

# Printout

into   
Irish National Teachers' Organisation  
Cumann Múinteoirí Éireann

September 2022



## Taking Industrial Action

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# Time for Action

The decision to engage in industrial action is not one that any trade union takes lightly. Yet here we are, joining with workers across the public and private sectors in action to secure decent and fair pay increases in the face of the worst cost of living crisis in forty years. This situation is further compounded by the fact that the value of teachers' wages has systematically been eroded over the last quarter of a century whilst the demands placed upon them have increased year on year. This is the backdrop against which INTO members have made their decision.

The action we propose to take is directed against the Department of Education and the employing authorities. Our actions are not directed against the children and young people and the action will be shaped to ensure that after the prolonged period of disruption arising from the Covid-19 pandemic, we do not add further obstacles to their woes. This is the view of all five teaching unions and in an unprecedented show of unity, action is being actively co-ordinated by the NITC across the teachers' unions. The INTO is keen to see a resolution of the current dispute and we have demonstrated in the recent past that we are open to constructive engagement with the Department of Education and the



**Gerry Murphy**  
Northern Secretary

employing authorities to find a resolution that is acceptable to our members.

Parents will be rightly concerned that their children may suffer further disruption to their education if the dispute is not resolved and INTO is determined that we will do everything in our power to avoid that. However, it is the function of a trade union to represent and advocate on behalf of its members. The capacity to resolve this dispute resides with the Department of Education and the employing authorities. These bodies need to get their heads together and come up with a meaningful pay offer that teachers can accept. The current political impasse at Stormont and the three ringed circus at Westminster are not of teachers making and neither can they be used as excuses for inaction

by the Department of Education and the employing authorities.

INTO members are rightly motivated to take action not only for the reasons previously outlined, but also because it was this group of professional individuals who worked throughout the pandemic making it possible for public services to be maintained by keeping schools open during the worst of it for the children of key workers. In keeping with the adage that eaten bread is soon forgotten, the

powers that be seem not to remember teachers' services on the frontline. INTO members along with their colleagues across the other teachers' unions are determined to have their service to the community recognised and pay levels raised to match the inflationary pressures they are now facing. It is unfortunate that in order to do so we have to once again embark on a campaign of industrial action.

INTO remains ready, as always, to engage with the Department of Education and the employing authorities to find a resolution. To that end we have been lobbying the political parties for months now making them aware of the dire circumstances our members find themselves in. The decision makers and the politicians cannot say they are unaware of our members' needs or what it will take to avert a worsening situation in our schools. INTO has always demonstrated itself to be a reasonable and professional body but those who foolishly interpret our willingness to negotiate as a weakness are risking a further escalation of this current action.

INTO's record over the course of the last decade and more demonstrates we have both the capacity and the will to maintain a sustained and focused campaign of industrial action. We will not hesitate to escalate our action if we determine we are not being taken seriously and the Department of Education and the employing authorities would do well to keep this knowledge to the fore in their deliberations over the coming weeks and months.

## NORTHERN COMMITTEE INFORMATION

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

# 5 Things to know about New Chairperson

## Who am I?

I am Siobhan McElhinney a post primary teacher from Maghera in South Derry. I have been teaching now for 27 years. I started my teaching career in Kilkeel County Down and after a few years moved to St Breacan's in Derry and spent 18 years there before moving to Holy Trinity College in Cookstown.

Having taught in both small and now in a large post primary school, I have found the key to success is having supportive colleagues. In the three schools I have taught in I am lucky to say I have been part of great teams. A senior member of the Holy Trinity staff used to finish his emails by saying, "there is no I in team" – it is a very important phrase for going forward this year.

In the past 27 years I have seen many changes in our schools, these include the subjects we are delivering and how we are delivering them. Unfortunately, the only change we have not seen is in our wage slips. I do hope this year we will see a significant change in our wage slips, and we will get that if we work as an INTO team.

To all of you starting out in a new journey like me this year, remember that the North is like one big village. Once you step into a staffroom you will meet somebody you went to school or college with, or even who knows somebody from your club. Do not be afraid to ask for help from the people around you or lift the phone to a member of the INTO for advice or support.

## How am I involved in INTO?

I became involved in the INTO from very early in my teaching career in Kilkeel. Brian Patterson, the school rep introduced himself to me on my first day and explained if I had any issues in school to come to him. It is so important that we, as reps, reach out to the new members of the staff and offer them support. I know I have never forgotten that welcome.

When I moved to Derry I was soon elected as the school rep. In District III was very lucky to have worked with the late Brendan Harron. Brendan was always at the end of phone offering support and guidance for a young rep like me.



**Siobhan McElhinney**  
Northern Committee Chairperson

I remember attending my first branch meeting in Derry City and being made so welcome. The branch meetings are so important as it is there that members can get advice from the branch officers and our officials. I would advise you to find out when your local branch meeting is and note that in your diary.

When I moved from teaching in Derry I also changed to my local branch, and soon was elected as the branch secretary. A few years ago, I was elected to Northern Committee as the Post Primary Rep for the North Eastern area.

As a Northern Committee Representative, you attend the branch meetings in your area and take back any issues raised to the monthly Northern Committee meetings.

This year I am taking on the role of Northern Chair of the INTO. My intention this year is to follow on from the work of Marie O Shea, the previous chair. Marie worked tirelessly to ensure all members were represented and she ensured that everyone felt welcome and valued at whatever meeting she was chairing.

## What will I be focused on this year?

This year my focus will be to listen to the concerns of all members. I am lucky to have good friends in various stages of

their career and know that the issues can be very different for a Newly Qualified teacher to that of an older member of staff. It is important to encourage each member to use their voice in the union. This may be by ensuring every member participates in the forthcoming ballot and also attends their local branch meeting, dates and venues of branch meetings are posted on the INTO website.

The INTO has a total membership of 50,000 and is important that every member uses their membership. I believe it is more important than ever to be part of a trade union and only by working together will we see a change in pay and conditions.

## What am I most looking forward to?

I am looking forward to engaging with members in all the different school settings. I hope engagements will be more face to face this year than online. I am sure like me you are hoping not to hear the phrase "you are on mute" this year. The online platforms served us well, but nothing beats in person meetings, as these are where issues can be resolved a lot faster.

