: Lecture by Dr Jeff Evans, Liverpool John Moores University, followed by refreshments. Please email infoni@into.ie to book a place (numbers limited).

28 July

10am - 4pm: Exhibition open for viewing at Northern Office.



29 July - Belfast Pride Parade

Pre parade meet up at the American Bar, Dock Street. Post parade event and refreshments back at the American Bar. Parade normally moves off at 1pm.



Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

Northern Conference 2023

1868-2023

into 155

The Roe Park Limavady was the venue for 155th Northern Conference. Many delegates had to battle through blizzard conditions to reach the venue, but their determination was noted throughout the Conference.

The conference began with the chair addressing the theme of Education Demands Better and quoted Nelson Mandela's message "Education being the most powerful weapon to change the world." But she cited the lack of investment as being the only constant in her years of teaching and this is holding back the changes that are needed. She said, "Members have been putting plasters on a system for years" and then the chair stated, "These have all fallen off and the wounds are open".

During her speech Siobhan outlined the need for the promised new builds to materialize as well as focusing on the need for fair pay for teachers. A lack of supply teachers may be related to the promise of a higher salary in far off fields.

Before concluding Siobhan paid tribute to Brendan Harron, former Northern Committee representative and Senior official.

Guest speaker, Tony Gallagher,



Northern Secretary, Assistant Northern Secretary and Officials gather before the 155th Northern Conference



Above: Delegates respond to Chair's address.

Left: General Secretary John Boyle with Northern Chair Siobhán McElhinney and Northern Secretary Mark McTaggart.

Below: Delegates and Northern Committee members voting.



QUB Education professor started his presentation by paying tribute to the outgoing Northern Secretary Gerry Murphy and wished him well in his new role in ICTU. Tony outlined the challenges teachers faced during Covid as well as how Covid highlighted the impact of social disadvantage. During his delivery he laid out the difference in funding for schools in the north in comparison to other areas within the UK. Tony outlined that we need to think of a way of improving the life chances of every student. His final remarks called for teachers to stop having to jump through hoops and allow them to get on with their job.

John Driscoll, the President highlighted his support for the current industrial action and noted his pride to stand with members at the rally event in Omagh. During John's delivery he focused on the work of the INTO in the north including the work streams that have been a result of the 2020 pay deal.

In outgoing Northern Secretary Gerry Murphy's address he clearly laid the blame for the current education crises at

Conference photos: John Rush.

Northern Conference 2023



Siobhan McElhinney, Councillor Cora Corry, and Michelle McCrystal, Northern Committee Representative



Marty Lavery, Northern Committee Representative, with North Armagh Delegates

the door of the Northern Ireland Office (N.I.O). He stated they did not listen to or act on warnings given about the lack of funding in education. Gerry handed the baton over to Mark McTaggart stating he has firm belief in Mark being able to lead the organisation through this crisis and any in the future. Mark firmly called for resistance towards the proposed cuts on education and to intensify the campaign for increased funding into education.

During the two days, motions were presented passionately by branches.

Issues highlighted were the need for fair pay and investment in education in the north. The first motion noted thanks to the members for their support in embedding industrial action and their participation in the day of action on 21st February 2023. Members highlighted the mounting workload associated with SEN administration and acknowledged the need to pause the implementation of the PLPs until reasonable adjustments are made to their framework. The lack of supply teachers was also discussed at the podium and members demanded

the need for the implementation of the recommendations of the working group of the review of substitute and temporary teachers. Discussion took place around the government proposal to bring forward the increase of the pension age to 68.

The “Hands Up Project” delivered an informative presentation on the linking of students from Palestine with students from schools in the north. We watched a snippet of an excellent drama produced by these students on the theme of “bullying.”

The concluding event on the Friday was a presentation organized by the Belfast branch on an All-Ireland Education system. The presentation was delivered by Sean McElhinney from FORSA and Professor Colin Harvey from Queens University. Many interesting questions were raised during

Left: Northern Office Staff.

Below left: North Antrim delegates

Below: Incoming Chair, Caoimhin MacColaím presents a token of thanks to outgoing chairperson





From left: Deputy Mayor Kathleen McGurk, Causeway Coast & Glens District Council, who addressed conference on behalf of the Mayor, with Siobhan McElhinney, Chairperson, and Councillor Córa Corry, Chair Mid Ulster District Council



Dearbhla, Jacqui, Gerry and Daire Murphy

the session, and it was highlighted that a shared approach to education would have many advantages for all involved.

The Northern Conference ended on Saturday afternoon with Siobhan McElhinney handing the role of Northern Chair over to Caoimhin MacColaim. Siobhan wished Caoimhin every success in his future role. Delegates left the conference tasked with relaying the discussions around industrial action and union activism to others in their staff rooms and branches.

