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Another year and INTO remains focused

Welcome back colleagues to a new school year. I hope you have enjoyed your well-earned break and are refreshed and ready for the challenges that lie ahead. For us at the INTO, the summer has flown in with work centered on introducing a new database to facilitate improved communication and data management. We hope to have this fully operational early in the new school year and we expect there to be minimal disruption to you the member.

We are of course continuing to progress a range of other issues in your interests. Work on the continuing dispute regarding pay and workload remains ongoing and we await word from the Departments of Finance and Education. The situation concerning the industrial action remains unchanged. Our industrial action remains in place and will do so until you the members vote in a ballot to change that. Such a ballot cannot and will not take place until such times as we have a firm offer from the management side to place before you. In the meantime, we of course reserve the right to adjust the action should the employers or others seek to change current working practices.

The other big issue is the continuing funding crisis affecting the education

system. This particularly manifests itself in the areas of special educational needs provision and school budgets. It is a simple fact accepted by everyone, at last, that our schools and services in education are desperately underfunded and this problem is being further exacerbated by the absence of an Executive at Stormont. The report of the NI Affairs Committee at Westminster confirmed for the establishment what we who work in the education sector have been saying for several years now and it remains to be seen if their words translate into meaningful change for the system.

INTO for its part will continue to campaign for a root and branch review of how our system is funded and we continue to demand an immediate huge cash injection to begin the process of undoing the harm the short-sighted austerity driven policies, forced upon us from Westminster, have wrought over the last decade.

In the year ahead INTO expects to see progress across the big issues

mentioned above. We have been around long enough to know that every improvement will be hard won

and takes time. In the case of the pay and workload issues that we are campaigning on, the present actions have now been ongoing for almost a decade. Whilst the issue of school and system funding is one that has always been with us, it has never reached this critical point we now find ourselves at. Over the course of the year ahead we at INTO, with your support and in concert with our

brothers and sisters across the trade union movement, will continue to demand positive change and together we will see it delivered provided we continue to be united and make the right decisions.

Good luck in the year ahead and remember the INTO is here for you so don't hesitate to contact us should you feel you need professional advice and support.



GERRY MURPHY,
Northern Secretary

NORTHERN COMMITTEE INFORMATION

Area	Branches		Mobile	INTO Email
CEC 1 District 1	0101-0113	Seamus Hanna	CEC Rep	shanna@into.ie
CEC 2 District 2	0201-0217	Dorothy McGinley	CEC Rep	dmcginley@into.ie
BFC	-	Patrick McAllister	BFC Rep	pmcallister@into.ie
NEP North Eastern Primary Region	0101/0102/0104/0107/0109/0111	Michelle McCrystal	INTO N Ctte	mmccrystal@into.ie
NES North Eastern Post-Primary Region	0101/0102/0104/0107/0109/0111	Siobhan McElhinney	INTO N Ctte	smcelhinney@into.ie
SEP South Eastern Primary Region	0110/0113	Rachel O'Hare	INTO N Ctte	rohare@into.ie
SES South Eastern Post-Primary Region	0110/0113	John Kelly	INTO N Ctte	jkelly@into.ie
BP Belfast Region Primary A	0106	Caroline McCarthy	INTO N Ctte	cmccarthy@into.ie
BP Belfast Region Primary B	0105	Geraldine McGowan	INTO N Ctte	gmcgowan@into.ie
BS Belfast Region Post-Primary	0105/0106	Caoimhin MacColaim	INTO N Ctte	cmacolaim@into.ie
SP Southern Region Primary A	0202/0206/0208/0217	Marty Lavery	INTO N Ctte	mlavery@into.ie
SP Southern Region Primary B	0201/0203/0211/0214	Noreen Kelly	INTO N Ctte	nkelly@into.ie
SS Southern Region Post-Primary	0201/0202/0203/0206/0208/0211/0214/0217	Kevin Daly	INTO N Ctte	kdaly@into.ie
WP Western Region Primary A	0209/0213/0215/0216	Marie O'Shea	INTO N Ctte	moshea@into.ie
WP Western Region Primary B	0207/0212	Moirá O'Kane	INTO N Ctte	mokane@into.ie
WS Western Region Post-Primary	0207/0209/0212/0213/0215/0216	Annmarie Conway	INTO N Ctte	amconway@into.ie

Belfast Pride week



District 1 & 2 Equality Committee Representatives with Feargal Brougham, INTO President

Another successful Belfast Pride week was had during the summer break with INTO proudly standing in solidarity with our LGBTQ+ staff, students and parents.

The current school environment here is a much changed and welcoming place compared to what it was even 10-15 years ago. This reflects the changes in the wider society, and while it may be true to say that today it's never been a better time to be 'out', in education. Yet we still have a long way to go in making every school LGBTQ+ friendly.

We only have to look at the evidence from the Department of Education (DE) commissioned research into the post-primary school experiences of 16-21-year-old LGBTQ+ young people to realise that everything is not right. Half of those surveyed have experienced bullying, a majority of both LGB respondents (61.3%) and trans respondents (73.8%) experienced a negative impact on their mental health.

While some schools are to be commended for their efforts in welcoming and valuing those young people who identify as LGBTQ+, the others need to pay attention and change accordingly. When two thirds of our young people indicate that they don't feel welcomed or valued within school as a young LGBTQ+ person, there remains work to be done.

School leaders and Boards of Governors are crucial in creating outward-looking and diverse safe spaces for all our young people here to grow, regardless of their sexual orientation, gender, ability, race or religion and environment; everyone must be treated with dignity and respect.

Our schools must seek to promote more LGBTQ+ visibility in lessons, assemblies, wall displays and other day to day learning environments. How can our young LGBTQ+ students ever feel comfortable with who they are when every relationship that is ever discussed, is one they don't relate to?

The approach to Relationships and Sexuality Education (RSE) in a vast

number of schools here is too narrow. It avoids the issue and, in some cases, undermines the emotional well-being of those that can't see a reflection of themselves within it. Too many parents, teachers and Boards of Governors remain of the view that the young people in their care, having been exposed to the existing RSE programme, are now adequately prepared for the world of relationships and sex. This is simply not the case for many of our young people.

Moreover, our colleagues, LGBTQ+ teachers, deserve support to be themselves at work thereby improving the diversity of the teaching profession. Positive steps in that direction would include; the establishment of regional



hubs to support teachers who are LGBTQ+ and the creation of a network for LGBTQ+ teachers. Such progressive changes must not be delayed in this jurisdiction any longer.