Since March 2020 teachers have upskilled themselves on various online platforms at a speed of knots, and yet received no recognition for their efforts. I want this year to be focused on members getting the recognition they deserve.

## What is important for the year ahead?

This year I intend to ensure that I continue the good work started by the previous chairs. The key aim is to get a pay deal which will recognize the continued efforts of all the members in our schools. It is vital that our pay will come in line with the rising costs of household bills. This will only be achieved by every member taking part in the ballot and raising their voice at branch meetings. We can no longer accept the phrase, aren't you lucky to have a job and be getting a wage -our wages need to reflect the efforts put in by members in educating the children in our classroom.

Finally, I want to wish you well for the forthcoming year. We know it will be busy but do make time for yourself each day.

# Meet our intern 2022/2023

## Who am I?

My name is Paul Kerr. I have taught history and politics in Saint Louise's Comprehensive College in Belfast since 2003, having graduated with a PGCE from the University of Ulster, Coleraine.



## How am I involved with the INTO?

I have been involved in trade union activism throughout my entire working career. I have represented teaching staff in my school and took up the position of Belfast branch secretary around five years ago; a post I have grown to enjoy immensely, working with members and school reps, organising meetings, events and rallies etc.

I also represent Belfast branch at District level.

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

As the newly appointed intern, I will be working closely with INTO officials in Northern Office. I will be developing the key skills and qualities needed in all areas of Trade Unionism such as increasing members participation, providing casework representation for members, driving the equality agenda within the organisation and strengthening the good name of the INTO within the teaching profession and wider trade union movement.

## What I'm most looking forward to?

The year ahead will be a challenging one, a challenge I am really looking forward to. There are areas I wish to see further developed such as equality for S.E.N pupils, members recruitment and participation and of course a successful outcome to the ongoing pay dispute. I'm really looking forward to working with a great team of officials whom I've got to know over the years and hope my contribution to the organisation will have a positive impact.



## Lobbying continues with political parties

Above: Gerry Murphy, INTO Northern Secretary joined by Graham Gault of NAHT met with the Alliance Party to discuss how the impasse on teachers' pay can be overcome.

Left: Gerry Murphy, Northern Secretary met with Diane Dodds MLA and David Brooks MLA to discuss teachers' pay and education funding.



## Vere Foster Medal Presentation Stranmillis University

Pictured is Aoife Magennis receiving the Vere Foster Medal from Siobhan McElhinney Northern Committee Chairperson. We wish Aoife every success in her new job in County Cavan.

# Taking Industrial Action Q&A

## Why do INTO need to ballot members to take industrial action?

INTO is not allowed to ask any of its members to take part, or continue taking part, in industrial action unless it has held a 'properly conducted secret ballot'.

Industrial action usually happens when a dispute in the workplace can't be resolved through negotiation. The main forms of industrial action:

- strike - where workers refuse to work for the employer
- action short of a strike - where workers take action such as working to rule, go slows, overtime bans or callout bans

Industrial action is 'official' if it is formally backed by a trade union and members of that union are taking part in it.

Under rule 120 of the INTO Rules and Constitution, INTO can only initiate industrial action when two-thirds of the votes cast are in favour of proposed industrial action.

## How will the ballot be carried out?

Industrial action ballots need to be carried out correctly and adhere to Article 116 of the Trade Union and Labour Relations (Northern Ireland) Order 1995. An industrial action ballot will only be considered properly conducted if:

- it is subject to scrutiny by a qualified independent person appointed by INTO
- it was held before the trade union asked its members to take, or continue taking, industrial action
- the right to vote is given to all eligible members which the trade union intends to ask to take part in the industrial action
- it is conducted by marking a voting paper
- voting is by post
- the voting paper includes information about the voting process
- as soon as the trade union can, after holding the ballot, it informs everyone entitled to vote of the outcome of the



vote including the number of votes cast and the number of 'yes' votes, 'no' votes and spoiled voting papers

The voting paper must also ask those members to answer 'yes' or 'no' to whether they are prepared to take part in either:

- (a) strike action
- (b) industrial action short of strike action
- (c) both of these

## If I vote to take strike action, how could this affect me?

If you take industrial action, you will probably be in breach of your employment contract which means your employer:

- is unlikely to pay you for the period during which active strike action is taken (actual withdrawal of labour)
- can sue you for breaking your employment contract. This is rare but is always possible, but in such case, you would be legally protected by INTO, having taken lawful industrial action. Taking strike action does not impact on your continuous

INTO is not allowed to ask any of its members to take part, or continue taking part, in industrial action unless it has held a 'properly conducted secret ballot'.

employment. However, the actual days that withdrawal of labour takes place will not usually count towards your total length of service with your employer.

## How does taking strike action affect Continuous service?

Although a strike breaks the contract of employment it does not break continuity of employment providing the striking employee returns to work after

the strike ends. A strike will, however, delay the attainment of any necessary qualifying period as the employee's starting date is regarded as being postponed by the actual number of days between the last working day before the strike and the day on which work resumes.

During strike action your continuous employment is treated as 'postponed'. This means that the period you were on strike for will not count towards your continuous employment, but it does not break the continuity of your period of employment.

Instead your starting date is treated as being postponed for that number of days. For example, if you started

with a new employer on 1 February and over the course of a year you spent five days on strike, your starting date for continuous employment would be 6 February.

Continuous service in the event of action short of a strike is not covered by legislation, so qualifying periods are not affected by such action.

## What happens where a strike takes place during Sick Leave?

Employees who are absent on account of sickness before industrial action starts should be assumed to be on sick leave, providing that the necessary certification is produced. If the employee reports as sick on the day the action starts, the authority will need to make its own judgment, taking into account any evidence that the employee can provide, whether he or she should be regarded as on sick leave or on strike.

## How will taking strike action affect access to Pension/Redundancy payments?

Absence on strike for a day or more will not count as pensionable service or be included in redundancy payment calculations. Therefore the date of eligibility to access your pension/redundancy payment may be postponed by the number of strike days taken.