The South Derry branch organized a raffle during the evening entertainment. They received sponsorship from a wide variety of businesses.



Mark McTaggart, Barney Magill, Gerry Murphy, Des Rainey and Teddy Martin



Bronagh Mallon



James White



Moira O'Kane



Tommy McGlone



Hugh McAllister



Above: South Derry Branch

The South Derry branch would like to thank the following businesses.

Roe Park Resort
Olive Kearney
Photography
Bank of Ireland
Kintella Resort Dungiven
Mary's Bar Magherafelt
IMED Draperstown
Burns Drapery
Draperstown
Murphy's Gaelic Gloves
Ponderosa
Oakleaf Bar and

Restaurant
Thirsty Goat Derry
Walsh's Hotel Maghera
Noones Maghera
Glenview Gift Centre
Ballymena Shamrock
Calm Confident kids
Maghera
Crawfords Maghera
Hunters Bakery Limavady
Bishop's Gate Hotel Derry
Lovely Looks Limavady
Ros Oir Boutique
Dungiven
Flawless Garvagh

The case for an all-island education system

Since partition, the two education systems in both jurisdictions have diverged significantly, not surprising as educational policy has been embedded in specific historical and socio-political contexts, underpinned by contrasting institutional influences and structures.

While we are all too familiar with the general narrative that “Northern Ireland has repeatedly produced the best results in the UK in GCSE and A-Level exams”. There is now an increasing call from academics, economists, political observers, educationalists and teachers’ trade unions arguing that education on this island is in need of urgent reform if it is to deliver a better future for children of all abilities and all backgrounds, with most pointing to the ‘dogged retention’ in NI of an 11+ system as the cause of generating inequality across society.

Great changes in education which have reshaped our education provision have always been set within specific historical contexts. The 1831, 1891 and 1947 education acts all appeared at times in Irish history when there was a need for seismic change in education for the benefit of all within society.

The case for both jurisdictions to learn from other systems and to move towards systems of education which meet the needs of all, and not just a privileged few is quite rightly set within the historical context of the changing

socio economic, political, and cultural dynamics that have emerged over the past twenty-five years since the Good Friday Agreement.

There are certainly advantages to be gained in each educational structure adopting successful approaches used in the other. Should Ireland’s two education systems become more closely aligned again, considerable work would be required to address the disparities in school structures, in teacher’s pay, in

... there is now an increasing call from academics, economists, political observers, educationalists and teachers’ trade unions arguing that education on this island is in need of urgent reform

school governance and in assessment.

Recent research, notably ‘A North-South Comparison of Education and Training Systems: Lessons for Policy’ by the Economic & Social Research Institute, has highlighted,

- Marked differences in educational attainment between the two parts of Ireland.
- Comparable levels of inequality in skill development with the nature of the assessment systems in both jurisdictions narrowing the range of skills and capacities developed by young people.
- Marked differences in the extent of early school leaving between the two jurisdictions, with Northern Ireland experiencing over twice the level of early school leaving than the South, with students from more disadvantaged backgrounds more likely to be early school leavers.
- Students in both jurisdictions from more disadvantaged backgrounds achieve lower grades at secondary level than their peers from more advantaged backgrounds.
- Expectations in terms of going on to higher education are significantly lower in Northern Ireland than in Ireland, a pattern explained by a much lower level of expectation found among those in non-grammar schools in Northern Ireland, especially



Fringe Event, Northern Conference. Sean McElhinney, Director of FORSA, Paul Kerr, INTO Intern, Prof Colin Harvey, Human Rights Law QUB, Stevie Jenkins, Belfast Branch Chair

among males from working-class backgrounds.

- In both systems, there remains challenges in higher education with a significant proportion of students (26%) from Northern Ireland who are pursuing higher education outside the jurisdiction, with most of these, almost two-thirds failing to return after completion of their studies.

The ESRI report has provided numerous insights for future educational policy, firmly stating that different institutional structures and influences between both education systems on this island make the direct transfer or borrowing

A North-South Comparison of Education and Training Systems: Lessons for Policy by the Economic & Social Research Institute, has highlighted ... marked differences in educational attainment between the two parts of Ireland.

of policy and practice undesirable. We cannot simply take and transplant from one side of the border to the other to create change. Fundamental systemic change is needed and it has to be a collective agreement for the way forward.

Education must always be much more important than the result of political discourse and institutional influence. It is, for individuals in general and for society as a whole, 'the great enabler'.

