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into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

June 2021



INTO Youth Conference

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Northern Conference

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Northern Conference virtual but still real

Our Northern Conference was unlike no other in the history of a northern conference. It was a virtual event as we could not all come together as we normally do. You would imagine that this would be an easier type of event to organize, this was not the case. The outgoing chair of the Northern Committee, Caroline McCarthy along with our in-house Conference Organizer in Chief, Helen Mawhinney ably supported by the ever-willing office staff made it happen. The efforts of the entire team are an illustration that a positive attitude coupled with hard work can make anything possible. As I said in my speech to Conference, I am very proud to be associated with such a team.

Virtual it may have been, but Northern Conference still got the business of INTO done. Real changes were made to policy, real decisions were taken, and real members were central to these processes. The time available did not allow for the number of speakers we would normally get to the microphone over the normal longer, in person, Northern Conference

but we still found time to introduce new speakers to Conference. The knowledge and understanding that INTO members



Gerry Murphy
Northern Secretary

have of professional matters, was showcased for an audience that included not only fellow union members but also a significant number of education administrators representing the Department of Education, the employing authorities and academics. Should there have been any doubt as to the strength in depth available to the INTO officials from such a reservoir of knowledge that is now dispelled.

It is the case that INTO prides itself on being a professional organization, but it remains first and foremost a trade union. Indeed, it was trade union issues which featured large in the out-going Chairperson's engaging and informative speech as well as my less exciting one. The big issues, pay and terms and conditions, remain the same year on year and it is only the context which changes. This year the context was particularly different, the first global pandemic since the Spanish Flu which accompanied the end of WW1.

Caroline McCarthy in her speech related to the impact of the Covid pandemic on our members and highlighted the work they continue to do to keep our education system functioning. Together we both reminded the education powers that be, that teachers remain under appreciated and under paid while being asked to work in ever changing and evolving working environments. It was and remains the work of the Northern Committee and the officials in Northern Office with the support of our colleagues on the Central Executive Committee to continue to change that for the better.

The capacity to change the working conditions of teachers in the north and continuing the work of seeing pay restored to values that reflect the worth of teachers is a course we are all committed to. The INTO President Joe McKeown, in his address to Conference, placed this work in the all-Ireland context and reminded us that we are one union across the island of fifty thousand members. This is a timely and important reminder that we are not alone. What it also does immediately is provide encouragement and support to the INTO members in the north. We are the INTO, we existed before there were two states on this island and no matter what happens in the future it is still the INTO who will be leading the charge on behalf of teachers, children and education generally.

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		shanna@into.ie
NE Primary	North Antrim, South Antrim, Carrick/N'abbey /Larne, South Derry	Michelle	McCrystal	INTO N.Cttee	07851460682	mmcrystal@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	O'Hare	INTO N.Cttee	07743427483	rohare@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	Dorothy	McGinley	CEC Rep	07342041938	dmcginley@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	Kevin	Daly	INTO N.Cttee	07568528951	kdaly@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,	Maira	O'Kane	INTO N.Cttee	07522937888	mokane@into.ie
W Post-Primary	South Tyrone, Lisnaskea, Enniskillen, Tyrone Central, Strabane, Derry City, Limavady/Dungiven	Annmarie	Conway	INTO N.Cttee	07701049789	amconway@into.ie

Reviews start their rollout

Despite the obstacle that Covid-19 has brought to the mix, the 2020 pay agreement that was the result of a culmination of over 20 months of negotiation, remains on track and the most recent elements of the agreement, in the shape of the Nine Reviews, are now being actioned. The deal from 2020 not only increased pay but had immediate upfront asks and nine reviews and it is these nine reviews that now have INTO's full focus. These are viewed as being integral to, and a vital aspect of the 2020 deal and were deemed necessary to afford teachers the space to properly carry out the duties associated with their job while simultaneously protecting their terms and conditions.

The first four of the nine reviews

Through agreement with management side, the Northern Ireland Teachers' Council (NITC) has started to populate the first four of these nine reviews which are now being progressed with INTO personnel clearly established to manage INTO's view and take the reviews forward. Towards the end of April, the NITC shared and reviewed the Terms of Reference for a new Employment model for teachers, use of temporary and substitute teachers, the 2011 workload agreement and workload for school leaders.

Review of the 2011 workload agreement

While Kevin Daly will be taking an oversight role for each of these first four reviews, he will also take the lead for INTO at the review of the 2011 workload agreement. This review group will be looking at the management of teacher workloads and will be incorporating the agreed changes from the transition group and coupling these with additional improvements to help ease teacher workloads.



Tommy McGlone
Senior Official

Review of a new employment model for teachers

The Assistant Northern Secretary, Mark McTaggart will be representing INTO in the review of a new employment model for teachers. Essentially this review will be exploring a new more flexible employment model for teachers which will provide scope for a more consistent, timely and flexible redeployment of teachers from one school to another. One additional aspect of this review will be an opportunity to reflect on the achievements of the Investing in the Teaching Workforce Scheme as a vehicle for offering recently qualified teachers' opportunities to enter the profession on a permanent basis and rebalancing the teaching workforce.

Review of temporary and substitute teachers

The review of temporary and substitute teachers will be led by management but will also have equal representation from the trade union side and INTO will be represented by Tommy McGlone. The rationale for INTO is that this review should lead to increased levels of support for teachers' seeking career pathways in the profession with greater protections for our substitute members.

Review of workload on school leaders

The Northern Committee Primary A representative in the Western Area, Marie O'Shea is representing INTO on the group tasked with the review of workload on school leaders. This group is trade union led and will review workloads falling to School Principals, Vice Principals and other Senior Leaders. It will begin with an audit of current day to day practices and their impact. This group will be taking regard of the outcomes and agreements in relation to teacher workload and will recommend alternative approaches where these have the potential to ease Principal and Vice Principal workloads.

While these four reviews signal a beginning, it is expected that the other five will quickly join them and INTO will keep its members updated of events as they happen. It would be expected that this article is only the first and will be followed with updates.

Watch this space.

TOMMY MCGLONE, Senior Official

These nine reviews ...
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Introducing the Teachers' Side Lead

In order to progress the reviews that were a key element of the Pay and Workload Agreement TNC 2020/01 a 'Workforce Review Project Team' has been established. This consists of two management side representatives, two teachers' union side representatives and two secretarial positions.

The Project Team is in place to assist and contribute to the work of the 9 review teams that are being established to progress the reviews.

The Project Team also reports to the TNC (Teachers' Negotiating Committee) 'Project Oversight Group' for the reviews which consists of senior representatives of the unions and management side bodies.

Ultimately the reports and recommendations of each review will be put to the TNC for agreement, progression, further action or otherwise. DE funding for this project is in place for one year initially with the possibility of extending that to two years should the work require it.

In late February of this year, having been nominated as a candidate by INTO, I was elected by the Trade Unions who

constitute the NITC to represent them in the reviews as the Teachers' Side Lead. My official job title during this period of secondment is Teachers' Side Lead on the Workforce Review Project Team. This position is one of two union/ teachers' side positions, the other being the Teachers' Side Support Officer (TSSO) which is yet to be filled. Therefore, for the duration of the Review Project I will be based in INTO Northern Office but working on a seconded basis for the NITC.



KEVIN DALY
Trade Union Official

I remain an ordinary INTO member and fully intend to return to the INTO fold when the work is complete, but for the foreseeable future I will be committed to assisting the NITC representatives on the various review teams and I will be reporting on the reviews to the NITC leadership on a regular basis.

One of the strengths of the period of industrial action and subsequent negotiations was the way in which the five teacher unions who make up the NITC worked closely together in the interests of every part of the teaching workforce. This unity will be very much required in the successful outworking of the reviews and as such I

will be representing the agreed 'NITC' view and representing that as strongly as I am able, alongside the TSSO and union side colleagues on the review groups.

