



**Dorothy
McGinley
elected
as INTO
President**

Belfast Pride 2023

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Deja vu, all over again

As School Leaders, teachers and pupils return to school at the beginning of a new school year, we find ourselves in the same position with regard to a settlement on teachers' pay as we have for the past two years, there has been no offer made.

Rather than the hard work and professionalism of teachers being recognised, and properly remunerated, teachers in the north find that the value of their pay has been further eroded, due to the settlements reached in Scotland, England and Wales.

School Leaders and teachers find themselves in the position that despite greater expectations in terms of workload from employing authorities, and in most cases following the similar curriculums, the disparity in their wage has increased since the 2020 pay settlement. This follows the pay settlements in Scotland, England and Wales in the past months.

The out working of these settlements mean that teachers and school leaders in Scotland receive approximately 33% higher salaries than their equivalents in the north. For England the differential is approximately 24% and 27% in Wales. And this against the continuing backdrop of the worst cost of living crisis in over forty years.

This continued devaluation of the teaching profession cannot be tolerated and must be challenged in the strongest terms.

School leaders and teachers, along with the unions that represent them, remain frustrated by the lack of progress. The Northern Ireland Teachers' Council has been and remain available to enter

negotiations to bring about a meaningful resolution to the industrial action that has been in place for the last 12 months.

While there has been some engagement, the constant mantra that comes from Management Side is that there is no additional money to fund a cost-of-living increase for teachers within the current education budget. And yet, as has always been the case, the current government in Westminster is always able to find money to fund the pet projects of the Tory party and their acolytes.

Teachers are returning to school against a backdrop of some of the most stringent cuts to education in the last ten years. Initiatives that had been put in place to protect the most vulnerable children and young people in society have been removed. Extended Schools, Engage Programme, Healthy Happy Minds, the School Meal/Holiday Hunger Payments and Period Products have all been cut. All of these initiatives had been introduced to allow pupils to access the highest quality education that could be made available to them, and yet they have been callously removed, and schools are expected to continue to meet the needs of pupils without the necessary funding or resources, both physical and in terms of staffing available to schools.

Following on from these cuts, have been the arrangements put in place to ensure that there are school placements for pupils with SEN statements. It is difficult to believe that the number of places that were necessary at the beginning of this school year came as any surprise to the Education Authority, and

the ad hoc nature of the planning that has gone into solving the issue is nothing short of scandalous.

The current political impasse, where absentee politicians continue to receive a wage to not turn up and fulfil the mandate they were elected on continues to prevent progress in education, through the lack of proper funding. It is time that these elected representatives stopped their political posturing and return to the work they were elected to do. We need the Executive back up and running to address the needs of the thousands of school leaders and teachers tasked with the education of our children and young people, and to ensure they feel valued as a profession, and are remunerated as such.

School leaders and teachers have for too long made the broken school system work, in an attempt to ensure the pupils in their care will have the best life chances they can. INTO will not be found wanting in the challenges ahead, while we remain ready to engage with the Employing Authorities and the Department of Education to find a just and proper resolution on teachers' pay, we will not hesitate to, once again, escalate our action if the seriousness of our campaign is not respected by Management Side.

INTO is not backing down, our members are not backing down. We demand a just settlement that fully reflects the true worth and professionalism of teachers across the north.

Mark McTaggart, Northern Secretary

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 07720 775425	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 Poland	INTO N.Cttee 07743427483	rpoland@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	Annmairé Conway	CEC Rep 07701049789	amconway@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, South Tyrone	David Nolan	INTO N.Cttee 07714322013	dnolan@into.ie
W Primary A	Lisnaskea, Enniskillen, Tyrone Central & Strabane	Vacant Post		
W Primary B	Derry City, Limavady/Dungiven,	Moirá O'Kane	INTO N.Cttee 07522937888	mokane@into.ie
W Post-Primary	South Tyrone, Lisnaskea, Enniskillen, Tyrone Central, Strabane, Derry City, Limavady/Dungiven	Dermot Gallagher	INTO N.Cttee 07746323288	dgallagher@into.ie

5 Things to know about the New Northern Committee Chairperson

Who am I?

Dia duit, Caoimhín Mac Colaim an t-ainm atá orm, agus tá mé i mo mhúinteoir i gColáiste Feirste le breis agus cúig bliana déag.

Coláiste Feirste is an Irish medium post-primary school located in the Beechmount area of Belfast. I have been privileged to work there. Coláiste Feirste has made a unique contribution to our vibrant education system – as the first immersive post-primary school of its kind. It is an inclusive school; non-selective, co-educational, non-denominational, and it was recently the first recipient of the INTO pride flag in the North while celebrating the Different Families, Same Love campaign. Coláiste Feirste has always promoted tolerance, respect and diversity, while proudly celebrating Gaelic identity, culture and heritage.

