

2024

# Northern Conference Agenda

into   
Irish National Teachers' Organisation  
Cumann Múinteoirí Éireann



**156<sup>th</sup> Annual Congress**

Europa Hotel Belfast • 1-2 March 2024



# Northern Committee Agenda Timetable-Rules-Motions

**156th Annual Conference** Europa Hotel Belfast 1 - 2 March 2024

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# NORTHERN CONFERENCE TIMETABLE

## FRIDAY 01 MARCH 2024

<b>9.00 – 9.45am</b>	<b>REGISTRATION / EXHIBITION VIEWING</b> Tea / Coffee and Scones
<b>10.00 – 11.00am</b>	<b>PUBLIC SESSION</b> Opening of Conference Deputy Lord Mayor Áine Groogan, Belfast City Council Chairperson Caoimhin MacColaim President Dorothy McGinley Guest Speaker Paul Givan, MLA, Minister of Education Northern Secretary Mark McTaggart
<b>11.00 – 11.15am</b>	<b>PRIVATE SESSION</b> Standing Orders Committee Report
<b>11.15 – 12.30pm</b>	<b>PUBLIC SESSION MOTIONS</b>
<b>12.30 – 2.00pm</b>	<b>LUNCH / EXHIBITION VIEWING</b>
<b>2.00 – 3.30pm</b>	<b>PUBLIC SESSION MOTIONS</b>
<b>3.30 – 4.00pm</b>	<b>BREAK / EXHIBITION VIEWING</b>
<b>4.00 – 4.30pm</b>	<b>PRIVATE SESSION</b>
<b>4.30 – 5.30pm</b>	<b>PUBLIC SESSION MOTIONS</b>
<b>7.30pm</b>	<b>DINNER DANCE</b>

## SATURDAY 02 MARCH 2024

<b>09.00 – 10.00am</b>	<b>PRIVATE SESSION</b> Northern Committee Report Private Motions
<b>10.00 – 11.00am</b>	<b>PUBLIC SESSION MOTIONS</b>
<b>11.00 – 11.30am</b>	<b>BREAK</b>
<b>11.30 – 1.00pm</b>	<b>PUBLIC SESSION MOTIONS</b>
<b>1.00 – 1.30pm</b>	<b>CLOSING SESSION</b>



# NORTHERN COMMITTEE 2023/2024

<b>Chairperson:</b>	Caoimhin MacColaim
<b>Vice-Chairperson:</b>	Geraldine McGowan
<b>CEC I:</b>	Seamus Hanna
<b>CEC II:</b>	Annmarie Conway
<b>BFC:</b>	Patrick McAllister

## *North-Eastern Area*

Primary	Michelle McCrystal
Post-Primary	Siobhan McElhinney

## *South-Eastern Area*

Primary	Rachel Poland
Post-Primary	John Kelly

## *Belfast Area*

Primary	Geraldine McGowan
Primary	Caroline McCarthy
Post-Primary	Caoimhin MacColaim

## *Southern Area*

Primary	Martin Lavery
	Noreen Kelly
Post-Primary	David Nolan

## *Western Area*

Primary	Marie O'Shea (resigned June 23)
	Clare Kearney-Kirwin (elected Oct 23)
	Moira O'Kane
Post-Primary	Dermot Gallagher

<b>Northern Secretary:</b>	Mark McTaggart
<b>Assistant Northern Secretary:</b>	Marie O'Shea
<b>Senior Officials:</b>	Nuala O'Donnell, Tommy McGlone
<b>Trade Union Officials:</b>	Paul Groogan, Kevin Daly

## CENTRAL EXECUTIVE COMMITTEE 2023/2024

<b>President:</b>	Dorothy McGinley
<b>Vice-President:</b>	Carmel Browne
<b>Ex-President:</b>	John Driscoll
District I	Seamus Hanna
District II	Annmarie Conway
District III	Áine McGinley
District IV	Maire C English
District V	Adrian Kelly
District VI	Gerard Murray
District VII	Peter O'Toole
District VIII	Gerry Brown
District IX	Órlaith Ní Fhoghlú
District X	Deirdre Fleming
District XI	Brendan Horan
District XII	Edel Polly
District XIII	Anne Horan
District XIV	Joanne Marie Doyle
District XV	Máire Lineen
District XVI	Siobhan Buckley