In a bid not to add to the delay to the initiation of the reviews caused by the pandemic situation, the Project Team has begun work without the full complement of staffing and the TNC have populated the first four review groups – the reviews of workload impact on school leaders, the employment model for teachers, the Workload Agreement and the use of substitute and temporary teachers.

The initial meetings of these groups took place in early May where the groups have been scoping, assessing research needs and exploring what further enhancements to members terms and conditions we may be able to achieve.

While I am enjoying the early stages of the new role and looking forward to the reviews developing and delivering for teachers, I must say I do miss the day-to-day work of advising, representing and generally engaging with INTO members that working as an Official and being a member of Northern Committee entailed. I hope to remain as open as I possibly can and within the limits of my role, to engage with members of teaching unions to hear their concerns and update them, so far as is possible, throughout.

KEVIN DALY, Teachers' Side Lead on the Workforce Review Project Team

One of the strengths of the period of industrial action and subsequent negotiations was the way in which the five teacher unions who make up the NITC worked closely together in the interests of every part of the teaching workforce.



Cara-Friend's LGBTQI+ Inclusive Schools' Charter

The Inclusive Schools' Charter covers all aspects of the school environment which must be addressed to improve the experiences of LGBTQI+ students in Northern Ireland. Inclusivity can only be achieved by working with both staff and students. The Charter involves a programme of events and targets which enable schools to address inclusivity, equality and respect within an educational environment. Many of these events require students and staff to combine their efforts in the promotion and celebration of diversity.

The Charter aims are: to improve the experience of LGBTQI+ students; provide training to build awareness and develop knowledge; deliver one to one support to students; deliver guidance to staff; tackle queerphobic bullying; build cultural awareness and create a more welcoming school environment for all.

Training is a cornerstone of the LGBTQI+ Inclusive Schools' Charter. Cara-Friend provides awareness training for teachers and all school staff to improve their knowledge, professional practice and ensure they have the capacity to provide inclusive and responsive care to LGBTQI+ students. The Charter also provides training in the form of the 'All Out' anti-bullying workshop, which promotes LGBTQI+ inclusion in schools, celebrates diversity and tackles bullying by allowing students to ask questions and gain knowledge of the LGBTQI+ community.

Cara-Friend have delivered over 400 'All Out' anti-bullying workshops to more than 10,000 students. While over 4,000 teachers and school staff have benefited from Cara-Friend's LGBTQI+ awareness training.

The Charter requires schools to achieve certain additional requirements to show their developing understanding of the LGBTQI+ community. These events and activities include: creating and maintaining diversity noticeboards; LGBTQI+ focused students led assemblies, celebrating diversity during anti-bullying week to combat queerphobic bullying; cultural engagement via organised school events during LGBTQI+ awareness week and history month; start up and maintenance of a Gay Straight Alliance (Platinum Charter Only) and a review of current LGBTQI+ policies

and procedures.

There are three Charter award levels, Silver, Gold and Platinum. These levels ensure that all schools, regardless of their current understanding of LGBTQI+ issues, can take part in the Inclusive Schools' Charter and gain an award which will benefit their school.

The Education Authority funded the Still Shouting Report which was carried out by Cara-Friend and Youth Action in 2017. The statistics revealed the experiences of LGBTQI+ young people within the education system of Northern Ireland.

- 68% of LGBTQI+ young people had experienced bullying because of their sexual orientation and/or gender identity.
- 72% of LGBTQI+ young people experienced negative attitudes in school around their sexual orientation and/or gender identity.
- 52% of young people stated they self-harmed because of their sexual orientation and/or gender identity.
- 61% of young people contemplated suicide due to their sexual orientation during secondary school.
- 25% of young people attempted suicide due to their sexual orientation during secondary school.
- 90% of young people contemplated suicide because of their gender identity during secondary school.
- 49% of young people attempted suicide because of their gender identity during secondary school.

These figures are shocking and highlight the need for decisive action. The current lack of knowledge and understanding around LGBTQI+ issues in schools puts students at risk and increases the likelihood of stereotyping, stigma and bullying. The LGBTQI+ Inclusive Schools' Charter is the most comprehensive tool available to schools to address the findings in the Still



Shouting Report.

The business community in Northern Ireland have embraced the work that Cara-Friend has carried out with schools. The LGBTQI+ Inclusive Schools' Charter's principal sponsor is Citi and our principal funder is the Joseph Rowntree Foundation. Other sponsors include: Danske Bank; Halifax Foundation; Allen and Overy; Garfield Weston Foundation, CME Global and Translink. Through this sponsorship, Cara-Friend hopes to reach even more schools in the coming years. The support from our sponsors is a clear endorsement of the LGBTQI+ Inclusive Schools' Charter. It is also a clear demonstration that the business community recognises that students, teachers and schools will thrive from the support, training and guidance that Cara-Friend provide.

If you would like more information about the LGBTQI+ Inclusive Schools' Charter and the ways in which it can benefit your school, please contact Cara-Friend's Education and Training Manager by emailing joanne.mcparland@cara-friend.org.uk.

INTO weighs in on LRA consultation

In recent months consultation has taken place regarding the future of the Labour Relations Agency (LRA). In an attempt to explain the INTO response it is important to outline what the LRA does, and why it is an important instrument in the progression of Labour relations in schools across the North.

The LRA was established in 1976 with responsibility for promoting the improvement of employment relations. It is independent and publicly funded. It provides free, impartial and confidential services to employers, employer bodies, employees, as well as Trade Unions, Human Resource bodies and legal professionals.

It is the aim of the LRA to help improve employment relations, promote best employment practice and resolve workplace disputes through the delivery of high quality, impartial and independent services.

The service in its current guise has been fit for purpose and does form and influence most, if not all, of the Teachers Negotiating Committee (TNC)

agreed industrial relations procedures. The premise that reflects the TNCs does not provide for legal representation maintaining a 'lay person' feel to the procedure and INTO wishes this to continue.

Once any of the available LRA services have been availed of in a school, there does seem to be a rippling effect resulting

in a greater understanding of the recognised industrial 'employee/ employer' relationship which certainly helps to improve relations because there is a greater understanding and realisation of reasonable expectations.

From an employee's point of view the arbitration service does provide the 'day in court' with an independent panel which is for most appellants, regardless of outcome, a conclusion to their issue.

Unlike Industrial Tribunals the LRA is more

private and does not publish its decisions but INTO officials not only bring cases to the LRA but also sit as LRA panel members arbitrating on cases brought by their sister teacher Unions, and this experience is used positively to improve

policy for INTO.

LRA decisions can, and in most cases do, help to improve representation and good practice. Policies and procedures that are being negotiated through the TNC are regularly reviewed and proofed against LRA advice and case-work.


As previously noted, the LRA is respected by all parties because of its independent nature and the only alternative would be another agency, extension or branch of the LRA dealing only with dispute settlement as opposed to law interpretation and policy and procedure advice.

Should a decision be arrived at to dilute the provision offered through the LRA then alternative provision would need to be financed and if the finance was provided by the 'employer' then it may be natural for an appellant to believe that their case may not receive the same independent appraisal. Given that some decisions are used as test cases which have implications across the full education sector, if the employer was providing the service there may be a contamination which could lead to skewed decisions in favour of the employer.

INTO, for the reasons outlined, would be of the view that the role of the LRA should remain as it is, given the service and security it provides to all involved in industrial relations across the education sector in the North.



Mark McTaggart
Assistant Northern Secretary



It is the aim of the LRA to help improve employment relations, promote best employment practice and resolve workplace disputes through the delivery of high quality, impartial and independent services.

INTO Youth Conference

INTO held our first virtual Northern Youth Conference on Wednesday 27th January 2021 using InEvent virtual forum. The main focus of the Youth Conference was to share information directly with our younger members, as well as directly hearing members' voices and opinions.

