

Printout

into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

September 2016



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A new hope

September is a month of hope. The hopes of children entering the education for the first time, the hope of the A Level student that they will get into that degree course, the hope of parents that their child will achieve and be the best and the hope of teachers that this year will be a good one with classroom management problems few and far between. This hope is displayed publically, new uniforms, shiny shoes, new schoolbags, clean classrooms devoid of displays – everything pristine and full of expectation for the future year ahead.

On the broad agenda we also have a new Minister, who also has his hopes for education. This would normally be grounds for optimism. Yet that is an emotion that has largely vanished from the education sector. Indeed emotions of any sort, save anger and frustration, are increasingly hard to find in the education sector. The education service continues to experience financial shortfalls, administrative inadequacies and a culture that is completely risk adverse. These circumstances have contributed to a situation where trust and co-operation are at a very low ebb between the trade unions led by INTO and the educational administration led by DE. The Minister must realise that he has a moral responsibility to at least go some way to realise the hopes of every child, parent and teacher in our schools. When hopes are trampled into the ground, frequently it is replaced by anger and distrust.

While the Minister and his officials and those employed in administering education prevaricate and ponder the shortfalls, schools are expected to get on with the business of education. Schools will still deliver quality education for their children and teachers and school leaders will fill the gaps, sometimes from their own pockets, just to make sure that no child is disadvantaged. The question for INTO members is how much longer are they prepared to continually make up the shortfall.

INTO looks upon itself as a can do, progressive organisation and we have struggled along with everyone else in this climate of austerity and consequent hardship to maintain a positive outlook. We are not however prepared to throw in



GERRY MURPHY,
Northern Secretary

the towel and accept the crumbs from the Department of Education's table. Unresolved issues such as the teachers' pay claim from the 15/16 year have not gone away. Teachers who have endured a real terms salary reduction of between 10% and 15% since the 2010/11 year are entitled to a meaningful salary uplift that begins to address the issue of pay restoration. Such a settlement is not on offer; in fact, the Employers acting for DE want to further erode the terms and conditions of teachers by simply removing the contractual right to incremental time served progression up the teacher's pay scale. This is unacceptable. A change to a contractual entitlement in any employment environment is normally accompanied by compensation for the change being sought; something that the Employers and their masters in DE seem to think they don't have to do. Neither do they seem particularly sympathetic to the salary devaluation teachers have experienced either. It would appear they are off the view that teachers and their representatives are a soft touch.

Other issues which will continue to feature in the incoming year include what is widely perceived as the cloak and dagger re-organisation underway by the EA in respect to special education provision. What the future should look like for this complex area requires contributions from all parties involved in providing special education. If EA are genuinely interested in providing special education that addresses the particular needs of the individual learner then they will be seeking to involve those closest to the learner in the planning and decision making on all aspects of the provision to be made available. EA have a lot of work

to do if they are to convince the broader educational community that they can be trusted and that they are genuinely interested in anyone's views on the subject other than their own. Two disastrous appearances in front of the Education Committee have served only to highlight how out of touch those charged with leading in this area actually are. INTO for its part will continue to vigorously represent our members in this sector. Our members are feeling increasingly vulnerable in the face of an ever increasing number of assaults coupled with a lack of any meaningful engagement with those charged with management responsibilities for SEN provision.

The funding and planning of continuous professional development for teachers is an area which has sadly been neglected. Teachers are expected to deliver high quality modern teaching but no central funding or authority will take responsibility for this. Would you trust the surgeon who is not up to date with CPD – then why do school teachers lose out on their CPD? CPD is an area which the former Education and Library Boards sought to cut. They gave no thought to the impact on schools and teachers. CPD was only important when the school was failing – never seen as a professional necessity and right of every teacher.

INTO along with our NITC colleagues has been working to bring about change to the manner in which ETI deals with complaints by seeking to have a degree of independent oversight introduced into the process. The ETI investigating the ETI has never been acceptable to schools. INTO has also been pushing for the publication of a definitive guide as to what the ETI actually want to see and require access to when they select a school for inspection similar to the one produced by OFSTED in England.

Despite all this, I, a committed optimist, hope that things will improve. However, simply hoping will not change the mind-sets of those in charge. INTO members must recommit to the industrial action, we must be seen in every school and college as the trade union that stands up for education and our members. We must reinvigorate our branches and Districts and the discussions in these must be about how to move forward; how we

tackle the issues in this article and more. We must not be afraid to recruit in every school and highlight our successes on every noticeboard. We must be seen as a beacon of hope in a sea of despair.

These are but a few of the issues facing

the teaching workforce in the year ahead. INTO members can be assured that the Organisation is fully committed to putting your concerns first, representing your views in every arena and arriving at resolutions for these

matters that serve the best interests of you, the members. We will do this by continuing to put the views of our membership first.

GERRY MURPHY, Northern Secretary

Tony Carlin, The Legend

Our friend and colleague, Tony Carlin has decided the time is right for him to move on to the next phase of his life. Tony came to us sixteen years ago having previously worked in the health service. His appointment at the time raised a few eyebrows as he hadn't come the traditional teaching route into the INTO. Nevertheless, he quickly won over the doubters, and members of INTO across the north have had good cause to be grateful that the previous Northern Secretary was prepared to think outside the traditional lines when making his appointment.

Tony's contribution to INTO has been immense. He has been involved in a number of high profile and complicated cases on behalf of members. To all of these cases he brought a firm commitment to justice and fair play. He has always been tenacious and thorough and

more than one educational administrator has benefitted from his keen mind and sharp tongue. Tony has also been instrumental in shaping a number of policies in education that today we take for granted and his understanding of process and procedure is extensive.

For those of us privileged to work alongside him on a daily basis he was an endless source of good advice and knowledge all of which he managed to impart in easy to understand terms. We are also grateful to his family who put up with the frequent interruptions to their family time as Tony's advice and help was sought. Whilst his days as fulltime INTO official are now concluded we sincerely hope that all his knowledge and experience will not be completely lost to us and we look forward to benefitting from his wisdom on occasion in the future.



Above: Tony Carlin in action at Conference!



Left: Northern Conference 2007, Slieve Donard

Advice re submitting photographs for use in Printout

In the first instance for a special occasion consider using a professional photographer. The result will ensure that the event is recorded with an image worth preserving and of a high enough quality to reproduce.

An increasing issue with images submitted to Printout is that they come from camera phones or small digital cameras without consideration or knowledge of the difficulties in translating these photos to print.