Organisations such as Cara-Friend are available, in many cases free of charge, to work with schools offering advice and support to create and promote school wide learning environments that are LGBTQ+ inclusive. Principals can use a school development day or days to promote and encourage increased understanding amongst their colleagues as to the needs of the LGBTQ+ community in their school. Every school could benefit from more engagement with the many support organisations available to the wider LGBTQ+ community.

We, at INTO held our own 'Educating the Educators' event at our offices during pride week, where we provided a three-hour CPD opportunity for all

teachers regardless of union affiliation, in LGBTQ+ awareness training. We also had our 10th Belfast Pride Parade entry which is now an eagerly anticipated annual event in our calendar, where we display how we strive to support our LGBTQ+ staff, young people and parents.

At INTO we are proud to stand with our LGBTQ+ brothers and sisters and we invite you to join with us in doing so as we offer a series of 'Educating the Educators' training events throughout this academic year.

SEAN KELLY, West Belfast Branch Secretary



Sean Kelly, Bronagh Mallon and Trevor Leonard attending the Belfast Pride Awards in Belfast City Hall



Keep Learning, Keep Building

Since first being elected to INTO Northern Committee in 2012 I have started each academic year hopeful that the worst of the trials and tribulations visited upon teachers, schools and the education sector generally might be behind us. Optimism can be difficult in these straightened times, when it is not only our pay packets being squeezed, but the budgets schools require to enable teachers and principals to do their jobs. But optimism is an outlook I wish to bring to my year as Chair of Northern Committee: Optimism that we can deliver a deal that begins the process of returning our wages to their pre-austerity values; optimism that we can begin to lay the foundations of a properly funded education system and enable us to deal with the long list of other pressure points for teachers and schools; optimism that we can continue to build and strengthen our common bonds in this Trade Union and in doing so continue to demonstrate to our employers that we are unified and determined.

Since 2011 INTO members have demonstrated time and again their determination to face down the injustices of austerity. We have taken strike action three times and been engaged in robust action short of strike action for much of that time.

The action short of strike action has shown us that we can make changes to our working conditions and that we can challenge the power imbalance of the worker/ employee relationship. ETI continues to have a massive negative influence on teachers' day to day working lives. INTO members are not afraid of accountability. Teachers work hard and do a good job. Yet when we are continually left to second guess what it is that another unaccountable body thinks at any given time is good teaching, or what a high performing school looks like, then we do not believe that this is beneficial to the education of pupils and we act. We have demonstrated an ability and willingness to take control of the situation for ourselves and while INTO welcomes a settlement to the current dispute, the issue of a counterproductive 'accountability culture' will remain high on our agenda. It may be a long term task, but no one should be in any doubt about

the teaching community's frustration and determination to push for a model of inspection which is fit for purpose, allows teachers and Principals to work without fear of it and which enhances education rather than demoralises staff and sets schools in competition with one another.

I am also keen to highlight the real challenges that face our Substitute Teacher members. In many ways Subs are the most disadvantaged section of the workforce. When you hear about how employment law is weak and how it is weighted against the worker, you need only listen to the experiences of our Substitute members to see how a section of the workforce can essentially be treated as second class citizens. It is incumbent on us as a Trade Union to make the slogan 'an injury to one is an injury to all' something we live by and not just a romantic notion and that means identifying those who are least able to fight for themselves and doing what we can to take real steps to improve their conditions.

There is a growing awareness of late regarding the 'health and wellbeing' of teachers. Talk is welcome. Action is essential. The health and wellbeing of any workforce depends not on days out, team building and the occasional half day working from home or a Baker Day given over to the issue – it depends on being given the resources, support and proper pay to do your job without hindrance and at fit for purpose workplaces that do not lead to health problems for staff. It depends on being able to go to work without the fear of being bullied or harassed and being able to come home from work without the loss of the time and energy you need to live a full life with your loved ones and to engage in the cultural and leisure activities that help to give life its meaning and keep you mentally and physically healthy. Talk of

health and wellbeing will come to nothing without decent and dignified working conditions. Once again, much of this is tied up with proper resourcing of schools and proper training for those with

a duty of care toward staff.

With all of these challenges and more ahead of us I am reminded of Noam Chomsky's reply to the question posed on the challenges facing progressives in the modern age, namely, 'what can be done?' It is a question we must ask ourselves all of the time. Chomsky's answer was that 'Demonstrations, writing letters and voting can all be meaningful....

But ... it's got to be sustained. If you go to one demonstration and go home ... the people in

power can live with that. What they can't live with is sustained pressure that keeps building, organisations that keep doing things, people that keep learning lessons from the last time and doing it better the next time.'

So the key to success is organising in the workplace so that we can 'keep doing things' and so that we can 'keep learning' and 'keep doing it better'. This is also the key to preventing individual schools and individual members from becoming isolated and targeted. That is why an INTO representative in every school is vital and why, if your school doesn't have one it is important to start that conversation and organise yourselves. The INTO isn't an outside agency or corporate body set up by others; the INTO is you and every member has an equal voice. Your Union is the only democratic aspect of your work – so make sure you are involved and make sure you have your say.

I look forward to a year of robust discussion and challenge internally among INTO members in schools, branches, Conferences and Congress and then taking our democratically agreed positions and demands to the employers with a united front.



KEVIN DALY,
Northern Committee

Academic Selection

Building a human rights compliant education system

Children's human rights are being trampled on by the continuing use of unregulated admissions tests to post-primary education. That was the hard-hitting and inescapable conclusion in a report recently launched by the Right to Education (R2E), a group of children impacted by academic selection and their teachers.

The report ("Could make or break a child"), facilitated by The Participation and Practice of Rights project (PPR) and supported by the INTO, surveyed children who had recently taken the transfer test, along with their parents and teachers.

Their research highlighted serious human rights failings in the implementation of the post-primary transfer process which fails to ensure children's right to health, right to be heard and right to education.

The right to health is defined in the International Covenant on Economic, Social and Cultural Rights (ICESCR) as, not only timely and appropriate access to healthcare, but also to the 'underlying determinants of health'.²

In the R2E report, it was found that;

- 92% of teachers surveyed felt the transfer tests had a significant (negative) impact on children's mental health.
- 60% of children surveyed felt the transfer test was bad for them.

There was also a significant number of children who stated that they suffered anxiety and stress as a result of the transfer test.