Before the Youth Conference, members of the Northern Committee contacted some younger teachers to hear what general areas they would like to hear about. There were a variety of topics suggested including updated information on COVID-19, financial advice, advice for sub and temporary teachers as well as a general overview of how the Union works to support and protect the rights of teachers.

Delegates had an opportunity to login early to meet with members of the Youth Committee, the Northern Committee and to virtually network with other teachers.

Caroline McCarthy (Northern

Committee Chairperson) welcomed all members to the Conference and set the tone for a great evening ahead. John Boyle (General Secretary) and Mary Magner (President) both addressed Conference. This was followed by John Kelly and Rachel O'Hare (members of Northern Committee and Youth Committee) who talked about the importance of the INTO for all members and the importance of members to the INTO.

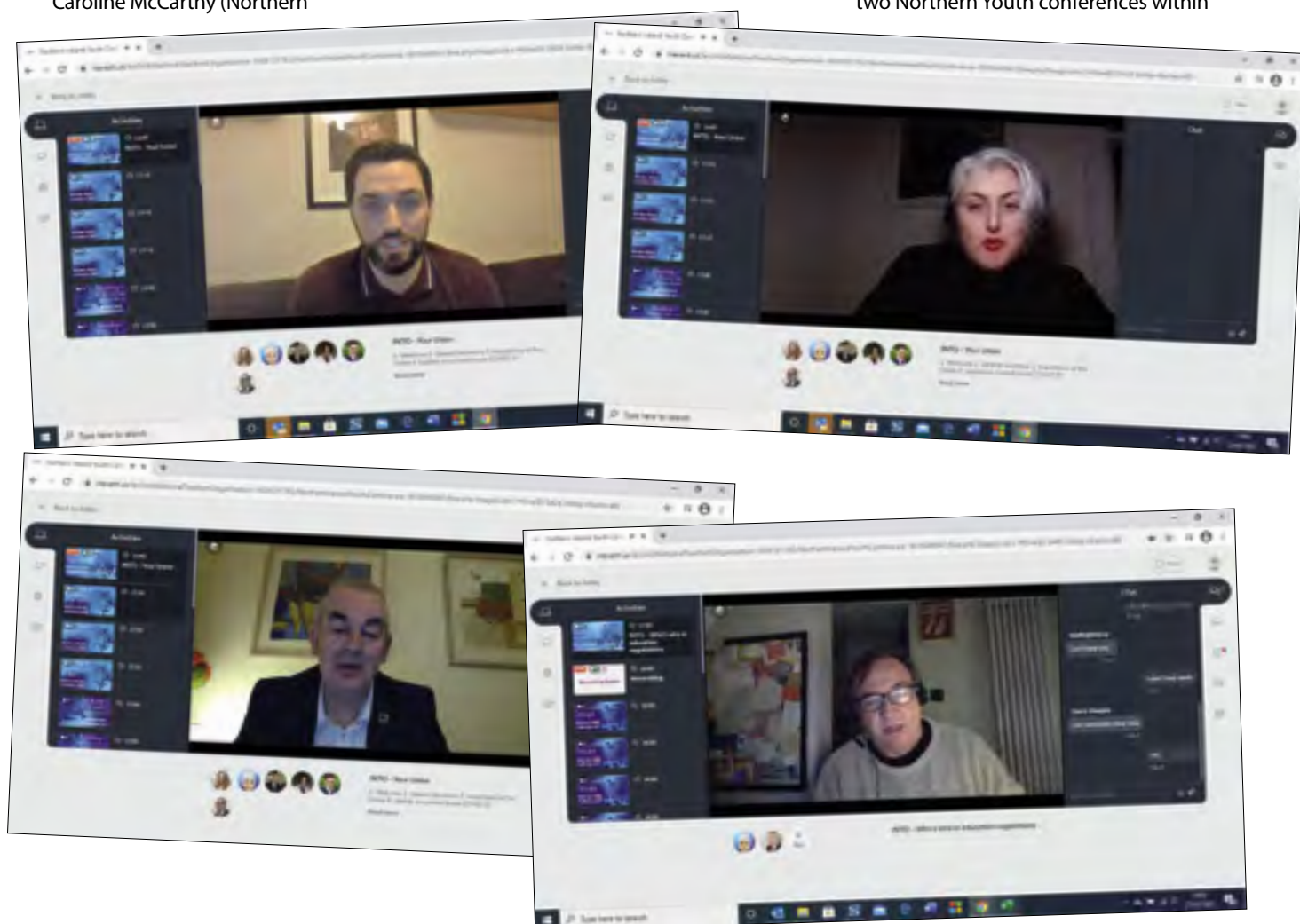
Gerry Murphy (Northern Secretary) shared an update on current INTO activity including COVID and negotiations and Mark McTaggart (Asst.N. Secretary) gave an outline on the negotiating mechanisms of the Union to give an understanding how the system works.

The evening covered a broad range of areas and delegates had the option to choose two workshops each. The workshops focused on directed time

budgets, rights and supports for substitute teachers and teachers on temporary contracts and how to use the website effectively to access information. The feedback from the conference overwhelmingly showed that delegates found great value from attending these workshops and the clear and concise delivery of this information made it easily accessible to the members who took part.

Following INTO tradition, we took a comfort break in between sessions and enjoyed music from Joe McKeague – taking some of us back to our university days at the Botanic Inn! Conference ended with an open Q&A session for delegates to ask questions directly and get information about the issues that are important to them.

Overall, the Youth Conference was extremely successful with approximately 50 delegates attending. We have held two Northern Youth conferences within



INTO Youth Conference



the last two years, one in person and one virtual. It is encouraging to see the number of new faces in attendance at each of the events aimed at young teachers. We have seen new faces appearing at local branch meetings across the two districts as a direct result of the youth conferences. There is an appetite amongst young teachers in the profession

to get involved in the Union and become more aware of their rights as teachers. As we move forward, it is important that we encourage activism in this demographic to allow our union to grow from strength to strength. 'Ní heart go cur le chéile.'

JOHN KELLY and RACHEL O'HARE (Northern Committee and Youth Committee)



Equality Committee

The role of the INTO Equality Committee is to advise the CEC and the Organisation on equality matters. The committee considers the nine grounds comprehended by equality legislation which are gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community. The Committee meets five times per annum and considers current issues across both jurisdictions, equality issues pertaining to the education system and INTO members as well as national and international equality updates.

Seán Kelly and Gráinne McAleer are the District 1 & 2 Equality Committee members.

Having regard to previous work and themes explored by the committee, the following themes were kept to the fore at the committee's meetings throughout the year:

- Work/Life Balance: Parents' Leave

- Supporting LGBT+ inclusion
- Racial/ethnic/cultural diversity in the education system
- Commitment to our non-binary members
- INTO policy on pronouns

The INTO Equality Officer, Dr Alison Gilliland, drafted an INTO policy on pronouns for approval by the CEC at its August meeting as follows: INTO adopts

The nine grounds on which discrimination is prohibited are

- gender,
- civil status,
- family status,
- sexual orientation,
- religion,
- age,
- disability,
- race and
- membership of the Traveller community.

the following as policy on the working use of gender pronouns with appropriate training being provided to support the implementation of the policy.

- a. all INTO documents and communications use gender inclusive language (he/she/they)
- b. the gender of members is only asked for when necessary and when this information is required a wide range of responses is allowed for (e.g. male/female/non-binary/ transgender male/transgender female/transgender etc.)
- c. all INTO email signatures include an indication of gender e.g. (she/her), (he/him), or (they/ them). The CEC approved the policy and recommended that training be provided for CEC and officers to support the implementation of the policy. This training was provided as part of the INTO Autumn Trade Union Training Programme.