How am I involved in INTO?

I became involved with INTO when the former Northern Secretary, Frank Bunting, paid a visit to our school to elect a school representative. I have since been a school representative, and an active member of the Belfast West branch. In this branch, I have enjoyed the company of committed trade unionists such as Mary Cahillane, Des McDonagh and Sean Kelly amongst others, to the current chorus of activists.

I have been a member of the Youth Committee, Branch Treasurer, District Secretary and Chair, and a Northern Committee representative for Belfast post-primary schools. As Northern

Chair, I now hope to ensure everyone's voice is heard within the union.

What will I be focused on this year?

This decade has been the most challenging for teachers in recent history. The budgetary pressures on schools, and the attacks on teachers' pay, and terms and conditions have never been greater. Declining real wages, greedflation and the threat of recession all sit alongside the growth of grotesque levels of wealth, owned by the few.

Industrial action brings challenges, but we must remember that trade unions and collective action are the only anecdote to greed and inequality. Throughout history, they have been the single most effective method of delivering the standards of living and the services we enjoy.

As the Northern Chair of INTO, I will endeavor to empower teachers and raise awareness of their collective strength. Only we can assert our value to this society, and demand fair recognition for the work we do. Our industrial action, with a shared vision of a first-class education system guiding it, can act as a counterbalance to the despair and frustration felt across the system today. 'Education is the passport to the future'; it cannot be cut-rate, or collateral in a broken economic system. Our children deserve hope, and they deserve better.

What am I most looking forward to?

I am optimistic that despite the circumstances, there will be change. This charge against working people and

services can last only so long. It is time this dispute was resolved. INTO have shown their willingness to engage with the Department of Education and seek a fair resolution. A change, however, will only come through participation, solidarity and opposition to the 'austerity for working people' dogma.

In the year ahead, I am looking forward to visiting as many schools and branches as possible. I am also looking forward to maintaining the strong links amongst the teaching unions, and across the entire trade union movement. Teachers in the North are standing shoulder to shoulder for the first time in history!

What is important for the year ahead?

Young teachers are currently undervalued and treated appallingly. Precarious contracts, low wages and mountains of student debt are how young teachers are rewarded for aspiring to the vocation of teaching. It is infuriating that so many of them are deciding, due to financial reasons, that their home is not here.

The teacher recruitment and retention crisis must be addressed. Teaching is about building long-term relationships and mutual respect; it cannot be a revolving-door job. Teachers have, and should always be, central within our communities. The relationship between teachers and students is sacred; trust and respect is a process that takes time, our communities and children deserve stability.

Despite the financial pressures on our system, we still have the most motivated and committed teachers throughout the world. They do not get a fraction of the respect they deserve, and in the year ahead I will endeavor to highlight this.

Guím gach rath oraibh don bhliain atá le teacht. And remember, you can only do so much in any given day, and in order to be an effective role model for our young people, you must take care of your own health and wellbeing.

Is mór an onóir dom a bheith tofa mar Chathaoirleach ar an cheardchumann iontach seo. Déanfaidh mé mo sheacht ndícheall a bheth mar ionadaí ionraic, dílis agus glórach ar bhur son.

Beirigi bua ar son múinteoirí agus an oideachas!



Above: Rachel Devenney, Stranmillis University, Vere Foster Medal Winner 2023.

Left: Chairperson Caoimhín MacColaim and Vice Chairperson Geraldine McGowan with Northern Committee representatives.

INTO Seminar for Early Career Teachers

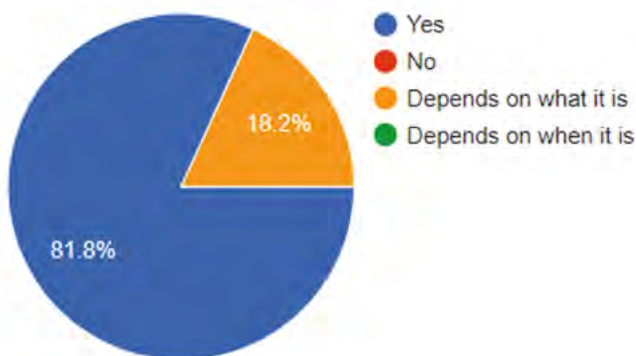
A very successful INTO seminar for newly qualified teachers was held in the Malone Hotel on Wednesday 16 August 2023 to celebrate their graduation to ECT status and assist the new teachers in preparing for their first year in teaching.