Using the image's pixel dimensions (rather than resolution – dpi) is the best guide to working out the correct level of detail and resolution. Below is a simple

guide to help you calculate optimum image sizes.

- Printout quarter page: 1600 x 1200 pixels
- Half page: 2400 x 1800 pixels
- Full page: 3200 x 2400 pixels

Make sure your images are at least 1600 x 1200 pixels.

A 2 megapixel (Mp) compact digital cameras will produce a maximum of 1600 x 1200 image size approx. (1/4 page), or a standard 6 x 4in photo.

Images of 1600 x 1200 size are well within the range of the average digital camera.

To create images good enough for full page reproduction in a magazine, a

4Mp or 5Mp camera at least is needed.

However it is important before taking the photograph to ensure the setting for highest resolution possible is selected.

Turn off time/date function.

Add flash indoors, or in poor lighting conditions, or if there is bright light or sunshine behind the figures and their faces are in shadow.

For format select JPEG. This is a compressed format and will probably create an image file small enough to transmit by email.

Only send in the best images. Send high quality JPEGs of around 2mb at 300dpi.

Don't send more than 2-3 images in 1 e-mail attachment.

Include a description/caption for each image in the email



Reflections

William Shakespeare in Act II, Scene VII of his play “As You Like It” wrote, “All the world’s a stage, And all the men and women merely players; They have their exits and their entrances, And one man in his time plays many parts, His acts being seven ages.”

This stage of my career began in November 2000 when I joined INTO as a Trade Union official and I was introduced to the Organisation by Frank Bunting, Northern Secretary. Prior to this I had spent 19 years in the Health Service as a Biomedical Scientist, MSF representative and Staff Side Secretary for the Royal Group of Hospitals. Therefore coming into a job where I was being asked to now represent teaching professionals was a challenge.

I was introduced to a world of schools being employers, redundancies each year, and terms and conditions of employment unlike anything I had met before in the NHS. The first school I visited the Principal asked me where I taught and when I told him I wasn’t a teacher he seemed shocked. In the world of education, Tony Carlin was an unknown or as Frank Bunting said “a scud missile”.

Representing teachers

In the fifteen plus years I have met a wide range of the teaching profession and one thing that stands out is their professionalism and dedication, often in the face of horrendous treatment in their school. If there is one thing I will take away from this job is the bravery of those individuals who I had the privilege to represent. It is a difficult decision to decide to challenge a decision and even more difficult to challenge that decision formally by using a procedure. Friends may become silent and witnesses forget or didn’t hear or see the event; principals or governors become adversaries and many individuals feel alone. Often it is the contact with the INTO representative that keeps them going.

Days in the Northern Office were never boring. Each call brought new situations some humorous some serious. From the teacher who wanted to know



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was sick leave applicable if he went to a health resort in Austria to a call from a teacher too frightened to go home after parental abuse, each one brought new challenges and advice. In answering each call, I attempted to give advice and outline the options that the individual had to deal with their concern. I tried to ensure that, to whatever degree possible, the member was in control of the situation and that their views or wishes was what was communicated and not Tony Carlin’s or INTO’s view. Frequently in lots of cases, apart from the situation that concerns the member, is the feeling that they are no longer in control of the situation. The waiting for the letter from the governors, CCMS, DE or whoever can become as frustrating as the original

issues and then their repeated and detailed examination of the contents when it eventually arrives, can be worse than the original matter and can, like water on a stone, erode the confidence of the individual that their issues will be resolved. It is at this time that INTO support is essential.

Opportunities to serve

Working for INTO has also given me opportunities. Opportunities to improve the working conditions of teachers. Whether it was working on changes to procedures or developing processes like the workload agreement, my aim has always been to improve the conditions for teachers in schools. No procedure is perfect and frequently improvements can only be brought about by protracted discussions. And even then you still know that further changes will be necessary. One regret I have is that we have not secured improvements in the maternity scheme and pay. Yet, when this is raised with management, the response has always been that changes to maternity will only happen if the sick pay arrangements are reformed. Cost appears to drive everything while the impact on the teacher in the school is forgotten. Teachers must begin to push their value and demand it is recognised by those in power and government. It is great to thank teachers for raising educational standards but then turn round and refuse them a pay rise worthy of their contribution to society or the economy. INTO will continue to champion the value of teachers but there needs to be much more local vocal support for the entire teaching profession.

I have also had to the opportunity to serve on the Northern Ireland Teachers Council (NITC) and to act for the last few years as its secretary. Five unions, differing viewpoints on many topics, and sometimes reaching agreement appears impossible. Yet this Council functions well and it aims to put forward the views of the teacher unions to those in government and management. INTO plays a significant role in the Council and frequently shapes proposals and

arguments to allow a collective response to move forward. As Secretary to NITC I had the privilege to summarise the viewpoints of the representatives of the teaching profession and to put your case to the powers that be. I only hope that in fulfilling this role I did so faithfully and with the integrity the post requires and deserves.

A privilege

Representation is a privilege and in my 15 years in INTO I have represented Principals, Vice Principals and teachers. Some cases have been minor but some have been extremely serious. The Principal told to resign by her governors, the alleged fraud against a nursery teacher, the dismissal of a teacher because of a historic allegation, the whole school bullying by one individual, are but a few. Add to these the grievances and disciplinary matters and the growing tide of parental complaints you soon realise when it is important to focus your representation skills. There has also been the big successes, the tribunal cases; the protracted independent appeals; the part time pension awards and most recently I had the privilege to represent 64 modern language tutors and secure their employment rights when their employer had told them they were no longer needed. Whether it's an individual issue or a group of staff then having INTO support in your corner is what matters. In INTO members matter. Our team of representatives are focused on detail and process and this has enabled myself and my colleagues to have a proven record in defending our members' rights.

My thanks

There are many individuals who I would wish to thank but space here is limited. I would however wish to thank all those who supported me and encouraged me especially when cases were challenging or the road ahead was unclear. My wife Susan and my children deserve a special mention given that they had to sit and wait while I returned from a meeting in a school late at night or listen to me drone on about how I should progress an issue. I also feel that I need to thank Frank Bunting for taking the risk and appointing a non-teacher to a representational role in INTO. I also need to thank the Northern Committee members and Chairs who I have worked



Northern Office Staff wishing Tony well at his retirement luncheon.

with over the years. Each Chair has brought a different focus to the role but everyone has been driven by the need to put INTO and its members first. While it may seem frustrating at times, the input of NC members have shaped

I ... wish to thank all those who supported me and encouraged me especially when cases were challenging or the road ahead was unclear

policy and direction and this has allowed me to adjust my work to meet the needs of the committee. Similarly working with the General Secretary, Sheila Nunan and Treasurer Noel Ward and the various CEC members and Presidents has been a privilege. Their ability to demonstrate confidence in my ability or give direction quietly is a quality that is underrated. Finally I wish to thank other colleagues in the Northern Office and in Dublin, including members of the Equality Committee, who have supported me and helped me take the decision when the

risks were unclear.