One child reported that 'It makes people feel bad', while others described the outward signs of anxiety 'I personally don't like it because it made some people cry'.

A small number of children also described how the pressure caused them harm, with reports of some suffering the physical manifestations of poor mental health; 'It made me very anxious and gave me acid reflux due to stress'.

Children also reported the harmful effects it had on their friends, 'A friend



of mine got serious rashes on his face just because of the stress'.

The Committee on the Rights of the Child (CRC) defines the purpose of education as to; 'promote, support and protect the core value of the Convention [on the Rights of the Child]: the human dignity innate in every child and his or her equal and inalienable rights'.³

This is supported by the ICESCR, which defines 'The very first aim of education and 'perhaps the most fundamental';⁴ is, 'the full development of the human personality and the sense of its dignity'.⁵

In stark contrast, a child surveyed in the report said 'I did not do well. I felt really stupid when I got my mark and really, really sad', while others described how it impacted on their academic development and further participation in education, 'I hated doing it and all the tests before it – I now get really nervous and have had panic attacks'.

When surveyed a substantial number believed that the process conflicted with their personal development:

- 71% of children surveyed thought that the transfer test did not make them more confident or able.

The right to be heard is enshrined in

Article 12 of the UN Convention on the Rights of the Child (UN CRC)⁶ which obliges the Department of Education and the Education Authority (under the UN CRC 2016) to 'Establish structures for the active and meaningful participation of children and give due weight to their views in designing laws, policies, programs and services at the local and national level'.⁷

This report highlights this is not the case in relation to academic selection;

- 62% of children surveyed felt that people who made decisions about the transfer testing system did not listen to them or their ideas.
- 86% of teachers surveyed felt that decision-makers were not listening to children in relation to the impact of transfer-testing.

This report is a damning indictment of how little the views and wellbeing of children and young people, in relation to post-primary transfer, are being considered by the Department of Education.

As a result, a group of young people, from the Belfast Model School for Girls and Coláiste Feirste have pledged themselves to a human rights monitoring campaign, calling it 'The Right to Education'.

The Right to Education campaign has

¹ The Participation and Practice of Rights Project, Could make or break a child; The State of Human Rights and Academic Selection in Northern Ireland"

² International Covenant on Economic, Social and Cultural Rights, Part 3, Article 12

³ UN Committee on the Rights of the Child. 2001. General Comment 1: Article 29 (1): The Aims of Education, (Doc. CRC/GC/2001/1.) (CRC General Comment 1) para. 1.

⁴ CESCR General Comment 13 para. 1.

⁵ ICESCR Article 13 (1). Also guaranteed under UDHR Article 26 (2) and CADE Article 5 (1) (a).

⁶ UN Convention on the Rights of the Child

⁷ The Participation and Practice of Rights Project, Could make or break a child; The State of Human Rights and Academic Selection in Northern Ireland



already won the support of the Children's Commissioner: "This report clearly outlines these experiences [of

children and young people] and ignoring it would mean we are not living up to our responsibilities and failing our

children and young people".⁸

In the coming academic year, the Right to Education campaign will meet with the Permanent Secretary of Education and the Education Authority's Director of Education.

The children will demand that, if they fail to implement the UN CRC Committee's recommendation in 2016 that the 'NI Executive: abolish the practice of unregulated admission tests to post-primary education',⁹ that the Department of Education must work towards mitigating the harm caused to young people as a result of the transfer procedure.

The Right to Education campaign has set human rights indicators and benchmarks for government. The campaign group will demand that the Department of Education implement strategies to realise the rights of young people undertaking transfer, and will inform them they will continue to monitor the progressive realisation (as outlined Article 2 of the ICSECR¹⁰) of these rights through further surveys.

⁸ The Participation and Practice of Rights Project

⁹ CRC/C/GBR/CO/5, 'UN Committee on the Rights of the Child Concluding Observations on the Fifth Periodic Report of the UK of Great Britain and NI', 12 July 2016, at para 72(a).

¹⁰ International Covenant on Economic, Social and Cultural Rights, Article 2.1

Vere Foster Medal Winner 2018



Kevin Daly, Northern Committee Chairperson, presenting Laura Cunningham the 2018 Vere Foster Medal winner from St Mary's University College.
Kevin wished Laura all the best for her teaching career.

Educating the Educators



Participants at the 'Educating the Educators' training event on 1st August 2019 in Northern Office, provided by Jo McParland, Regional Development Youth Officer, from Cara-Friend.

This course is designed to make participants' practise more inclusive of and responsive to the needs of LGBTQ+ young

people. This event was well attended even in the summer holidays by INTO members and other Educators.

The course was informative and generated very positive feedback from all who attended. INTO intends to make this course available to members in the near future.

'I told you I was ill'

In July 2019, the Northern Ireland Affairs Committee at Westminster released its report on its inquiry into the funding of Education, launched in August 2018. It had heard evidence from principals, schools, teachers and support staff union leaders, as well as management side representatives.

Reading the report I was reminded of the epitaph on comedian Spike Milligan's grave which quips 'I told you I was ill'.

The report simply highlights what those involved in the education of children and young people have known for many years, that our education system is woefully underfunded, and that this continued lack of funding is having a devastating impact on pupils and teachers.

The lack of proper funding of schools has led to unmanageable pressures on school budgets, with schools unable to effectively equip teachers with the necessary resources to effectively deliver the curriculum to pupils. Many teachers now feel the need to supplement the available classroom resources from their own pocket, to ensure that pupils have the best chance of meeting their full potential in all aspects of school life; teachers who have had real term reduction in their wage over the past 10 years.

It also highlighted that the lack of

proper funding for Special Educational needs and Disabilities results in many receiving delayed care and limited hours of specialist support. Almost 25% of pupils have some form of special needs, and the majority of them are educated in mainstream schools.

The committee found that individual school budgets had deteriorated. While the numbers of pupils had risen by 2.5% since 2011, the Age-Weighted Pupil Unit (AWPU) had decreased;

The report raised concerns about how the EA procures goods and services for schools, saying there is scope for "substantial savings".

It also said teachers have seen their pay "stagnate" compared to their counterparts in the rest of the UK and in the Republic of Ireland.

"This is deeply unfair to Northern Ireland's teachers and must be corrected," the report said.

The report called for a review of the Common Funding Formula, to find a fairer and more efficient balance of

funding.

The report recommended that '... future budget allocations to DE rise not only in line with inflation, but in proportion to the number of pupils in the school system in order to reflect increasing pupil numbers and the associated demand for additional staff'.

