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into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

January 2022

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We soldier on

We at INTO's Northern Office extend a belated season's greetings to all our members. We deeply appreciate all of your hard work and commitment in continuing to keep our education system functioning. We are also very conscious at this time of year, following the Covid-19 restricted Christmas festivities, that everyone will be looking forward to a better 2022.

INTO is continuing to support you in the extremely difficult circumstances we are all forced to work in at present. Across our school system Covid-19 is causing major upset both for students and INTO members. Since this term began, away back in August, the pressure has continued to be unrelenting as you have struggled to carry out your roles in ever-changing circumstances. What is being asked from you is unsustainable and this is becoming increasingly evident to everyone who wishes to see.

The number of INTO members who are ill with Covid-19 or who are absent from school due to family members being struck down by this awful virus is rising as it is for teachers generally. This comes on top of the normal seasonal increase in illness at this time of year.



Gerry Murphy
Northern Secretary

The net consequences are a shortage of teachers across the system as a whole. This is generating a further series of stressors for our members as principals struggle to keep schools open in the face of Departmental and parental pressures to do so.

The virus has exposed the longer-term impact which has illustrated that our system is under-supplied in terms of teachers in full-time employment. This is also being reflected in the system's response to the application of the Workload Agreement [TNC 2011/8] where it is being brought home to principals and Boards of Governors that their schools are clearly short of the teachers they need. We can no longer endure the "same-day" supermarket supply model being applied to teacher numbers. The Executive and the Department of Education are going to have to face up to this question fairly soon if they wish to avoid further disaster in the future.

That of course is a discussion for another day. Our present issues are more pressing. How do we continue to ensure the Employing Authorities and the Department adequately protect our members from the virus and its

never-ending variants. To that end we have continued as we have from the beginning of the pandemic, to strive to hold the trade unions together around a unified approach to Covid safety. We have consistently lobbied the Department and the employers, on virtually a daily basis, on all the issues you are bringing to our attention. In addition, we are also pointing out to the powers that be the need to get ahead of the virus and have contingencies in place. The capacity of DE and the employers to plan-ahead and anticipate developments has been shown to be woefully inadequate.

Be assured, INTO's approach to the pandemic is and will remain about protecting our members from not only the virus but from the unintended consequences arising from it which are manifesting as increased workloads and unreasonable demands. So far, the unity of our members and the wider trade union movement, has mitigated the worst aspects of these consequences, but everyone must remain vigilant. We at Northern Office urge you to follow the Public Health Agency advice and ensure there is no rolling back of the mitigations available to you within your school and not to hesitate to contact your Northern Committee Representative or our office if you need help in protecting you and your colleagues. We will continue to adjust our strategy as the situation evolves and we thank you for your trust and support in this regard.

NORTHERN COMMITTEE INFORMATION

Area/Region	Branches		Mobile	INTO Email
BFC		Patrick McAllister	BFC Rep 07828769034	pmcallister@into.ie
CEC	District 1	Seamus Hanna	CEC Rep	shanna@into.ie
NE Primary	North Antrim, South Antrim, Carrick/N'abbey/Larne, South Derry	Michelle McCrystal	INTO N.Cttee 07851460682	mmcrystal@into.ie
NE Post-Primary	North Antrim, South Antrim, Carrick/N'abbey/Larne, South Derry	Siobhan McElhinney	INTO N.Cttee 07915091871	smcelhinney@into.ie
SE Primary	Down & Lisburn	Rachel O'Hare	INTO N.Cttee 07743427483	rohare@into.ie
SE Post-Primary	Down & Lisburn	John Kelly	INTO N.Cttee 07809694954	jkelly@into.ie
Belfast Primary A	Belfast West	Caroline McCarthy	INTO N.Cttee 07977935988	cmccarthy@into.ie
Belfast Primary B	Belfast	Geraldine McGowan	INTO N.Cttee 07717277565	gmcgowan@into.ie
Belfast Post-Primary	Belfast & Belfast West	Caoimhin MacColaim	INTO N.Cttee 07710234126	cmacolaim@into.ie
CEC	District 2	Dorothy McGinley	CEC Rep 07342041938	dmcginley@into.ie
S Primary A	Cookstown, South Tyrone, North Armagh & Dungannon	Marty Lavery	INTO N.Cttee 07733207887	mlavery@into.ie
S Primary B	South Armagh, Armagh & Newry	Noreen Kelly	INTO N.Cttee 07846392235	nkelly@into.ie
S Post-Primary	Cookstown, North Armagh, Armagh, South Armagh, Newry & Dungannon	Kevin Daly	INTO N.Cttee 07568528951	kdaly@into.ie
W Primary A	Lisnaskea, Enniskillen, Tyrone Central & Strabane	Marie O'Shea	INTO N.Cttee 07802891109	moshea@into.ie
W Primary B	Derry City, Limavady/Dungiven,	Moira O'Kane	INTO N.Cttee 07522937888	mokane@into.ie
W Post-Primary	South Tyrone, Lisnaskea, Enniskillen, Tyrone Central, Strabane, Derry City, Limavady/Dungiven	Annmarie Conway	INTO N.Cttee 07701049789	amconway@into.ie



Just five minutes peace ...

Time for reflection in school is scarce and even more so in these difficult times, but the value of such quiet moments is huge.

Taking time to reflect on your key lessons from each day and how they will shape your decisions tomorrow and even to simply acknowledge the numerous interactions you have each day, is well worth the effort. It is something that needs to be consciously built in, bearing in mind that both adults and children are constantly bombarded with information and requests from numerous sources.

Provisions for and discussions around Mental Health & Wellbeing have featured widely through the pandemic landscape we find ourselves amid. We are tasked with the creation and implementation of programmes of recovery for the pupils since we returned to school. But what about the teachers in all these discussions?

Wellbeing for teachers is innately linked to the essential satisfaction we draw from our professional roles. Wellbeing is not always all about the fluffy bolt on things. Yoga might be great for some people, but

compulsory yoga for all staff on a Friday afternoon is not what it is all about. Not only might seeing our colleagues in lycra not be desirable, but the notion that adding a wellbeing initiative to an already inexhaustible list of new initiatives will make teachers feel better about their jobs is a nonsense.

At the heart of teacher wellbeing is the sense of professional integrity and trust: put simply, it is the sense that teachers feel when they are feeling good and doing a good job. Teaching will always be busy and emotionally demanding, but that feeling when you get home at the end of the day that 'your efforts are worth it' is the key.

'You have no idea of your power to influence. It's often the smallest acts which make the biggest difference.'

Jaz Ampaw-Farr, 2017

Wellbeing and self-care take different forms for each of us – and an individual needs might change regularly in the course of a day, week or a year.

Whilst one teacher's week may be ruined by another teacher failing to respond to their cheery 'Good morning!' another might be sent over the edge by someone moving their stapler from its usual spot. It's important to remain aware of our own strengths and foibles – and not give ourselves too much of a hard time for not being perfect.

'If you look for perfection, you'll never be content.'

Leo Tolstoy



Marie O'Shea
INTO Chairperson

Giving yourself just five minutes peace in any day or situation could be just what you need to allow the mist to lift and the pathway forward to become visible once again.