SEAN KELLY, Equality Committee, District 1



Northern Conference

Despite being held virtually, this year's conference, as always, focused on the voice of the membership leading the way in debate and voting to agree the direction of INTO in the coming year.

With motions ranging from pay restoration, SEN provision, academic selection, social media, educational provision, funding and resourcing, workload of principals/vice principals, CPD, school communities and of course the legacy of COVID there was much on the agenda.

All participants could take part live or pre-recorded, including Minister Weir who forwarded a videoed speech to share with all delegates. If this article has made you feel like you have missed out, don't worry ... Northern Conference 2021 is available for you all to see including motions, reports and the web feed of speeches and debate follow the link: <https://www.into.ie/ni/events/conferences/northern-conference/>

There was much missing from not being in the room together: encouraging each other to speak on the issues, the buzz, the networking but that doesn't mean there wasn't a laugh along the way. The objective for me as chair was to make

everyone linking in virtually feel that they were full participants, that the purpose of conference though now coming through a screen remained focused and that everyone was welcome to join in to speak. It was great to welcome two new speakers to conference (Mona and Peter) and though a round of applause from 15 people in a studio is shy of the usual support they would feel I know that the

delegates at home were applauding too.

As the first chair of Northern Committee to use an auto cue I have to say it's an experience and not one I necessarily would encourage for others – no matter the planning and rehearsing there's still the opportunity for it to all go wrong ... which I will summarise by simply saying Είναι όλα ελληνικά για μένα. But the message that was delivered



<https://www.into.ie/ni/events/conferences/northern-conference/>



in my speech was clear:

- You matter and you make schools matter.
- The legacy of COVID has to be the empowerment of education and a commitment to invest in the future of education and that future includes the workforce as an essential and adaptable resource.
- When the expertise and knowledge of schools is drawn on through proactive working with trade unions positive, purposeful and sustainable paths are found.
- Every child is entitled to a purposeful and responsive education and every teacher is entitled to the resources to deliver it.
- Education is not a cost it is an investment.





Incoming Chairperson Marie O'Shea presents outgoing Chairperson with flowers



The other business of Northern Conference is to pass on to the incoming chair. Marie O'Shea is a resourceful, knowledgeable and driven member not only of Northern Committee but also of the teaching community and manages 6 flights of stairs when the wifi plays up like no one else. She has been a significant support to me throughout this year and no doubt will have a year like no other next year which she will be perfect for.

To ensure that Northern Conference remained accessible to all took an incredible team effort. Standing orders met virtually and attended on the day to



ensure that necessary changes to the Clar and any potential emergency emotions could be managed in line with conference rules. Delegates recorded and forwarded videos for proposing and seconding and Northern Committee finally got together after a whole year of virtual meetings to speak at conference.

But it is the behind the scenes teams that I'd like to take this opportunity to thank on behalf of the members, without them the conference would not have been the success it was. So a big thank you to all the Staff of Northern Office and those that not only came up from Dublin Office but also worked virtually supporting the day – it really was an all INTO event. And for making it appear on your screens the Audio Visuals teams Fastlane and Unit 7 Studios and finally The MAC.

This years conference was, like the year so far, unique.



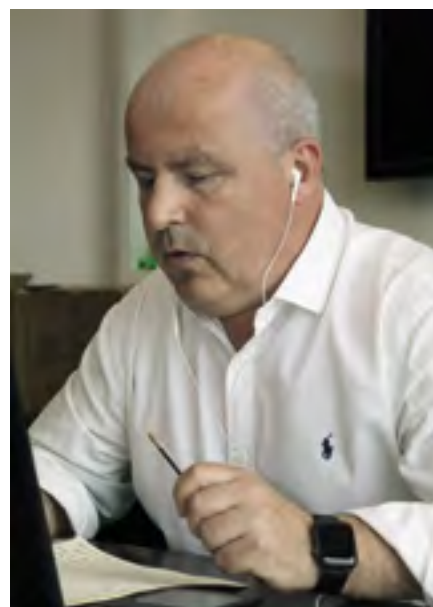
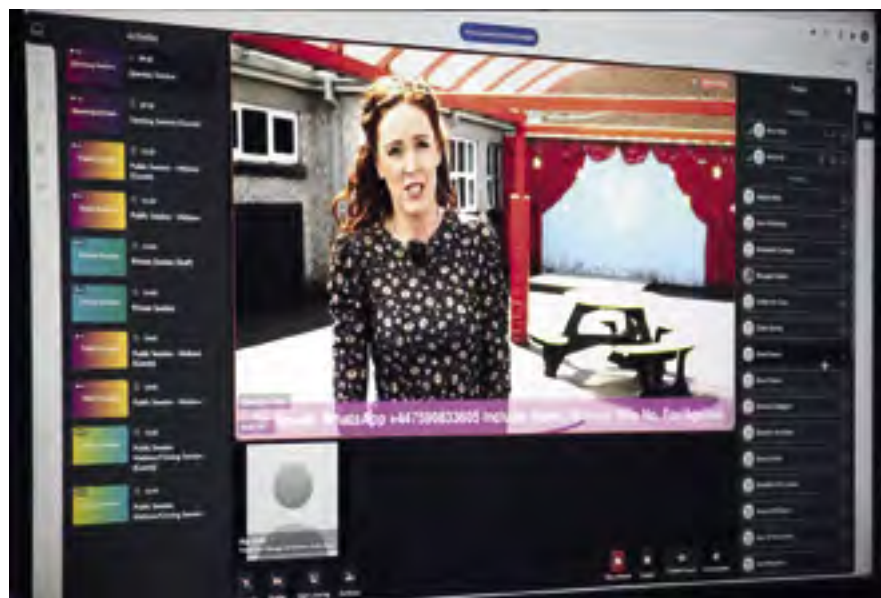
Standing Orders Committee, from left to right: Stephen Dowds, Fionntan McElheran, Grainne McAleer, Brian McGrath and Sean Kelly

Snapshots behind the scenes



Fiontann McElheran and Sean Kelly present the outgoing Chairperson Caroline McCarthy with a beautiful painting from INTO Belfast West Branch





ETI Update

A new leadership at the ETI is clearly communicating a change in their agenda. Regular meetings between ETI and the five Teaching unions (NITC) have resumed and there is a markedly different tone.

There is genuine engagement and ETI have committed to come back to NITC following an internal review of the inspection process before any resumption of formal inspections.

The commitment from ETI to discuss with NITC the forward plan before resuming inspections enables a joint, meaningful way forward.

There has been some communication between District Inspectors and schools directly, with some onsite visits, Covid compliant, and the feedback received from members by INTO to date has been positive.

The open communication between the ETI and teaching unions is a positive message for us all for the future. A supportive and collaborative approach achieves far more than previous strategies.

INTO is keen to help create an inspection process that supports us all, is appropriate and proportionate and progresses education.

Don't Opt Out!

"Bulk emails" can be an immediate turn off or opt out but INTO commits to ensure that the emails you receive are communications with purpose.

Focused only on updates and information by opting in you are kept up to date and aware of what your union is doing for you and what the latest guidance and advice is.

It takes 2 minutes to check:

- Pick up your phone or get on your laptop/ipad
- Log in to the INTO website – checking it is the NI site (if you don't have a login email infoni@into.ie)
- Choose the option "my profile"... you

are now in INTO Portal

- Right hand side choose option "my preferences"
- If you have chosen to opt out the option boxes will be ticked. Click on these boxes to unselect
- Press Save
- To check the email address we use to communicate with you (for all emails including responses to queries) click "my addresses" – the bottom email is where info will go. To change this use the preferred email option

button or edit the addresses we have.

- Remember to press SAVE
- Communication is so important – let us help you as quickly and as easily as possible. Opt in and keep your email up to date.



Paul Boyd – Happy Retirement Reminisce!