The seminar was delivered by an INTO all female team, Nuala O'Donnell, Senior Official, Rachel Poland, Northern Committee and INTO Intern 2021/22 and the new INTO Intern for this year 2023/24, Lisa Magennis. The all-day seminar included practical information and tips on Induction/EPD, Contracts and Pay scales, as well as why they should join a union and why that union should be INTO! The teachers were very interested to learn about Directed Time Budgets, as this was something they had never heard of before.

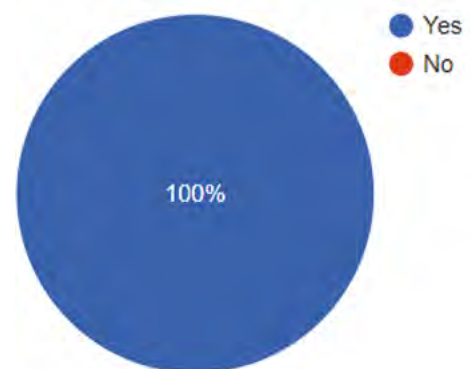
The networking opportunity that was provided with School Leaders from across NI proved very popular, with some of the teachers making useful connections for future supply work. A huge thank you to Paddy McAlister, Northern Committee and BFC, Siobhan McTaggart, primary school Principals, Mark Murtagh, primary Vice Principal and Micheál Mac Giolla Ghunna, post primary IME Principal. These INTO school leaders gave of their time, during their much-needed summer holidays, to encourage and support the new teachers, giving them tips and advice on presenting themselves for supply work and conducting themselves in schools. All of which was greatly appreciated by the attendees.



Nuala O'Donnell (Senior Official), Paddy McAlister (Principal), Micheál Mac Giolla Ghunna (Principal), Siobhan McTaggart (Principal) and Mark Murtagh (V. Principal)



When asked if they would attend another INTO event, 81.8% replied yes, with the other 18.2% stating that it would depend on what it was.



When asked if they would recommend the INTO to their peers, based on the day's event – there was a resounding 100% YES!

The teachers also gained useful tips on surviving the staffroom and managing their classroom, which they appreciated, with Classroom Management and Induction/EPD scoring highest in the evaluations as areas for further training. Some of the areas they asked for further training on were Parent teacher meetings, IEPs, Head of Department and Autism. INTO will provide webinars on these and other topics throughout the year, which we hope will be availed of by those who attended the seminar and those who were unable to make it on the day.

After lunch, there was a session on NISTR delivered by Karen Mawhinney and Samantha Adair from EA who gave very practical tips and advice to the new teachers. Feedback from the teachers included, 'NISTR presentation was very useful as I was not fully sure on the use,' and 'I found the session on NISTR to be extremely valuable as well as information on classroom management.'

The teachers felt the most valuable/ useful aspects of the seminar included 'Contracts, NISTR, benefits of INTO', 'DTBs, salaries and NISTR', 'Classroom



management and surviving the staff room' and 'Understanding pay scales, fair

use of NISTR Bookings, all of the aspects of each talk were interesting.'

Some of the comments from the teachers included:

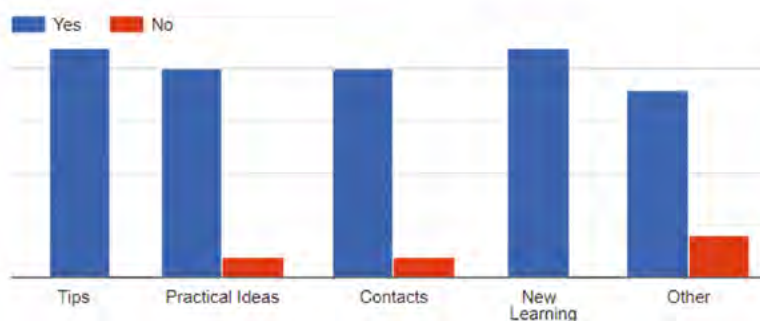
'Thank you so much, this was a very informative day!'
'Thank you for providing such valuable training.'
'A lovely team and well done and many thanks to Rachel

stepping in with so little notice. A well organised team with friendly faces to remember. Lots of knowledge also shared and gained and the inviting NISTR was a fab help!'

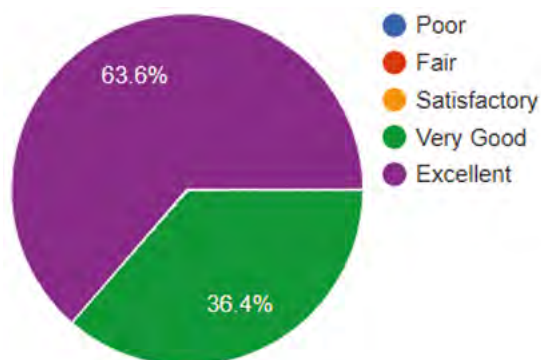
'Thanks again for holding such an event, it was amazing.'