While much of the report is to be welcomed, what will be important is how the recommendations are taken forward, and what meaningful changes will come as a result of its publication. INTO will continue to campaign for a system of funding which reflects the needs of the education system here. For too long principals and teachers have made a broken system work, often to the detriment of their own health and well-being. It is high time that those in authority listened to the pleas of those who

understand the education system best, and provide the resources necessary to give children and young people the education they deserve, to allow them to become the citizens of tomorrow.



MARK MCTAGGART,
Assistant Northern Secretary

Northern Secretary elected ICTU President

Northern Secretary Gerry Murphy addressed the Irish Congress of Trade Unions (ICTU) at Trinity College, Dublin for the first time as the elected President of Congress. Gerry Murphy took over the reigns of the two-year Presidency at this summer's Biennial Congress from



our retired General Secretary, Sheila Nunan. This is both a first for a Northern Secretary to be elected to this post and it is unprecedented for consecutive presidents to come from the same union. It is a tribute to the leadership of INTO in the North and we wish Gerry every success.



Newly Qualified Teachers – the next steps ...

New terms bring new challenges but none more so than those faced by newly qualified teachers. Those lucky enough to secure employment can look away now or if they wish can read on with their colleagues who are planning to sub.

If you have graduated locally then your university should have informed the General Teaching Council Northern Ireland (GTCNI) and they in turn would have written to you informing you of your GTCNI and Teacher Reference (TR) numbers. If not, then you will have to contact them; either way a registration fee of £44 needs to be paid to GTCNI to complete enrolment. Following that, the next step is to register with the Northern Ireland Substitute Teacher Register (NISTR). To do this you can complete your registration online at www.nistr.org.uk. You will need a valid email address, TR number, list of qualifications and details of any relevant experience.

The administration staff at NISTR will send an email requesting you to complete the next stage which is the Enhanced Disclosure Check (EDC). Unfortunately all substitute teachers must complete this stage and they must pay the EDC fee of £33 themselves. This is completed through AccessNI. You will need your NISTR ID to complete this form and it is in the subject header of all emails received from NISTR.

Once all these stages have been successfully completed NISTR

administration staff will send you an email letting you know that your account is now active and that you are available for schools to book.

Only teachers registered on the NISTR can work as substitute teachers in Northern Ireland. This is a publically accountable, non-profit making organisation and it ensures that substitute teachers are employed in a manner that is impartial and fair and fully rewards the talents and knowledge of substitute teachers. This system provides substitute teachers with pay commensurate to the agreed pay scale for all teachers and provides full access to the Teachers' Pension Scheme (TPS). The teaching unions across the water view NISTR as a model for the employment of substitute teachers. Supply teachers in England are more often employed through agencies that charge schools as much as £100 more per day than the amount paid to the supply teacher. Supply teachers employed through agencies don't have the same rights as NISTR employed subs and also do not have access to TPS.

While NISTR may not be perfect they insist that all employers must source

substitute teachers from their register and do advise schools that substitute teachers should only be used for immediate, unplanned, short-term cover and not for a period in excess of six months. NISTR expect that all vacancies that are estimated to last beyond six months should be publically advertised and appointed in accordance with the

relevant teaching appointment scheme. This protects substitute teachers and provides them with access to contractual employment rights.

Once in employment you should seek out the school INTO representative and make enquires as to when local branch meetings are taking place. This gives you an opportunity to meet other members and affords you the opportunity to participate in and influence policy through

INTO sponsored events including youth and northern conferences.

If you have any concerns or issues around your teacher status or conditions of employment then contact INTO by phone 02890 381455 email: info@into.ie or via the website: www.into.ie



TOMMY MCGLONE,
Senior Official

Bi-lingual Sacrament, The Rite of Penance, at St. MacNissius' Church Tannaghmore

The bi-lingual Sacrament, The Rite of Penance, which took place in April at St. MacNissius' Church, Tannaghmore, was a great success. Tannaghmore school acknowledge the enthusiasm, kindness and co-operation of the Parish Priest, Fr Seán Emerson, whose arrangements for the sacrament enabled The Rite of Penance to run so smoothly. An tAthair Mac Giolla Cathain officiated with Fr Emerson. Dedicated staff helped with the liturgy of the music and the word. The Sacrament touched all those present, parents and teachers alike.

Tannaghmore now look forward to the Sacrament of First Communion in 2020, which will also be bi-lingual.

History is being made at Tannaghmore – the first CCMS school in the 6 counties, other than County Derry, to be able to offer a Sacrament through the Medium of Irish, wonderful for faith – and language.

MAIRE DARRAGH, Principal, Tannaghmore





Retirement Planning Seminars

- Are you 50 or over and thinking about retirement?
- Want to find out when you can retire and what benefits you can expect?

- Teachers' pensions have changed considerably.
- Find out what your teacher's pension means for you.
- INTO and UTU organise Retirement Planning Seminars for their members in partnership with Platinum Financial Planning Ltd.



Platinum Financial are teachers' pension specialists and have been advising members on their retirement for more than a decade. Their expertise combined with their independent financial advice means that Platinum Financial are perfectly placed to guide you through the maze of retirement.

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

Feedback from members confirms that the seminars are a valuable tool when planning for retirement!

The seminars will provide members with information on:

- State Pension
- Teacher's Pension Scheme Benefits
- Pension Scheme Flexibilities
- Ill-Health Retirement
- Phased Retirement
- Additional Pension Arrangements
- Redundancy
- Pension Income Taxation
- Budgeting for Retirement
- Investment Options

Each seminar will end with the opportunity to ask questions either as part of the group or individually.

Seminar	Date & Time	Venue
RS1	Thurs, 21 Nov 2019 4.30 – 6.00pm	UTU Head Office, Belfast
RS2	Wed, 15 Jan 2020 4.30 – 6.00pm	City Hotel, Armagh
RS3	Wed, 29 Jan 2020 4.30 – 6.00pm	City Hotel, Derry
RS4	Thurs 13 Feb 2020 4.30 – 6.00pm	Canal Court Hotel, Newry
RS5	Wed 26 Feb 2020 4.30 – 6.00pm	Silver Birch Hotel, Omagh
RS6	Wed 25 Mar 2020 4.30 – 6.00pm	Tullyglass Hotel, Ballymena
RS7	Thurs 9 Apr 2020 1.30 – 4.00pm	INTO Northern Office, Belfast
RS8	Wed 13 May 2020 4.30 – 6.00pm	UTU Head Office, Belfast

Refreshments will be served on arrival. Places are limited on the seminars and are allocated on a first come first served basis.