Directed Time Budgets

Latest Information

As part of the rolling training provided by Management Side in regard to Directed Time Budgets (DTBs) many questions submitted at the seminar were answered later as a separate document which INTO believes requires further and fuller detailed clarification.

Upon receipt of the Q & A paper, INTO pointed out to Management Side inaccuracies in respect of many of the answers including the question around the reduction of the school year to accommodate the additional June bank holiday for the Queen's Platinum Jubilee. This additional bank holiday will not, as stated, be a reduction of hours over a year but will simply be a reduction of one day in the school year. Therefore, teachers will be available to work for the 2021/22 academic year for 194 days instead of 195 days.

Further clarification also seems to be needed in respect of the daily registration periods. The agreed wording regarding registration clearly states that while the registration of pupils is included in Directed Time, if a teacher is required to deliver learning or pastoral work, this period of time is considered to be class contact time. Therefore, any registration period which lasts more than five minutes and requires a teacher to do any more than simply take a roll of pupils, is considered contact time and must be included as such. There have been reports to INTO of some principals recording registrations, which may last for up to 20 minutes, as being supervision and not as contact time. If then the teacher is required to do no more, during this

registration period, than call a roll, one must wonder how parents would view this ineffective use of a teacher's time.

INTO will again meet with management side to seek greater agreed clarity around the supervision of exiting pupils and teachers' finishing times.

While INTO recognises that only the actual rota-time that is being provided by teachers for bus duty and other after-school supervision can be included in a DTB, it must insist that there needs to be a ten minute 'pupil release' period, noted in the DTB, which will allow teachers to attend to minor routine housekeeping duties or important conversations at the end of the school day. This 'tidying up' period will be on the days when after-school directed time is not timetabled and will not be considered as being part of PPA but viewed as trapped time.

Also, Management Side have referenced principals in larger schools delegating the provision of DTBs to other senior managers. Of course, INTO naturally supports and encourages a reduction of principal workload but this 'role delegation' should only happen after both meaningful consultation and the full agreement of the teacher.

The wording of the advice also points

to a need for clarity in respect of extra-curricular activities and their impact on DTBs. In the sway document published in 2020, Management Side rightfully explained that principals can negotiate with individual staff in relation to duties beyond those identified in DTBs. This

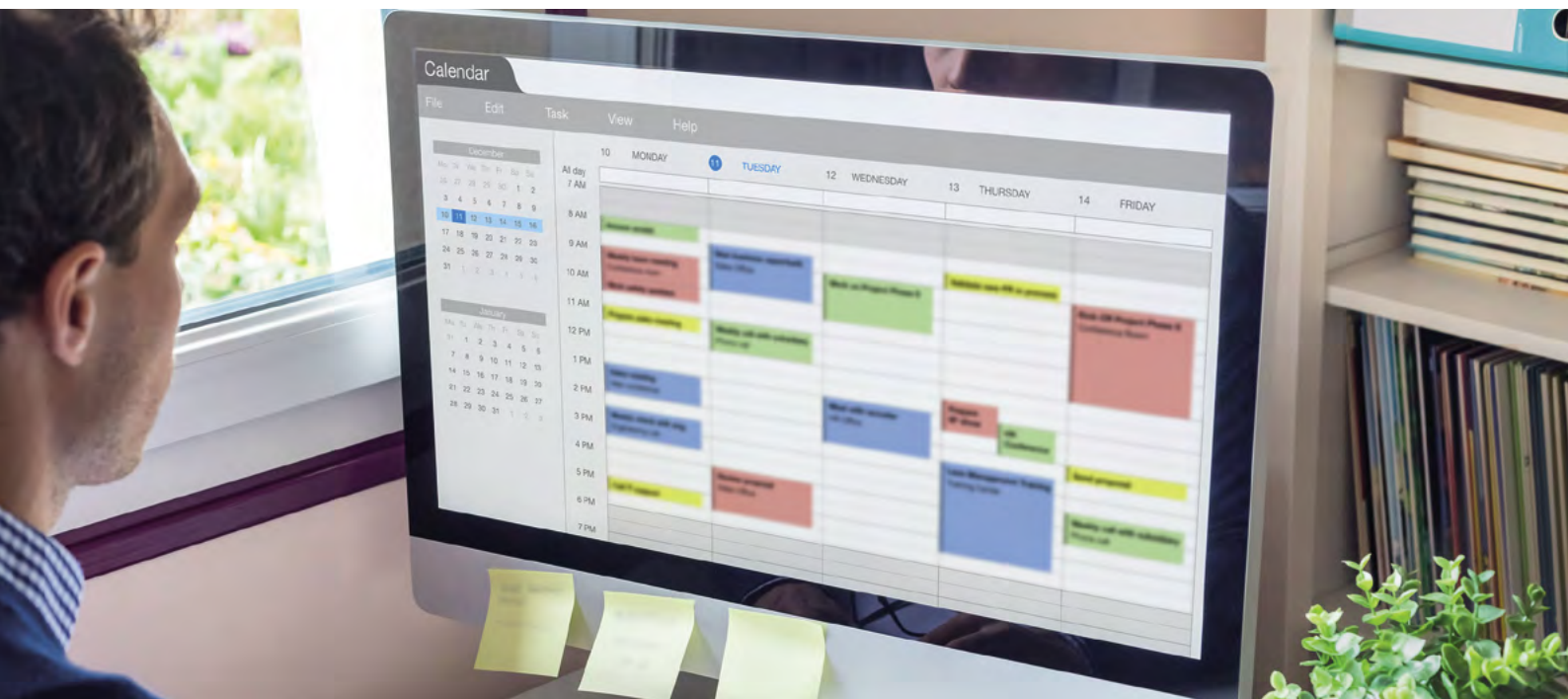
premise is accepted by INTO, but the other side of the coin must also be accepted and reflected in Management Side's advice. If a duty is not included in an individual's Directed Time Budget, then it is voluntary and carried out with that mutual understanding. In practice this means that principals cannot direct a teacher to offer an after school activity. There may be occasions where teachers do offer after school activities which are linked to their interests or

subject and happen during times when the whole school staff are required to be on campus as part of the school's directed time. In these situations, teachers need to be mindful that while these activities may be included in their DTBs, they may well reduce a teacher's access to their PPA.

INTO, in pursuing workload protection for its members, fully acknowledges that the effective use of a teacher's time is paramount and therefore will be at the forefront to ensure this is achieved.



Tommy McGlone
Senior Official



The role of INTO School Representative

The role of INTO School Representative is one of the most important roles that any member can take on. I would therefore like to thank all of our hard-working reps in school for the work they do on behalf of the organisation, and on behalf of the members that they represent.

While INTO has representatives in many schools, there are a number of schools that, for a variety of reasons, have either only a named person for distributing information or in some cases no representative in the school.

So why is it important that INTO has school representatives where we have members?

As the face of the INTO in a school, the school representative has a key role in the recruitment of members. When any new teacher comes into a school it is important that they are informed about the benefits, and importance, of being a member of a teacher's union, and additionally the benefits of being a member of the largest teachers union on the island of Ireland. While this form of direct recruitment is not always easy, it can make new staff feel reassured that someone is there for them if they have questions about the day to day running of the school as well as union issues.