I know that I am leaving this organisation in safe hands. INTO is an extremely vibrant organisation and I will miss the discussions on how should we should tackle issues. However, I know that Tommy McGlone, my replacement will contribute effectively to that discussion. Combine this with the leadership of Gerry Murphy, and the support of Mark McTaggart and Nuala O'Donnell and I feel confident that INTO will continue to meet the challenges that lie ahead. No office functions on officials alone and I am the first to realise that my job was only possible through the skills and professionalism of the administrative staff. I wish them all well. From Paul in reception to Helen, Trevor, Clare and Marian in the main office and Christine who was expected to solve every problem and sort everything out I realise that my success was only ever possible because of their unseen efforts.

I am sure that there are many I have forgotten or left out. I assure you it was not deliberate. However, editorial content dictates my word limit. I wish every reader success in their endeavours and if I have had the privilege of representing or advising you then thank you again for trusting me. I have enjoyed my time with INTO. Now it's time to exit this stage, enjoy my retirement and meet the challenges that it too will bring!

TONY CARLIN

Annual Pensions Benefit Statements



All teachers should have received at the end of June 2016 their first Annual Benefit Statement (ABS) from the Teachers' Pensions Team in the Department of Education to their home address. The Annual Benefit Statement has been introduced as part of the new pension arrangements from the Pensions Bill in 2015 and will be issued to teachers, as it says annually.

The details of the ABS will differ according to the age and service of each teacher and according to the pension

scheme you are now in. Your ABS should detail the pension scheme you are currently a member of and any other scheme you have service accrued in, including the years and days of reckonable service in each. It will detail the salary used to calculate the pension benefits and the pension and lump sum you can expect to receive at your normal retirement age (NRA) based on your service to date. It also provides details of how much would be paid for an In service Death Grant.

All teachers should check that the information in their Annual benefit Statement, relating to their service and salary is correct. If any of the information is incorrect, you should contact Teachers' Pensions Team at Waterside House, 75 Duke Street, Derry, BT47 6FP or by email at nitpsabsqueries@education-ni.gov.uk and include your name and Teacher's reference number.

Any teacher who did not receive an Annual Benefit Statement should also contact Teachers' Pensions Team, as they may need to update their home address with the Department.



NUALA O'DONNELL,
Senior Official

Committee Information

	Area	Branches	Name Surname	Title	Mobile	INTO Email
CEC 1	District 1	0101-0113	Mary Cahillane	CEC Representative	07522100726	mcahillane@into.ie
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WP	WELB Primary B	0207/0212	Annette Comey	INTO Northern Committee	07834380550	acomey@into.ie
WS	WELB Post-Primary	0207/0209/0212/0213/0215/0216	Annmarie Conway	INTO Northern Committee	07701049789	amconway@into.ie

Teacher Health and Wellbeing survey

For many years it has been recognised that all professional employment sectors have additional expectations of responsibility, broader job roles, increased demands, performance management monitoring coupled with the upskilling requirements necessary for information and computer technology. Teachers unfortunately have not escaped this supplementary position which has grown steadily from simply teaching children in a classroom to additional, burdensome requirements associated with school administration and management.

In 2001 a comprehensive survey into teacher Health and Wellbeing was carried out in Northern Ireland where every teacher (23,694) was sent a questionnaire and a pre-paid envelope. This was in addition to qualitative depth interviews conducted among randomly selected teachers, principals and vice-principals. This survey, the first of its kind to be carried out on such a scale in Northern Ireland, had as its main stated purpose a determination to identify strategies that could lead to a healthier work place for all educationalists.

The report from the survey, among other issues, found that 43% of surveyed teachers had not only thought of leaving the teaching profession but had actively sought alternative employment and shockingly almost 50% of teachers

reported that they found teaching very or extremely stressful. The main cause of stress was strongly related to the nature and changing demands of teaching.

Teachers continually find they have too much work to do both as teachers and as administrators completing onerous paper tasks coupled with the impact that school work has upon their after school time.

Crucially for teachers the conclusions of the survey recognised that staff welfare could no longer be viewed as an add-on benefit but must be viewed as being essential to all successful people management strategies.

In light of this, given the time that has elapsed since the 2001 survey and the

advances in computer technology, especially social media, the Joint Working Party (JWP) made up from management and the Northern Ireland Teachers' Council (NITC) have tasked a newly established Health & Safety sub-committee to carry out an updated 2016/17 survey into Teacher Health and Wellbeing.

This new committee, with union side chaired by INTO through Tommy McGlone, has now met five times. Initially it tasked itself to agree 10 areas of concern for teachers and in using their best efforts have narrowed the issues to 11 areas of concern. While the survey of 2001 focused on general health and health awareness

issues; exercise, diet, tobacco, alcohol and job satisfaction etc. both the 2001 survey and the proposed 2016 survey agreed Teacher Anxiety & Stress as a priority for research. Other 'Hot Topics' of concern for the 2016 survey include...

- Both Teacher & Principal workload
- Threat of Assault (Verbal-physical) and its reportage
- General Safety in the workplace
- Public signage – foyer Zero Tolerance policy
- Cyber bullying & social media
- Damage & vandalism of property
- Training & support
- Relationships with outside agencies – Health trusts/social services
- Counselling - Carecall, wellness centres
- Managing school industrial relations issues

Currently there are ongoing discussions around the Modis Operandi of how the new survey will be costed and carried out but management and union sides are in agreement around the benefits to pupils and staff alike of a healthy work environment. INTO's expectation is that the survey should, once again involve all teaching staff, and that the survey will be ready for distribution before schools break up for Christmas. Under the joint consultation of both management and unions the results of the survey should be professionally examined and the sub-committee can then report the findings back to the JWP where the findings of the survey can be actioned.

INTO will alert members when they are to expect the survey and would encourage all members to engage with it so that their voices can be heard.



TOMMY MCGLONE,
INTO Senior Official

Teachers in Turkey suffer in aftermath of failed coup

When Turkey's educationalists left their schools and colleges in mid-June for their summer break, they weren't to know that upon their return in September that thousands of their colleagues would be either suspended from their jobs or in many cases arrested and interned.