**Mark McTaggart**  
Assistant Northern Secretary

# Drawing the line between teaching and supervision

The Teachers, (Terms and Conditions of Employment) Regulations (NI) 1987 remains the essential reference document for teachers and school managements and it advises quite clearly that all teachers are expected to be available to be directed by their principal for 1,265 hours within 195 days per academic year. This is called directed time. However, contained within this directed time is the regulated teaching or contact time. Simply, this breaks down as being no more than 25 hours per week for primary teachers and 23 ½ hours for post-primary teachers. These are absolute maximums. They are not contractual targets to aim for and must not be thought of as such. School managements should not attempt to have each teacher work up to the legal maximum. Depending on various class sizes and subjects etc, some teachers may find that working to this upper limit can increase their workload to such an extent that their capacity to successfully carry out their duties becomes simply unmanageable within their designated directed time.

To avoid a situation where workloads become unmanageable, school leaders and timetable supervisors must plan timetables/classes carefully so that each

teacher's responsibilities are appropriately balanced and take into account their particular circumstances.

This care also needs to be extended to planning cover for absent colleagues so that teachers are not requested to be in breach of their contractual contact time. Any time which requires a teacher to be involved in class cover for an absent colleague and do more than a simple rollcall is considered contact time. While registrations have rightly been considered part of a teacher's directed time, teachers required to deliver any learning or pastoral work during the registration period must have this period included in their teaching/contact time. For a registration period to be considered supervision, then it cannot extend beyond five minutes. This was reinforced in the joint management/trade union communication advising on Directed Time Budgets which addressed

the status issue of registration by stating that, **if a teacher is required to deliver learning or pastoral work, this period of time is considered to be class contact time in the time budget.**

While all is included within directed

time, teaching/contact time is different to supervision. Supervision only occurs when a teacher is requested to engage in activities outside of the classroom where there is no actual teaching taking place. Supervision includes morning and afternoon breaks, monitoring the arrival and departure of pupils, bus, assembly, and examination supervision.

As a short footnote, the joint management/ trade union communication advising on DTBs also referenced attendance at an assembly as supervision but does

acknowledge that if a teacher has to deliver an assembly, then this duty is also considered contact or teaching time.



**Tommy McGlone**  
INTO Senior Official

Supervision includes morning and afternoon breaks, monitoring the arrival and departure of pupils, bus, assembly, and examination supervision.



# INTO secures pension rights for tutors

Most, if not all employees, within education, do not have to concern themselves with whether or not they will get a pension when they retire. They are automatically enrolled in the Northern Ireland Teacher's Pension Scheme (NITPS) or for those employed by the Education Authority, the Northern Ireland Local Government Officers Scheme (NILGOS).

For one group of individuals, the Primary Modern Language Programme (PMLP) tutors, their pension rights were only a distant hope. These individuals were summarily dismissed when funding for the scheme was withdrawn by DE. Despite being told they were "zero contract" workers, INTO decided to represent them and was successful in securing redundancy payments, notice and holiday pay. However, during their employment, they were never allowed to join the NILGOS scheme and consequently years of pensionable service seemed lost.

INTO continued to fight the issue with the EA and eventually it was conceded that these individuals had been entitled to join the NILGOS scheme. However, there were two complications. Firstly, the tutors were no longer employed by EA and secondly, NILGOS managed the scheme and not EA.

Retired senior official, Tony Carlin,

and INTO legal representatives, initiated a series of meetings with the tutors, pension experts, and officers of EA. At first, NILGOS did not engage in meeting with INTO saying they could not because the individuals were not members of their pension scheme. It was left to EA to deal directly with NILGOS relaying the legal matters being discussed.

Eventually, after five years, INTO, on behalf of the tutors, reached an agreement with EA and NILGOS. The scheme began with the tutors being given pension forecasts on their pension and the cost of any monies they would need to make to retrospectively join the pension scheme. The EA agreed to make the relevant employer contribution on behalf of the tutors and the tutors were

given details of their pension payments and when these would be paid to them.

The degree of complexity involved in the calculation of individual benefits was enormous and reflected the differing services of individual tutors, variation in their earnings and the changes to the NILGOS scheme over the period of their employment. It was a long difficult and complex piece of work but after approximately six years a scheme now exists and those individuals who were denied a workplace pension can now access it.

Where other organisations or individuals may have given up, it is a credit to INTO and the officials such as Tony Carlin that we are able to highlight this long fought for success.



## Why it's more important than ever to be a union member

As the summer draws to a close and the focus moves to another school year, some individuals may think that being a member of INTO is one expense that is not necessary. The money saved will help with the rising fuel prices and towards the cost of living. Yet even as the staff rooms and classes are being made ready, the threat to public sector employees, including teachers is growing.

Across the Irish Sea in the shires and constituency offices, 230,000 Conservative party members are meeting and voting to decide who will be the new leader of the Tory

party and ultimately Prime Minister of the UK government. By the time schools are fully back, the successful individual should be in Number 10 Downing Street and will begin to move forward on the policies they laid out during their campaign.

Teachers here in the North may wonder why this would concern them. The answer lies in the policies being laid out by the leadership hopefuls including limiting the rights of public sector workers to take industrial action, regional pay awards and what ever other policies their right wing think tanks can dream up.

Ultimately it all puts a focus on an agenda which has "Thatcherite" overtones, and which poses a threat to the employment and industrial rights of INTO members and other public sector workers in the North. The one way to defeat this attack is to remain in a strong trade union like INTO. It is also important to encourage colleagues who are considering leaving to stay in membership and urge those who have never joined INTO to sign up now. A strong union remains the best defence against any attack on the rights of workers.

# Raising your words . . . participation!

Seeing a situation from a different perspective is a luxury we so seldom have in life, but this past year has given me just that. Seeing the workings of a greater number of INTO groupings and committees has shown me the breadth of talent, expertise and tenacity we have amongst ourselves as colleagues, educators and trade union activists. Serving as the Chairperson of Northern Committee has been eye opening to say the least. I pay heartfelt tribute to the hard working school, branch and district representatives who serve our INTO members and thank them for the support they have shown me through the year in my many interactions with them.