Another key role of a school rep is to pass on information to the members in school from the INTO. This can be in the form of distributing bulletins, leading meetings with members in school, informing your local area representative about issues in school or directly communicating with Northern Office in Belfast. Facilities are available to Union Representatives including access to photo copiers and resources. Meetings should be held as and when necessary. The school representative does not have a right to call meetings during school hours. It is usually acceptable to have the meeting on the school premises with prior permission from the school. Management may, in exceptional circumstances, allow meetings during school hours provided appropriate arrangements can be made for the care and supervision of the children.

Where appropriate, the school representative may wish to contact their local area representative or an

official from Northern Office to attend the meeting when specific issues, either internal or external, need to be discussed.

When an INTO meeting is called in a school it is important that all members within it are invited, and when an external visitor is attending, the school management are informed.

A further role of the school representative is in dealing with issues in schools. Members bring different sorts of problems to the school representative. For example, inadequate heating is the direct responsibility of management and should be taken up with the principal. Always plan carefully when dealing with members' problems. Where a member has an individual problem which they wish raised with school management, it is important to remember that the role of the School Representative is to **accompany** the

When dealing with members' problems, cognisance should always be taken of INTO policies.

member to any meeting, to allow the member to outline their issue to management.

When dealing with members' problems, cognisance should always be taken of INTO policies. It is important to check the relevant policies and bring them to the attention of the member or members concerned. Branch officers, Area or District representatives or Northern Office will advise and assist where necessary.

No INTO representative is ever asked to take on any task that they

are uncomfortable with or where they feel it might cause them issues going forward. If a member approaches the school representative with an issue that they are uncomfortable with, or where they feel they do not have the knowledge to deal with, then the representative should inform the member and contact their Northern Committee area representative or Northern Office.

As an accredited INTO representative, under the Facilities' Agreement you are entitled to:

- Time off with pay for duties as school representative i.e. to undertake representation,



Mark McTaggart
Assistant Northern Secretary

- consultation, negotiation;
- Use of a notice board;
- Use of the school telephone;
- Provision of a room for meetings;
- Reasonable use of the school typing, duplicating and photocopying equipment;
- Access to documents concerned with pay, conditions of service, and the employing authority's advice and guidance to Boards of Governors.

A representative whose duties are at school level shall be entitled to leave with pay for union business on the following scale:

- 5-30 members - 1 period per week
- 31-60 members - 2 periods per week
- over 60 members - 3 periods per week

In Primary schools one period would be equivalent to 30 minutes. This time should be reflected in your individual time budget and come out of contact time.

If your school does not currently have a staff representative and you are interested in taking on this vital role in the INTO, further information can be found on the INTO website. <https://www.into.ie/ni/about/our-people/school-representatives>

You can also contact your local Northern Committee representative or contact Northern Office at infoni@into.ie for more information.

INTO Training for 2022

The three Unions, INTO, NEU and UTU work in partnership to deliver training to all members, School Representatives and Health and Safety Representatives. The training programme below outlines the courses available to all members, with specific training for school reps and H&S reps. In addition, there will be some training courses for INTO members only and these will be highlighted to members throughout the year.

All members

Thurs, 20 Jan 2022 – INTO Learning Webinar. *Reproductive Health, Infertility and Pregnancy Loss.* 4pm – 5.30pm, on Zoom. The second webinar being offered in the INTO Health Series will be on Reproductive Health, Infertility and Pregnancy Loss. This will take place on Thurs, 20 Jan 2022 at 4pm. This 90-minute webinar will be presented by Dr Vicky O'Dwyer, Consultant Obstetrician and Gynaecologist in the Rotunda Hospital and there will be an opportunity for participants to pose questions via our chat facility at the end of the presentation. Further details on how to register will be available in due course.

Tues, 25 Jan 2022 – INTO Webinar. *Teaching in the Republic of Ireland.* 3.30pm – 4.30pm. Officials from INTO Head Office will provide information for teachers in the North wishing to teach in the Republic in relation to getting registered, Irish language requirements, pay scales and pension.

Wed, 26 Jan 2022 – INTO/UTU. *Pre-retirement Webinar with Platinum Financial.* 3.45 – 5.15pm, on Zoom. Platinum Financial are teachers' pension specialists and have been advising members on their retirement for more than a decade. Their expertise combined with their independent financial advice means that Platinum Financial are perfectly placed to guide you through the maze of retirement.

Thurs, 27 Jan 2022 – INTO/NEU/UTU Webinar. *Flexible Working.* 4pm – 5pm on Zoom. This one-hour webinar is the second in a series of webinars available to all members to inform/update them on important matters relating to their rights and responsibilities and Teachers' Terms and conditions of Employment generally.

Wed, 9 Feb 2022 – INTO/NEU/UTU Webinar. *Career Breaks.* 4pm – 5pm on Zoom. This one-hour webinar is the third in a series of webinars available to all members to inform/update them on important matters relating to their rights and responsibilities and Teachers' Terms and conditions of Employment generally.

Thurs 24 Feb 2022 – INTO/UTU. *Pre-retirement Webinar with Platinum Financial.* 3.45 – 5.15pm, on Zoom. Platinum Financial are teachers' pension specialists and have been advising members on their retirement for more than a decade. Their expertise combined with their independent financial advice means that Platinum Financial are perfectly placed to guide you through the maze of retirement.

Tues, 22 Mar 2022 – INTO/UTU. *Pre-retirement Webinar with Platinum Financial.* 3.45 – 5.15pm, on Zoom. Platinum Financial are teachers' pension specialists and have been advising members on their retirement for more than a decade. Their expertise combined with their independent financial advice means that Platinum Financial are perfectly placed to guide you through the maze of retirement.

Wed, 23 Mar 2022 – INTO/NEU/UTU Webinar. *Brief Absences.* 4pm – 5pm on Zoom. This one-hour webinar is the fourth in a series of webinars available to all members to inform/update them on important matters relating to their rights and responsibilities and Teachers' Terms and conditions of Employment generally.

Wed, 30 Mar 2022. *Value My Skills course.* (Time and venue TBC). The innovative and interactive Value My Skills course, delivered by an ICTU tutor, aims to help workers identify transferable skills. We have experiences and skills from all areas of our lives and this course will help you identify your strengths and areas for development. The course will take you through steps with clear instructions to identify and rate your skills, keep reflection notes, design an action plan and record your progress.

Thurs 14 Apr 2022 – INTO/UTU. *Pre-retirement Seminar with Platinum Financial.* From 1.30 – 4.00pm in Belfast. Venue to be determined depending on numbers and Government regulations. Platinum Financial are teachers' pension specialists and have been advising members on their retirement for more than a decade. Their expertise combined with their independent financial advice means that Platinum Financial are perfectly placed to guide you through the maze of retirement.

Wed, 27 Apr 2022 – INTO/NEU/UTU Webinar. *Protecting your identity.* 4pm – 5pm on Zoom. This one-hour webinar is the fifth in a series of webinars available to all members to inform/update them on important matters relating to their rights and responsibilities and Teachers' Terms and conditions of Employment generally.

