

**Motion Report**  
**Northern Conference 2024**

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**Pay & Pensions**

1.2 (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.

**Committee -> Northern Committee ()**

1.3 (2) 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.

**Committee -> Northern Committee ()**

1.4 (3) 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.

**Branch -> Belfast West (0106)**

1.5 (4) 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.

**Branch -> Down Branch (0110)**

1.6 (5) 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.

**Branch -> Down Branch (0110)**

1.11 (6) 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.

**Branch -> Belfast West (0106)**

**Conditions of Service**

2.2 (7) 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 N.I.T.C and the T.N.C 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.

**Branch -> Belfast (0105)**

- 2.3 (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.

**Branch -> North Armagh (0202)**

- 2.4 (9) 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.

**Branch -> North Armagh (0202)**

- 2.5 (10) 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.

**Branch -> Newry (0214)**

- 2.6 (11) Conference:
- a) congratulates the INTO leadership on its successful implementation of Strike Action and Action Short of Strike;
  - b) notes with dismay the non implementation of the 8 completed workforce reviews; and
  - c) calls upon Northern Committee, through the NITC to ensure the swift implementation of the recommendations of these reviews to proactively address the workload and well-being of teachers and school leaders.

**Branch -> Newry (0214)**

- 2.7 (12) 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. challenge the less favourable treatment of temporary teachers employed on fixed-term contracts through all means available.

**Committee -> Northern Committee ()**

- 2.8 (13) Conference:
- a) 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
  - b) 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.

**Committee -> Northern Committee ()**

2.10 (14) 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.

**District -> District 1 (1)**

2.11 (15) Conference:

- a) deplores the misuse of NISTR for the discrete block booking of temporary teachers longer than 6 months of employment, breaching TNC 2026/1 - the appropriate use of NISTR; and
- b) calls on Northern Committee to work through the NITC, to challenge this less favourable treatment, by all means necessary.

**Branch -> Down Branch (0110)**

2.13 (16) 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.

**Branch -> Down Branch (0110)**

2.15 (17) 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 -> District 2 (2)**

**Education**

3.3 (18) 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.

**Committee -> Northern Committee ()**

3.4 (19) 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.

**Committee -> Northern Committee ()**

3.5 (20) 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.

**Committee -> Northern Committee ()**

- 3.6 (21) 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.

**Committee -> Northern Committee ()**

- 3.7 (22) 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 on 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.

**Branch -> Belfast West (0106)**

- 3.9 (23) 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.

**Branch -> Down Branch (0110)**

- 3.11 (24) 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.

**Branch -> Tyrone Central (0216)**

- 3.13 (25) Conference:  
a) recognises 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.

**Branch -> South Derry (0109)**

**Leadership**

- 4.1 (26) 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.

**Committee -> Northern Committee ()**

**Funding**

- 5.1 (27) Conference:  
a) notes with concern the decreased SEND implementation funding made available to schools to support the proposed changes to the SEN Framework; and  
b) calls on Northern Committee through the NITC to campaign for an appropriate increase to the additional funding made available to schools to recognise and support the additional workload associated with proposed changes.

**Branch -> Newry (0214)**

- 5.2 (28) 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.
- Branch -> North Antrim (0101)**
- 5.4 (29) 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 formula, with a view to removing teaching costs from the schools LMS budget.
- Branch -> Down Branch (0110)**
- 5.5 (30) 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.
- Branch -> Newry (0214)**
- 5.6 (31) Conference:
- a) notes the dramatic increase in the establishment of specialist provision classes within mainstream schools (SPiMS);
  - b) notes with grave concern the increased number of children with severe learning difficulties (SLD) placed by the EA in these classes with inadequate funding and purposeful training of staff to meet their needs; and
  - c) instructs Northern Committee, working through the NITC, to campaign for appropriate funding and staff training to meet the needs of children with SLD within these specialist classes.
- Branch -> Newry (0214)**
- 5.7 (32) Conference:
- a) notes that due to chronic underfunding and cuts to support services there is an intolerable strain on school budgets;
  - b) believes that the current funding model for schools is not fit for purpose; and
  - c) calls on Northern Committee to 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.
- Branch -> South Derry (0109)**

## **Equality**

- 6.1 (33) 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.
- Branch -> Belfast West (0106)**

## **Health, Safety & Welfare**

- 7.1 (34) Conference:
- a) notes the extensive programme of work that was undertaken across the school estate to improve WiFi and moreover the learning and teaching experience;
  - b) further notes, however, the lack of current information regarding WiFi 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 WiFi levels in schools, and ascertain if these are within recommended safety limits.
- Branch -> North Antrim (0101)**
- 7.2 (35) 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.

**Branch -> North Antrim (0101)**

- 7.3 (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.

**Branch -> South Derry (0109)**

**Training**

- 8.1 (37) 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.

**Branch -> Newry (0214)**

- 8.2 (38) Conference notes the difficulties many post-primary schools have in recruiting and retaining subject specific teachers for permanent and temporary positions.

Conference instructs Northern Committee to:

a) work with the employing authorities and relevant third level institutions to address teacher recruitment in the north.

b) 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.

**Committee -> Northern Committee ()**

- 8.3 (39) 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.

**Committee -> Northern Committee ()**

**Internal**

- 9.1 (40) 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 -> District 1 (1)**

- 9.2 (41) Conference 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 the union.

**Branch -> Belfast West (0106)**

- 9.4 (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.

**Branch -> Belfast West (0106)**

- 9.5 (43) 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.  
**Branch -> North Antrim (0101)**

#### **Miscellaneous**

- 10.5 (44) 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.  
**Committee -> Northern Committee ()**
- 10.6 (45) Conference:  
a) deplores the huge loss of life, in particular the killing and injuring of thousands of children and hundreds of teachers, during the latest Israeli bombardment of Gaza;  
b) further deplores the ongoing destruction of the Civilian infrastructure including schools, hospitals and places of worship in Gaza and the West Bank;  
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).  
**Branch -> Belfast West (0106)**
- 10.8 (46) 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.  
**Branch -> Down Branch (0110)**
- 10.9 (47) 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.  
**Branch -> Tyrone Central (0216)**
- 10.10 (48) Conference:  
a) notes the motion passed at Congress 2022 calling for support of the BDS movement;  
b) deplores the barbaric treatment and killing of innocent children, educationalists and their families in Gaza and the West Bank; and  
c) As a gesture to show our support and solidarity for the people of Palestine throughout Education in the North of Ireland, calls on Northern Committee to work through the NITC, to lobby the EA to amend their procurement to reflect the BDS movement principles.  
**Branch -> Down Branch (0110)**