As the post-coup purge settled on education, accusations of links to the exiled cleric Fethullah Gulen meant 15,200 employees at the Education Ministry were summarily sacked and a

further 21,000 teachers in private schools had their licence to teach revoked.

Worryingly for educationalists who now find themselves under suspicion, Prime Minister Binali Yildirim, has vowed to take action against Gulen's supporters vowing to, 'Dig them up by their roots so that no clandestine terrorist organisation will have the nerve to betray our blessed people again.'

The three month state of emergency which has extended the state's power to detain its citizens should cease before

the end of September which roughly coincides with Turkey's new school term.

TOMMY MCGLONE Senior Official



Belfast West Branch News

All change

After five years of meticulous accounting work for Branch, we say go raibh míle maith agat, to our outgoing Branch Treasurer and fear uasal, Caoimhín Mac Colaim. Caoimhín has worked diligently on our accounts over the years and has been most flexible and reliable in a difficult role in order to keep things balanced and correct. Our perfect audit last year showed that every penny was accounted for and had a receipt to match.

Caoimhín was the driving force in bringing the Branch to an electronic system of accounting, which made us the first Branch to do so. This involved a lot of liaising with our bank, all of which he did on his own time for the good of Branch. On behalf of Branch Committee, and Branch members, I would like to wish Caoimhín well in his new role as our Post-Primary Northern Committee representative, I have no doubt that our interests will be at the absolute heart of every decision that is made.

We welcome St Anne's Primary School teacher, Bronagh Mallon, to the role of our new Branch Treasurer. Bronagh has been our Branch Organiser for the past two years and has been most efficient her role in encouraging participation from members and organising Branch events. We wish Bronagh all the best as our new account holder.

We would like to thank our outgoing Chair, from Bunscoil Phobal Feirste, Fionntán McElhearn, who evenly chaired our meetings for the past two years. Fionntán remains on as our Vice-Chair and is ready to take the reins if and when required.

Our incoming Chair is Paul Woods, Head of History in St Louise's Comprehensive College. Paul has worked as Branch Organiser and Vice-Chair, and has been dedicated to Branch affairs and trade union activism for the rights of workers over the years.

Belfast West Branch Talks Back

Our final meeting of the year included a public session where we had a panel discussion with local MLAs Alex Attwood, Gerry Carroll and Jennifer McCann, which was followed by a Q&A from teachers focused on holding our representatives to account where education is concerned. Following this we had a presentation from the Chair of the Concerned Parents of De La Salle. During the private session normal business commenced and we discussed Nursery provision, Cluster group participation and Trusted Colleague Networking.

ANNUAL GENERAL MEETING

Our Branch AGM, held in January was a success with 28 members in attendance. Our meeting was preceded with a presentation from the Equal Rights for All Teachers Campaign, where Christopher and Caitríona outlined their opposition to the proposed DENI bill 'Investing in the Teaching Work Force Scheme' and followed with a Q&A. We would like to thank all of those who contributed to what was a robust discussion on Members' experiences in workplace

Thanks from De La Salle INTO representative, Jim McLaughlin, were paid to Branch for advice and support over the past year.

PRSD, facilitates time for school reps, work/life balance for SENCOs were among topics discussed and motions for Northern Conference agreed upon. The AGM finished with our annual draw for a school team sports kit, won by Bunscoil Mhic Reachtain.





Northern Conference 2016

Belfast West Branch were well represented at Northern Conference 2016 through Seán Kelly, Bronagh Mallon, Paul Woods, Fionntán McElhearn, Lisa Maginnis, Michael McAinmhire, Dara McCaughey, Orlaith O'Toole, Jim McLaughlin, Aileen Bartlett. Belfast West

Branch motions included:

- Branch participation encouragement
- Unregulated transfer tests
- Investing in the Teaching Work Force Scheme
- Substitute teachers' rights
- End of Key Stage Assessments;
- and Friends of Palestine.

Belfast Pride 2016

For the fifth year in a row the Belfast Branches of INTO have been proudly marching with our LGBT teachers and students on the Belfast Pride Parade. This year the theme was 'We Are One', and INTO once again proudly sponsored the 10-day festival, highlighting our on-going commitment to LGBT equality in education. The Branches were further represented at a NIC-ICTU event during the week entitled 'Supporting Trans people in the Workplace and in School.'



Paul Woods



Fionntán McElhearn

Belfast West Branch Committee

- Paul Woods – Chair (St Louise's Comprehensive College)
- Fionntán McElhearn – Vice-Chair (Bunscoil Phobal Feirste)
- Bronagh Mallon – Treasurer (St Anne's Primary School)
- Seán Kelly – Secretary (St Louise's Comprehensive College)



Bronagh Mallon



Seán Kelly

Northern Committee representatives

- Caroline McCarthy (Glenveagh Special School)
- Caoimhín Mac Colaim (Coláiste Feirste)

CEC representative

- Mary Cahillane

You can contact any of these representatives through the following email address belfastwest@into.ie. We encourage participation from all members, ask the INTO representative in your school about the next Branch meeting. Feel free to come along to the next meeting where you will be made to feel most welcome.

SEÁN KELLY, Branch Secretary.

Armagh and Newry take the Road to the Rising

Following on from an idea formulated by committee members and branch officers at Northern Conference, INTO members from both Newry and Armagh City branches enjoyed a fantastic 'Road to the Rising' trip to Dublin.

A packed bus took the 51 participants to the National Museum at Collins Barracks

where they enjoyed a fabulous guided tour of the Easter Rising display. This was followed by a short journey to the INTO's very own Teachers' Club for refreshments before visiting the Ambassador Easter Rising exhibition on Parnell Square.

It was then on to Glasnevin cemetery for another fascinating tour of graves

associated with the Easter Rising and the subsequent conflict, including a short visit to the final resting place of former INTO president Margaret Skinnider. As well as being a committed INTO activist, Margaret was a Citizen Army volunteer and was active during both the 'Tan War' and the Civil War on the Republican side.

The return journey home ended with a meal and some craic at the Carrickdale Hotel. Huge credit must go to the Branch Officers who organised a fabulous

educational day out and managed to enthuse a lot of new INTO volunteers in Union activity.

KEVIN DALY, Education Authority (EA), South Eastern Region, Northern Committee Post Primary Representative



Margaret Skinnider

The Vere Foster lecture is an annual event organised by INTO in recognition of our first president and one of Ireland's most remarkable philanthropists.