A strange time as these past two years have been, it is even stranger with the retirement from teaching and step down from Union rolls of Down Branch Secretary and District 1 Secretary in 2020/21 of, Mr Paul Boyd. This legend cannot go without recognition for his efforts and contributions.

Known as 'Mr Wonderful' to many, Paul taught technology in St. Colmcille's HS, Crossgar since September 1989. Known as 'Chief' to his union mentee's, there is no doubt, that Paul has had a huge impact and positive influence on the younger generation coming through in both his teaching and INTO.

From his early teaching years, he was an active member of INTO. Under his guidance, encouragement and leadership (not to mention the gifted ability to talk anyone and everyone into getting involved!), he was instrumental in the flourishing regeneration of Down Branch.



He served for many years on Standing Orders. Often working tirelessly in the background, he shied away from the limelight.

His character and genuine care will be missed – not sure the same can be said for the one-liners! But we have got his number!

In the meantime, we in Down Branch, hope to continue your good work and continue to develop the branch. We wish him a long and healthy retirement. To enjoy following his lifelong dream team, 'West Ham', his holidays and cruises in term time and his newfound challenges of the mountains – off to those hills young man!

In Paul's own words, this isn't goodbye, so long, farewell, auf wiederzahn, goodbye, but, 'ÄúAs they say in Russia – 'Moscow'!, 'Äú. But missing your wise craics already!

Down Branch Committee

Training Update – Term Two

Training continued to be virtual in the Spring term with webinars on Zoom and Microsoft Teams replacing the usual seminars. In some instances, the virtual platform has proved to be very successful and in others less so. In feedback from many of the members who attended the pre-retirement webinars there was a clear preference for virtual sessions, as it made asking questions easier. On the other hand, the 'Value My Skills' course, whilst still successful was felt by all to be less accessible virtually as it constrained open discussion and learning. These views are all being taken into account by INTO in planning the next years' calendar of training and if permitted training will be a mix of in person and virtual in the future, depending on the course.



NUALA O'DONNELL
Senior Official

were able to ask questions, which many did, and were answered by the financial advisers during the webinar. This was the first webinar aimed at teachers in mid-career and it was such a huge success we are discussing with Platinum about running another webinar in the new school year.

Value My Skills Webinar – 24 March 2021

This virtual workshop was run on 24 March 2021 and was attended by 28 members. Packs of the 'Value my Skills' cards were sent out in advance of the session, but the workshop focused on the online version as it was a virtual session. The workshop was very well received, and members felt they could go away and use the cards to develop their own career goals and CVs etc

for promotions/new jobs. However, it was generally felt that this workshop would be more productive if run face-to-face.

Menopause Awareness Webinar – 30 March 2021

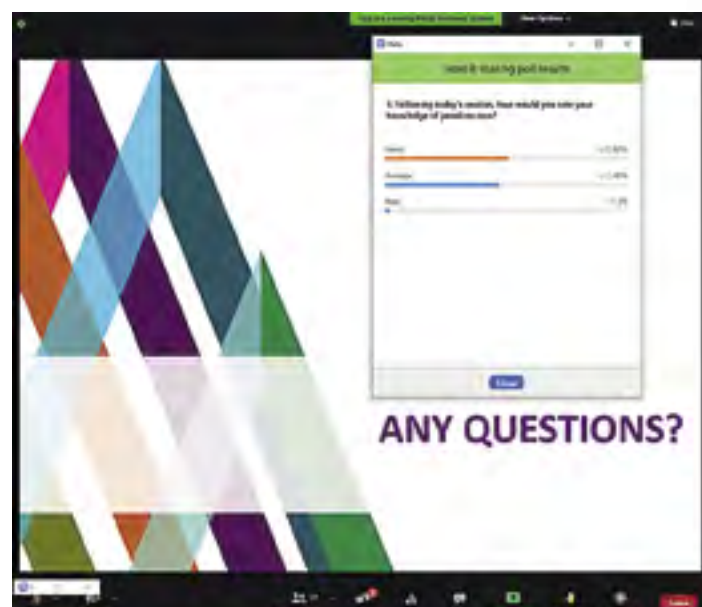
A further webinar on Raising Awareness of Menopause was held on 30 March 2021 with 50 attendees, both male and female. The webinar highlighted the symptoms of Menopause and the potential

impact on women in the workplace and their families and colleagues. Advice and support in dealing with Menopause in the workplace was provided by a consultant Gynaecologist and specialist in the menopause, INTO and ICTU officials and an officer of the Education Authority. The webinar was very well received and will be followed up in the future with information for members and possible further events. The recording of the webinar is available to view on the INTO website.

Pre-retirement webinar – 31 March 2021

This was the last of the four pre-retirement webinars delivered for INTO members by Platinum Financial. All the webinars have been very well attended by almost 300 INTO members. The success of these webinars is demonstrated by the polls used by Platinum at the start and end of the webinars, where members are asked to rate their knowledge of pensions. At the 31 March 2021 webinar 70 INTO members stated that their knowledge of pensions at the start was, good – 4%, average – 32% and poor – 64%. By the end of the webinar, they rated their knowledge of pensions as good – 57%, average – 47% and poor – 2%. There will be further pre-retirement webinars/seminars in the new school year.

NUALA O'DONNELL, Senior Official



into

Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

Art Competition

Thank
You to all
this year's
participants

2021

Since 2013 entrants have been bold and generous enough to share their talent and as a result Northern Office can display proudly a collection of art that is entirely the work of its members.

In previous years entrants have had the choice of a theme and or a medium; this year the brief was only that it should be possible for INTO to display the works, as chosen by the panel, in Northern Office.

Northern Office called on INTO members who

quilt, who sculpt, who work in collage, who make art in electronic media, who etch, who sketch – for the INTO creatives to share!

INTO asked entrants to specify the medium they used, the scale of the piece/s and to share some of the background to what inspired their work, particularly their experiences of the past year and how lockdown affected them.

In the spirit that 2021's competition would attract

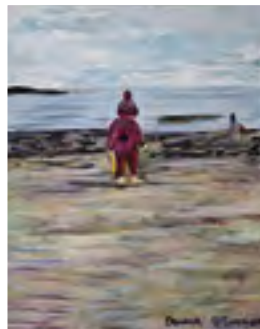
an unprecedented variety of works and media, rather than one single winning entry, three highly commended winners were selected.

Congratulations and our appreciation to all the entrants for sharing their love of art and its many benefits.

Our three highly commended winners for 2021 are Gavin Fox (Frontline), Ryan McCabe (18 Arches of Hope) and Susan McMullan (A Peacock's Garden).



1



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6*

"I think the competition is a great idea and I always look forward to seeing the winning entries. It was great to see such a variety of entries this year. Well done to all involved".
Joe McKeown, INTO President



3



5

*The three winners are nos.:
6. 18 Arches of Hope;
21. Frontline;
and 39. A Peacock's Garden.

1. Body Boarding at Knockalla

Acrylic on canvas 27 x 39 ins,
Donna O'Connor, Newry Branch
Painted from a photo of my daughters playing on a beach while on holiday in 2019. Painted 2020.

2. Winter at Cranfield

Acrylic on canvas 16 x 20 ins,
Donna O'Connor, Newry Branch
Painted from a photo of my daughter on Cranfield beach. Painted 2020..

3. By the Fairy Glen

Acrylic on canvas 35 x 25 ins,
Donna O'Connor Newry Branch.
Painted from a photo of two of my daughters sitting having a chat by the Fairy Glen River, Rostrevor. Painted 2020.

4. Heathery Hills

Acrylic on canvas, 21 x 24 ins,
Clare Mullan, South Derry Branch.
Rocky ground. Rushes, heather, fields, forest plantation. Thick with texture, rich in colour.

5. Laden With Snow

Acrylic on canvas board, 12 x 9.6 ins,
Clare Mullan, South Derry Branch
Gate, wall and trees kissed with snow.