Wed, 18 May 2022. *Mid Career Financial Review with Platinum Financial.* 4-6pm. This webinar is aimed at teachers mid-career wishing to review their financial position in relation to mortgages, savings, etc and become informed about their pension entitlements at retirement. This webinar was very popular last year so make sure to reserve your place early!

Thurs 19 May 2022 – INTO/NEU/UTU Webinar. *Maternity and Adoptive Leave.* 4pm – 5pm on Zoom. This one-hour webinar is the sixth in a series of webinars available to all members to inform/update them on important matters relating to their rights and responsibilities and Teachers' Terms and conditions of Employment generally.

Wed, 25 May 2022 – INTO/NEU/UTU Webinar. *Paternity and Shared Parental Leave.* 4pm – 5pm on Zoom. This one-hour webinar is the seventh in a series of webinars available to all members to inform/update them on important matters relating to their rights and responsibilities and Teachers' Terms and conditions of Employment generally.

Wed, 8 Jun 2022 – INTO/NEU/UTU Webinar. *Dealing with Assaults and Restraints.* 4pm – 5pm on Zoom. This one-hour webinar is the eighth and last in a series of webinars available to all members to inform/update them on important matters relating to their rights and responsibilities and Teachers' Terms and conditions of Employment generally.

INTO/NEU/UTU School Reps

Wed, 19 Jan 2022. *School Representative Induction course.* INTO Northern Office Belfast, 9.30am – 3.30pm (NB The venue may change depending on Covid restrictions at the time). One Day Induction course, (in person) for NEW INTO/NEU/UTU School representatives. Accredited School Representatives are entitled to the day out of school to attend Trade Union Training. Substitute Cover is not provided.

Tues, 8 and Wed, 16 Mar. *Follow up 2 day course for School Reps.* INTO Northern Office, Belfast 9.30 – 3.30 (NB The venue may change depending on Covid restrictions at the time). This course is a follow up course to the One Day Induction course, (in person) for all INTO/NEU/UTU School representatives and will deal with various agreed procedures for teachers, including Discipline and Grievance. Accredited School Representatives are entitled to the days out of school to attend Trade Union Training. Substitute Cover is not provided.

INTO/NEU/UTU Health & Safety Reps

13, 20, 27 Jan and 3 & 10 Feb 2022. *ICTU Online training for INTO Health and Safety Representatives.* 5 Thurs afternoons, 3.30pm – 6.30pm on Zoom, (Regulations permitting one session may be held in person)

The course will cover:

- Rights, roles and functions of a H&S rep.
- Covid-19 and the workplace.
- Relevant protection legislation.
- Understanding and carrying out risk assessments.

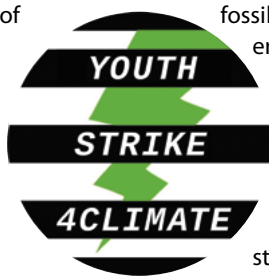
The course will be accredited by OCN at level 2 and learners must complete a workbook and some independent learning.

To register for any of the above courses please email infoni@into.ie, with your name, school (if applicable) and TR number, indicating which course(s) you wish to attend. Numbers on some of the courses are limited and places will be allocated on a 'First come First Served basis'.

Climate Emergency and COP26: A Trade Union Perspective

At Northern Conference 2019 delegates passed a resolution supporting the 'Youth Strike 4 Climate' campaign and asking for environmental sustainability to be a key consideration in INTO activities. This call is reflective of a broader awareness across the trade union movement of the direct impact that the climate emergency has on workers.

Ahead of the widely publicised and discussed COP26 Summit in October and November 2021, the International Trade Union Confederation (ITUC) published a paper on the connection between social justice and workers rights in the context of climate change. Four priorities were identified by the ITUC:



1. **Climate Ambition with 'Just Transition':**

the idea, in part that the move away from use and production of fossil fuels and other environmentally destructive practices, must include re-skilling workers, the creation of new green jobs and investment in affected countries and communities. The involvement of organised labour is key to any just transition and of course that means trade union input throughout.

2. **Human and Labour Rights:**

the ITUC notes that human and labour rights are key to any just transition.

3. **Climate Finance:**

the serious and growing imbalances in the financial and political power across the globe and indeed the disproportionate and undemocratic power bases of multinational corporations, answerable to no-one but their shareholders, is an impediment to poorer countries attempts to decarbonise their economies.

4. **Industry Policy and Investment:**

there needs to be planned and targeted policy and investment in place to enable effective movement away from reliance on fossil fuels and other environmentally destructive practices such as deforestation.

These ambitious aims are a whistle-stop tour of the radical new direction that the world must take to limit global warming and mitigate the worst of the climate crisis. In a world so politically and culturally dominated by billionaires and faceless corporations, the policy positions of the international trade union movement are also a stark reminder that change must come from collective action based on the principles of international working class solidarity. This leads us back to the beginning and the call from INTO members to support the 'Youth Strike 4 Climate' campaign and those issues that we can potentially influence in the workplace and at policy level here.

For instance, there is no indication that the schools estate is being modernised in terms of fuel efficiency or facilities being put in place for the now inevitable move to electric cars. Where are the plans to install charge points in schools? Where are the plans for a move away from oil and gas heating in education settings to more

sustainable solutions? Where are the improved integrated public transport systems to get more parents and education workers out of cars and onto buses and trains?

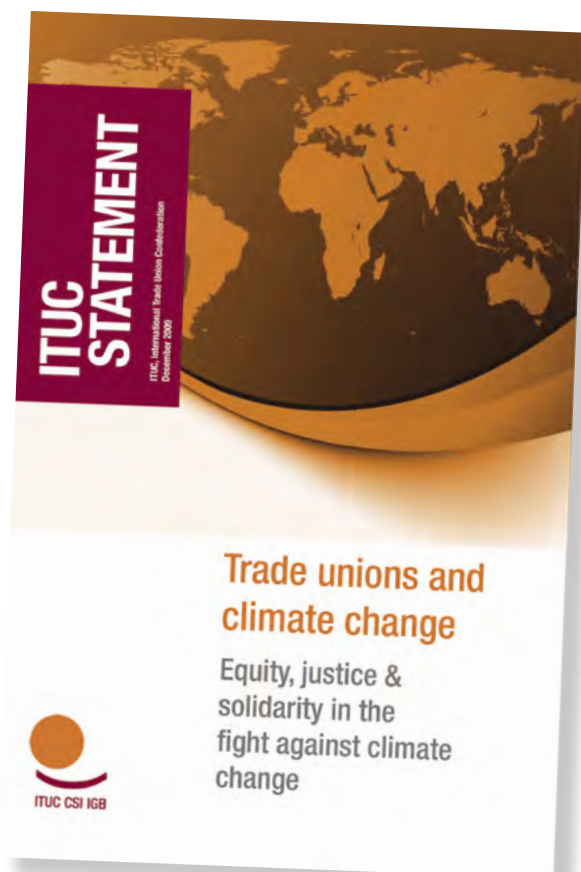
As people in a position to both speak for our young people and empower them to find their own voice and speak for themselves, those are a small selection of the questions and issues that INTO as an organisation and individual members may wish to begin putting to our elected representatives who have, in theory, the power to do something about them.