## BENEFIT FUNDS COMMITTEE

District I	Patrick McAllister
District II	Tara O'Sullivan
District III	Deirdre Lanigan
District IV	Bernard Dalton
District V	Jerry Clifford

## INTO Head Office

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<b>General Secretary:</b>	John Boyle
<b>General Treasurer:</b>	Deirdre O'Connor
<b>Northern Secretary:</b>	Mark McTaggart



# RULES GOVERNING NORTHERN CONFERENCE PROCEDURE AND STANDING ORDERS 2023

1. Northern Conference is a Regional Conference (under Rule 21 of the Rules and Constitution) for the purpose of deciding questions of concern only to members in Northern Ireland.
2. Northern Conference is constituted as follows:
  - (a) Northern Committee members;
  - (b) Members of the Central Executive Committee and Benefit Funds Committee;
  - (c) Standing Orders Committee;
  - (d) Two delegates each from District I and II. These delegates shall be members of their District Committees;
  - (e) Delegates from Branches in accordance with the following scale:

<b>Branch Membership</b>	<b>No. of Delegates</b>
129 and under	2

With an additional delegate for each additional 64 members or part thereof. A delegate must be a member of the Branch, which s/he is appointed to represent and qualified in accordance with Rules 71 and 72 or 73.

3. Northern Committee is responsible for arrangements for Northern Conference.
4. At the June meetings District Committees, I and II shall elect from their membership three representatives each to serve on the Standing Orders Committee [SOC]. At the first meeting of the SOC, the committee shall choose from among its members a Chair and Secretary. The duties of the SOC are:
  - (i) To prepare the list of motions to be discussed at Northern Conference;
  - (ii) To draft composite motions, amendments and addenda for submission to Northern Conference;
  - (iii) To arrange an order in which motions may be taken and to make such arrangements as they deem necessary;
  - (iv) To decide what urgent motions (if any) shall be brought before Conference.
5. The Northern Secretary shall issue to Branch and District Secretaries not later than 02 February 2024 a preliminary agenda which shall contain:
  - (i) The rules governing Conference procedure and standing orders;
  - (ii) Motions to be submitted to Conference.
6. Amendments or addenda to motions appearing in the preliminary agenda may be submitted by Branches or District committees and must reach the Northern Secretary not later than 07 February 2024. Each amendment must be signed by the secretary of the Branch or District Committee.

Northern Committee has the right to submit amendments to any motion appearing on the preliminary agenda.

7. The final agenda shall be sent to delegates to reach them at least three days before the opening day of Conference. It shall contain:
  - (i) The matter in the preliminary agenda;
  - (ii) The annual report of the Northern Committee;
  - (iii) Amendments and addenda to motions appearing in the preliminary agenda;
  - (iv) Names and Branches of delegates to Conference.
8. Urgent matters not on the agenda can be introduced at Conference only when permission to do so has been obtained in the first instance from the SOC. Should this committee by a two-thirds majority grant permission for the introduction of any such motion, its Secretary shall immediately inform the Presiding Chair, who shall thereupon, with the consent of Conference, fix a suitable time for the introduction and discussion of any such motion. An "urgent matter" is deemed to be a matter of vital importance arising in the interval between the closing of motions and the time during Conference at which permission to introduce it is sought.
9. At the commencement of Conference two tellers shall be elected by the delegates. The duty of the tellers shall be to ascertain and report to the presiding Chair the number voting for and against a motion on which a poll is taken.
10. Twenty members constitute a quorum.
11. The following is the order of debate:
  - (i) Subject to the discretion of the Presiding Chair, the **proposer** of a motion shall be allowed not more than **5 minutes**, the **seconder 3 minutes**, and each succeeding **speaker 3 minutes**, and **discussion** on any one motion shall be **limited to 20 minutes**.
  - (ii) Speakers to each section of the Northern Committee Report shall be allowed to speak once and for not more than 3 minutes to each section of the report.
  - (iii) Whenever an amendment is moved to any motion, no other amendment shall be taken into consideration until the first amendment is disposed of.
  - (iv) The decision of the Chair on any question shall be final.
  - (v) No delegate shall be permitted to speak more than once on the same proposition except the proposer of a motion who shall have the right to reply.
  - (vi) No person shall address Conference until called on by the Presiding Chair. Before addressing Conference s/he shall first announce their name and the Branch or Committee s/he represents. When a delegate is called upon by the Chair to speak all other delegates shall at once be seated.
  - (vii) Only the delegates may address Conference except by special permission of the Chair.
  - (viii) When the Chair rises to speak all the delegates shall immediately take their seats.
  - (ix) Every motion shall be decided by a show of hands unless a division thereon is demanded. Delegates only have the right to vote. No division shall be taken unless the decision is announced by the Chair after a show of hands is challenged by at least ten members who shall express their desire that a division should be taken by rising in their places. In case of a tied vote the Chair has the casting vote.
  - (x) At any time during the discussion of a motion or amendment, it is open to any delegate to move without debate, "that the question be now put", and if it should appear on a show of hands that a majority of the delegates are in favour of terminating the discussion, the question shall be put to a vote, and the decision of Conference taken without further discussion, provided that no speech is interrupted for the purpose and the proposer of the motion is not denied the right to reply. The acceptance of the motion, "that the question be now put" is at the discretion of the Presiding Chair.
  - (xi) In the event of a proposition, "that the Conference proceed to the next business" being proposed and seconded, all further discussion on the matter shall cease until this proposition is put to a vote. If the proposition is carried, the motion, and amendments (if any) shall be deemed to have been disposed of and the next business shall be taken up; if defeated, the discussion on the motion and amendments (if any) shall be resumed.
  - (xii) Where a motion is divided into sections, all sections shall be voted on separately.