6. 18 Arches of Hope

Pencil, 210 x 297mm, Ryan McCabe, Newry Branch
This sketch is of 'The Craigmore Viaduct' which is a railway bridge near Bessbrook, Co. Armagh, known locally as the 18 Arches. It is the tallest viaduct in Ireland. The photograph used for this piece of

art-work was taken by a family member who was going through a difficult period of time during early lockdown. This sketch has provided a sense of tranquillity for this person and helps them to realise how far they have come from the time this photo was taken last year. The railway bridge which is still active today illustrates the idea that 'no matter how many 'arches' of difficulty need to be overcome, there is always light at the end of the tunnel!'



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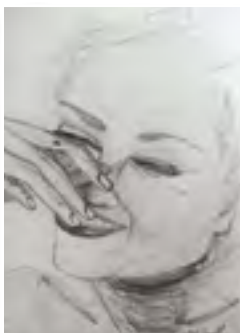
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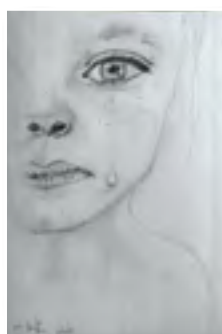
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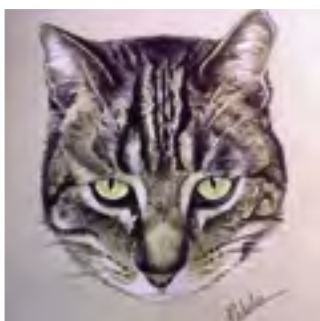
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7. "The Row" Milltown Village

Oil on canvas, 600 x 450 mms, Anthony Convie, Tyrone Central Branch
This small village just outside of Maghera in North Armagh is the birthplace of my grandfather/mother. A reminder of where I originated, and also a reminder of how resilient they were during hard times one hundred years ago. (Started painting 5 months ago.)

8. Lisnascreagh

Acrylic on canvas board, 9.6 x 12 ins, Clare Mullan, South Derry Branch
My Father's homestead. Dwelling, street and outhouses.

9. The Starling

Oil on canvas, 250 x 200 mms, Anthony Convie, Tyrone Central Branch
The starling featured are extremely resilient, boisterous and unite as one to display amazing murmurations. The precise characteristics we must display to fight our current pandemic! (Started painting 5 months ago.)

10. The Kingfisher

Oil on canvas, 200 x 250 mms, Anthony Convie, Tyrone Central Branch
The kingfisher featured are elusive, private and solitary and above all very colourful; very much like all of us throughout the pandemic -keeping private but remaining colourful! (Started painting 5 months ago.)

11. Bringing in the Turf

Coloured pencils, A3, Paula Mulgrew, South Derry Branch
A special request for a friend's mum. My first, and hopefully not last, coloured pencil landscape.

12. Laughing Woman

Pencil, A5 148 X 210 mms, Maura Smyth, Lisburn Branch
The importance of seeing people's faces has become so important and the inspiration behind my drawings, is to try to capture their expressions and emotions. We can still find things to laugh about. Here, the woman's face is partly covered by her hand and not a mask, so that the full expression of a laughing face can be appreciated.

13. Crying Child

Pencil, A5 148 X 210 mms, Maura Smyth, Lisburn Branch
The importance of seeing people's faces has become so important and the inspiration behind my drawings, is to try to capture their expressions and emotions. I have tried to capture the emotional impact of lockdown on a child. The sadness felt by a child, missing friends and family.

14. Laughing Baby

Pencil, A5 148 X 210 mms, Maura Smyth, Lisburn Branch
The importance of seeing people's faces has become so important and the inspiration behind my drawings, is to try to capture their expressions and emotions. Here, I have tried to capture the innocence and emotion of a child's laughter and its effects on the whole face.

15. Pablo

Coloured pencils, A4, Paula Mulgrew, South Derry Branch
I drew Pablo the cat as a present for a good friend.

16. Bear

Derwent Lightfast colouring pencils, A3, Paula Mulgrew, South Derry Branch
I started drawing again during a tough period last year. I love animals, dogs in particular (I have 5 rescues) and started drawing my friends' pets for presents etc. Now I draw pet portraits as a little side line and love it! This is beautiful Bear!

17. Plant in a Cup

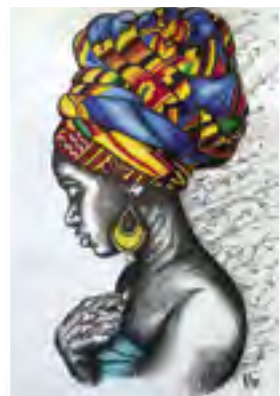
Black pen and watercolour, 18 cm x 24cm, Karen Morgan, Belfast West Branch
I did this piece of a plant in a cup as part of an online demonstration for pupils during first lockdown to show them how easy it is to create effective art work.

18. Piper

Black pen and watercolour, 16cm x 24cm, Karen Morgan, Belfast West Branch
Music featured strongly and helped with our wellness during lockdowns. This is a sketch of my husband casually playing his uilleann pipes at home.



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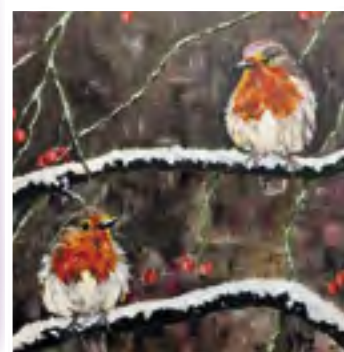
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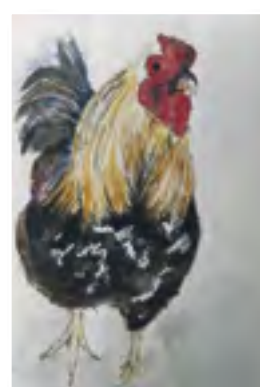
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19. In the Beginning

Black pen and watercolour, 18 cm x 24cm, Karen Morgan, Belfast West Branch

This is a sketch and painting of my back garden on my very first day of working from home in March 2020. I loved watching it grow throughout the lockdowns.

20. What We Miss

Watercolour on canvas, A5, Pauline McCartan, North Armagh Branch

This was taken from a rehearsal in the field outside a GAA club in County Down. The musicians were entering a competition before first lockdown.

21. Frontline

Pens and felt tip brush pens, A3, Gavin Fox, North Armagh Branch

A pen drawing, which I created for my wife after she sent me a photo of herself in her PPE.

22. Always Around

Acrylic on canvas, 40 x 40 cm, Gavin Fox, North Armagh Branch

A painting I created after the passing of my grandparents.

23. Roots Run Deep

Pens and brush pens, A3, Gavin Fox, North Armagh Branch

A pen drawing inspired by a work colleague.

24. Fruit Bowl

Shaded pencil study, A4, Nora King, Newry Branch

I joined a zoom art class for our local area during lockdown with teacher Sinead Campbell. This was the first piece of art work I had completed in a long time and was pleased with the results.

25. Sunflower in a Jar

Watercolour, A4, Nora King, Newry Branch

This was one of the more intricate pieces we completed. It took a long time to draw the sunflower segments. It was difficult to ensure the jar was symmetrical.

26. Camlough Lake

Watercolour, A4, Nora King, Newry Branch

This was the final piece of artwork to be completed. This piece felt very personal to do as I live very close to the lake and drive past it twice every day. I love the vibrant use of colour!

27. Fun at the Beach

Watercolour and ink, 42 x 30 cms, Clare Watson, Down Branch

During lockdown we had plenty more time to enjoy nature - and particularly, the beach!

28. Seahorse

Watercolour and ink, 23 x 28 cms, Clare Watson, Down Branch

This truly unique, majestic species takes me to a land of calm.