The full ITUC report on climate change and social

justice can be found here: https://www.ituc-csi.org/IMG/pdf/climat_EN_Final.pdf



KEVIN DALY
INTO Official



... a small selection of the questions and issues that INTO as an organisation and individual members may wish to begin putting to our elected representatives who have, in theory, the power to do something about them.

MIND your health

Mental health is probably the hottest phrase of 2021 yet in many workplaces, the significance of supporting mental health needs to be realised and developed. 1 in 5 people in the North of Ireland will experience mental ill health at any one time (www.changeyourmindni.org) Countless people are unaware of the consequences of bad mental health and many of us are unsure how to help someone whose mental health we are concerned about. If you are reading this article because you are aware of your own mental health or that of others or you are the type of person who reads a magazine from cover to cover hopefully this article will be the start of a conversation and introduction to practical advice to help you or someone you know.

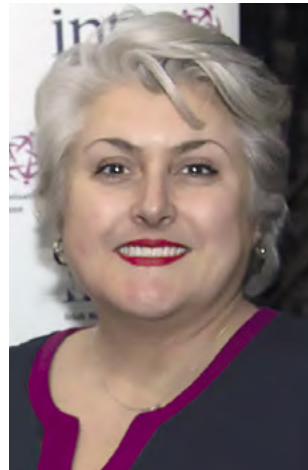
As highlighted in TUC Mental Health and the Workplace, "Mental health is important in trade union activity and functions: health and safety; conduct; performance; workplace relationships; equality issues; ill health; learning and training; union workplace democracy; and many others. Unions have a vital role to play in raising awareness on mental health as a workplace issue, as well as supporting members with mental health problems in the workplace by signposting members to further sources of support and guidance."

People have been living in isolation, dealing with severe trauma, crisis management at work, depression, anxiety, addiction or sadness; they all equally matter. Within any work environment the action of individuals, colleagues/managers and/or the environment may impact on the health of individuals both positively and negatively. Examples include (but are in no means limited to) a breakdown in inter-personnel relationships, increased workload, unrealistic targets, unsafe working environment, impact of COVID. Initiating the conversation about mental health can be daunting but is central to being a supportive workplace for all.

There are two pieces of key legislation Health & Safety at Work Order NI 1978 and Disability Discrimination Act 1995 which every workplace must comply with and which address mental health in the workplace.

Internal support in school

- Policies and Procedures which can be used to positively support eg. TNC 2008-2 Attendance Procedure, [Sick Leave](#), Health & Wellbeing Policy. Further individual advice is available from your INTO Area Rep or contact infoni@into.ie
- [Individual Directed Time Budgets](#) to ensure work/life balance
- Risk assessments – workable and implemented mitigations reassure and support
- Proactive approach to Health and wellbeing eg. workplace Surveys, welfare policies, training for staff eg. AWARE, menopause training
- Health & Safety Reps, Mental Health First Aiders
- Free access to counselling service with [INSPIRE](#) for every staff member. "Sometimes just talking to friends or family can help but other times it may be better to talk to someone trained to listen who can offer support, guidance and a fresh outlook" Not just for issues at work, whatever you need support and guidance for.
- Referral to Occupational Health to identify supports to enable return to work when ready
- [Staff health & well being officers](#) at EA and CCMS



CAROLINE MCCARTHY
Trade Union Official

Some External Support

Change your mind: provide support to workplaces to improve awareness and behaviours around mental health

Samaritans: Person to person support, immediately accessible to all telephone 116123

Mind: empower people to understand their condition and the choices available to them as well as providing training to workplaces to promote good health

AWARE: Charity supporting people with depression, support groups, advice

Action cancer / Macmillan : provide support for families dealing with cancer

Disability Action: provide advice and support to people with disabilities and their families. Also have a proactive role in training and advising workplaces to ensure support.

HSENI: advice on mental wellbeing at work

Talking therapies: referrals through your GP include Cognitive Behavioural Therapy which looks at the issues and feelings and determines coping mechanisms

Mental Health Awareness week is 9th -15th May 2022 but you can help make positive changes in your workplace now.

- Ask someone how they are – and listen to the answer and talk about supports
- When someone asks you how you are, tell them or tell someone you trust. Seek support.
- Contact support groups, get posters up in the staffroom/staff toilets to make accessible the support networks available.

Retirement Planning Webinars/Seminars

INTO Retirement Planning Webinars/ Seminars in partnership with UTU and Platinum Financial Planning Ltd.

Webinar	Date	Time
RS2	Wed, 26 Jan 2022	3.45– 5.15pm
RS3	Thurs, 24 Feb 2022	3.45– 5.15pm
RS4	Tues, 22 Mar 2022	3.45– 5.15pm

There will also be a Seminar on Thurs 14 April 2022 from 1.30 – 4.00pm in Belfast – venue to be determined depending on numbers and Government regulations.

Members wishing to attend any of the webinars or seminar should email eventsni@into.ie to reserve their place,

giving their name, TR number and which webinar/seminar they wish to attend. An acknowledgement email will be issued upon receipt of your application email. An invitation to a Zoom meeting will be issued at a later date, closer to the time of the webinar with a link and password, etc.

Annual Vere Foster Lecture

This year's event was held on Friday 15 October 2021, in The Malone Hotel, Belfast and was delivered by Dr Caitlin Donnelly, Senior Lecturer, School of Social

Sciences, Education and Social Work, Queen's University Belfast and is entitled: "Managerialism in a post-COVID world... has it run its course?"



Dr Caitlin Donnelly



Congratulations to the three 2021 Art Competition winners: Ryan McCabe (Newry Branch), Gavin Fox (North Armagh Branch), Susan McMullan (Down Branch). Left and right: INTO President presents prize to Gavin and Susan.



Education Conference 2021, Galway

The 2021 Education Conference took place on 12th-13th November with dual themes, *Digital Learning and Wellbeing*. This year's conference was a hybrid event, a first for INTO, with online-only sessions on Friday followed the first in-person INTO conference since February 2020 on Saturday.

Rachel Poland (Intern) presented on behalf of the Education Committee and shared feedback from a recent survey of members in relation to Remote Learning and Working from Home. Some of the key findings in the survey were that 'whilst providing Remote Learning from home, 85% of respondents felt their work-life

balance had been negatively impacted. In addition to this, 71% of respondents stated that the current expectations around Remote Learning were unmanageable. With 45% of respondents citing that lack of time available was one of the main issues.'

Tyrone All-Ireland winner Conor Meyler delivered a workshop titled 'The Authentic Leader and Wellbeing in Schools'. He challenged us, as teachers, to reflect on our roles as leaders modelling positive behaviours and attitudes and creating a safe environment in which pupils can thrive. "You can't truly lead others if you don't understand yourself."



Conor Meyler and Rachel Poland

INTO Youth Committee 2021/22



into 
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann



Caolán Byrne

*VP/SENCo, St Ronan's P.S.,
Vice-Chair Newry Branch INTO*

My journey with INTO started when Northern Committee member, Noreen Kelly, reached out to me and my colleagues a number of years ago. Since that time, we have become active union members, attending branch meetings and 2020's Northern Conference as delegates.