Members wishing to attend should book via the members' portal on the INTO website (www.into.ie) as soon as possible to reserve their place.

Schedule of INTO Training Courses 2019-20

ICTU Training Courses available to INTO members

Term	Date	Time	Course	Delivery	Closing Date
Term 1	23 Oct 2019	9.30am–3.30pm	Induction Course for New School Reps (SR1). INTO Northern Office	INTO/UTU/NEU	14 Oct 2019
	5 Nov 2019	9.30am–3.30pm	Induction Training for New Health & Safety Reps. INTO Northern Office	INTO/UTU/NEU	25 Oct 2019
	11,12 & 21 Nov 2019	9.30am–3.30pm	Social Media Training Course (3 days). (OCN accredited) INTO Northern Office	ICTU	1 Nov 2019
	13, 20 & 27 Nov 2020	9.30am–3.30pm	Handling Grievances (3 days). (OCN accredited). ICTU Office Belfast	ICTU	1 Nov 2020
Term 2	27, 28 Jan & 5 Feb 2020	9.30am–3.30pm	Career Learning Reps Stage 1 (3 days). INTO Northern Office	ICTU	17 Jan 2020
	24 & 25 Mar 2020	9.30am–3.30pm	Health & Safety Rep Training II (2 days). INTO Northern Office	INTO/UTU/NEU	13 Mar 2020
Term 3	11 & 12 May 2020	9.30am–3.30pm	School Reps Training x 2 Days (SR2). INTO Northern Office	INTO/UTU/NEU	1 May 2020

New INTO Database

INTO has been working on a new database over the last number of months and is in the final stages of implementing our new Membership Database and Members' Portal. The Members' portal is a secure area that members will log into, via the INTO website, to view and update their personal details and to view INTO web content that is exclusive to INTO members.

This new functionality will help to improve the service we offer to members.

Logging in to the new INTO database

In order to access the new members' portal, **ALL MEMBERS** will first **have to register** on the new site, create a personal account and then log in to the Member's Area. **ALL MEMBERS will have to create a new account**, even if you were registered for the members' area on the previous website.

From the start of September, INTO will be sending out an email to all members, for whom we have an email address on the database, with information about how to register. This email will include a link to the new website. The link will bring you to a page where you will be asked to create a new password. Once you have done this, you

will be able to access all areas of the INTO website by logging in with your email address and new password.

If we do not currently have an email address on the database, we will write to you at your home address with information on how to register.

If you do not receive this email or letter during the first two weeks of September, please let us know by emailing infoni@into.ie with your TR number or your INTO Membership Number and your date of birth, and we will send you the link.



NUALA O'DONNELL,
Senior Official

Checking your details are correct

When you log in for the first time, please check your personal details and make sure that we have the right contact details for you. Please also check that we have the correct school and school roll number for you. If you have moved to a new school recently, you can update your school in the Members' Area. Substitute teachers do not have a school roll number, so you don't have to worry about changing it every time you move to a new school.

If you were working as a Substitute

teacher last year and have started a new Permanent or 12 month contract this year, you can also update this information through the database.

Why it's important to check your school roll number and your Home Address

For all Permanent teachers, and teachers on 12 month contracts, all INTO correspondence is sent to you at your school address. All information for substitute teachers is sent to your home address. This includes the Printout and InTouch, membership Plus cards, INTO diary and yearplanner.

Should INTO be required to conduct a ballot of members, by law it is required to do so by sending ballot papers to members' home addresses. Therefore, it is vital that **ALL members log into the new members' portal and check their personal/contact details.**

ALL Members who create a new account and register on the new member's portal by 30th September will be entered into a free draw, details of which will be available in the new members' area!



Features of the new design



New INTO Website

The new INTO website was launched at the start of September. The first thing members will notice is the vibrant colour scheme and the intuitive and consistent site-wide navigation system with improved menu functionality that directs you to the information you seek more readily. When scoping the build of the new website, we were conscious that we wanted a website that was designed with our members in mind and we believe we have achieved that. The new website design is also fully responsive, making it easy to navigate on a wide range of web browsers, mobiles and tablets.

Some new features include:

- A modern, clean design
- Log in to member services using your email address (previously had to use INTO membership number on your card)
- Member-only access to our Help & Advice section
- Brand new Help and Advice search (only searches Help topics and not the entire website)
- Quick easy access links on the homepage to our most popular topics
- Brand new events calendar (new search by County feature and you can custom select a list or calendar view)

- New site search engine returning more accurate results
- Dedicated campaigns section where members can actively engage in our campaigns and easily access campaign resources
- Integrated social media feed on the homepage for a snapshot of our latest news and updates



A screenshot of our new INTO website



PAUL GROOGAN,
Trade Union Official

In order for members to get the full use of the website, from the start of September, you need to be registered on the new database. If you are not registered on the new database with up to date details then you will have limited access to the new website.

Members should refer to the, "New INTO Database," in this edition of Printout.



St Mary University College Graduation Ceremony

Anna Nic Giolla Eoin one of the many post graduate students who completed their teacher training certificate through the medium of Irish.

Pictured at her graduation ceremony with Mark McTaggart (Assistant Northern Secretary) and her proud father Tommy McGlone (Senior Official).