This year's lecture, 'Margaret Skinnider - Rebel, Teacher, Trade Unionist', was delivered by Dr Niamh Puirseil, historian and author of a forthcoming history of the INTO. The lecture took place on Friday 24 June in Vere Foster House, 24 College Gardens, Belfast.

Margaret Skinnider (1893 - 1971) was born

to Irish parents living in North Lanarkshire. Trained as a mathematics teacher, she participated actively in the 1916 Rising in Dublin. Later she was elected INTO president in 1956 and taught in a Dublin primary school up until her retirement in 1961. Active on key union issues including pay equality for women teachers and a member of the INTO Strike Committee during the seven-month teachers' strike in Dublin in 1946. Margaret Skinnider is buried in Glasnevin Cemetery in her adopted city.



Dr Niamh Puirseil presenting this year's Vere Foster lecture on Margaret Skinnider

INVESTING IN THE TEACHING WORKFORCE

The concept of a scheme aimed at reinvigorating the teaching workforce throughout the north has been sought by INTO since Northern Conference 2011, at that time we were informed that funding was not available to implement it. INTO, through the Northern Ireland Teachers Council, has continued to press for its enactment since that time.

As part of the Fresh Start talks in 2015, it was agreed that the Public Sector Transformation fund could be used in relation to such a scheme. The then education Minister, John O'Dowd, secured £33 million. The basis of the scheme was that those teachers who were 55 years and over, and who wished to leave the profession, would be afforded the opportunity with no actuarial reduction to their pension, and this would provide job opportunities for recently qualified teachers who had failed to secure permanent employment.

The scheme, due to launch earlier this year, was delayed, and as a result £25 million of the funding was surrendered, and only £8 million is now available for 2016/17.

The Investing in the teaching workforce Scheme, which is now launched as a pilot, is open to teachers in permanent posts who are 55 years and over. Schools will replace these teachers with Recently Qualified Teachers. For the purpose of the pilot, recently qualified is defined as those who qualified as teachers between the years of 2012 and 2016. To be eligible the Recently Qualified Teacher must be registered with GTCNI, and not be in

permanent teaching employment. It is anticipated that up to 120 teachers will, if they so request, be released under the scheme as part of this pilot.

The application for early retirement must be initiated by the teacher, not by the school. There is no guarantee that the teacher who applies will be released, applications will be prioritised on the basis of cost, and schools must be willing to recruit and appoint a Recently Qualified Teacher.

The scheme is open to all teachers over the age of 55 on the 31st March 2015, including Vice-Principals. Disappointingly, Principals can not apply, as these posts are subject to external recruitment.

Benefits of this pilot scheme:

- Teachers aged 55 years and over will have the opportunity to retire with recognition of their contribution to the education system. At present, should a teacher wish to retire before the age of 60, they lose approximately 5% of their pension per year. A teacher exiting the profession under this scheme will be entitled to all of the pension they have accrued to date, a saving of up to 25% of their pension entitlement.
- The pilot will allow for greater opportunities for professional advancement within schools. Where a

teacher is allowed to retire under the scheme, unlike in the case of a redundancy, any paid post of

responsibility that has been held by the exiting teacher will then be redistributed amongst the existing teaching staff.

- The pilot scheme should enhance the job prospects of teachers not in permanent teaching employment, no matter when they qualified, due to the reduction in the pool of recently qualified teachers seeking such employment.

INTO supports the pilot scheme, as in a time of austerity, it has the

potential to protect public sector jobs, and as a teachers' union we welcome any move that secures full time, meaningful employment for teachers. It is the hope of this organisation, that the launch of the pilot scheme will signal the possibility of further innovative approaches in creating and maintaining teacher employment.

It should be remembered that this is a pilot scheme, INTO will continue to work on behalf of all our members to further extend this scheme, both in terms of length and availability, to allow as many teachers as possible to enjoy the benefits that this pilot scheme promises.



MARK MCTAGGART,
Assistant Northern Secretary

MARK MCTAGGART Assistant Northern Secretary

LGBT and Pride 2016

Right: Seamus Hanna Northern Committee Chairperson and Mark McTaggart Assistant Northern Secretary

Far right: Ready for Pride 2016 in front of INTO Head Office in Parnell Square



South Armagh Branch Presentations

Mr Gerry Murphy, Northern Secretary, presenting INTO pens to Anne O'Hay, Philip Mone and Noeleen Mone in recognition of long service to INTO.

Anne, Noeleen and Philip have given a lifetime of service to the children and young people who attended St Patrick's High School, Keady. INTO wishes Anne, Noeleen and Philip a long and happy retirement.



Mr Gerry Murphy making presentation to Noeleen Mone



Mr Gerry Murphy making presentation to Philip Mone



Mr Gerry Murphy making presentation to Anne O'Hay

Michael Farrell

In every profession and community certain individuals seem to make more of an impression than others. These individuals are of a type, blessed with keen minds, big hearts and a desire to help those around them. Michael Farrell was one such individual.

Michael's teaching career spanned forty one years in the lovely county of Fermanagh and he is fondly remembered by his colleagues and the pupils he taught. Over the course of his career he maintained a firm commitment to the well-being of his fellow teachers and to this end he was a key lay official in the INTO over many years. Michael thought

nothing of traversing the county ensuring the members were informed and their views were communicated to the leadership. All of this he did with good humour in a modest and understated manner.

The wonder of the man was that he did all this and still managed to make key contributions to his local community in Derrygonnelly and to the GAA in Fermanagh and Ulster. Michael Farrell was a wonderful servant to the people of Fermanagh and the INTO like them deeply appreciate his contribution and hard work. Michael represents a great tradition in the INTO and we offer

our deepest sympathies to his wife, Nicolina, daughters Siobhan and Katrina, sons-in-law James and Michael, grandchildren Louise and Kieran, sister Josie and his many nieces and nephews.



Your new INTO Membership Plus Card for 2016 - 2018

You should have already received your new 2016-2018 Membership Plus Card. If you have not received this, please contact the INTO NI office on 028 9038 1455.



OVER 1,500 DISCOUNTS OF UP TO 50% ACROSS THE COUNTRY

From restaurants to shops, days out to golf clubs, hotels to gyms, there is something for everyone with significant savings in a short space of time.

Membership Plus is the benefits programme for INTO members. To view the full range of offers, see new offers as they are added throughout the year, enter competitions and much more, ensure you activate your Membership Plus card as soon as you receive it.