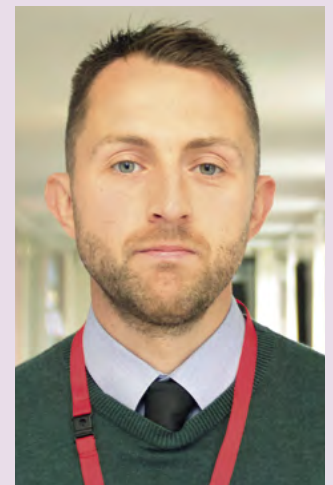
I joined the Youth Committee to deliver positive changes for our profession, where we are respected, valued and given the resources, support and time that we need to provide the very best education for the children in our care.



Alexa Grudgings

*St. Colmcille's High School
Down Branch*

Having been an active member of INTO at conference and meetings, when the opportunity arose to become a member of the Youth Committee, I jumped at it! To have the ability to speak on behalf of the younger teachers will be an honour and ensure we have our voice heard! We are the future of this profession, let us make a difference!!



Emmett Hackett

*St Joseph's College Enniskillen
Fermanagh Branch and Youth
Committee Chairperson*

I joined the INTO Youth Committee to try and bring a number of significant issues affecting younger teachers to the National agenda and give a voice to our younger members.

Youth Committee Members



The newly formed Youth Committee met on Wednesday 1st December 2021 in the INTO Northern Office, Belfast. The committee consists of members throughout District 1 and District 2 across a range of sectors with Emmett Hackett being elected as chairperson.

The meeting was facilitated by Rachel Poland (Intern) and John Kelly (Northern Committee Representative). The Youth Committee have plans in place to host a Youth Conference in the Slieve Donard Hotel on the evening of Friday 4th February and the morning of Saturday 5th February 2022. The theme of the conference is 'Empowerment.'

The Youth Conference will be open to all INTO members aged 35 and under – registration and further details will be available soon.

RACHEL POLAND, Intern



Sorcha Martin

*Gaelcholáiste Dhoire
South Tyrone Branch*

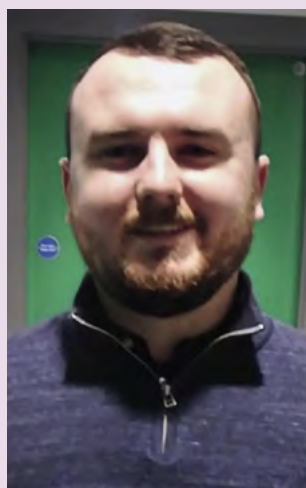
I decided to get involved with the Youth Committee as I wanted to broaden my exposure to INTO's work. I am keen to know my rights as a young teacher and I want to help encourage other young teachers to be aware of their rights.



Shauna McNamee

*Knockavoe Special School,
Strabane Branch*

After becoming more involved in the INTO over the past few years, I jumped at the chance to be a part of the Youth Committee. I'm eager to delve into the goings on in education in Northern Ireland and be a voice for the youth within the INTO. Being involved in the Youth Committee allows us to also become 'youth-led' in order to take action and make a difference within the teaching profession in Northern Ireland. I am excited to see what the future holds for the Youth Committee within the INTO.



Pádraig Mag Riabhaigh

*Coláiste Feirste
Belfast West Branch*

I decided to get involved in the Youth Committee as it facilitates the discussion of the issues most relevant to young teachers. I think it is important the young teachers have their voices heard and are properly represented within the union and the Youth Committee provides a platform through which this can be achieved.



Seanán Nic Bhloscaidh

*Gaelscoil an Chaistil, North
Antrim Branch*

I am a member of the Youth Committee to use my voice to represent young and newly qualified teachers in the North of Ireland. We are working closely together on current, relevant issues and I'm looking forward to seeing what we can achieve together.

St. Colmcille's Sports Academy

St. Colmcille's Sports Academy was launched on Friday 25th June 2021 during the School Fun Sports Day. In attendance was Professor Siobhán O'Neill, Mental Health Champion, who is a past pupil of our school and Stephen Barker, Chairman of Derry GAA. The local Claudy GAA club was represented by Liam Peoples, with past pupils Catherine Mullan and Odhran Crumley. Quintin O'Kane, chairman of the Board of Governors, was also in attendance.

The initiative, which will give pupils five hours of physical activity per week, began in September 2021. To begin with, each family received a free football for use over the summer months. The school community in St. Colmcille's will ensure the following will take place to achieve the aims of the Sports Academy. Children will take part in at least five hours of physical activity while in school each week, this is in line with recommendations from the World Health Organisation. We have a variety of outside coaching organisations who will help deliver a range of coaching sessions for individual and team sports through the year, this started in September 2021. In St. Colmcille's, our staff have a wide range of talents that are a rich and varied source that we can use to help deliver a range of activities that the children will enjoy. The staff of St. Colmcille's will deliver a range of coaching sessions to children in a range of sports including handball, Gaelic football, cross country running, fundamental movement, soccer, gymnastics, netball, basketball, swimming, hurling, camogie and martial arts. To enable the ideals of our Sports Academy to be achieved a significant budget for the purchase and upkeep of sports equipment for the children will be set aside each academic year. There will be after-school clubs in individual and team sports run throughout the year, having started in September 2021 for all classes, this will give all children a



chance to participate in a sport they enjoy. St. Colmcille's will also strive to provide opportunities for staff and pupils to gain recognised qualifications in coaching sports.

In St. Colmcille's there is a nurturing culture ensuring that every child has the opportunity to be happy and healthy while developing talents and abilities that suit their own interests and individual needs. The purpose of this great initiative is to give our children the chance to develop their physical and mental wellbeing, provide opportunities to take part in individual and team sports and in turn will help improve children's self-

esteem, resilience and reduce anxiety. This is so important to our children's wellbeing and even more so during this pandemic as we continue to try and negotiate our way through the journey towards normality.

The benefits of sport and physical activity, particularly for children is clear to see and through the St. Colmcille's Sports Academy we hope to develop our pupils physical and mental health, ensuring our children are happy and healthy.

**DARRAGH MCC CLOSKEY & MOIRA O'KANE,
St. Colmcille's P.S.**



Newry Branch Support Rally for Public Park

On Saturday 23rd October, members of INTO's Newry Branch attended a public rally to raise awareness of the need

for a public park in the city of Newry. The rally was organised by the Albert Basin Park Project which is made up of

ordinary people from the local Newry & Mourne area who want to improve the area where they all live.

Sadly, Newry City remains the only city in Ireland that does not have a City Park. The Albert Basin Park Project is therefore to create a state-of-the-art City Centre Park on the Albert Basin site. Their aim is for the 'people of Newry to collectively reimagine and reinvent this abandoned space into an exciting and vibrant destination - a waterfront development that capitalises on the local community's assets, while highlighting the physical, cultural and social attributes that define our wonderful city.'

As a member driven organisation, Newry Branch recognises the power of these public events and as such had a presence at the rally in support of the local area. David Nolan, Newry Branch Secretary, spoke at the rally and called upon our elected representatives to rethink their current spending plans. The citizens of the City of Newry deserve more value from what is, after all, our public money.

Newry Branch were delighted to see members come out and support this very worthwhile cause that will benefit all our futures and those of our children.