10th Annual Vere Foster Lecture



**On the 200th Anniversary
of the birth of Vere Foster and
Marking 100 years of the
Ulster Teachers' Union**



Organising Teachers: Experiences of Unity and Separation

2pm, Friday 17
May 2019
Vere Foster
House, College
Gardens, Belfast



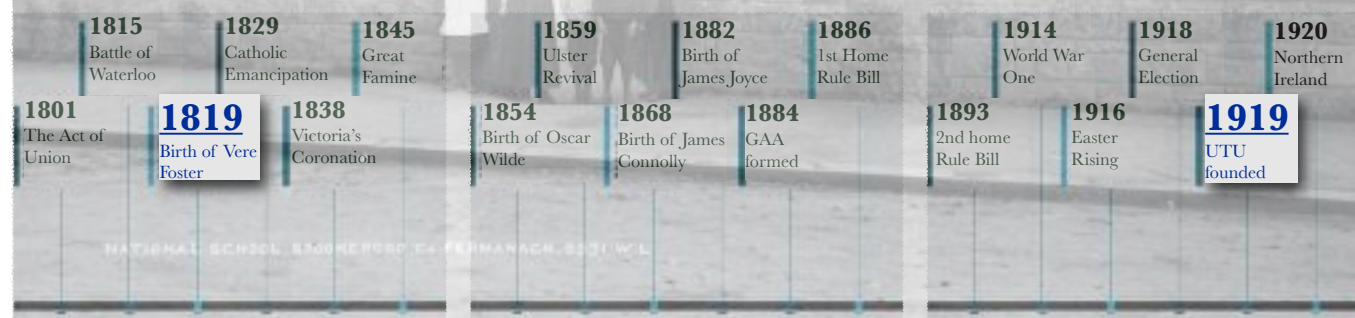
Speakers

Noel Ward, INTO,
Deputy General
Secretary
Jacquie White,
UTU, General
Secretary
Gerry Murphy,
INTO, Northern
Secretary
Lexie Scott, UTU,
Past President
Jimmy
McDermott,
Historian



INTO staff and past members visiting Vere Foster's Grave

The event was well attended with all sectors of the education community and the trade unions represented. Gerry Murphy, Northern Secretary, commenting on the event said, 'Vere Foster continues to prove an inspiration to educationalists across the island and together with our UTU colleagues we are all striving to deliver an education system which he would be proud of'.



ETI Safeguarding Proforma 2019-20

This document is now being widely circulated, by ETI, to schools in advance of the beginning of the new 2019/20 school year. There are a number of additions to the Proforma. This Proforma has not been the subject of any Northern Ireland Teachers' Council (NITC) or INTO consultation.

The Proforma makes reference to the Education and Libraries Order of 2003 and reminds Boards of Governors that they have a statutory duty to safeguard and promote the welfare of pupils at the school and to decide on measures to be taken to protect pupils from abuse.

This has been an agreed annual responsibility which has been dutifully carried out by school managements and governors, however, this year has seen the controversial inclusion of the Addressing Bullying in Schools (NI) Act 2016 and substantive changes to questions including a staff code of conduct. In light of this INTO must provide the following advice and guidance in relation to our members' engagement with the revised Proforma.

Our position on both of these issues remains unchanged. INTO, in concert with the other unions of the NITC have previously apprised management side of their opposition to, and lack of confidence in the Addressing Bullying Act's ability to properly address

bullying in schools. Simply it is the NITC's opinion that this new legislation merely records instances of bullying thereby falling short in its stated objective of offering support to schools to properly address bullying. While awaiting a full consultation on the outworkings of the Act, NITC is advising its constituent members not to engage with this policy.

Similarly INTO has not, at Teachers' Negotiating Committee Level, been able to agree a code of conduct suitable for all teachers in Northern Ireland and therefore advises its members not to sign any code of conduct that is presented to school staffs. INTO cannot countenance the prospect of teachers in different schools being subjected to haphazard codes of conducts hastily compiled and worded according to the notions and ideas of discrete boards of governors.

At the end of the Safeguarding Proforma there is an additional comments box which affords school managements the opportunity to reference INTO's instruction to its members not to engage with either of these two elements from section 19.

Further advice or clarification in relation to INTO's advice of non-engagement with either the Anti-Bullying Legislation or the code of conduct will be made available.



TOMMY MCGLONE,
Senior Official

Proforma ó thoabh Chosaint ETI 2019-20

Tá ETI ag scaipeadh an doiciméad seo anois go forleathan chuig scoileanna roimh thús na bliana 2019/20. Tá neart ábhair breise ag baint leis an Proforma. Ní raibh an Proforma seo faoi réir aon Chomhairle Mhúinteoirí Thuaisceart Éireann (NITC) ná comhairliúcháin CMÉ.

Tagraíonn an Proforma ar an Ordú Oideachais agus Leabharlanna 2003 agus meabhraíonn sé do Bhoird Gobharnóirí go bhfuil dualgas reachtúil orthu leas na ndaltaí sa scoil a chosaint agus a chur chun cinn agus cinneadh a dhéanamh faoi na bearta atá le glacadh chun daltaí a chosaint ó mhí-úsáid.

Is freagracht bhliantúil aontaithe í seo a rinne bainisteoirí scoile agus gobharnóirí go dleathúil, ach i mblíana tá an tAcht um Aghaidh ar Bhulaíocht i Scoileanna (TÉ) 2016 agus athruithe ar cheisteanna, cód iompair foirme san áireamh. Ina fhianaise seo, ní mór don CMÉ an chomhairle agus an treoir seo a

leanas a sholáthar maidir le rannpháirtíocht ár mball leis an Proforma athbhreithnithe.

Níl aon athrú ar ár seasamh maidir leis an dá shaincheist seo. Tá CMÉ, atá i gcomhar le ceardchumainn eile, ar nós, an NITC, tar éis dul i gcomhairle le lucht bainistíochta roimhe seo maidir lena bhfreasúra in aghaidh, agus a easpa muiníne, i gcumas an Achta ar an Bhulaíocht a láimhseáil i scoileanna. Dar leis an NITC nach ndéanann an reachtaíocht nua seo ach taifead ar chásanna bulaíochta a choinneáil, rud a fhágann nach bhfuil sé mar aidhm leis an tacaíocht a thabhairt do scoileanna chun dul i ngleic go cuí le cúrsaí bulaíochta. Cé go bhfuil NITC ag feitheamh ar chomhairliúcháin iomlán maidir le hoibriú amach an Achta, tá NITC ag cur comhairle ar a chomhbhaill gan páirt a ghlacadh leis an mbeartas seo.

Ar an chaoi chéanna, ní raibh an CMÉ, ag 'Leibhéal

Choiste Idirbheartaíochta Mhúinteoirí', in ann cód iompair a chomhaontú a bheadh oiriúnach do gach múinteoir i dTuaisceart Éireann agus dá bhrí sin, molann CMÉ dá chomhaltaí gan cód iompair a shíniú a chuirtear i láthair d'fhoirne scoile. Ní féidir le CMÉ an ionchas go dtiocfaidh múinteoirí i scoileanna difriúla faoi réir na gcód stiúrtha gan mhoill a thiomsú agus a chur i bhfocail de réir na smaointe atá ag boird ghobharnóirí scoite.