The Membership Plus website has a wide range of features to help you make great savings:

- Create your customised printed offer list
- Search by venue name, town/city or keyword
- Interactive map to see what offers are close to you
- Powerful filter function to narrow down your results
- Save your favourite offers to 'My Offers'
- Suggest a venue and much more...

ACTIVATE YOUR MEMBERSHIP PLUS CARD STRAIGHT AWAY FOR A CHANCE TO WIN A £50 VOUCHER

1. Visit the Membership Plus Website
www.membershipplus.co.uk/teachers

2. Update or Register

Already registered?

If you have previously registered, simply login, using your registered email address and password, and click on **My Account** at the top right of the screen. Click on **Update Card** to enter your new Membership Plus card number. (There is no need to re-register as a new member.)

New to Membership Plus?

To register for the first time, click **Register** and follow the onscreen instructions.

Do this by the 31st October 2016 for a chance to win a £50 Voucher!



See how much you can save with your Membership Plus Card...

Venue	Offer	Example Use	RRP	Saving
wagamama	15% Discount	Meal for two	£65.90	£9.89
Ulster Folk & Transport Museum	2 for 1	Admission for 2	£22.00	£11.00
Argento	10% Discount	Michael Kors Watch	£183.20	£18.32
Stena Line	10% Discount	Belfast to Liverpool	£384.00	£38.40
Tesco	4% Discount	Annual savings on a weekly grocery shop	£58.80 a week	£122.30 a year
Dominos Pizza	33% Discount	Treat night takeaway	£50.93	£16.81
Cottages4you	10% Discount	Family break in Galway	£452.00	£45.20
National Trust Northern Ireland	2 for 1	Admission for 2	£9.90	£4.95
Ramada Encore Belfast	20% Discount	2 night break for 2	£180.00	£36.00
Prices/venues correct at time of press. Terms & conditions apply.			Member Saving £302.87	

"It's great. I use it as often as I can as every little discount helps these days."

- Sharon, Co. Down

Download the Membership Plus App...

Whether you are out and about and need to see where you can save with Membership Plus or want to see what offers are close to home, the Membership Plus App brings over 1,500 offers to your fingertips. Download the free app from the App Store or Google Play.



Could your photograph win the 2017 INTO Art Competition?



Since 2013 INTO has been celebrating the artistic talents of you, the members. To recognise the breadth of talent across INTO's membership this year's Competition will focus on photography.

Please read the following information carefully:

- Each entry must be the work of the member entering
- Maximum of three entries per person
- Please complete and submit a form for each submission (see members area)
- There is a £5 entry fee per submission
- The photo can be landscape or portrait in orientation and the focus need not be central
- Your picture can be taken indoors or outdoors
- Colour or black and white will be considered
- It can be taken at any time of day and at any time of year
- It can have people, animals and buildings within it
- Please ensure any people in the photograph have given their written consent and are happy for the image to be reproduced
 - Entries will be posted on the

INTO website and featured in Printout, the winner will be displayed in Northern Office

- Your file should be submitted as a jpeg, minimum of 300 pixels / Inch to A4 or A3
- Please remember if using your phone or digital camera to apply the highest resolution possible (see members area for notes)
- The maximum file size for emailing to INTO is 8MB
- The file name should include your Membership Number and Entry Title eg N0012345CITYSCENE.JPEG
- Entries should be emailed to infoni@into.ie by 4.00pm on Friday 20th January 2017
- From the entries a first prize (£500) and second prize (£250) will be selected by the judging panel
- For full details please see the members area of the INTO website



TEENAGE CANCER TRUST SCHOOL PRESENTATIONS

The Teenage Cancer Trust has created FREE presentations and resources to transform understanding about cancer across secondary education.

Cancer education can lead to better conversations about cancer, breaking down fears, spreading awareness of cancer warning signs, ultimately leading to earlier diagnosis. It can help young people to understand the

behaviours and lifestyle choices that increase the risk of getting cancer. The resources explore this through topics such as healthy lifestyle choices, body image, self-efficacy, communication, relationships and resilience

To Book a presentation for your school or for more information Contact Malachy Nixon, Education and Awareness Executive @

malachy.nixon@teenagecancertrust.org or by calling 07943958781 or by visiting our website www.teenagecancertrust.org



GCSE grading equivalence still not fully confirmed

The oral statement to the Stormont Assembly on 28th June 2016 concerning GCSE qualification market and grading by Education Minister Peter Weir has effectively overturned his predecessor's decision in November 2015 to maintain only an alphabetical grading for all GCSEs in Northern Ireland. This earlier decision by John O'Dowd had resulted in a statement from the two largest English GCSE exam boards, AQA & OCR, advising that they would, from September 2016, no longer offer their courses in Northern Ireland. This would have resulted in a serious detriment to both teachers and students here. Therefore, in light of this, INTO welcomes Mr. Weir's announcement and commends his view that teachers, students, parents and employers must have confidence in the GCSEs available here. As part of his announcement he confirmed that the new grading system in

England is to be anchored to the alphabetical grades at two points.

- The bottom of grade 4 will be anchored to grade C
- The bottom of grade 7 will be anchored to grade A

He further proposed that the alphabetical grading of CCEA's GCSEs remains consistent with the alphabetical grading of the past with two exceptions.

- CCEA will realign A* to reflect grade 9 in the 9-1 GCSEs
- CCEA will introduce a new C* to reflect grade 5 in the 9-1 GCSEs

With small exceptions (*the assessment of speaking and listening being included in the overall grade of GCSE English*) needing to be made to this re-opening of the market, continuity is reflected with the statutory curriculum in Northern Ireland.

However, while it is felt that this addresses the challenges of comparability

and portability, INTO is concerned that while grades A* and C* are anchored to grades 9 and 5 respectively, CCEA, as the regulator here, is unable at this point in time, to establish a full comparability table to enable teachers to align all of the GCSE A* to G grades to the 9-1 grading system.

INTO has learned that CCEA has scheduled development work in the early autumn to enable Grading Principles for CCEA GCSE awarding in summer 2019. Further INTO has been assured by the Assessment & Qualifications team that the CCEA regulator will continue to work closely with fellow regulators in England (Ofqual) and Qualifications Wales, and with the other awarding organisations to ensure that comparability will be maintained across jurisdictions and over time.

TOMMY MCGLONE Senior Official

ICTU FREE COURSES FOR INTO MEMBERS

ICTU are offering new free courses that reps and members may be interested in.