RACHEL POLAND, Intern



Student Recruitment

INTO have been working closely with universities and colleges to recruit student members. Rachel Poland (Intern) held a seminar in St. Mary's University College on Teachers' Wellbeing and how INTO can support student members whilst on teaching practice and then in the early years of their careers.

INTO sponsor St. Mary's Ladies GAA Team (pictured) and Stranmillis GAA Team.



District 1

Current District 1 Officers made presentations to outgoing officers and retiring members. A token of the huge contributions they have made for all members in their branches and across the district.



Presentation at Stranmillis

Marie O'Shea (Chairperson), Rachel Poland (Intern) present Stranmillis Ladies GAA Team with their new jerseys sponsored by INTO. Also in the photo is Matthew Robinson (SU Clubs & Societies Secretary for Stranmillis).



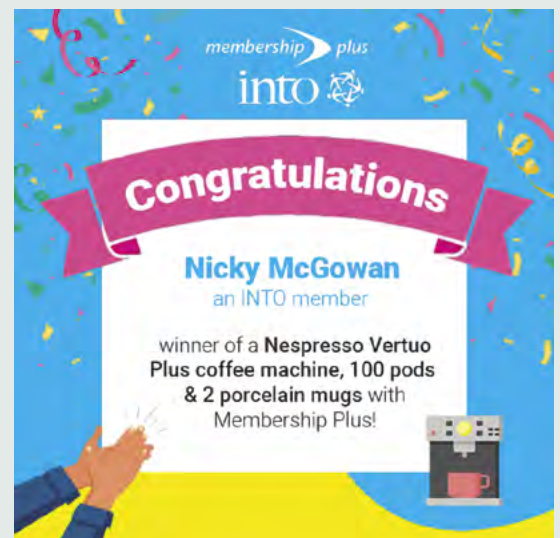
Membership payments

Members please check your membership payments are being processed

Members who receive their payslip from Waterside House should ensure that they can see INTO is listed on their payslip. This is particularly important for any teachers who have moved from a contract to substitute teaching.

If INTO is not listed on your payslip please inform INTO by emailing membershipni@into.ie with your name and TR number.

Your INTO membership is important and while INTO regularly reviews the membership Northern Office relies on members keeping the office up to date of any changes.



Printout

PRINTOUT is the Organisation's full colour magazine distributed to all members in the north.

PRINTOUT is also distributed to our education partners and students in our teacher training colleges.

PRINTOUT has a readership of approximately 8,000 members and is available on the [INTO website](http://into.ie).

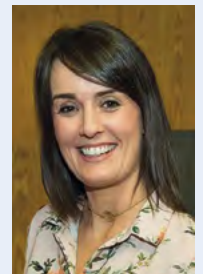
PRINTOUT provides up-to-date information on professional and trade union issues.

PRINTOUT is published 3 times a year – Autumn Term, Spring Term and Summer Term in line with the academic year.

Have you an event you would like to promote?

Are you involved in providing a service that may be of interest to our members?

If you are interested in writing an article or advertising in Printout please contact Christine McDonnell on 028 9038 1455 or email cmcdonnell@into.ie



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

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

For all publications please visit our website at www.into.ie/NI.



Creating Experiencing Connecting

INTO Art Competition 2022

New theme added
Still Life

The Art Competition is open to all active INTO members in the north.

We hope, following on from the scale and diversity of 2021's competition, that this year members will have been inspired to enter for the first time.

While the Art Competition produces a winner each year, we hope members find the opportunity to bring an idea to completion, to share their work with fellow members and support the continued growth of an entirely INTO member produced display of art to be an appealing and inspiring one.

The Art Competition is as much about creating art works as it is about experiencing art. Through this Competition, INTO hopes to offer members another way to connect with each other and also to a part of their creative lives that may get sidelined in a

busy life.

As in previous years, an overall winner for 2022 will be identified by a panel of judges and, if appropriate, a highly commended piece also.

To help with ease of participation there are two simple steps to entering, please complete the application form and submit this along with a clear photograph of your piece/s to infoni@into.ie.

Members may submit up to a maximum of three original paintings, these need not be framed but if chosen as the winning piece will become part of the growing Northern Office art collection. Members have found the choice of a theme to be something helpful when creating or choosing a painting to enter and we hope those listed are as diverse and engaging as possible: People – Animals – Landscape – Seascape –

Cityscape – Abstract – Still Life.

Normally a winner is chosen prior to the annual Vere Foster Lecture. The deadline for entries is therefore 12 noon on Friday 29th April 2022.

During the year Northern Office will endeavour to remind members about the competition. The school year is a demanding time. Maybe during the coming months, work on your entry for this year's competition could provide a welcome element to work life balance. As well as INTO enjoying the artistic work of its members, we hope that you too enjoy the benefits that come with creating pieces of art.

Your form and photographs of your paintings must be with INTO by 12 noon, Friday 29 April 2022

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

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

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

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

Belfast teachers sell rights to a book series

Rita is a little girl with big ideas, and now with a bright future in the wider publishing world as Graffeg acquires the UK language rights for her 6-book series by author Máire Zepf and illustrator Mr Ando.

The series, published since 2017 by Belfast-based Irish language publisher An tSnáthaid Mhór, is centred around the feisty character of Rita and her imaginative adventures (and misadventures) with colourful characters such as a robot, a dragon, a witch, a fairy godmother, a ninja, and a genie. Humorous, engaging, and thought-provoking, the picture books have been honoured with a Literacy Association of Ireland 'Children's Book Award'. The latest in the series, 'Rita agus an Lampa Draíochta' is currently shortlisted for the Reics Carló Award.

Graffeg Publishing, based in Wales, will be releasing the six titles in English and Welsh language editions over the coming year, starting with 'Rita wants a Witch' and 'Rita wants a Robot' in Autumn 2021. The move follows on from the successful co-editioning of the 'Molly' series by author Malachy Doyle and illustrator Andrew Whitson which sees this series released in Irish, English and Welsh by Graffeg and An tSnáthaid Mhór. Building on this co-operation, the sale of the 'Rita' UK rights is being hailed as a significant moment for Irish language publishing and an indicator of the high creative standards currently within minority language publishing.

Peter Gill, Managing Director of Graffeg said: 'The deal to acquire the English and Welsh language rights for Rita is a highlight in the ongoing friendship and business relationship between An tSnáthaid Mhór and Graffeg. Between us we've published 15 children's picture books in the Molly series in Irish, Welsh and English, and now 18 books in the



Rita series. It's all thanks to agent James Catchpole and author Malachy Doyle who brought us together to publish Molly and the Stormy Sea. Andrew of course is both an amazingly talented illustrator and publisher and it's a great pleasure working with Andrew and Malachy.'

Andrew Whitson, Director of An tSnáthaid Mhór and co-creator of the 'Rita' series, said that Rita was already a 'recognisable brand', having established a loyal and energetic readership among young Irish-speakers. 'I have wanted for a while now to find the right home for this series of books, one from which it can be brought to new and larger audiences' he said, 'and we're delighted that we have found that home in Graffeg. This connection with Graffeg testifies to the commonality of the Celtic languages and to the enrichment that collaboration can bring to the story of publishing. We congratulate Máire Zepf who writes the Rita books with exceptional talent and heart. This is a really interesting time in the publishing life-story of An tSnáthaid Mhór and we are excited to be starting this new chapter with the Rita series.'