Some Evaluation Responses

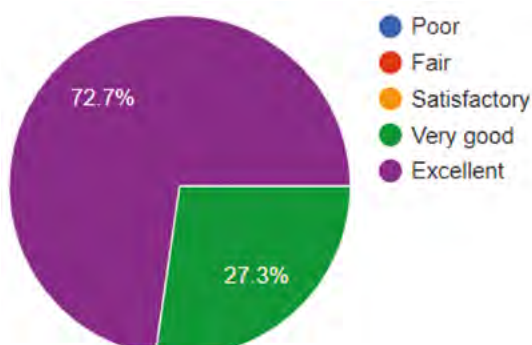
Do you feel you can take something away from today's sessions (Tips, practical ideas, contacts, new learning)?



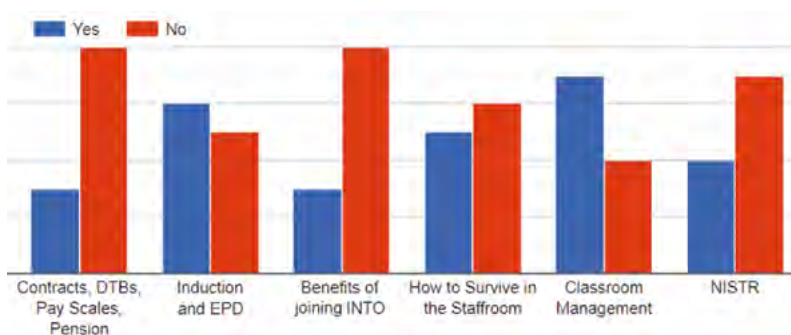
How would you describe the Structure of today's event?



How would you describe the Content of today's event?



Would you like training or further information on any aspect of today?



Meet our Intern 2023/2024

Who am I?

I'm Lisa Magennis, married with two children, Cara (17) and Caodhan (11), originally from West Belfast and now living in Glenavy.

I graduated from St Mary's University in 1999 and have been teaching in St Kevin's Primary School since 2002. I spent most of my career teaching P6/P7 children but have also taught classes from P2-P5. I have spent the last six years out of class, four years doing Literacy/Numeracy support and for the last two years I have been teaching ICT throughout the school. I'm currently the UICT Co-ordinator, I've previously co-ordinated PR and Numeracy and currently sit on St Dominic's Board of Governors.

In my spare time, I enjoy cooking (not baking though – that's too technical for me!), reading (mostly thrillers and murder mysteries) and travelling (anywhere, anytime).

How am I involved with the INTO?

Although I've been a member of the INTO since I started teaching, I only really became more involved about eight years ago when I was elected as our School Rep. I was welcomed and encouraged by two great advocates for the INTO, Sean Kelly (previous Belfast West Secretary) and Caoimhin MacColaim (current Chair of Northern Committee) and as a result, started to become more active in my branch (Belfast West).

I joined the Branch Committee and was then elected to represent District I on the National Education Committee, five years ago. Two years ago, I was appointed as the District Development Co-ordinator for my district and have organised (along with the District Training

Fund Committee) several Training Events to date, more recently I was also involved in the NQT seminar in August, held in the Malone Lodge Hotel. Since becoming School Rep, I have attended and spoken at Northern Conference each year and also the INTO annual Congress for the last five years.

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

As well as continuing my work on the Education Committee and the Education Conference, I will also be involved in all of the other INTO conferences, this year (Principal and Deputy Principals' Conference, Youth Conference, Special Education Conference, Northern Conference and National Congress).

As the INTO Intern, I hope to experience all aspects of Trade Unionism and develop an understanding of the role of an INTO official, working in Northern Office. This will involve responding to member queries, going out to schools to meet with and represent members, carrying out research and preparing casework/papers or articles for INTO publications, developing social media communication with members, exploring and facilitating training opportunities for members, possibly being involved in consultations and policy development and striving to increase member recruitment, participation and activism.

As part of my DDC role, I would like

to be involved more directly with our student members and NQTs and hope to organise some more specific Training Events this year.



Lisa Magennis
INTO Intern 2023/24

What I'm most looking forward to?

This year, in particular, is a very exciting one for me to be a part of. I'm really looking forward to working with everyone in Northern Office, alongside the officials and our new Northern Secretary (Mark) and our new Assistant Northern Secretary (Marie). I'm also excited to work with Northern Committee and the Chair (Caoimhin).

I can't wait to see behind the scenes at Northern Conference, which is in the Europa in Belfast and I hope to be involved in some way with Congress this year, in Derry. I'm also looking forward to possibly getting the opportunity to meet with the CEC and I'd love to work with our new INTO President, Dorothy McGinley.