# CONFERENCE GLOSSARY

A **Motion** is a proposition submitted for discussion and vote. It must be positive in its wording and declare an opinion or call for a course of action – or both.

A **Resolution** is a Motion which has been put to the vote and carried. When a Motion is before Conference an Amendment is a proposition to change the words of the Motion as a whole, or to change certain words, or to add or delete words anywhere in the Motion.

- An **Addendum** is a proposition to add words at the end of the Motion.
- **Reference Back** is a proposition against a report which is under discussion and may refer to the whole report or a section of it. It means that Conference does not approve of the report.
- **To Move** that the question be now put, means that the discussion should cease, and the vote should be taken on the Motion (or Amendment if any) which is before Conference.
- **Moving Next Business** means that the meeting should immediately proceed to the next item of business. It can be moved at any time in reference to the item under discussion, but if it is moved and carried whilst a Motion or an Amendment is under discussion it dismisses the Motion and Amendment without any vote being taken on them. If Next Business is not carried, then Conference resumes discussion on the original Motion and Amendment and, thereafter, takes the vote on them in the usual way.



# PUBLIC SESSION MOTIONS

## MOTION 1

Conference:

- (a) commends the INTO membership for their continued support of the ongoing industrial action in support of fair pay for teachers;
- (b) further commends the NITC for engaging in coordinated industrial action;
- (c) notes with concern that teachers and school leaders in the north of Ireland receive the lowest level of remuneration of all teachers across these islands;
- (d) condemns the political representatives for their failure to progress the pay claims of teachers and school leaders for three successive years; and
- (e) instructs Northern Committee to escalate its efforts to achieve a salary uplift which reflects the true value of the teaching workforce.

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**Northern Committee**  
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## MOTION 2

Conference:

- a) notes;
  - 1. the decreased SEND implementation funding made available to schools to support the proposed changes to the SEN Framework;
  - 2. the dramatic increase in the establishment of specialist provision classes within mainstream schools (SPiMS);
  - 3. the chronic underfunding and cuts to support services, adding an intolerable strain on school budgets;
- b) believes that the current funding model for schools is not fit for purpose; and
- c) instructs Northern Committee to;
  - 1. work through NITC to lobby the Department of Education, the EA, and all other relevant stakeholders to review the provision for children and young people with Special Educational Needs and to provide funding that meets the needs of children admitted to schools, particularly those with complex needs.

- 2. work through the NITC, to campaign for appropriate funding and staff training to meet the needs of children with SLD within mainstream schools (SPiMS).
- 3. work through the NITC to campaign for an appropriate increase to the additional funding, available to schools to recognise and support the additional workload associated with proposed changes to the SEND Framework.