Ag deireadh an Proforma Choinneála, tá bosca tuairimí breise ann a thugann deis do bhainisteoirí scoile tagairt a dhéanamh do threoir CMÉ dá chomhaltaí chun dul i ngleic le ceachtar den dá ghné seo ó alt 19.

Cuirfear tuilleadh comhairle nó soiléirí ar fáil maidir le comhairle CMÉ maidir le neamh-rannpháirtíocht leis an Reachtaíocht Frithbhulaíochta nó leis an gcód iompair.

Advertising in Printout

- Have you an event you would like to promote?
- Are you involved in providing a service that may be of interest to our members?

INTO members can place an advert in Printout at a reduced rate. **Contact Christine McDonnell on 028 9038 1455 or email cmcdonnell@into.ie.**

Printout is published by the Irish National Teachers' Organisation and distributed to members and educational institutions.

Articles published in Printout are also available on

our website www.into.ie.

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

While every care has been taken to ensure that the information contained in this publication is up to date and correct, no responsibility will be taken by the Irish National Teachers' Organisation for any error which might occur.

Except where the Irish National Teachers' Organisation

has formally negotiated agreements as part of its services to members, inclusion of an advertisement does not imply any form of recommendation. While every effort is made to ensure the reliability of advertisers, the INTO cannot accept liability for the quality of goods and services offered.

For all publications please visit our website at www.into.ie/NI/Publications/ and electronically by signing up at www.into.ie/NI/Publications/E-Newsletter/Subscribe/

Belfast Primary Schools F.A. run rampant in Bryson Cup

INTO, NEU and UTU continued to support the Belfast Primary Schools' Football Association during this year's Bryson Cup against a representative squad from Arklow. The junior competition took place at Seaview (home of Crusaders FC) in June and the team made up of players from 11 different primary schools across Belfast performed superbly. The boys kicked off their first game on the Friday evening and put on a fantastic display for the large crowd in attendance. Despite the terrible weather the Belfast side dominated possession and soon found their stride going 1.0 up in the opening 15 minutes through Cairan Boyle (St Matthews). More was to follow with hat trick hero Sean Hughes (Holy Child) bagging himself 3 excellent goals and allowing the team to win comfortably 4.0.

The Belfast boys kicked off on the Saturday morning and they didn't take long to get back amongst the goals with Coalan Hardy (St Patrick's) getting himself on the score sheet twice in quick succession. The tempo didn't drop from



The photo left shows the Belfast Primary Schools' FA squad receiving the Bryson Cup in their representative tracksuits sponsored by INTO, NEU and UTU.



Left: Hat trick hero Sean Hughes (Holy Child)
Man of the match Rylan Sterling (Victoria Park).
Players Player Of the Tournament Donal McAlea (Holy Cross)



the Belfast team and they went on to score further goals through Cairan Boyle x2 and Rylan Sterling (Victoria Park). A late consolation penalty didn't dampen the spirits of the Belfast boys with an overall rampant 9.1 aggregate victory.

As the whistle sounded the

celebrations began both on the pitch and in the stands with friends and family ecstatic with the win. The boys had done their schools proud and the Bryson Cup was staying in Belfast. Captain Donal McAlea lifted the trophy to the delight of all involved with BPSFA.

North Antrim Branch meeting

North Antrim Branch held their final meeting of the year in a venue with a difference in June. Nearly a year to the day since the amalgamation of Ballymena, North Antrim and Glens

branches, the most northerly point in the new branch was the chosen venue; Rathlin Island. Jane McVeigh, branch member and principal of St Mary's PS Rathlin, hosted us for what was a well-

attended meeting, where members participated in a lively and engaging discussion on issues such as our current industrial dispute. It was heartening to see a large number of schools represented, both primary and post-primary, including controlled, maintained, Irish-medium and integrated schools. All present were in agreement on the increasing pressures of working within a broken education system and on the need for this to be urgently addressed.

Following the meeting, members were brought on an entertaining bus tour of the island and a visit to the puffin sanctuary before being treated to a first-class meal in the Manor House Hotel. There followed a mighty session and sing-song which lasted well into the night. Overall a memorable and worthwhile trip!

As always, all North Antrim INTO members are warmly welcomed and strongly encouraged to attend their branch meetings. Please contact Branch Secretary, Siobhán McMullan, northantrim@into.ie for more information.





Enjoy Days Out with your INTO Membership Plus Card

Grab your friends and family and make the most of fantastic Days Out offers from Membership Plus. You can save up to 50% off admission to cinemas, bowling alleys, aquariums and much more across the country.

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

Cinemas

Membership Plus Cinema Club (including Omniplex, IMC & Movie House)
IMC Cinema, Banbridge
Queen's Film Theatre, Belfast
Odyssey Cinemas, Belfast
Strand Arts Centre, Belfast

For The Children

Air-tastic, 3 locations
Funky Monkeys, Across NI
Snakes N Ladders, Bangor
Exploris Aquarium, Portaferry
JumpLanes, Coleraine
The Rink, Portadown

The Great Outdoors

Castle Espie, Comber
The Ark Open Farm, Newtownards
Coasteering NI, Ballintoy
The National Trust, Across NI

A Family Affair

Captain Green's, Craigavon
Glengormley Sportsbowl, Glengormley
W5, Belfast
Dundonald Ice Bowl, Belfast
Lisburn Bowl, Lisburn
We Are Vertigo, Belfast

Unique Days Out

Crumlin Road Gaol, Belfast
Timescape - Live Escape Games, Belfast
HMS Caroline, Belfast
Tower Museum, Derry/Londonderry

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

www.membershipplus.co.uk

At Newry May branch meeting



Left: Newry Branch Cathaoirleach Elayna Duffy presenting Cathy Crozier as a long standing Newry Branch member with her INTO retirement brooch. Cathy was also nominated as an Honorary member of Newry Branch.



Right: Branch meeting raffle draw winners Catherine Kelly and Jim Magee pictured with Newry Branch Cathaoirleach Elayna Duffy. Both winners are the recipients of £20 M&S vouchers.

INTO award sponsorship for staff well being fitness programme

Sean Featherstone Head of Physical Education in St. Mark's Warrenpoint accepts an INTO sponsorship from Newry Branch to run a staff fitness and well being programme.



Certification Officer

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

"In accordance with the provisions of Article 11 of the Industrial Relations (NI) Order 1992, as amended, hereafter referred to as "the 1992 Order", the following statement relation to the financial year of the Union ended 31st December 2018 is herewith provided to members of the Irish National Teachers' Organisation hereafter referred to as "the Union".