I appreciate the year ahead will be a challenging one, considering our ongoing Pay Dispute and our Industrial Action Campaign, the implementation of the recommendations of the completed Workforce Reviews and possibly commencing the Review of Statutory Assessment (KS1, 2 and 3) but I'm looking forward to being directly involved in improving the conditions for our members and facing these challenges as part of the sterling team at Northern Office.

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ICTU Biennial Delegate Conference 2023

The Irish Congress of Trade Unions (ICTU) Biennial Delegate Conference (BDC) took place from Tuesday 4 July until Thursday 6 July 2023 at the Lyrath Hotel, Kilkenny.

A strong delegation from INTO was present and contributed to debates and discussions on the theme of the Conference; 'Making Work Pay – Unions Transforming Work and Workplaces'.

The motions voted on here will form the focus of the key priorities for workers in Ireland over the next 24 months.

President Michael D Higgins addressed the gathering on Tuesday and within his speech he highlighted:

"The union voice is needed now more than ever as we battle multiple crises in a rapidly changing world. The movement is in a better space than it has been for years but still faces challenges, including from the most powerful. There has arguably never been a more appropriate, more exciting time to be a part of the trade union movement for a future of equality, justice and sustainability, one that will

carry the imprint of the trade union's emancipatory imprint."

A message which we need to carry with us as we move forward with our ongoing Industrial Action this year.

The INTO delegation included: Dorothy McGinley, INTO President; Mark McTaggart, Northern Secretary;

Marie O'Shea, Assistant Northern Secretary; Seamus Hanna, District 1 CEC Representative; Siobhan McElhinney, Northern Committee Chairperson (outgoing).

Marie O'Shea
Assistant Northern Secretary



Why Check Your Payslip?

Charles Dickens opening sentence in his novel, A Tale of Two Cities has always resonated with me through the years. It is particularly good at expressing an era which we all can relate to especially the present and I don't apologise for quoting the whole sentence.

"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us, we were all going direct to Heaven, we were all going direct the other way – in short, the period was so far like the present period, that some of its noisiest authorities insisted on its being received, for good or for evil, in the superlative degree of comparison only."

What I hear you say has the opening line of A Tale of Two Cities got to do with the headline of this piece of writing? To be honest I just wanted to use words to describe what we have all been experiencing over the last few years and

how we have become even more aware of the impact of our wages and just how far they go when all is said and done.

Times are very difficult for many of us and in such times, it is the teachers

who, just as Dickens did, demonstrated and provided a social conscience evident in the key work teachers provided during Lockdown.

Teachers' pay slips have not changed much over the last couple of years and as a habit most people don't even open their payslip and see what they are earning, but they should and here is why!

A member recently contacted me after checking her payslip one day and realised that she may have been underpaid.

On closer examination it was a clear case of unlawful deduction of wages. Our member was employed on a 3 day a week permanent contract. During the lockdown period she and many other

teachers who worked on a reduced week were asked to help out which she did. Our member took on extra work in her own school and other schools to help alleviate the shortages of teachers in the schools.

Upon receipt of her pay slip our member noticed that 1 day worked at another school paid more than the day she received for working in her own school.

Closer examination showed that her own school was using a different calculation to pay her and other part time permanent teachers who also worked days they were off.

INTO took a case on our member's behalf and received settlement of the monies owed. You should check your payslip every

so often if you have a similar working pattern and seek union advice if you have any doubts regarding your pay.

If in doubt, seek your union out!



Paul Groogan
INTO Trade Union Official

Notice periods, service and pay

Many members have recently contacted Northern Office with common queries in respect of pay during their notice periods, length of actual notice periods and attendance and working requirements in respect of contract ending dates.

For some there was surprise to be told that, even though they were currently ill, they were entitled to notice pay when they handed in their resignation. Normally most retiring teachers attempt to hand in their notice at the end of April, thereby giving the requisite four months' notice, so that their employment termination naturally coincides with the end of a school year and the beginning of a new academic year. However, teachers who have been unfortunate enough to be on long term sick when they have decided to leave and have perhaps exhausted their 100 working days full-pay and 100 working days half-pay rate, have been quite surprised when they are told that when they put their notice in, they should receive full pay for their notice period. Some have reported that they have been informed that their situation, in regard to pay, will remain as is until they leave unless they return to school.

Fortunately, this information is simply untrue. Sections 119/120 of the

Employment Rights (NI) Order 1996 regulates statutory notice periods and advises that an employee absent on sick leave during any part of the notice period is entitled to full pay, for up to a maximum of 12 weeks, even if all contractual sick pay has been used up. The Order also states that the provision applies even if the employee has been on long term sickness absence, has exhausted the sick pay provision and will not have been entitled to receive any pay had their contract not been terminated.