COURSE 1: CONFIDENCE AT WORK

The course will cover:

- **Building Confidence for Trade Unionists**
 - How building confidence can change union members' lives.
 - How confidence can be damaged by stereotyping in the workplace.
 - How to bring about change in the workplace.
- **Dealing with Intimidating Behaviour**
 - Understand the nature of specific intimidating behaviour at work.
 - Understand how legislation and policy can support challenging specific behaviours at work.
 - Be able to develop a trade union plan for dealing with intimidation at work.
- The course will also look at building confidence for negotiating scenarios.

'Confidence at Work' is a four day course that ICTU are proposing to run in the new ICTU offices (formerly BURC) at: 45-47 Donegall Street, Belfast, BT1 2FG, on the following dates:

- Friday 4th November
- Friday 11th November
- Friday 18th November
- Friday 25th November

The course is delivered through the South Eastern Regional College under the ICTU/Union programme



and will be accredited at level two by OCN.

COURSE 2: DISABILITY CHAMPIONS

Another accredited course health and safety reps and members may be interested in is 'Disability Champions'.

This course is designed to train and support workplace union reps or health and safety reps to become 'Disability Champions' where they work. Disability Champions work with their employers to build a truly enabling workplace where disabled workers and job seekers can realise their full potential. Disability Champions are key contacts for disabled people at work

This 5 day course is designed to introduce the role of the Disability Champion and provide the knowledge and skills to support the role in the workplace covering aspects such as the disability discrimination act the course includes:

- The Role of the Disability Champion
- Overcoming Obstacles
- Disability in the Workplace - explore why discrimination occurs

- The 'Social Model'
- Working with Management - build trade union counter arguments
- The Language Barrier and Development of Language
- Interviewing for Members' Needs
- Defining a Process for Solving Problems
- Access to Work Funding
- Access to Work and the Public Sector
- Funding – What Does It Mean?
- Action Planning: Making "Two Ticks" Work
- Legal Frameworks for Disability Equality
- Promoting the Role
- Identify sources of support for tackling discrimination

The course will run on 3 Thursdays in the new ICTU offices (formerly BURC) at: 45-47 Donegall Street, Belfast, BT1 2FG

- Thursday 3 November 2016
- Thursday 10 November 2016
- Thursday 17 November 2016

If you are interested in doing either of these courses please contact Paul Donnelly INTO Northern Office at receptionni@into.ie by Friday 30 September 2016.

Substitute cover for these courses would come from the school's budget.

Please ensure you get the agreement of the Principal/Board of Governors to attend this training.

Volunteer with VSO Ireland and change children's lives



High-quality education is something we often take for granted, particularly as the new academic year gets underway. Sadly, this is not the case the world over.

Children in many countries in Africa, Asia and the Pacific will not have packed their bags and headed to school this morning. They will not spend this evening doing their homework. There are no packed lunches to be eaten, exams to complain about, and bright futures to speak of.

Every child has a right to education, no matter where in the world they are or what circumstances they live in. Many VSO programmes are based in sub-Saharan Africa, where approximately 30 million children are out of school (2013 UNESCO report). Improving the education system in countries like Rwanda, Uganda and Ethiopia leads to better health outcomes, increases employment opportunities, and reduces the risk of civil unrest and violence. Our education volunteers work at community, district and national level, training teachers and improving school management. This means that change is sustainable and continues long after they leave. It's in this way that they are improving the lives of children in some of the world's most marginalised communities. Last year

alone, VSO volunteers trained 78,000 educators and reached an incredible 922,000 children and adults.

So why should you consider volunteering with VSO? Well, along with helping in the fight against poverty, there are plenty of professional and personal rewards to be reaped. Many volunteers have noted opportunities for progression on their placements that are not available at home. Claire Nic Gabhann, from Co. Monaghan, is one such teacher – "There are more opportunities here to practice and develop your leadership and management skills. You get to design, implement and facilitate programmes."

Research by the Institute of Education also shows that education professionals who have volunteered in resource-poor settings return to Ireland more flexible and innovative than before. Lisa McMahon from Co. Down, for instance, said of her Rwanda placement, "I'm really aware that I've learnt a lot and when I go back home I have some valuable things to share with my students." Volunteering with VSO is all about collaboration and knowledge exchange – as much as you are helping those in the community in which you are living, they are teaching you things that will benefit you and your future career.

The impact of volunteering goes beyond the programme – it also affects your own development. You don't just add strings to your bow career-wise – you enjoy a level of personal growth beyond what is possible back home. This was one of the main benefits for Béibhinn Ní Mhuirí from Co. Down – "I've learnt that I'm really strong and there's a lot of things I can live without. I never thought I would be the type of person who would enjoy volunteering but it's shown me that I can make a difference."

Whether you're "unlocking talent" through technology in Ethiopia, improving literacy and numeracy in Rwanda, mentoring early childhood teachers in Cambodia or advising the Ministry of Education in Myanmar, you're sure to uncover a new side of yourself and see volunteering as a mutually beneficial activity.

Since Irish teachers began volunteering abroad in the 1970s, they have earned the respect and admiration of our partner organisations in Africa, Asia and the Pacific. As an experienced educator, you have the skills communities across the globe need to make a difference and fight poverty. Please get in touch with us on +353 (0)1 640 1073 or visit us at www.vso.ie, and begin your volunteer journey today.



Claire Nic Gabhann, Co. Monaghan, in Tanzania

Training courses for INTO members 2016-17

Our latest series of training courses for INTO members for the 2016-17 school year have been organised; details can be found below. Some courses will be delivered in partnership with our colleagues in ATL and UTU, and others by an ICTU Tutor. The ICTU courses are accredited through the Open College

Network, OCN. This year also we are introducing iPad training for INTO members. There is a one day training course for the teacher who feels unsure of using this technology with pupils and wants to know the basics of using the iPad safely and confidently for the education benefit of the pupils in their

class. There is a second day, an advanced course, for those who complete the first day's training or for teachers who are already using iPads in their classroom but would like to know how to develop the use of the iPad for further educational work, e.g. to assess pupils' work.

Applications are invited for all the courses listed using the pro-forma enclosed. Paid release is available to accredited School Representatives under the Facilities Agreement and the provisions of the Labour Relations Code of Practice for Trade Union Training. Substitute cover, however, has to be provided by your school.

Lunch and refreshments are provided. Places are allocated on a first-come, first-served basis and early application is advised. All the courses are being held in INTO Northern Office. To reserve your place please refer to training course page on INTO website. Northern Office will notify you of your successful application.