As we move forward in the next few months into a very turbulent time of industrial unrest I feel it is important to encourage members to become more active in their participation in this industrial relations process. You need to step up and have your voices heard.

INTO school reps and Branch activists across the North play a vital role in supporting INTO members and securing a better world of work through ensuring appropriate workplace policies are in place and sharing the concerns of our members relating to better pay and conditions. There is no one type of person to take on this role. Often its enough just to be annoyed and to want to seek out some answers.

Our reps come from a wide range of backgrounds and experiences and it's the breadth of knowledge which this brings to the discussion that allows for concerns of NQT teachers alongside those of a Principal to be represented and actions to be drawn together. INTO reps are united

by their drive to make a better working world and protect their colleagues.

This too is reflected within the representatives on Northern Committee and the Central Executive Committee. These are all serving teachers themselves, democratically elected by the members. They help guide and govern the INTO as an organisation which strives towards a better world of work. They face many of the same issues all members do. They are not immune to what is happening at school level. They bring your voice into the room and around the negotiating table.

### How do you know your voice is being heard?

Well...when was the last time you attended a local branch meeting? Have you checked for details on the INTO website?

Have you had a meeting at school recently? How do you and your colleagues share your concerns with someone outside the staff room?

Have you put together any ideas which could be shared with INTO? Have you spoken to or emailed your area rep? All their contact emails are in Printout and the INTO diary!

The impact of voices in a room in real conversation carries so much more weight than a single email. Sharing experiences with colleagues can show that you are not alone in the difficulties and a collective solution may well work

to resolve the issue or at least give other options on how to tackle the situation to a positive conclusion.

Get in the room... meet with the officials alongside the area reps. They are the activists who through their own involvement from school level are now working on the core operations of INTO and in the negotiations with

management side and the employers. They negotiate along with sister unions to develop the working policies and practices which represent the ever changing needs of the workers and the communities we serve.

The Northern Office Officials work through the direction of the membership. INTO is a members led organisation. Policy passed at Northern Conference and National Congress drive the work of the officials. This comes from you!

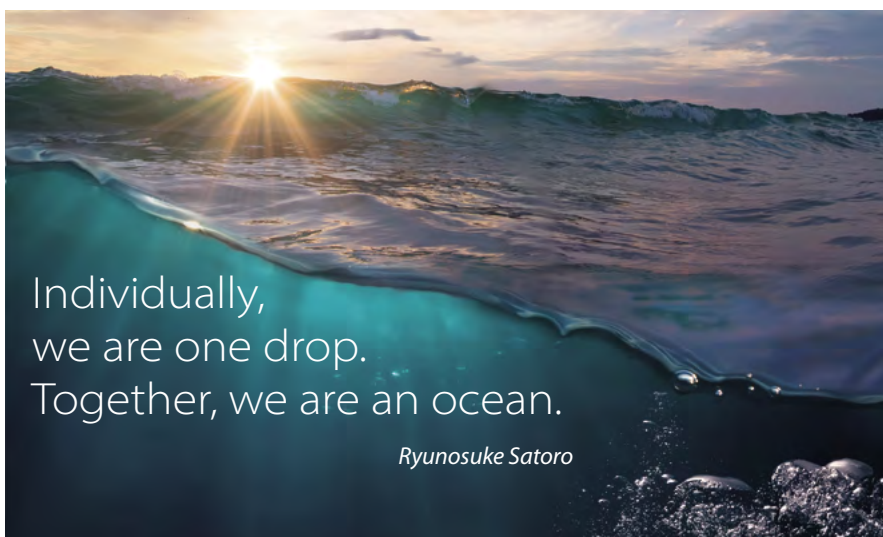
If you have opinions to be shared then use the mechanisms open to you as an INTO member.

1. Hold an INTO meeting at school – discuss issues which are important for you as a school group. Put any queries, suggestions, ideas in an email to your Northern Committee Area rep or CEC rep.
2. Attend your local INTO branch meeting – Do you know where they meet? Check INTO website. Want something discussed? Email the branch secretary and ask for it to go on the agenda.
3. Don't Opt out! – have you checked your settings on your INTO account? Are you getting newsweaver emails? Check and see. It is important to keep as informed as possible.
4. Participate in the upcoming ballot – This alone gives action to your voice. This is how you empower the union to get things done. INTO cannot act without your support.

Now is the time when you can contribute to the plan of moving the INTO agenda forward which can improve the circumstances of everyone now and into the future. Its time to step up, to step out and to raise our heads above the parapet. We need to act for ourselves and fight for ourselves within the collective of the union.



**Marie O'Shea**  
INTO Trade Union Official



Individually,  
we are one drop.  
Together, we are an ocean.