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**Newry Branch**  
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**South Derry Branch**  
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## MOTION 3

Conference

- a) deplores the huge loss of life, in particular the killing and injuring of thousands of children and hundreds of teachers; and the ongoing destruction of the Civilian infrastructure including school, hospitals and places of worship during the latest Israeli bombardment of Gaza;
- b) notes the motion passed at Congress 2022 calling for support of the BDS movement;
- c) commends the actions of the Northern Committee and INTO members who have demonstrated tremendous solidarity with the Palestinian people; and
- d) calls on Northern Conference to:
  - 1. continue to publicise the actions taken by INTO in support of those affected by the attacks on Children, young people and teachers in Gaza and the West Bank;
  - 2. investigate how best to implement the motion supporting the BDS movement passed at the 2022 Congress; and
  - 3. initiate a campaign to encourage INTO members, branches and districts to declare themselves Apartheid Free Zones (AFZ).
  - 4. work through the NITC, to lobby the EA to amend their procurement to reflect the BDS movement principles.

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**Belfast West Branch**  
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**Down Branch**  
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**MOTION 4**

Conference:

- a) deplores the prevalence of large class sizes in our schools;
- b) notes with concern that the current EA policy of a maximum of 30 pupils in FS/KS1 is not reflected in all schools;
- c) further deplores the lack of a cap on class size in KS2; and
- d) instructs Northern Committee to work with NITC to:
  - 1) lobby DE and EA to revise the current cap downwards; and
  - 2) extend the legislation to include a similar cap in KS2 classes.

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**North Antrim Branch**  
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**MOTION 5**

Conference:

- a) notes the dire shortage of teachers available to cover short and long-term absences, particularly in specific post primary subject areas;
- b) further notes, with great concern, that qualified teachers are compelled to accept long-term employment in other sectors due to the unpredictable nature of paid employment in their chosen profession;
- c) instructs Northern Committee to:
  - 1. investigate the reasons why locally educated teachers choose to work outside the local education system;
  - 2. share knowledge gained from their examination of the teacher supply panel system in ROI with DE and lobby them to explore a similar system in the north; and
- d) calls on Northern Committee to update Northern Conference 2025 on the outcomes from points c) 1 and 2.

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**District 1 Committee**  
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**MOTION 6**

Conference:

- a) notes, with concern, the discontinuation of funding for the Engage Programme;
- b) acknowledges the positive impact this initiative had on vulnerable children and young people; and
- c) calls on the Northern Committee, through NITC, to lobby the Department of Education for the reinstatement of the Engage programme.

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**Northern Committee**  
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**MOTION 7**

Conference:

- a) deplores the inappropriate use of the Northern Ireland Supply Teachers' Register and the adverse impact it has on supply teachers' terms and conditions of service; and
- b) calls on Northern Committee to:
  - 1. call on the employing authorities to address the inappropriate use of the Northern Ireland Supply Teachers' Register for the booking of teachers on successive discrete contractual engagements beyond the 6 months period set out in the agreed procedures; and
  - 2. work through the NITC, to challenge this less favourable treatment, by all means necessary.

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**Northern Committee**  
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**Down Branch**  
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**MOTION 8**

Conference:

- a) notes with concern the volume of work imposed upon post-primary teachers in the delivery of internally assessed elements of external qualifications; and
- b) calls on Northern Committee to:
  - 1. engage with the relevant stakeholders, including the exam boards, to seek to reduce workload for teachers that

arises from the delivery of external qualifications to manageable levels;

2. continue to embed the system wide provision of fit for purpose directed time budgets which provide adequate time for all professional tasks required of teachers, including work associated with the delivery of qualifications; and
3. call on DE, through NITC, to initiate a system wide review of qualifications in the north of Ireland.

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**North Armagh Branch**  
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## **MOTION 9**

Conference:

- a) congratulates the INTO leadership on its successful implementation of Strike Action and Action Short of Strike;
- b) notes with dismay the lack of progress in the delivery of the recommendations, jointly agreed by Union and Management Side of the Teachers' Negotiating Committee (TNC), of the eight completed reviews arising from the TNC 2020/1 Pay and Workload Agreement deal; and
- c) calls on Northern Committee to:
  1. demand from Management Side an agreed timeframe and mechanism for the implementation of the recommendations of the Workforce Reviews; and
  2. in the event of a failure to implement the review recommendations within an agreed timeframe, to ballot members for industrial action up to and including strike action.

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**Northern Committee**  
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**Newry Branch**  
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## **MOTION 10**

Conference:

- a) notes a teacher's pension contribution is impacted and reduced when a teacher is on maternity pay. The teacher's pension contributions are based on the reduced rate of salary paid; and
- b) calls on Northern Committee to work through the NITC, to lobby the DE to rectify full pension contributions to be based solely on the teacher's annual rate of pay for all teachers in all circumstances and not on the sliding scale of maternity pay.