The great Chinese thinker Confucius wrote that 'Education breeds confidence. Confidence breeds hope. Hope breeds peace'. Two and a half thousand years later, within our own unique context and legacy that is Northern Ireland, the role of education is central to progressing the needs of marginalized

and disadvantaged communities.

Today we have a strong basis for working towards that end through the framework of the Good Friday Agreement, via the North-South Ministerial Council and the British-Irish council where all administrations can cooperate on a range of educational concerns and objectives.

The Irish Government's Shared Island initiative has identified education as an important area with the potential for more cooperation, North and South, suggesting that mandating cross-border cooperation simply won't work; rather, we now have the opportunity to 'facilitate cooperation in a mutually beneficial and self-reinforcing way around areas of mutual interests'.

Debate and discussion on the future of education must be central to building a better future for all on a shared island!

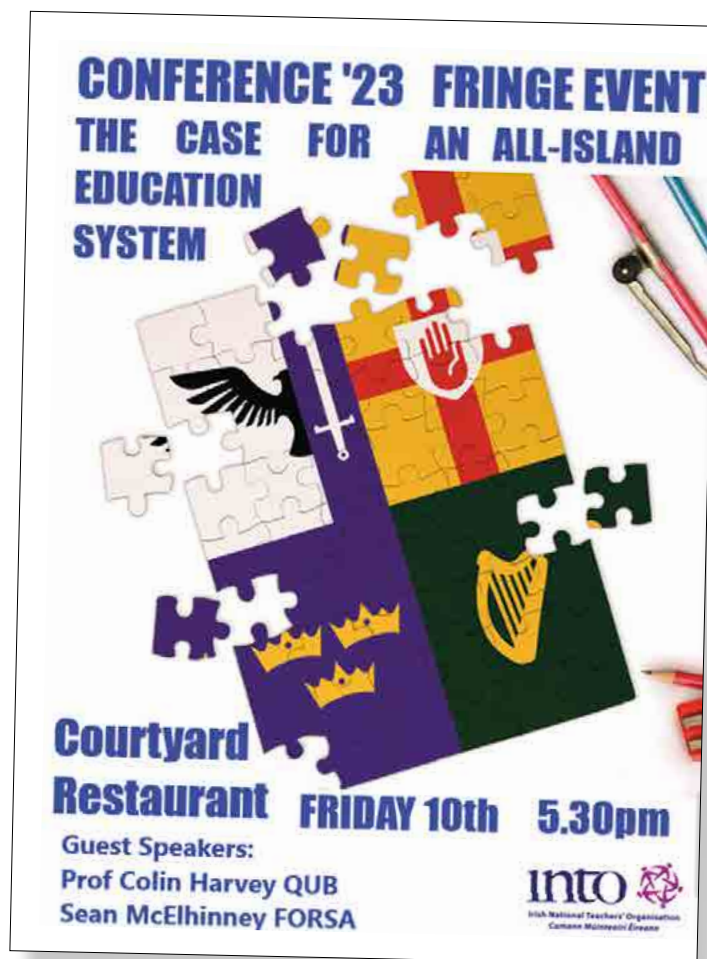
The INTO, as the only all-Ireland teachers' union must be central to encouraging and facilitating that debate. With members across both jurisdictions, our organisation has an advantage in understanding the issues of concern already outlined. The membership of the INTO are therefore well placed to make a significant contribution to this debate.

At this year's Northern Conference, a fringe event outlining the case for

With members across both jurisdictions, our organisation has an advantage in understanding the issues of concern already outlined.

an all-island education system kick-started this union's commitment to drive this agenda forward. Successful motions at Northern Conference and Congress have seen the INTO commit to establishing a Shared-Island forum on education in which we can develop a purpose, vision, tangible support and of course funding. It is our hope that the forum will find answers to how educational underachievement and economic disadvantage can be tackled, providing opportunity for honest review of initiatives and to explore international projects that have been successful in bringing benefits to society as a whole.

PAUL KERR, Intern





Celebrating Trade Unionism at this year's May Day Rally



Dozens of INTO activists gathered for this year's traditional May Day rally at Belfast's City Hall to hear RMT General Secretary Mick Lynch praise trade unions across the north who had engaged in industrial action in recent months.

Mr Lynch has become the public face of trade union resistance against continued public service cuts and the cost-of-living crisis, becoming a household name following a series of T.V interviews in which he exposed a detached media culture, out of touch with everyday financial realities.

ICTU Assistant General Secretary Gerry Murphy told thousands attending the rally that Mr Lynch was addressing the May Day rally 'as every trade unionist across these islands have been inspired and encouraged by the clarity and wisdom offered by him'.