*Ryunosuke Satoro*



# Joint INTO/UTU/NEU Training for 2022-23

September			
DATE	TIME	LOCATION	TOPIC
<b>'Your Union working with you!' – pre-rep information sessions</b>			
Are you interested in becoming an INTO school representative? If so, or if there is no INTO rep in your school, come along to these seminars to find out more without committing yourself!			
Wed 14 Sept	4-5pm	Newry	
Thurs 15 Sept	4-5pm	Ballymena	
Tues 20 Sept	4-5pm	Omagh	
Thurs 22 Sept	4-5pm	Derry	
Tues 27 Sept	4-5pm	Belfast	
<b>Career Learning Reps for INTO Branches and UTU/NEU Officials/Presidents – 3 day course (ICTU)</b>			
Information will be sent directly to Branches, if interested please contact your INTO branch Secretary.			
Thurs 15 Sept	9.30 – 3.30	INTO N. Off.	Day 1
Wed 21 Sept	9.30 – 3.30	INTO N. Off.	Day 2
Tues 27 Sept	9.30 – 3.30	INTO N. Off.	Day 3
October			
<b>BlendEd NI Training - Accessibility</b>			
With no additional apps required, explore the built-in accessibility tools that your iPad has to make it a truly powerful personal learning device. Empower your learners to overcome barriers with reading and writing by using a range of features to help them access the curriculum and ultimately reduce your workload. Reduce the amount of times you hear: "How do you pronounce that word?" "What does that word mean?" "How do you spell ___?" by showing your pupils just a couple of independent learning strategies available on your iPad. Download the latest iOS Software Update beforehand to get the full benefit of this session.			
Mon 3 Oct	7.30pm – 9pm		
<b>Mid Career Financial Review with Platinum Financial</b>			
Thurs 6 Oct	3.45 – 5.15pm		
<b>BlendEd NI Training – Apple Teacher Course (7 weeks)</b>			
Wed 5 Oct	7.30pm – 9pm		iPad
Wed 12 Oct	7.30pm – 9pm		iMovie & Clips
Wed 19 Oct	7.30pm – 9pm		Pages
Wed 26 Oct	7.30pm – 9pm		Keynote
Wed 9 Nov	7.30pm – 9pm		Numbers
Wed 16 Nov	7.30pm – 9pm		GarageBand
Wed 23 Nov	7.30pm – 9pm		Portfolio & Next Steps
<b>School Rep Induction – 1 day course</b>			
One Day Induction course, (in person) for NEW INTO/NEU/UTU School representatives Accredited School Representatives are entitled to the day out of school to attend Trade Union Training. Substitute Cover is not provided.			
Wed 12 Oct		Derry	
Wed 26 Oct		Belfast	
<b>Webinars</b>			
These one hour webinars are available to all members to inform/update them on important matters relating to their rights and responsibilities and Teachers' Terms and conditions of Employment generally.			
Wed 19 Oct	4-5pm		Maternity
Tues 25 Oct	4-5pm		Adoption

November			
DATE	TIME	LOCATION	TOPIC
<b>Pre-retirement webinar with Platinum Financial</b>			
Thurs 10 Nov	3.45 – 5.15pm		
<b>Webinars</b>			
These one hour webinars are available to all members to inform/update them on important matters relating to their rights and responsibilities and Teachers' Terms and conditions of Employment generally.			
Wed 16 Nov	4-5pm		Paternity Leave
Tues 22 Nov	4-5pm		Shared Parental Leave
Wed 30 Nov	4-5pm		'Preparing for Inspection'
<b>BlendEd NI Training – Collaboration</b>			
When we think of the most sought after 21st Century skills, we believe collaboration is right up there with creativity. Never before have our pupils had such access to make meaningful connections online whether its with the teacher, classmates, shared education partners or even a global audience. Using iWork and Google for Education apps such as Pages, Keynote, Docs, Slides and Jamboard, we'll showcase different ways you could use these tools to meet that somewhat tricky 'Exchange' heading of the 5 'E's.			
Wed 30 Nov	7.30 – 9pm		
December			
<b>INTO Branch Officer training</b>			
Thurs 1 Dec & Frid 2 Dec			
Details will be sent to the Branch and District Officers Directly.			

Please check the INTO website, [www.into.ie/ni](http://www.into.ie/ni) for registration information and closing dates for each of the courses/seminars/webinars.



**A MODern Talk**  
www.amoderntalk.com  
@a\_moderntalk

Founder of A MODern Talk: Martin O'Donnell

'A MODern Talk' is a performance psychology consultancy that supports the functioning and well-being of individuals and/or groups for specified tasks or for general day to day life. Get in touch today through our website to organise a bespoke talk from a teacher of 20+ years experience to meet the specific needs and requirements of your Development Plan and Health & Well Being Strategy.

# INTO at Belfast Pride 2022

Saturday 30th July saw INTO members, alongside friends and families, proudly walking in support of our LGBTQI+ colleagues, pupils and community. Belfast Pride has come a long way from its first parade in 1991, when around 100 nervous people took part in the very first Pride parade – some of the participants on that first parade say that they had never walked so quickly through the city centre, so unsure were they of the public reaction! Thirty parades later (2021 was to have been the 30th parade, but Covid prevented large scale celebrations last year so the 30th parade was this year), over 80,000 people were there to walk, watch and cheer the parade.

INTO has been strongly represented at Belfast Pride for many years, but this year was possibly the most colourful and eye-catching yet. Huge balloons spelling out INTO, flags, stickers, stampers to spread our 'Stamp Out Homophobia, Transphobia and Biphobia' message, and a sea of rainbow coloured gowns all got



huge support and recognition from the crowds of well-wishers lining the entire route. It was a powerful statement of support and solidarity.

Homophobia remains an issue in our society and in our schools. INTO has led the way for teacher trade unions, and this

year saw a hugely successful campaign in June to offer Pride Inclusion flags to every school. Many schools enthusiastically accepted this offer and used this as a way to visibly show their support for LGBTQI+ pupils and colleagues. INTO sees the campaign against homophobia as an ongoing, year-long mission – it's not just about one day in the Summer!

A small Committee of INTO staff and volunteers organized the union's presence on the parade, and all participants were treated to brunch in the American Bar before setting off. Post parade celebrations resumed in the American Bar with food, drinks, and live music – a fantastic day's fun and activities.

Is there a LGBTQI+ agenda at work here? The short answer is 'No' – the agenda of any trade union must be to work for, and at times fight for, all of its members. This year's Pride parade was led by refugees who have settled here. There were groups from almost all of our political parties, there were church groups and people with disabilities. There were children and older people. The parade was a rainbow of people. The



agenda at Belfast Pride was inclusion for all, finding strength in all of our diverse lives, and promoting understanding and acceptance for everyone – this is an agenda of which we should all be very proud.

Roll on Belfast Pride 2023!

**BRIAN ADAMS North Antrim Branch**



Photos credit: Caoimhe Marie from @capturebycaimhe on Instagram





# Creating Experiencing Connecting

## INTO Art Competition 2023

The answer to the age old question, how long is a piece of string could well have a similar answer to the question, how long does it take to produce a piece of art? As a busy, new school years begins and the INTO Art Competition opens for another year, all we ask of the artists amongst you out there, is to keep some time for your creative side in the coming months and note down this year's submission deadline of noon on Friday 28 April 2023.

To enter simply complete an application form and provide a clear digital photograph/s of your piece/s. Members may submit up to a maximum of three original paintings and these need not be framed. We hope the following themes

may prove inspiring or lend a focus to your work: People, Animals, Landscape, Seascape, Cityscape, Abstract, Still Life.