Date	Time	Course	Delivery	Closing Date
10–11 Oct 2016	9.30am–3.30pm	Social Media Training Course (3 days)	ICTU	23 Sept 2016
+ 19 Oct 2016	9.30am–3.30pm	OCN accredited		
24 Oct 2016	9.30am–3.30pm	Induction Course for New School Reps (SR1)	INTO/ATL	10 Oct 2016
7 & 8 Nov 2016	9.30am–3.30pm	School Reps Training x 2 Days (SR2)	INTO/ATL	24 Oct 2016
15 Nov 2016	9.30am–3.30pm	IPad Training – introduction to iPads for teachers to use in the classroom (1 day)	SEERC	24 Oct 2016
23–24 Jan 2017	9.30am–3.30pm	Grievance and Discipline Training for School	ICTU	9 Jan 2017
10–11 Jan 2017	9.30am–3.30pm	Health & Safety Training	INTO/UTU	23 Dec 2016
+1 Feb 2017	9.30am–3.30pm	Reps (3 days) (SR3) OCN accredited		
8 Feb 2017	9.30am–3.30pm	Advanced IPad Training for teachers (1 day)	SEERC	23 Jan 2017
16 Mar 2017	3.00pm–5.00pm	Aspiring School Leaders: Applying For Your First VP/P Post	INTO/ATL	28 Feb 2017
10 May 2017	9.30am–3.30pm	Induction Course for New School Reps (SR1)	INTO/ATL	26 Apr 2017

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 2015 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 and Expenditure of the Union in the financial year ended 31st December, 2015 as included in the annual Return to the Certification Officer.

Members' Subscription	Other Income	Total Income	Total Expenditure
€12,072,437	€1,546,098	€13,618,535	€12,396,685

2. POLITICAL FUND ACCOUNT

The Union maintains a Political Fund Account in the Republic of Ireland and expenditure from the fund of €83,000 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 €143,535. Also included in the Annual Return to the Certification Officer is the Employer's PRSI

amounting to €15,430. Pension contributions cost €61,002.

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 MEMBERS OF THE IRISH NATIONAL TEACHERS' ORGANISATION (EXTRACT)

We have audited the financial statements of the Irish National Teachers' Organisation for the year ended 31st December 2015 which comprise the Consolidated Statement of Comprehensive Income, the Consolidated Statement of Financial Position, the Consolidated Statement of Changes in Reserves, the Consolidated Statement of Cashflows, the Consolidated Funds Income and Expenditure Accounts, the Northern Ireland Income and Expenditure Account, Statement of Financial Position, Accumulated Funds Account, Funds Income and Expenditure Accounts, and the related notes 1 to 29. 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.

OPINION ON THE FINANCIAL STATEMENTS

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 2015

and of its surplus 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

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".

Matt Talbot nursery school 25th Anniversary

Matt Talbot Nursery School celebrated 25 years of enriching and enhancing their children's learning experiences on Friday 8th of April with a mass in the Church of the Annunciation followed by refreshments back at the school. The mass was celebrated by Bishop Patrick Walsh and Fr Aidan Denny. The Lord Mayor Arder Carson and local MLA Alex Maskey were also in attendance. Our

local primary school John Paul II choir sang beautiful hymns throughout the service alongside Colm Crummey and his colleagues who played traditional Irish music. The children of Matt Talbot Nursery School sang amazingly also. We would like to thank our staff, Board of Governors, pupils and parents (past and present) who all helped us to celebrate our special day.



Left: The staff of Matt Talbot Nursery School pictured alongside Fr Aidan Denny and Bishop Patrick Walsh. Miss Cathy Claxton, Miss Ríoghnach Doherty (teacher) Br. Mc Ilwee, Mrs Deirdre Mc Conway (yellow top celebrating 25 years in Matt Talbot Nursery School also), Mrs Ciara Smith, Dr Rosemary Ward (Principal), Mrs Joanne Brennan and Students on placement from St Louise's Comprehensive College – Suzanna Hall and Orlaith Hutchinson. In front: Cadhla Elliot, Emily Ferris, Reece Mc Mullan, Manus Connolly



Above: Board of Governors, Parents and pupils past and present, local primary school principals and distinguished guests and right: the Lord Mayor talking to children and staff



Above; Lord Mayor Arder Carson whose grandson Sean Mc Shane attends the nursery, Principal Dr rosemary Ward, MLA Paul Maskey



Advertising in Printout

- Have you an event you would like to promote?
 - Are you involved in providing a service that may be of interest to our members?
- INTO members can place an advert in *Printout* at a reduced rate. Contact Christine McDonnell on 028 9038 1455 or email cmcdonnell@into.ie.

Printout is published by the Irish National Teachers' Organisation and distributed to members and educational institutions. Articles published in *Printout* are also

available on our website www.into.ie.

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

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

Except where the Irish National Teachers' Organisation has formally negotiated

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

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

PLEASE REMEMBER TO UPDATE YOUR CONTACT DETAILS!

It is very important that Northern Office has a record of your most up to date contact details and teaching status.

Should you have for example retired recently or taken a career break please inform Northern Office so our system can be amended.

Your magazine, diary and other membership perks are generally issued to your home address.

Also, any official INTO correspondence (for example your 2015 ballot paper) goes to your home address.

If you have moved house or any of your other details have changed please email infoni@into.ie with an update!

Also, members can register for the member's area via the NI home page. This includes a facility to update these details yourself.



As an incentive if you email Northern Office your updated details, (quoting Printout September 2016) you will be entered in a prize draw for a £50.00 Debenhams voucher.

Closing date 23rd December 2016.



INTO grants for educational research

The INTO is delighted to announce that the Bursary Scheme will be continued this academic year. There will be five bursaries of €1,500, which are open to all INTO members to apply for. Any project which has been approved as a research endeavour by a recognised third level institute will be considered for grant purposes.

Applications

Members who wish to apply for a bursary should make their applications before the

closing date, Friday 9 December 2016.

Applications must be sent on the relevant application form, which is available on the INTO website www.into.ie

All applications received by the closing date will be examined by an independent assessor to be nominated by the CEC. The assessor will make their recommendations and the bursaries will be awarded at a ceremony in February 2017.

A full list of Terms and Conditions is also available on the INTO website.

Urgent Newsflash

Over 65% of Teachers are losing money

– by using the wrong tax code!

Find out if yours is correct.

See the letter from INTO inside this issue or visit

www.taxrebates.com/ref/into

The Tax Refund Company is an INTO Approved Service Provider

Advertising in Printout

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

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