29. Farm Welcome

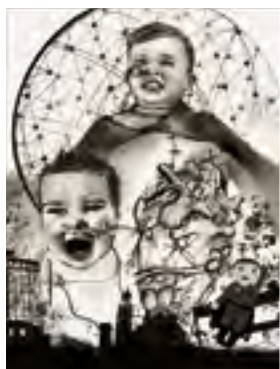
Watercolour and ink, 21 x 30 cms, Clare Watson, Down Branch

During lockdown we had time to notice all the creatures around us.

30. The Freedom of a Waterfall

Watercolour and ink, 16.5 x 11.5 inches, Carol Stewart, North Antrim Branch

This piece was inspired by our first family trip out, to Glenoe Waterfall, after the first lockdown. All our senses seemed to be intensified from months at home. The colours were all so bright and vibrant, an element I have tried to capture in my painting. A true beauty spot hiding on the outskirts of Larne.



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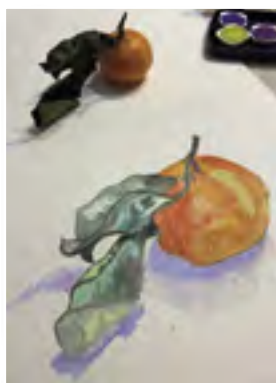
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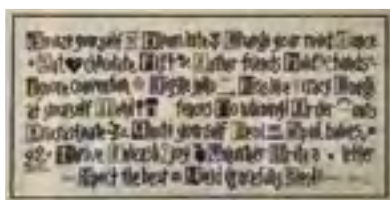
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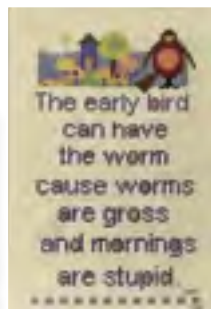
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31. The Heart of West Belfast

Digital art, A2 preferred, Tuathan McAughey, Belfast West Branch

This piece was inspired by the organ donation campaign set up by a young West Belfast's boy's parents. The young man in question has inspired many throughout the world in his quest to find a new heart.

32. Fathach/Giant

Digital art, A2, preferred, Tuathan McAughey, Belfast West Branch

A fierce warrior faces off against a mighty giant. In a battle that will be told for years to come.

33. Bag

Digital art, A2, preferred, Tuathan McAughey, Belfast West Branch

A boy displays bravery in the face of a mysterious monster while waiting for the bus to school.

34. Sunflower Field, Portglenone

Acrylics on canvas board, 16 x 20", Siobhan Dillon, South Antrim Branch

I began painting this a few years ago

after visiting the sunflower field in Portglenone. Finally got around to finishing this during our first lockdown.

35. Light Snowfall

Oils on board, 14 x 10 inches, Siobhan Dillon, South Antrim Branch

I think it was about 4 years ago after a light snowfall in February that I photographed this scene with the intention of painting it. Finally got to finishing it this January 2021.

36. Oh My Clementine

Watercolour, A3, Nuala Groogan, Tyrone Central Branch

37. Apple of My Eye

Watercolour, A3, Nuala Groogan, Tyrone Central Branch

38. Ruby's Waterfall

Pencil, A4, Nuala Groogan, Tyrone Central Branch

Picked up the pencils and paint during Lockdown 2, and really enjoyed it! After more than 30 years

39. A Peacock's Garden

Cross stitch, 21 x 21 inches, Susan McMullan, Down Branch

40. ABCs of Aging Artfully

Cross stitch, 22.5 x 13 inches, Susan McMullan, Down Branch

41. The Early Bird

Cross stitch, 15.5 x 12 inches, Susan McMullan, Down Branch

I have sent 3 pieces that I completed during lockdown periods, no further back. Craft art tend to be made by following patterns and charts created by designers, not usually freehand. But the outcome or finished product is often unique to the crafter.

I have always, always, always, enjoyed arts and crafts as a hobby. In the usual busy life of full-time job and mother of 4 etc, free time or me time wasn't always easily found and my Bobbie got neglected and put aside. Lockdown gave me back some of that time to delve back into my personal love. Cross-stitching is something I find

therapeutic. It takes concentration and focus and a lot of patience! It helps me relax. I zone out and get lost in the work. Putting it in trend – It's mindfulness! I get to put stresses and worries aside and get absorbed in the work.

It should be noted the work is original in that I did it, but cross-stitch tends not to be made up as you go and comes from designs created by others. The biggest piece submitted is a 'mystery' piece completed over a year. The designer released a piece of the pattern monthly. The colours etc. are the choice of the crafter making the end piece. Often an individual will tweak it to suit themselves, so they are all unique!

42. From the Bridge

Acrylics on canvas, 45 x 50 cm, Kim Mullan, Tyrone Central Branch

Encouraged by my husband to create a painting after a long number of years. This painting was the second of four painted over the lockdown period.

Masters in Art Therapy

... developing the child's sense of self-worth and self-esteem, building resilience, and encouraging motivation and participation in school life

In June 2017 I embarked on a three-year career break from teaching. Prompted by an awareness of the growing need for mental health, wellbeing interventions and supports for young people in school settings, I had decided to pursue an MA in Art Therapy at Crawford College, Cork.

The course gave me the opportunity to dip my toe into a variety of clinical settings, including an acute adult psychiatric unit in a busy city hospital. However, given my teaching experience, it was inevitable that I would gravitate back towards working with children in some capacity. I secured placements in an ASD unit, a primary school and a boys' secondary school.

Alongside this, I worked with School Completion Programme – a targeted programme of support for children from DEIS schools identified as disengaged and at-risk of school early dropout. The programme is aimed at developing the child's sense of self-worth and self-esteem, building resilience, and encouraging motivation and participation in school life; thus, the provision of mental health and wellbeing interventions play a critical role.

Both work and placements enabled me to work closely with children struggling to cope with unprecedented levels of stress, anxiety, and frustration at not always being able to properly articulate or even understand their own emotions. They presented with a myriad of adverse childhood experiences such as grief and loss, abuse and neglect, parental discord, bullying and struggles with sexuality. It was extremely rewarding to witness

how art therapy could be a stabilizing force for children in a period of such flux. Even in those moments when a child had no words, art therapy provided a space and means by which they could vent, or confront, or make sense of things, or connect with their inner child, learn to self-soothe and regulate their emotions.

The seemingly incongruent roles of teacher and therapist made me curious about how best I could utilize the skills learned over the past three years as I moved back into a teaching environment, now compounded by the knock-on effects of Covid and lockdown. For teenagers, already in a period of transition moving from childhood to adulthood, this should be a time when their psychosocial development is focused on forming an identity and establishing a sense of self, based on their interactions with friends and social groups. Little wonder then, that the imposed social isolation has coincided with a massive increase in levels of reported stress and anxiety amongst teens.

Luckily my experiences over the past

three years have highlighted a lot of good practice when it comes to the provision of mental health and wellbeing interventions in school – from whole-school 'mini meditations' twice a week, to 'calm corners', to the incorporation of mindfulness-based practice into everyday teaching and learning, it has become clear to me that there is plenty of scope for using the therapy-based skills I have learned in a classroom setting.

Mindfulness Based Interventions can be hugely beneficial in improving the mental health and wellbeing of students, where enough time and space is devoted to make it a regular occurrence. Breathing exercises, body scan meditations, gentle yoga movements and guided imagery meditations all encourage a body-mind connection which can often help students become better able to separate themselves from any negative thoughts, sensations or emotions before they become overwhelmed by them. Such interventions have been shown in studies to significantly increase positive affect, optimism, attention, focus and socio-emotional competence.

If we can facilitate the development of mindfulness-based techniques and encourage their integration into daily practice, we can empower teens to help maintain a sense of control during emotionally overwhelming experiences, building their resilience and teaching them to self-regulate. For the 'pandemic generation', this might be the most important thing we can teach them.