The Art Competition is open to all active INTO members in the north. As in previous years, an overall winner for 2023

will be identified by a panel of judges and, if appropriate, also a highly commended piece. While each year produces a winning entry the competition is not just about "the prize", it really is intended to offer budding and experienced artists

alike a chance to share their work and participate in a collective experience through their union. Do not be daunted, as Henri Matisse put it, "Creativity takes courage!" Your courage and creativity means that the art work hanging in Northern Office has the priceless provenance of being produced entirely by INTO members.

Northern Office will endeavour to remind members about the competition during the year through INTO social media and Printout.



**Your form and photographs of your paintings must be with INTO by 12 noon, Friday 28 April 2023**

Name:		TR No:
Email:		Mobile:
Address:		Postcode:
Painting 1	Painting 2	Painting 3
Title:	Title:	Title:
Medium:	Medium:	Medium:
Measurements (cms/ins):	Measurements (cms/ins)::	Measurements (cms/ins)::
Please identify your theme: People – Animals – Landscape – Seascape – Cityscape – Abstract – Still Life	Please identify your theme: People – Animals – Landscape – Seascape – Cityscape – Abstract – Still Life	Please identify your theme: People – Animals – Landscape – Seascape – Cityscape – Abstract – Still Life
Tell us about your painting:	Tell us about your painting:	Tell us about your painting:

**Conditions of Entry:** The Competition is open to active INTO members in NI. Pieces submitted for consideration by the panel should be original works by the artist named, and should have been completed within the past 5 years. All entries are subject to selection. Winners will receive a cash prize but no additional monies. Winning entry will become the exclusive property of INTO. INTO retains its discretion to reject works considered objectionable or contrary to the aims and objectives of INTO. INTO will take all due care with entries but INTO accepts no responsibility for the damage, loss, theft, or accident, of any kind, from any cause. INTO reserves the right to make any further adjustments deemed necessary. The panel's decisions are final. All entries will be included in a future Printout feature.

**INTO Data Privacy Policy:** We refer you to the INTO Data Privacy Policy ('Privacy Policy'). This Privacy Policy explains how the INTO processes personal data in accordance with the Data Protection Acts 1988-2018 and the General Data Protection Regulation ('Data Protection Law'). This privacy policy may be amended and updated from time to time and can be accessed on the INTO website at [www.into.ie/ni](http://www.into.ie/ni)

Please confirm that you have read the Conditions of Entry and Data Privacy Policy

# Brendan Harron RIP

1953-2022

Brendan Harron gave a lifetime of service to INTO members for which the INTO is truly indebted to him, his wife Catherine and their five children. He died on 5 June 2022, following an 18-month illness. At various times he was INTO School Representative, INTO Northern Committee Representative and Chairperson, National Education Committee Representative and INTO Senior Official.

At 26 years of age, Brendan was the youngest recorded member of the INTO Northern Committee, attending his first meeting in INTO Northern Office on 27 November 1979. He served on the Northern Committee as the Post Primary Representative for the Western Education and Library Board area for 26 years before joining INTO Northern Office as a Senior Official in 2006, where he served the INTO members across the North until his retirement in August 2014.

Over his 35 years of service to INTO Brendan was actively involved in negotiating many changes in teachers' pay and terms and conditions and, in the curriculum, examinations and assessment. Brendan represented INTO, alongside the then Northern Secretary Al Mackle, in the negotiations on the 1987 Jordanstown Agreement, still the basis of teachers' terms and conditions in Northern Ireland today. He was also one of the INTO representatives who negotiated the 2011 Workload Agreement, in fact, an email received after Brendan's death from a senior member of the Employing Authorities stated that 'He was instrumental in the work to develop the original Workload Agreement and the suite of TNC documents around discipline, grievance and bullying.'

In addition to being a member of Northern Committee, Brendan's dedication to education and the INTO saw him serve on the INTO National Education Committee from 1998 to 2006, where he contributed to many INTO research and policy documents and National INTO Education Conferences on various topics, including teacher education, inclusion, language, and SEN.

Brendan was a regular speaker at Northern Conference often proposing or seconding the main motions on pay



Brendan with Northern Committee in the early 1990's

and terms and conditions of service, always fighting for justice and teachers' rights. As his long-term friend and colleague on Northern Committee, Des Rainey, said at this funeral, 'Brendan thrived on standing up for teachers, whether dealing with grievance cases at school level or more serious cases before Industrial Tribunals. If you had Brendan Harron in your corner, you knew you had a very good chance of

success... In one Industrial Tribunal he secured a £50,000 award on behalf of a teacher for unfair dismissal which was one of the highest ever settlements of its kind.' He advised, supported, and defended numerous INTO members over the years who benefitted from his calmness, wisdom, and determination to see justice done.

In 2006 Brendan joined INTO Northern Office as a Senior Official. He supported the officials and staff in the office in the same way as he did the members, becoming a true friend to many of us. He was great company and great craic, and we had many happy social occasions as a staff too with lots of laughter.

It was with mixed feelings that we saw Brendan retire in 2014, he deserved the rest after all he had done in his career, but we knew we would really miss him. It was a joy to catch up with him at the INTO Northern Conference every year and see him and Catherine jiving on the dance floor in the evening. It was a truly sad day for everyone in INTO when we heard of Brendan's death. He was an inspiration to us all and is still used as a role model for School Representatives at the INTO training courses. His legacy lives on.

To quote the email from the Employing Authority member:

**'He was a giant of a Trade Unionist who knew his role well and exercised it with warmth, humour, determination, and most of all with integrity!'**



# Cost of Living Crisis

## We deserve better

With the return to a new academic year, we again find ourselves in the midst of the continuing economic crisis that is severely impacting upon every single working man and woman. In 2008 it was called a financial collapse, then we had a full decade of austerity, followed by financial uncertainty over Brexit and all compounded by the pandemic. This year's crisis has been labelled as a cost-of-living crisis, just a new name for familiar circumstances faced by working families everywhere.