1. TOTAL INCOME AND EXPENDITURE

The total Income Expenditure of the Union in the financial year ended 31st December, 2018 as included in the annual Return to the Certification Officer.

Members' Subscriptions	Other Income	Total Income	Total Expenditure
€12,825,399	€1,128,023	€13,953,422	€12,865,401

2. POLITICAL FUND ACCOUNT

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

3. ANALYSIS OF GENERAL SECRETARY'S SALARY AND BENEFITS

The salary paid to the General Secretary was €153,528. Also included in the Annual Return to the Certification Officer is the Employer's PRSI amounting to €16,504. Pension contributions cost €54,042. No salary was paid to or any benefits provided for the

President of the Union or any member of the Unions Central Executive Committee.

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

Opinion on financial statements

We have audited the financial statements of the Irish National Teachers' Organisation for the year ended 31st December 2018 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Reserves, the Statement of Cashflows, the Funds Income and Expenditure Accounts, the Northern Ireland Income and Expenditure Account, Statement of Financial Position, Accumulated Funds Account, Funds Income and Expenditure Accounts, and the related notes 1 to 28. The relevant financial reporting framework that has been applied in their preparation is FRS 102, The Financial Reporting Standard applicable in the UK and the Republic of Ireland, issued by the Financial Reporting Council ("the relevant financial reporting framework").

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities, and financial position of the Organisation as at 31 December 2018 and of its results for the year then ended; and
- have been properly prepared in accordance with the relevant financial reporting framework.

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In

our opinion, adequate accounting records have been kept by the Organisation. The financial statements are in agreement with the accounting records.

Mazars

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

5. RIGHTS OF MEMBERS OF UNION

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

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

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

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

2019 INTO Art Competition Winner

'Flagstaff View' by Jacqueline Wilson, Newry Branch

Living in the picturesque village of Rostrevor, Co. Down I am greatly inspired by the beautiful landscapes that surround me.

"The Flagstaff View" is inspired by an

area of outstanding natural beauty. From this viewpoint you feel on top of the world. It celebrates the beauty from Rostrevor, and Warrenpoint to the Cooley Mountains and Slieve Gullion.

I infused my painting with vibrant colours and energy and

feel it truly reflects the beauty of this stunning area.

I am absolutely honoured to have won this fabulous award and would encourage any budding artists to enter this superb competition in the future. As teachers we try to instil confidence in our students and celebrate their talents. It is lovely to have a chance to celebrate our own!



Left to right: John Boyle, INTO General Secretary, Jacque White, UTU General Secretary, Feargal Brougham, INTO President, and Jacqueline Wilson, 2019 Winner

2019 INTO Art Competition Entries

2020 entry forms now available
(see INTO website or email infoni@into.ie)



Baby Aoife by Gemma Kelly, Derry City Branch



Pink Turns To Blue, and Sorry Somehow by Peter McCausland, North Antrim Branch



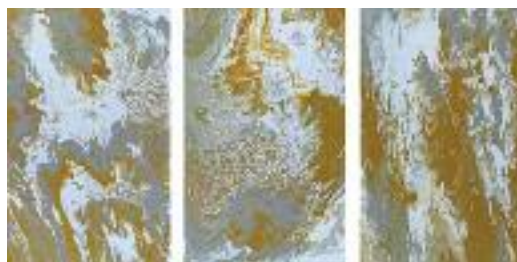
Culdaff Beach by Brian Rogan, Derry City Branch



Cave Hill by Magdalena Beldowska Breen, Belfast



The Island by Tuathan Mcaughey, Belfast West Branch



Fluid Art On Canvas by Caitlin Caldwell, Belfast West Branch



Horn Head Hut by Brenda Kerr Lisburn Branch



When It Rains Look For Rainbows by Jacqueline Wilson, Newry Branch



Horn Head by Brenda Kerr Lisburn Branch



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- **Work use included as standard**¹

Teachers who are insured by Cornmarket under the Teachers' Car Insurance Scheme are automatically covered to transport students and colleagues to activities connected to their occupation or commuting to events related to school business.

- **Malicious damage cover in school grounds**¹

If you're at work and your car is damaged on school grounds, you'll pay no excess on your claim and your No Claims Bonus will not be affected.

- **Interest Free Direct Debit Payments**²

We're driving down the cost of motoring for members of the INTO with our interest free payment plan which means you can pay for your cover through monthly

instalments at no extra cost.

In the past 6 months, 1,573 teachers saved on average £118 compared to the UK's average car insurance premium when they purchased their insurance through Cornmarket.³

Young Drivers' Car Insurance

We can also help young teachers or your friends or family to get on the road with our Young Drivers' Insurance cover. With telematics technology, your driving is tracked which can result in extra savings for safe driving, enabling you to receive cheaper renewal premiums!

Home Insurance – Why pay more? Switch now

You work hard to protect the things that are important to you and want to be rest assured that your home and contents are protected 24 / 7. This is where Cornmarket steps in. We have negotiated a range of exclusive deals with our panels of insurers and are confident that we can find that we can find the policy that best meets your needs for your primary residence, rental property, holiday home or second home.

It's all about service

Delivering a quality service has always been our main priority as we constantly strive to exceed customer expectations. But don't just take our word for it. Here is some feedback we have received from INTO members regarding the products and services we provide:

"INTO is very careful with whom it chooses to enter into a relationship with. The relationship INTO has with Cornmarket is one that is greatly prized by the organisation. Cornmarket has provided a variety of financial services to INTO members over the years that have been characterised by value for money and great service. INTO members are demanding and

Cornmarket has been quick to respond and adapt to their needs. As Northern Secretary I use the products they offer myself and I recommend them to members and the wider teaching community."

Mr Gerry Murphy. INTO Northern Secretary

"I am very happy with the service I receive. I am happy that it is still possible to interact face to face with staff rather than doing it over the phone. There is really nothing that I could fault with the service. I have always found the staff very warm and welcoming and they go out of their way to give customer satisfaction. This applies to the young girl who greeted me when I first arrived after ringing the bell to Michael who bent over backwards to help me get a better car insurance quote."

Mr P Lundy, INTO member, July 2019

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2. Subject to availability and insurer acceptance criteria.

3. Average price saving calculated by comparing Cornmarket average car insurance premium for 1,573 teachers sold between January and July 2019 to UK average premium from January to March 2019. UK average premium source <https://www.abi.org.uk/news/news-articles/2019/04/>.

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