Additionally, the length of notice periods does change depending on when the notice has been submitted. A contracted teacher needs to provide their school with a termination period of at least three months to fulfil their contractual obligations. However, if any of these three months is either July or August then at least four calendar months is required. If the last day of employment

is to coincide with the end of the academic year, i.e., August 31st, then the notice must be provided before the end of April. However, in exceptional

circumstances, school managements and teachers can mutually agree to waive this notice condition and agree a lesser notice period.

Finally, if a teacher has cited the 31st of August as their last day of employment, then they are not obliged to attend any of the days when the school reopens during their final contractual month (August). This is governed by the *Teachers' (Terms and Conditions of Employment) Regulations (NI) 1987* which clearly states that, **a full-time teacher, other than a teacher employed in**

a residential establishment, shall be available for work on 195 days in any year. Effectively the teacher will usually have satisfied this aspect of their contract when the school closed for the summer holidays at the end of June.



Tommy McGlone
INTO Senior Official

... an employee absent on sick leave during any part of the notice period is entitled to full pay, for up to a maximum of 12 weeks, even if all contractual sick pay has been used up.



INTO hosts LGBTQI+ Awareness Training in Ballyclare Secondary School

Every school has pupils from the LGBTQI+ community and yet, there are many schools which have provided no training or information for staff, to help these young people. INTO, working with UTU, hosted LGBTQI+ Awareness training in Ballyclare Secondary School on Thursday 18th May 2023. The training was open to all staff, regardless of their union membership, and we had over forty representatives present from the teaching body, alongside members of SLT, technicians, LSAs and administration staff. This was a great way to mark International Day against Homophobia, Biphobia and Transphobia.

The training was delivered by Joanne McParland from the Cara-Friend charity. Joanne is a trained educationalist who has delivered Awareness training in schools across Northern Ireland. Topics included the correct meaning of key words when helping young LGBTQI+ people, and how to respond supportively if a student comes out. There were suggestions offered as to how to make our schools and classrooms more welcoming and affirming to LGBTQI+ students.

The feedback was 100% positive, and everyone felt challenged and empowered by the training:

"Fab!!!"

"Jo is a super presenter."

"It was very informative. Jo was very easy to listen to."

"It was brilliant, absolutely loved it!"



Stephen McCord UTU, Siobhan McMullan INTO North Antrim, Brian Adams INTO Rep Ballyclare Secondary School, Joanne McParland Cara-Friend, Tommy McGlone INTO, Gemma Kelly Cara-Friend, Tim O'Sullivan INTO North Antrim, Seamus Hanna INTO, Leigh McKay UTU Rep Ballyclare Secondary

"It was brilliant, Jo was very good!!! Could listen to her all day. She explains everything so well. Fantastic! Couldn't leave, was just too good."

"Jo was really really good, very clear and easy to listen to."

"Blown away!"

"It was an exceptionally important, relevant and educational talk which I am personally hoping will be a gateway to a more inclusive and diversity-friendly school."

INTO and UTU in Ballyclare Secondary School are very proud to have made this training available for staff, as we continue to work towards inclusive and diverse schools, both for staff and pupils.

I would wholeheartedly recommend you getting in touch with Joanne at Cara-Friend to see if your school could also benefit from this training.

BRIAN ADAMS, INTO Rep, Ballyclare Secondary School

Receiving their ICTU Training Certificates

Pictured from left to right: Annmarie Conway, Siobhan McElhinney, Michelle McCrystal, Paul Kerr, Nuala O'Donnell (who presented certificates), Marie O'Shea, Dermot Gallagher, Caroline McCarthy and Kevin Daly receiving certificates from INTO Training Officer Nuala O'Donnell covering a range of courses delivered by ICTU.



INTO at Belfast Pride 2023

Saturday 29th July 2023 saw Belfast City centre transform into a wave of colour and joy, as the annual Belfast Pride Parade took place and INTO played its traditional part in leading the Trade Union participants.

The day began with members, families and friends meeting in the American Bar for breakfast. Flags, balloons and a fantastic dragon then arrived, and we made our way to the parade set-up. The single downpour did not dampen our spirits, and by the time the parade set off, the sun had dried everyone out!

This year's Pride Parade was the biggest ever, and organisers estimated 70,000 took part. INTO had a large number of

participants, and our colourful balloon letters clearly marked us out, and let the crowds watching know that the teachers were coming. As always, INTO got a warm and appreciative welcome from the crowds, and we were applauded and cheered along the route. Our dragon certainly caught the eye!