What else is familiar? As in previous crises there is a commonly held perception that teachers do not suffer with the rest of the working population; that teachers are well paid and do not face a cost-of-living crisis like many other workers in the public sector.

Since 2008 teachers have seen their pay reduced by 20% in real terms. In other words, teachers should be thousands of pounds better off today, which of course would be nice, but unfortunately it is not the case. As a result, we now have experienced teachers, instead of planning their retirement, now planning to work years beyond their expected retirement age.

We have teachers having to take out loans or take on a second job because the cost of getting to work is now more of a financial burden than their mortgage repayments or because the cost of having their children minded while they work has become too much.

Worryingly, teachers are choosing to withdraw from their pension schemes, risking a poorer future just to get by in the here and now. This at a time when school budgets are being squeezed as energy costs soar, placing greater uncertainty over recruitment and retention of staff. Younger teachers are struggling to secure permanent employment which is denying them the opportunity to get their first home or to get married or perhaps start a



family.

As teachers, we also see, at first hand, the devastating impact this crisis is having on our pupils. The poor quality of children's diets is obvious as our classroom bins are filled with empty crisp packets and cheap energy drinks. Everyone knows a healthy balanced diet improves educational performance, but it comes at a cost, a cost that, for too many families, is unaffordable. As a result, teachers are witness to a different kind of energy crisis in their classrooms.

Struggling parents couldn't afford to replace or buy new uniforms just prior to the summer break and of course growing kids don't want to go to school with their trousers halfway up their legs or the soles of their shoes hanging off, so they prefer to stay off school. Not every parent can afford that end of year cost, so they choose the cheaper option and

keep their children at home. We were told during the pandemic that children must be in school and indeed they must, but we have now arrived at a situation that, for an increasing number of families, money can be saved by not sending their children to school. This is totally unacceptable and must not be allowed to continue.

Like all key essential workers, teachers sacrificed much in the frontline battle against the covid pandemic. During lockdown, teachers turned their homes into classrooms, allowing teaching and learning to continue albeit in uncharted and unprecedented

circumstances. It was teachers who afforded schools to fully reopen, permitting society and the economy to return to some semblance of normality.

It was not teachers who caused the 2008 financial collapse, nor did health service workers cause ten years of austerity. It wasn't postal workers who caused economic uncertainty after Brexit nor was it bus or train drivers that have driven inflation up to a 40 year high. But it is the public sector workers who are punished time and time again by the failures of those in power. In the face of record profits announced by big companies, it is clear whose interests those in power are protecting. Profits are the unpaid wages of working people. It is time to pay working people what they deserve.

# Important Update for SENCOs

The workload associated with SEN has to be addressed. Administration must be reduced. Referrals streamlined. Support by outside agencies deliverable. Funding must meet need. New initiatives must be piloted and funded appropriately. Resources must be available. ICT must be fit for purpose. Time to carry out tasks for SEN as a SENCO and a teacher must be covered in your individual directed time budget. INTO have heard and listened to concerns raised by our members and are currently focused on actively addressing SEN workload.

## WHAT HAVE INTO BEEN DOING?

Since November 2021 INTO representatives along with the other Teaching Unions, DE, EA and Employing Authorities have been part of the Review of Workload Associated with SEN Provision. The Terms of Reference are available at <https://www.education-ni.gov.uk/publications/review-workload-associated-sen-provision>. The Review places “an emphasis on teaching supported by streamlined and fit for purpose administrative processes which ensure that workloads are properly focussed and manageable formulating and agreeing recommendations to reduce workload.”

The Review Group is tasked with writing recommendations which directly address workload issues. Recommendations have been written and in the main agreed in the following areas of concern highlighted by NITC:

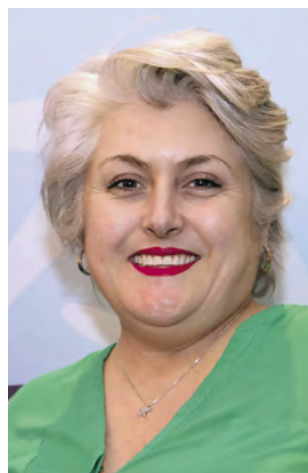
- Data collection, use, duplication, GDPR issues
- Use of ICT/ Technology in relation to SEN provision
- Referral and Review Processes
- Role of SENCO (LSC)
- Administrative processes in relation to SEN provision across all education settings
- PLPs (IEPs)
- Role of ETI in workload associated with SEN provision
- SEN workload in mainstream settings/ specialist provision/ ASD ‘units’
- SEN workload in Nursery/ Early Years
- Multi-agency working
- CPD/ Training
- Budgetary Issues
- Relationship with the currently identified and potential new work streams related to

SEN Provision (i.e. 14 work streams).

When the report is written it will be shared with the Project Oversight Group. It is hoped that this will be completed by Oct 2022.

It is important that INTO keep you up to date with action that is being taken on your behalf. This article is just the start of communication about improvements we are seeking, as a matter of urgency, on your behalf.

Your input is welcome and essential. Contact [cmccarthy@into.ie](mailto:cmccarthy@into.ie)



**CAROLINE MCCARTHY,**  
Northern Committee

## REFERENCES

- <https://www.education-ni.gov.uk/topics/teaching-staff/workforce-review-project>
- <https://www.education-ni.gov.uk/publications/review-workload-associated-sen-provision>
- <https://www.education-ni.gov.uk/publications/tnc-202001-agreement-between-management-and-trade-union-side-28-april-2020>

INTO have heard and listened to concerns raised by our members and are currently focused on actively addressing SEN workload.