Welcoming the sale of the 'Rita' rights, Caitríona Nic Sheáin, co-Director of An

tSnáthaid Mhór, said, "We are delighted to have sold these rights to Graffeg. We have been working with them for several years, collaborating on Irish co-editions of the Molly/Muireann/Mali series, written by Malachy Doyle and illustrated by Andrew Whitson. This opportunity allows us to deepen that relationship and bring Rita to a wider readership in new languages.'

Series author Máire Zepf commented: 'Mr Ando and I are so excited about Rita's latest adventure. We've seen how children here have taken Rita to their hearts, and that has been such a wonderful and encouraging experience for us as a creative team. Now the thought of our books being enjoyed by a much wider audience, and in another Celtic language especially, is a dream come true.'

The Rita books are also being produced for TV with Irish broadcaster TG4 in 2022. The seventh title in the series will be published (in Irish) by An tSnáthaid Mhór in Autumn 2021.

For more information or to discuss interview opportunities, please contact An tSnáthaid Mhór – email: caitronia100@gmail.com or eolas@antsnathaidmhor.com

Mr Ando (Andrew Whitson) – illustrator of the Rita series – is an award-winning artist and Belfast native. He lives in an old house which is nestled on the side of a misty hill, at the edge of a magic wood, below an enchanted castle, in the shadow of a giant's nose.

Andrew makes pictures for books in the tower of a very old church where he often works so late that he gets locked in. He has therefore forged a secret magic key which is always kept by his side and is used to help him escape from the church when it is dark and still and there is no one else around. Andrew has illustrated over twenty books, the most recent of which being the "Molly" series with Malachy Doyle and the

award winning "Rita" series of picture books with Máire Zepf. This year, Andrew is set to complete five picture books, two of which will be additions to both the "Molly" series and the "Rita" series.

Máire Zepf – author of the Rita series - has written 12 books for children, from picture books to a YA verse novel. Winner of the KPMG/CBI Children's Book of the Year, the Reics Carló Award and a White Raven in 2020, her books appear in 10 languages worldwide. The Co. Down author was the first Children's Writing Fellow for Northern Ireland, 2017-2019. She is Artistic Director of Quotidian – Word on the Street.



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PureGym	No joining fee + 10% off	8 locations
The GYM	25% Discount	Newry
Yoga & Pilates Centre	Free pass + 20% off	Derry/Londonderry

Fuel your body...

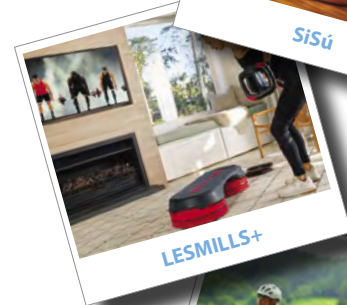
Lean Fourteen	10% Discount	Online
Myvitamins	50% Discount	Online
Reuben's Meal Plans	10% Discount	Belfast & Online
SiSú Juices	20% Discount	Online

Workout at home...

FIIT	Free trial + 25% off	Online
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Home Insurance hints and tips from Cornmarket Insurance Services



Winter evenings are upon us and the nights are drawing in but it's also a great time to take stock and make sure you have the insurance cover in place to keep your most prized assets protected – including your home.

Choosing the right type and level of cover to protect your property can seem daunting, with so many variations and terms that might not be familiar. While getting cover for a reasonable premium is important, it is essential to get the cover you need. Some things to consider when shopping around:

Prepare for the weather

Consider the increased risk posed by frequent storms and harsh weather conditions at this time of year. Areas not traditionally exposed to flood risks could end up impacted in times of extreme weather; therefore, it is important to check that all potential risks are covered on your policy, including flood.

To reduce your likelihood of claiming check your gutters are clear of leaf debris and are in a state of good repair. Check doors and windows are secure and can withstand intense weather. Also, ensure there are no loose items around your home that could be damaged or cause damage in high winds.

Take stock of your contents

It is important to insure your contents for their replacement value. If you are taking out cover or reviewing the amounts insured, consider each room and its contents. An easy way to look at it; anything you would take with you if you left the home. In the

run-up to and just after the Christmas period, it may be easier to realise the volume of both new and old contents items, which you might not have included. Items stored in the attic and garage or new gifts may affect your required sum insured.

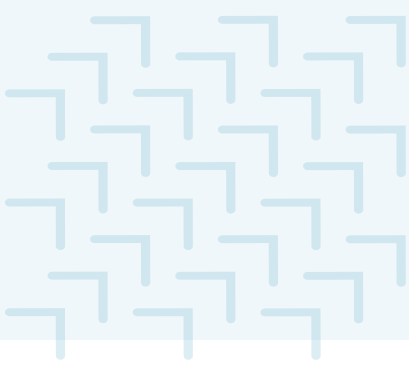
For valuable items which you frequently take out of the home, such as jewellery, you should consider separate specific 'all risks' cover. There are two ways of applying this benefit to your policy:

1. 'unspecified items' can be applied to your policy to cover unspecified items up to a certain value, e.g. a number of items of jewellery worth less than £2,500 each, could be insured under the 'unspecified items' benefit.
2. Alternatively, for a particularly valuable item, this can be covered under 'specified items' for their full value, e.g. an engagement ring worth £5,000.

There are different terms and conditions on this benefit, so it is important to discuss this fully with your adviser when choosing to add this to your policy.

Break away from home

You should take measures to ensure your home is kept safe. Having regularly maintained smoke and burglar alarms throughout your home will reduce risk and can reduce your premium. Do not broadcast your plans for a break away from your home too widely. Social media accounts being tracked by thieves can provide a notification of an empty house and vulnerable contents items.



Consider your excess

The excess is the amount you are required to pay, should you make a claim on your home insurance. Some insurers allow you to modify this amount, which will have an impact on your premium. The higher your excess the lower the premium but the more you will have to pay should a claim occur.

Check the list

Policy features and benefits will differ by insurer. Use this checklist when reviewing your quotes to see what exactly you are getting for your premium and to determine which aspects of cover are most important to you:

- Insurance Company / Broker
- Policy Excess
- Home Emergency Cover
- Un-occupancy period
- Alternative Accommodation
- Alarm Discount
- Smoke Alarm Discount
- Accidental Damage cover
- Contents in garages and outbuildings
- Door Locks
- Emergency Services Access Cover
- Freezer Contents
- Loss of oil
- Personal Money
- Public Liability
- Trace and Access Cover
- Unspecified All Risks Cover
- Christmas Gifts
- Wedding Gifts

With so many demands on time, energy and finances it could be easy to put your home insurance to the back of your mind, but this could be a costly mistake in the long run. Having adequate insurance provides you with peace of mind and a feeling of security that lasts the whole year.

As an INTO Northern Ireland member, you can fix the price of your home insurance for three years which means you have the added comfort of knowing that your premium will not increase (subject to terms and conditions). You can also rest assured that you are buying your cover from a trusted partner who has been in the market for almost thirty years. Cornmarket are rated as excellent on Trustpilot. For more information call our team of Home Insurance experts on **028 9044 5030**.

David Molloy

Marketing Manager
Cornmarket Insurance Services



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