The Pride Parade is a wonderful, energetic and positive event. But Pride has always been a protest as much as a celebration, and the theme this year was 'Stand by your Trans', to support the Trans Community who are facing unprecedented attack from the media and some politicians. Our message was loud and clear, and very well received by

the thousands of people who came to watch and support the parade. INTO has a long and proud tradition of fighting for equality, and this fight is ongoing.

With the parade over for another year, we returned to the American Bar for food and refreshments, after a hectic week of events to mark the Pride festival. INTO's presence at Pride is organized by a small group of volunteers, with the tireless support of Northern Office, and we are always delighted to have new faces on the volunteer team. Please get involved and help to make next year's events even better.

BRIAN ADAMS, INTO Pride Group





into 
Irish National Teachers' Organisation



INTO Celebrates Belfast Pride 2023 with an Exhibition and Lecture

INTO Takes PRIDE

The teaching profession has traditionally been a conservative working environment and INTO have been pivotal in protecting, advocating and supporting our LGBTQIA+ teachers, and, by extension, showing our LGBTQIA+ students that they too deserve protection and a safe learning environment. INTO actively advocates for our gay community by participating in and celebrating Pride across Ireland.

In our schools, INTO promotes an annual *Different Families, Same Love* competition. We have our Pride Flag Campaign to present the Progressive Pride flag to acknowledge schools that are actively supportive of creating inclusive spaces. The magnificent work of our Equality Committee, along with our bi-annual Equality Conference gives INTO the opportunity to discuss equality issues which impact on teachers, teaching and the education sector.

To mark Belfast Pride in July 2023, the Belfast INTO office hosted a two-day exhibition called *Queering The North* and held a lecture on the *Chester Model* of teaching, which is an inclusive series of lessons and educational resources.

The *Queering The North* exhibition is focused on an expansive analysis of the history of the LGBT+ community in the north of Ireland from 1967 to the present day. It is based upon the collated work, recorded recollections and gathered memorabilia and artifacts from a range of leading activists and academics. The exhibition includes a timeline of key events, starting with the exclusion of the north from the 1967 Sexual Offences Act, which legalized homosexuality in Britain, and ending

with the change in the marriage equality laws, which recognised marriage equality here from January 2020.

The exhibition also includes a history of the development of LGBT+ rights activism, and accounts of the formation of many of the key advocacy and support groups. It is accompanied by a soundscape of dramatized phone calls and letters to Cara-Friend, who have been serving and empowering the LGBTQIA+ community in the north since 1974.

The *Queering The North* exhibition was on loan from the Free Museum of Derry/ Bloody Sunday Trust and the curator, Adrian Kerr and schools' co-ordinator, Ciara O'Connor were present to assist our INTO event. We thank them for their support and for facilitating the two-day event.

The lecture on the *Chester Model* was given by Dr Jeff Evans and supported by Ciara O'Connor. Dr Evans is the Project Manager of the *Queering the North* exhibition. Dr Evans is a trade union activist, a Research Fellow at John Moore's University, Liverpool and he teaches history teacher trainees on 'How to teach LGBT+ History' at

the University of Manchester. Ciara O'Connor, from Free Museum of Derry, gave us a presentation on how these lessons have been used and feedback on how they have been received in a number of schools and youth initiatives in Derry.

The *Chester Model* is a series of lessons and resources designed around local history and gay activism which can be incorporated into history, literacy and other areas of the curriculum. INTO is working to make these resources available to all educators and educational stakeholders, so keep an eye out on the website and in future editions of this magazine.

We were delighted to have a steady stream of visitors to the exhibition and a packed audience for the lecture. It was an excellent opportunity to welcome educationalists from other trade unions, other educational stakeholders and the general public to INTO. It also allowed us the chance to showcase the fantastic work done by INTO across Ireland to advocate for and celebrate with our LGBTQIA+ colleagues.

BRONAGH MALLON, Belfast Pride Team



PRIDE – special thanks to ...

The following Tesco stores gave us around €35 each in tea, coffee, biscuits etc:

- Tesco Belmont Road
- Tesco Ballyhackamore
- Tesco Newtownbreda
- Tesco Castlereagh Road
- Tesco Knocknagoney

We were able to cater for our own event and exhibition, and give our surplus to Cara-Friend Youth, the Belfast Trans Resource Centre and the Paperxclips Queer Bookshop Teen event.