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**Down Branch**  
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## **MOTION 11**

Conference:

- a) gives a cautious welcome to the introduction of an online portal for the management of teachers' pay; and
- b) calls on the Northern Committee to communicate all issues raised by members with the Education Authority (EA) and continue to engage with EA until those issues are rectified.

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**Northern Committee**  
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## **MOTION 12**

Conference:

- a) notes the sharing of the EA SEND Transformation video, and the proposed changes to the Service Delivery of EA Pupil Support Services; and
- b) calls on the Northern Committee to work through NITC to demand:
  1. the EA conduct and publish a risk assessment on the impact of pupil outcomes of any proposed changes to Service Delivery; and
  2. that any proposed changes to Service Delivery are piloted, and workload proofed before implementation.

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**Northern Committee**  
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**MOTION 13**

Conference:

- a) notes that the current funding formula fails to meet the needs of a majority of schools; and
- b) calls on Northern Committee to work through NITC to lobby DE to review the school funding formulae, with a view to removing teaching costs from the schools LMS budget.

Down Branch

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**AMENDMENT TO MOTION 13**

Line 2 after 'formula' insert 'for education'

Northern Committee

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**MOTION 14**

Conference:

- a) notes that teachers are experiencing a better work-life balance from ASOS; 'directed time at a time and place of your choice'; and
- b) calls for Northern Committee, with the NITC, to explore the possible amendment to the workload agreement to allow PPA time to be done at a time and place of their choosing after strike action ceases.

Down Branch

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**MOTION 15**

Conference:

- a) notes that there is no existing documentation to regulate the logistics, frequency and defined allocated time in relation to travel between sites on a split campus school; and
- b) calls on Northern Committee to work through NITC to develop a workable document in relation to travel that is agreed at TNC level.

North Armagh Branch

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**MOTION 16**

Conference:

- a) recognizes that for SEND transformation to succeed there must be significant investment in training and support for schools; and
- b) calls on Northern Committee to work through NITC to demand that the EA ensure SEN pupils can gain access to all services irrespective of their school placement or home address.

South Derry Branch

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**AMENDMENT TO MOTION 16**

Line 5: after 'all' insert 'necessary educational'

Northern Committee

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**MOTION 17**

Tugann an Chomhdháil dá haire foilsiú na tuairisce; 'Fair? Shared? Supported? Scrúdú a dhéanamh ar Ionchais agus Réaltachtaí do Chleachtóirí lán-Ghaeilge', ag Comhairle na Gaelscolaíochta.

Tugann Comhdháil an Tuaiscirt treoir do Choiste an Tuaiscirt na moltaí sa tuairisc a chur faoi bhráid na n-eagraíochtaí bainistíochta cuí.

Conference notes the publication of the report; 'Fair? Shared? Supported? Examining Expectations and Realities for Irish-medium Practitioners', for Comhairle na Gaelscolaíochta.

Conference instructs the Northern Committee to highlight the recommendations in the report to the appropriate management organisations.

Northern Committee

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**MOTION 18**

Conference:

- a) notes the highly successful Pride Belfast events in 2023 and the support these have given to our LGBTQ+ colleagues;



- b) similarly notes the visibility INTO/Pride events have afforded the INTO as an inclusive and proactive teaching union; and
- c) calls on Northern Committee to establish in D1 and D2 a LGBTQ+ Teachers' Group, similar to the group in other Districts to continue this work on a more permanent and solid footing.

Belfast West Branch

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### MOTION 19

Conference:

- a) notes with concern the direction of travel indicated in relation to academic selection set out in the recently published 'Independent Review of Education'; and
- b) calls on the Northern Committee to declare, again, the INTO's agreed position on academic selection and to publicly distance themselves from this aspect of the report.

Northern Committee

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### MOTION 20

Conference:

- (a) notes the high rates of mental ill-health and trauma amongst children and young people in the north of Ireland.
- (b) acknowledges that EA presently provides trauma informed practise training for schools as a self-directed training video.
- (c) calls upon Northern Committee, through NITC, to engage with EA to develop appropriate trauma informed training and support across all educational settings.