# Belfast Branch takes to the Hills

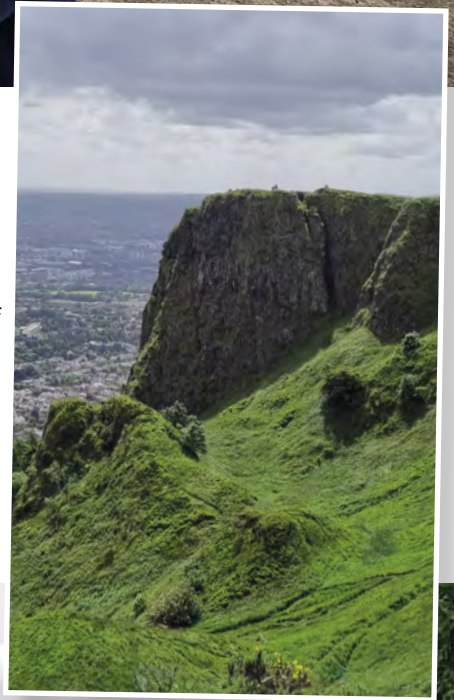


June saw Belfast branch inaugurate its first guided tour of The Cavehill. Around two dozen hearty INTO members set off from Belfast Castle on a bright yet breezy Saturday morning, guided by branch member Ruari Maclenaghan whose outstanding knowledge of the Cavehill provided for a very enjoyable and enlightened trek.

Those on the walk were told about the remarkable history of the hill including how the 'Volunteers Well' was named after an 18th Century stand off between local volunteers and British Yeomanry; the role

played by the Castle in both world wars; how an American WWII plane carrying top secret war documents crashed into the hill which led to a Hollywood blockbuster film and how the first republican proclamation of independence was declared by Wolfe Tone and the United Irishman at the top of McArt's Fort.

While not everyone made it to the top, those who participated in the event had a very enjoyable walk in early summer sunshine among the most stunning scenery. Look out for next years guided tour. Everyone is most welcome.





# Back to School: New School Year Resolutions for INTO School Representatives (and members)

## 1. Hold regular union meetings in school

It is important to meet with members of INTO to discuss issues of common concern and see if they can be addressed at local level. Invite all members and ask management to provide a suitable room in school for these to take place.

## 2. Seek regular meetings with management

Communication is at the heart of good working relationships. Setting up a regular meeting between union representatives and management to discuss collective matters is an ideal way to enhance communication and address issues before they become problems. Pay Progression (Threshold, UPS), Salary Policy, Directed Time Budgets,

School Calendars, Health and Safety Issues, brief absences are examples of some collective issues that members may wish to have raised.

It can be useful to invite representatives of other unions, teaching, and non-teaching, to take part in these meetings.

## 3. Ensure Every member of INTO has a Directed Time Budget

DTBs are the single most effective tool available to teachers and their representatives to ensure that the work demanded of teachers is reasonable, fairly distributed and manageable.

Most schools now have them. Used effectively they are a tried and tested method of effective workload

management.

There is a wealth of information on DTBs available here: <https://www.into.ie/ni/help-advice/rights-conditions/working-time-professional-duties/directed-time-budgets/>

Your Northern Committee Representative is also a valuable source of information and support in relation to DTBs.

## 4. Check that INTO membership details are up to date

Ask INTO members in your school to check that their home address, phone number and preferred email address are all up to date with INTO. This can be done online through the INTO website.

This is particularly important for the purpose of balloting members for industrial action but also for effective communications from INTO Head Office, Northern Office, CEC and Northern Committee, to members more generally.

## 5. Get trained!

Keep an eye on into.ie website events page and register for available training if you have not previously done so. <https://www.into.ie/ni/events/>

## 6. Attend your local Branch meetings and encourage your colleagues to do the same

These take place in each term and are an effective way to keep up to date with developments within the union and provide a forum to directly raise your

point of view and the views of members in schools.

Details are provided on the into.ie webpage and Branch Secretaries also issue information to their branch members about the date, time and location of these meetings. All INTO members are very welcome to these meetings. <https://www.into.ie/ni/events/>

## 7. Get in touch with your Northern Committee Area Rep

A list of these reps and their contact details are found in the opening pages of this magazine.



**Kevin Daly**  
Trade Union Official

## 8. Elect an INTO Rep and Health and Safety Rep if there are none in your school

If you have a rep or you are a rep, great. If not, then members should convene a meeting in an effort to elect someone to these important positions. Your Northern Committee Area Rep can help you to organise this.



# 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 2021 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, 2021 as included in the annual Return to the Certification Officer.

Members' Subscriptions	Other Income	Total Income	Total Expenditure
€15,483,946	€3,127,095	€18,611,041	€12,203,584

## 2. Political Fund Account

The Union maintains a Political Fund Account in the Republic of Ireland and expenditure from the fund of €0 (zero) 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 €164,289. Also included in the Annual Return to the Certification Officer is the Employer's PRSI amounting to €16,673.

Pension contributions cost €57,830.

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 2021 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Reserves, the Statement of Cashflows, the Funds Income and Expenditure Accounts, the Northern Ireland Income and Expenditure Account, Statement of Financial Position, Accumulated Funds Account, Funds Income and Expenditure Accounts, and notes to the Organisation's financial statements, including the summary of significant accounting policies, set out in note 3. The relevant financial reporting framework that has been applied in their preparation is FRS 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland, issued by the Financial Reporting Council ("the relevant financial reporting framework").

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities, and financial position of the Organisation as at 31 December 2021 and of its loss for the year then ended; and
- have been properly prepared in

accordance with the relevant financial reporting framework.

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

## 5. Rights Of Members Of Union

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

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

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

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

# 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.

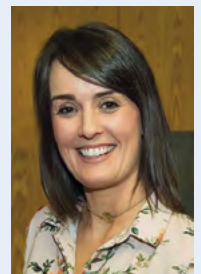
PRINTOUT provides up-to-date information on professional and trade union issues.

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](mailto: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](http://www.into.ie).

The views expressed in this journal

are those of the individual authors and are not necessarily endorsed by the INTO.

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

any error which might occur.

Except where the Irish National Teachers' Organisation has formally negotiated agreements as part of its services to members, inclusion of an advertisement does not imply any form of recommendation. While every effort is

made to ensure the reliability of advertisers, the INTO cannot accept liability for the quality of goods and services offered.

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

For all publications please visit our website at [www.into.ie/NI](http://www.into.ie/NI).

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Go to [www.membershipplus.co.uk](http://www.membershipplus.co.uk). Make note of your new card number, printed on the front of your card.



**2 New to Membership Plus?**  
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## To Do List

- Plan lessons
- Feed dog
- Save money with Membership Plus



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