Addressing the rally, Mr Lynch said the 'values of the Trade Union Movement are back on the agenda', an agenda that is now being driven forward



Mick Lynch, RMT General Secretary addresses May Day rally in Belfast



Mick Lynch joined INTO members and staff after the Mat Day Rally in Belfast

by all public servants including nurses, teachers, civil servants and lawyers.

'The trade unionists on this island, through all the struggles that you have faced, the struggles for peace and justice and democracy, have brought people together. And that is our task, to bring people together behind our values. Solidarity and unity, that's what we've got to build.'

Afterwards, Mr Lynch received a tremendous welcome from INTO members as he joined them for a celebration of May Day hosted by the INTO Belfast Branch. Mr Lynch commented on the hospitality he received and was very gracious in

offering his support for our steadfast determination in the current pay dispute, showing extreme patience as he posed with members for the obligatory 'selfie'. The post-rally event was also attended by members from ICTU, Belfast and District Trades' Council, UTU, RMT, NIPSA and UCU in a show of 'solidarity and unity' with the INTO.

PAUL KERR, Intern



The Benefit Funds Committee (BFC)– Here to support our members!

What is the Benefit Funds Committee?

It is a Committee within the structure of the INTO which oversees benevolent grants.

Who are the members of the Benefit Funds Committee?

There are 6 members on the committee. One member from each of 5 separate divisions around Ireland plus the General Treasurer. Paddy McAllister represents the North plus a number of counties in the South.

What grants are available?

Death Grants and Hardship Grants

What Death Grants are available?

A grant of 5000 Euros in the event of death of a member can be claimed. A 3000 Euro grant can be claimed in the event of the death of a member's spouse.

What Hardship Grants are available?

Each case is treated individually but grants may be available

for members who fall into financial difficulties and where support may make a difference.

How can a grant be claimed or applied for?

Members should contact your BFC Representative, Paddy McAllister (Mob: 07828769034 or email: pmcallister@into.ie)

Are grants confidential?

Yes all contacts are confidential.

How can members of the INTO help the work of the BFC?

Members can help by making the work of the BFC known among colleagues. Members should contact Paddy McAllister if they know that a member of the INTO has passed away so that a death grant can be claimed. Members should also encourage INTO colleagues to contact the BFC if they are experiencing severe financial difficulties.

INTO making a difference!

INTO Portal

Visit www.into.ie/ni and find the *Login* button at the top right of the page.

1

Click on Login

Click Login if you are already registered. If you have no log in or you have forgotten your details please contact infoni@into.ie.

Advice

Media Centre

Join

Login

Home / Join / Login

2

Enter username and password

Enter your username (this will be the email address you registered with) and password, click Log in. This gives you access to member only content on website and 'My Profile'.

Login

Username/Email address

Enter username/email address:

Password

Password

☐ Remember Me

Log in

[Reset Password](#)

My Profile -the dashboard

This is the dashboard screen you will see when you login, select 'My Profile' and go to Home. The same key options are available to all members with some extra functionality if you are for example a school representative or branch secretary.

My Personal Details

Make sure your personal information is up to date.

Raise a Query

Contact the query line on a range of topics relating to conditions of employment and professional matters. Please include your Teacher Reference, email and mobile contact details in the description field.

Communication Preferences

Update your preferences to receive communications ("bulk emails") from Northern Office, school reps, branch and district officers.

The dashboard is a grid of nine tiles. The top row contains 'My Personal Details' (with user info: Vere Foster, verefoster1958@gmail.com, 0799999999), 'My School', and 'Communications Preferences' (with a list of preferences: Bulk Email, Bulk SMS, INTO Newsletter, InTouch Magazine). The middle row contains 'INTO Latest News', the INTO logo with the text 'Irish National Teachers' Organisation' and 'Cumann Múinteoirí Éireann', and 'My Portfolio'. The bottom row contains 'Help & Advice', 'My Branch/District', 'Raise a Query', and 'My Applications'. Each tile has a 'View' button at the bottom right.

Need help? Email infoni@into.ie remembering to include your Teacher Reference number.

Pensions Update May 2023

McCloud Judgment

In 2015 the Northern Ireland Public Sector Pension Schemes, including NITPS, were reformed and new career average (CARE) schemes were introduced. These reforms also saw the introduction of transitional protections that meant those members within 10 years of their normal pension age could remain in the legacy schemes for a tapered period. In 2018, the Court of Appeal found that this was discriminatory on the basis of age.

The policy to remove the effect of the transitional protections, seen between 1 April 2015 and 31 March 2022, has become known as the 2015 Remedy.