Newry Branch

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### MOTION 21

Conference:

- a) notes the increased number of childhood ASD diagnoses among primary school children in Northern Ireland;
- b) calls on Northern Committee to seek clarification from the employing authorities

as to any perceived or possible liabilities for teachers due to their involvement in the process leading to the diagnosis of ASD or any SEN related conditions; and

- c) In the event of liability, further calls on Northern Committee to work with any relevant body to indemnify or protect teachers from litigation.

Tyrone Central Branch

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### MOTION 22

Conference:

- a) praises the teachers and children who have actively participated in the 'Hands Up' project; and
- b) calls on Northern Committee to encourage districts to support this initiative.

Northern Committee

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### MOTION 23

Conference:

- a) is dismayed that some permanent teaching posts that are being vacated are not being replaced with new permanent teaching posts. In some instances, these posts are being replaced with temporary positions which represents a loss of stability and opportunity for teachers seeking permanence within the profession;
- b) calls in Northern Committee to investigate the reduction in the number of permanent teaching posts over the past five years; and
- c) further calls on Northern Committee to devise a strategy to highlight this trend and to investigate ways to deter this practice.

Belfast West Branch

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### AMENDMENT TO MOTION 23

Line 3: remove 'In some instances, these posts are being replaced with temporary positions which represents a loss of stability and opportunity for teachers seeking permanence within the profession;'

Northern Committee

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**MOTION 24**

Conference:

- a) notes the recommendations within the Review of Workload impact on School Leaders Working Group Report; and
- b) instructs Northern Committee to work with all stakeholders to ensure the full implementation of the recommendations.

Northern Committee

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**MOTION 25**

Conference:

- a) notes with concern that education funding in NI is in a state of crisis;
- b) further notes difficulties schools face with regards the procurement method for controlled and maintained schools in particular; and
- c) calls on Northern Committee working through NITC to lobby the Education Authority and DE to reform the scope of schools to procure materials and equipment from a wider range of suppliers and are afforded greater flexibility to do so in a given year.

North Antrim Branch

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**AMENDMENT TO MOTION 25**

Line 7: Insert a full stop after suppliers and remove 'and are afforded greater flexibility to do so in a given year.'

Tyrone Central Branch

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**MOTION 26**

Conference:

- a) notes the unprecedented and ever-increasing demands and workload pressures on SEN coordinators in Northern Ireland schools; and

- b) calls on Northern Committee to request, from the employing authorities, a review of SEN arrangements directly relating to time frame requirements, repetition of paperwork and duplicity of information.

Tyrone Central Branch

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**AMENDMENT TO MOTION 26**

Line 2: remove 'unprecedented and'

Northern Committee

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**MOTION 27**

Conference:

- a) notes the lack of a fully funded NI Standardised Assessment Programme for the Primary Sector; and
- b) calls on Northern Committee to work through NITC to campaign for a fully funded standardised Primary Assessment Model which is solely based on the NI Curriculum.

Newry Branch

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**MOTION 28**

Conference:

- a) notes the difficulties many post-primary schools have in recruiting and retaining subject specific teachers for permanent and temporary positions.
- b) instructs Northern Committee to:
  1. work with the employing authorities and relevant third-level institutions to address teacher recruitment in the north.
  2. call on the relevant departments of government to establish schemes for teachers who wish to gain qualifications in specialist subjects through in-work professional development.

Northern Committee

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## MOTION 29

Conference:

- a) is concerned by the impact on wellbeing and work life balance that is being reported by many teachers as a result of excessive workload and performance demands; and
- b) calls on Northern Committee to:
  1. engage with the relevant stakeholders to develop and conduct a survey across all schools that would help to identify the key drivers and extent of these issues;
  2. compile a report including recommendations to be shared with members before conference 2025; and
  3. compile and share a timed plan to help ensure that these issues and recommendations are addressed by our employers and other stakeholders.

District 2 Committee

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## MOTION 30

Conference:

- a) notes the extensive programme of work that was undertaken across the school estate to improve Wi-Fi and moreover the learning and teaching experience;
- b) further notes, however, the lack of current information regarding Wi-Fi levels in schools, and the possible impacts for the health and safety of staff and pupils; and
- c) calls on Northern Committee, working through NITC, to lobby DE to carry out an evaluation of the current Wi-Fi levels in schools, and ascertain if these are within recommended safety limits.