CIT Crawford College of Art & Design, Cork

NICOLA LOGUE



An bhfuil Gaeilge agat?

Have you ever thought of teaching in an Irish Medium (IM) Post Primary?

The numbers attending Irish Medium (IM) primary schools have increased significantly over the last number of years and increased numbers are now beginning to filter through to the post-primary sector. Within the IM sector we are anticipating a growing demand for teachers at the post-primary level and are working closely with DE, Comhairle na Gaelscolaíochta and third-level institutions to ensure that pathways to those positions are provided for young people who are setting off on their initial teaching career.

Alongside this traditional entry route for teachers, there is also a window of opportunity for Irish speakers in English-Medium schools to make the change to Irish Medium where there are numerous opportunities for experienced teachers. The 'secondment' route is one that Gaelcholáiste Dhoire has been exploring and it is clear that there is a growing recognition of the benefits that secondment can offer in facilitating teachers to share and to gain experience within the post-primary sector.

Gaelcholáiste Dhoire has grown from 13 pupils in 2015 to 226 in Sept 2021. It is predicted that the school could grow to approximately 500 pupils in 4 years' time. Each year over the next number of years the school will require 3-5 teachers, depending on intake and the normal cycle of teachers moving-on, retiring etc. It is envisaged that this will be mirrored across the North as a new post-primary campus is planned for North Belfast and other areas may follow suit. Enrolments in IME Post-Primary-units in Armagh,

Donaghmore and Castlewellan are also growing fast. These units are constantly working to increase the percentage of the curriculum that is being delivered through Irish and some may indeed grow to become stand-alone full immersion schools in the coming years.

Gaelcholáiste Dhoire appointed 4 teachers last year and will appoint a further 5 in this incoming academic year, including Senior Leadership Positions. Some of those teachers, including myself, joined the staff through the secondment route where an arrangement was agreed between the two schools involved.

There are particular opportunities for subject specialists who speak Irish,

but who may never have taught their subject through the medium of Irish. The transfer experience to IME can be both challenging and rewarding and the secondment route offers the option of returning to their substantive post is there in case a teacher decides that IME is not for them!

Gaelcholáiste Dhoire are keen to speak to subject specialists who speak Irish and would consider working in the Irish Medium Sector and secondment opportunities are advertised with all teaching posts at the school.

DIARMAID Ua BRUADAIR, Principal, Gaelcholáiste Dhoire



Down Branch keep in touch

Some of the members of Down Branch who are active in the branch and keep in touch through WhatsApp. We took the opportunity to organise branch jackets and we love them (even Belfast Head Office are now after them!)

Karen Fennell, John Kelly, Susan McMullan, Jacinta Doyle, Philomena Rice, James Hunt and Sandi Halliwell.

Meet Your Branch Secretary



**Brian McGrath, Secretary,
Enniskillen Branch**

My name is Brian McGrath and I am secretary of Enniskillen Branch. I am currently Chair of the Standing Orders Committee and District 2 representative on the Principals' and Deputy Principals' National Committee.

Currently I am principal of St Ronan's Primary and Nursery School in Lisnaskea, and have been in post since December 2017.

The engagement and collegiality of face-to-face branch meetings has been on hold over the last year with current restrictions. The move online brings its own challenges with engagement but I look forward to meeting again with colleagues to continue the vital work of representing members in the organisation.



**Susan McMullan, Secretary,
Down Branch**

My name is Susan McMullan, I have been teaching for 20 years, post-primary PE.

I am the Down Branch secretary since January 2020 – just in time for the pandemic crisis! So I know no difference in the role! I have very big boots to fill in the wake of Paul Boyd who retired from the role and that of district secretary after 10+ years. I am happiest when active and outdoors, challenging myself and encouraging others!

Down branch has over 560 members and we are a young, vibrant and active branch encouraging others to stand and be heard in the union.



**David Nolan, Secretary,
Newry Branch**

My name is David Nolan and I am Secretary for Newry Branch, one of the largest branches of INTO in the North (in excess of 800 members).

I have been secretary now for three years, having been Chair for the two years preceding and Vice Chair for the two years before that.

Newry Branch is a very healthy and active branch having well attended meetings with member support and social events organised throughout the year. We had the privilege of hosting Northern Conference in early March 2020, one of the last major gatherings many of us were able to attend before lockdown.

The pandemic has presented us with a number of challenges in supporting our members – face to face meetings and school visits not being possible. We offer support via all other means including email (newrybranch@into.ie) and Branch Facebook page. Branch meetings are held virtually using Microsoft Teams three times per year.

Hopefully 2021 will see an end to the current situation and us back together face to face.

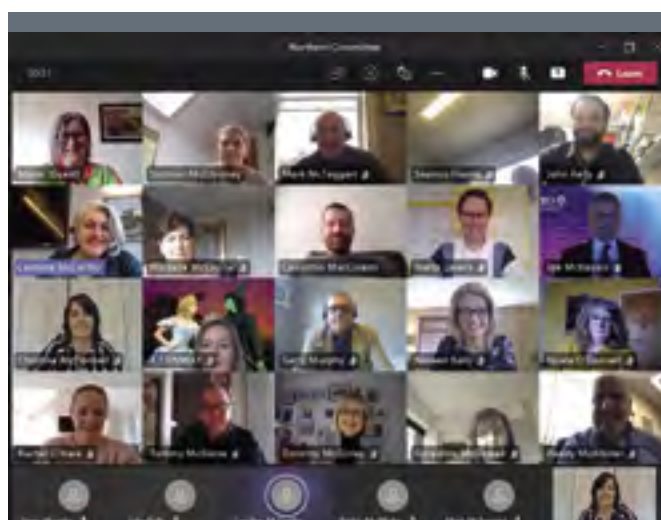


BELFAST BRANCH

Well Done Oisín!

Belfast Branch Chairman Stevie Jenkins and Secretary Paul Kerr hand over a cheque to Nichola Bradley of the North Belfast Community Food Bank.

The branch were happy to support our member Oisín McVicker who ran 48 miles in 48 hours to raise funds for the NBC Food Bank. Oisín raised over £7k, a fantastic effort for the good of his local community.



Northern Committee continue to meet online. Joe McKeown, INTO President, also joined the online meeting

Palestine – INTO solidarity work continues

INTO issued a statement condemning the recent assault on the Gaza Strip and continuing repression of Palestinians throughout the whole of historic Palestine. This period saw an outpouring of solidarity from trade unionists across Ireland. Strong statements were issued from the Irish Congress of Trade Unions, reaffirming their commitment to Boycott, Divestment and Sanctions and calling on affiliates specifically “to take action where they can on investments, pension funds, procurement, and boycotting illegal goods” from Israel. While the level of violence perpetrated by the Israeli state ebbs and flows, the structural injustices in the occupied territories and the state of Israel, that Human Rights Watch and the Israeli human rights Non-Governmental Organisation (NGO) B’Tselem

have described as a system of Apartheid, continue unabated and unchecked by the international community.

INTO continues to play a prominent role in solidarity work with Palestinian workers. The Union was well represented at a recent meeting of the Trade Union Friends of Palestine (TUFPP) education group who

met with the leadership of the General Union of Palestinian Teachers in April of this year to discuss creating stronger links. The focus of these links is intended to be three pronged: union to union, system to system and school to school.

One outcome of this meeting will be the development of an online event for teachers who wish to become involved in this type of initiative and the work of TUFPP more generally. The group will seek to explore how to develop the links that will provide a two-way street for learning and solidarity. The door is always open to member to become involved in this activity regardless of ‘set piece’ events.

Any INTO member in the north of Ireland interested in becoming active with TUFPP can contact infoni@into.ie for more details.



TUFPP Education Group meeting with the General Union of Palestinian Teachers

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



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The views expressed in this journal are those of the individual authors and are not necessarily endorsed by the INTO.

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