The 2015 remedy to remove discrimination is made up of two parts:

Phase one, the prospective remedy, was completed last year (2022) with all active members of the NITPS becoming members of the 2015 reformed scheme (career average) from 1 April 2022, irrespective of age.

Phase two, the retrospective remedy, will allow eligible members the choice between their legacy scheme (final salary) or 2015 reformed scheme (career average) for the remedy period at the time of retirement (1 April 2015 to 31 March 2022). For eligible members who already

have a pension in payment a choice will be offered as soon as is reasonably practicable after 1 October 2023.

Platinum Financial will be providing webinars for INTO members in relation to the changes and the possible impact on members in the new school year. Dates and times will be posted on the INTO website from September 2023.

Consultation

The Department of Education is consulting on how phase two will be implemented for NITPS to remove the effect of the transitional protections seen between 1 April 2015 and 31 March 2022, the remedy period, and introduce provisions for a deferred choice for eligible members.

The consultation document sets out how the NITPS regulations will work in practice and the remedy choices that members will have.

It is important to note that members do not need to make any remedy choices at this stage. Updates will be available on the Department of Education website, and we will be contacting affected members.

The consultation is an opportunity for affected scheme members, or any other interested individuals and organisations,

to comment on the draft proposals before they are made final. INTO will be responding to the consultation and the response will be available to members on the [INTO website](https://www.education-ni.gov.uk/consultations/consultation-ni-teachers-pension-scheme-retrospective-remedy) in advance of the closing date of 16 June 2023.

The consultation, including information on how to respond, is available on the Department of Education website at:

<https://www.education-ni.gov.uk/consultations/consultation-ni-teachers-pension-scheme-retrospective-remedy>

Annual Benefit Statements

The Department will be making this year's Annual Benefit Statements to NI Teachers' Pension Scheme members, via the NITPS Online Members' portal in the next few weeks.

All members should have received information by email from the DE Pensions System Project team in March this year with instructions on how to register and access the online portal. Anyone who has not already done so should register and access the online portal by clicking on this link <https://www.education-ni.gov.uk/articles/teachers-pension-system-member-and-employer-portals>

Anyone experiencing any problems should contact, teacher.portal@education-ni.gov.uk

Retired Teachers Association Northern Ireland

The Retired Teachers Association was founded in 1943 to provide a voice for the concerns of retired teachers and currently with around 2500 members, our association comprises colleagues from every type of school, college and university, from all the various unions and associations and from every background and level within the profession.

We campaign, alongside other national stake-holders, like the Public Service Pensioners' Council, London to protect our interests and keep our members informed and updated on issues

affecting teaching-pensions.

We also keep members in touch with former colleagues through a range of social events. Andrea Begley and Maureen Boyle will entertain us at our forthcoming 81st AGM in October at the Glenavon House Hotel, Cookstown. Previous guests have included Bryan Gallagher, Barry Mulholland, Eamonn Donaghy, Clint Elliott and Eddie Lynch.

Should you wish to become a member, forms may be downloaded from the Downloads page of our website www.rtani.co.uk.



Tributes

Belfast West Branch

District 1 and Belfast West branch were saddened to learn of the passing of Maria Graham former primary area rep on Northern Committee for Belfast West and member of District 1.

District 1 and Belfast West branch also regret the passing of Brenda Roberts, Belfast West Branch and District 1 activist. Former school rep in St Louise's Comprehensive and Our Lady of Mercy Secondary School, Belfast.

Benefit Funds Committee

INTO deeply regret the passing of Bill Donnelly, former long-standing member of Benefit Funds Committee Division One.



Art Competition winner



"This a drawing of a goat that we used to see every day when out walking our dogs. She was always very friendly and loved the snacks we brought her. We named her 'Geraldine'!" Paula Mulgrew

Congratulations to Paula Mulgrew, South Derry Branch, winner of the 2022 INTO Art Competition.

The art competition was inaugurated by our previous Northern Secretary, Gerry Murphy and Paula is the winner of the competition for this, its tenth year.

All entrants are members and as such the wonderful art work on display in Northern Office is entirely that of INTO teachers. From novices, to keen amateurs, to those who have gone on to paint professionally, the breadth of experience and variety of work across the competition since 2013 has been tremendous.

Thank you to everyone who has participated and to those who may do so for the first time in 2023! Full details of the 2023 competition will be launched in our September Printout and on the INTO website (where soon you will be able to view past entries on line). For any queries about or suggestions regarding the competition please email infoni@into.ie.

Irish Art Plus
Specialists in Fine Irish Paintings

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Mob: +44 (0) 78 0350 8204
Email: enquiries@irishartplus.com
Web: www.irishartplus.com

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.

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

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

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



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