North Antrim Branch

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## MOTION 31

Conference calls upon Northern Committee, working through the NITC, to demand the EA deliver a fully funded, fit-for-purpose, consistent programme of Teacher Professional Learning (TPL) which meets the needs of SEN learners across the education system.

Northern Committee

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## MOTION 32

Conference:

- a) recognises the concerns of teachers regarding the workload created by controlled assessments at KS4 and 5; and
- b) calls on Northern Committee to:
  1. research and gather data from members on the workload and impact on teachers' well-being and work-life balance from administering controlled assessments at KS4 and KS5;
  2. report the results of the findings to Northern Conference 2025; and
  3. lobby CCEA and other qualification providers, through the NITC, with recommendations to review and reduce the workload impact of controlled assessment on teachers.

Down Branch

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## MOTION 33

Conference calls on NC to engage with the EA on the possibility of bringing forward the payment of Teachers' January salary by one week due to the current long six-week stretch between salary payments from Christmas week to the end of January.

Belfast West Branch

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## MOTION 34

Conference:

- a) commends members for their strength and determination in engaging in the Action Short of Strike (ASOS) and the half-day and full day Strikes over the course of the last year;
- b) notes that (as of writing) no Pay Deal has yet been secured; and
- c) further notes that Northern Committee will not hesitate to escalate the Action in the future if a satisfactory agreement is not reached.

Belfast West Branch

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## **AMENDMENT TO MOTION 34**

Line 3: replace (as of writing) with (at time of writing)

**Northern Committee**  
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## **MOTION 35**

Conference:

- a) commends the efforts made by NITC to restore pay parity; and
- b) calls on Northern Committee to continue to work through NITC, to ensure that continued pressure is applied to secure full pay restoration for teachers as soon as possible.

**Down Branch**  
.....

## **AMENDMENT TO MOTION 35**

line 4: remove 'full'

line 4: replace 'restoration' with 'parity'

**Northern Committee**  
.....

# PRIVATE SESSION MOTIONS

## MOTION 36

Conference :

- a) notes with concern the increasing levels of abuse towards teachers across a range of platforms including social media, parental phone-calls and from students in the classroom; and
- b) calls on Northern Committee to work through NITC to call on the Department of Education and the Education Authority to strategically campaign for zero tolerance towards abuse of any kind against school staff and to provide such signage for display in schools to ensure they are safe places for everyone.

.....  
**South Derry Branch**  
.....

## AMENDMENT TO MOTION 36

Line 2: remove 'across a range of platforms including social media, parental phone-calls and from students in the classroom'.

.....  
**Northern Committee**  
.....

## MOTION 37

Conference:

- a) notes the current length of bereavement leave for those who have suffered the loss of an immediate family member;
- b) believes this is insufficient and in need of immediate review and amendment; and
- c) calls on Northern Committee to negotiate with DE, through the NITC, an increase to the current duration of bereavement leave given to teachers who have suffered the loss of an immediate family member.

.....  
**Newry Branch**  
.....

## AMENDMENT TO MOTION 37

Line 2: after 'leave' insert 'available'  
Line 2: replace 'for' with 'to'

.....  
**Northern Committee**  
.....

## MOTION 38

Conference:

- a) notes with concern the lack of opportunity available to teachers to attend their own children's parent/teacher meetings; and
- b) calls on Northern Committee to engage with NITC and the TNC to renegotiate TNC 2014/18 'Teachers' Absence Not Exceeding Three Working Days' to include a leave of absence affording teachers the opportunity of this reasonable request to attend such meetings during school hours.

.....  
**Belfast Branch**  
.....

## MOTION 39

Conference:

- a) recognises the rapid increase in the use of social media platforms by management to communicate with teacher colleagues and school staff as an alternative to emails;
- b) notes the absence of sector-wide agreed expectations with regard to social media; and
- c) calls on Northern Committee to lobby the DE to produce a sector-wide social media guidance policy for all education staff.

.....  
**Down Branch**  
.....

## **MOTION 40**

Conference:

- a) commends the work undertaken by members on behalf of INTO, including staff reps and branch/district officers; and
- b) calls on Northern Committee to liaise with officials in Northern Office, to ensure that members are provided with prompt information/updates via email and that responses are provided in a timely manner

**North Antrim Branch**

.....

## **MOTION 41**

Conference:

- a) calls on Northern Committee to investigate ways to support and extend the role of the Retired Teachers' Group and the role that retired teachers can play in INTO; and
- b) further calls on Northern Committee to report the findings of their investigation, along with an action plan, to all members by Conference 2025.

**District 1 Committee**

.....

**Belfast West Branch**

.....

## **MOTION 42**

Conference:

- a) notes that current within the union portal and website there is no formal recognition for the role of branch treasurer; and
- b) calls on Northern Committee to ensure this role, where it exists in branches, is recognised by formally designating the role as a descriptor on the union portal and website.

**Belfast West Branch**

.....

# CONFERENCE DELEGATES

## Standing Orders Committee:

### District I

Stephen Dowds  
Susan McMullan  
Dara McCaughey

### District II

Grainne McAleer  
Peter Torney  
Ciara Duffy

## District Delegates:

### District I

Bronagh Mallon  
Siobhan McMullan

### District II

Nuala Groogan  
Paul Kealey  
Ita McMenamin

## National Committee Delegates:

### PDC

Henry Duffin  
Mark Murtagh

### Education

Lisa Magennis  
Caolán Byrne

### Equality

Susan McMullan (SOC)  
Grainne McAleer (SOC)

## Branches:

### Armagh Branch:

Lois Bennett  
Emmet Gormley  
Orla Gorman  
Declan McReynolds  
(Honorary Member)

### Belfast Branch:

Nichola Corner  
Stephen Jenkins  
Paul Kerr  
Hugh McAllister  
Maebh McKeon  
Siobhan McTaggart  
Gerard Wallace  
Fiona Ward

### Belfast West Branch:

Julie Connolly  
Martin Connolly  
Patricia Deignan  
Caroline McAfee  
Alastair McGilligan  
Kieran McGourty  
Patric McGreevy  
Mairead McLaughlin  
Sarah Rooney  
Michael Sweeney  
Michael Vallely  
Paul Woods

### Derry City Branch:

Amanda Carson  
Gavan Duffy  
Joseph Kennedy  
Charlie Glenn  
(Honorary Member)

### Down Branch:

Nicola Bell  
Maria Douglas  
Aaron Doyle  
Alexa Grudgings  
Shane Lawlor  
Lisa Magill  
Patrice McGrath  
James McMullan  
Tracey Nicholls

**Dungannon/  
Cookstown Branch:**

Patrick Ferran  
 Nicola Hughes  
 Clare McConville-Walker  
 Mary Dorman  
 (Honorary Member)

**Enniskillen Branch:**

Liam Magee  
 Victoria Wilson

**Limavady/  
Dungiven Branch:**

Darragh McCloskey  
 Deborah Mullan  
 Joan Guthrie  
 (Honorary Member)

**Lisburn Branch:**

Roisin Galbraith  
 Thomas Manning  
 Sean Mullin  
 Peter McKeever

**Newry Branch:**

Caolán Byrne  
 Declan Colgan  
 Jeffrey Crimmins  
 Ciara Duffy  
 Elayna Duffy  
 Carina Hope  
 Patrick McCoy  
 Kirsti McDonald  
 Adele Murnion  
 Mark Murtagh  
 Liam Ó Manacháin  
 Louise Smith  
 Paul Taggart  
 James White  
 Jim Magee  
 (Honorary Member)

**North Antrim Branch:**

Patricia Conly  
 Angela Duffin  
 Shaunene Hart  
 Peter Marrs  
 Karen O'Neill

**North Armagh Branch:**

Brenda Geraghty  
 Louise Lennon  
 Martin McAvoy  
 Ryan McFerran  
 Joanna McGivern  
 Donogh McLaverty  
 Kieran Callaghan  
 (Honorary Member)

**South Antrim Branch:**

Laura McAuley  
 Caitlín McCann

**South Armagh Branch:**

Paula McEvoy  
 Kevin McGuigan

**South Derry Branch:**

Michael Boyle  
 Gemma Brolly  
 Paschal Diamond  
 Patricia Herron  
 Sean McGuickin  
 Pauline McNamee  
 Marie Molloy  
 Martine Mullholland

**Strabane Branch:**

Michelle Devine  
 Shauna McNamee  
 Carina O'Hara



# CONFERENCE SPONSORSHIP

The INTO wishes to thank Cornmarket Insurance Services, INTO's official insurance provider, for their sponsorship of Northern Conference this year.









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Cumann Múinteoirí Éireann

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