The following (small) businesses gave prizes:

- No 36 Cafe and Restaurant, Belmont Road (£25 voucher)
- Cafe Smart, Belmont Road (£10 voucher)
- Scorched Earth, Belmont Road (set of coasters)
- Secret Day Spa, Belmont Road (ladies tanning set)
- Murphy and Bailey, Belmont Road (doggie treats)
- Holdfast Barbers, Belmont Road

(voucher for haircut)

- Strand Cinema, Hollywood Road (family pass - 4 tickets)
- Framework, Upper Newtownards Road (£40 framed print)
- Jason Shankey, Upper Newtownards Road (beard care set)
- Moll Bird Cafe and Plants, Upper Newtownards Road (potted plant)
- Hoose Bistro, Upper Newtownards Road (meal for two)
- Hunter Paper Co, Upper Newtownards Road

(luxury notepads)

- Scott's Jazz Club, Upper Newtownards Road (voucher for two tickets worth £30)
- Party Balloons NI, Albertbridge Road (Pride merchandise)
- Freddie Hatchetts, Albertbridge Road (£50 voucher)
- No Alibis, Botanic Avenue (£10 voucher and box of 'Being an Ally' books)
- Blue Train Cafe, University Road (coffee voucher)

Establishing Better Consultation in Schools: 'Nothing About Us Without Us'

Embedding Good Consultation Across the System

The importance and desirability of good consultation was highlighted in the recent joint management and trade union 'review of consultation arrangements in schools'. The recommendations of this review include developing and providing guidance to schools on day-to-day consultation and continuing to pilot Joint Consultative Committees.

This agreed report remains with the Teachers' Negotiating Committee (TNC) for progression. However, it is already within the gift of INTO members, whether they be school leaders, workplace representatives or rank and file members, to seek to embed positive, open and productive forms of in-school consultation.

If we are genuinely serious about improving work-life balance, wellbeing at work and reducing workload while developing a culture of professional trust in schools, then decisions impacting on those things must involve all staff. Decisions that directly impact on people's working lives must take their views into consideration. In short, at work there should be 'nothing about us without us'.

Developing a Culture of 'Psychological Safety'

Schools are places where innovation should be encouraged, but without developing an open culture of meaningful consultation, where all views are listened to, it may be viewed as a threat rather than as an opportunity.

Dr Amy Edmondson of the Harvard Business School talks of developing a 'psychological safety' in the workplace. This is a shared belief held by members of a team that it's OK to take risks, to express their ideas and concerns, to speak up with questions, and to admit mistakes, no matter what position you hold in the organisation, without fear of negative consequences. Meaningful and regular consultation can help to develop such a culture.

What is consultation?

Consultation in the workplace is described simply, by ACAS, as 'when an employer talks and listens to employees or workers and their trade union representatives.'

There are legal minimums set out in relation to what must be consulted on at work through the Information and Consultation of Employees Regulations

(Northern Ireland)

2005. Health and safety, redundancy, transfer of contracts and proposed changes to pension are among the areas where 'consultation under law' exist.

As a result of negotiated terms and conditions which go beyond the basic legal obligations, consultation at school level must also include areas like the school calendar, salary policy and directed time budgets.

However, meaningful and productive consultation in schools where there are high levels

of trust in the professionalism of teachers and other staff, goes well beyond legal minimums and basic requirements. In such settings, consultation happens as a matter of course and trade union representatives at school level are centrally involved as they are viewed as important conduits for communication.

Why consult in the workplace?

- Change and innovation is always challenging, even where it is necessary and beneficial. Consultation is a means by which to assist in bringing about agreed and productive change.
- Consultation helps to avoid never ending increases to workload by giving the opportunity to staff to identify what isn't working, what could be got rid of to make space for new and better ways of working that reduce rather than increase workload.
- Consultation helps staff members to understand the rationale behind a set of proposals.
- Consultation gives staff and their representatives an opportunity to consider proposed changes and identify

potential concerns and benefits.

- Consultation allows staff to help shape change so that it is effective. Those on the 'front line' are generally best placed to advise on the potential intricacies and outworking of any proposal.

How should consultation be carried out in schools?

The type of consultation will dictate how it is to be carried out. Where there are legal or contractual obligations to consult, the employing authorities should advise schools on agreed procedures. School representatives and members should seek the advice of INTO in these cases.

Where schools and/ or union representatives in schools are seeking to develop more robust day-to-day methods of consultation in schools there is no set method. It may be formal or informal depending on what is up for discussion. The following ideas may be beneficial in varying circumstances:

- Ensure regular communication with school-based trade union representatives.
- Written communication around proposed change, provided in good time is essential. This allows for full consideration by those affected.
- Allow written responses but also make time for discussion with staff, being clear that this is non-confrontational, respectful, open and honest.
- Demonstrate responsiveness to opinions offered, for example providing rationale for any subsequent change or lack of change as a result of consultation.
- Be mindful of limits, for example, system wide agreements, contractual or legal right. Not everything is negotiable at a local level.
- Meet with the appropriate people. Sometimes that is the whole staff but often it is a department, a pastoral team or even an individual and may require a series of meetings as opposed to just one. All meetings require careful preparation.
- Time should be allowed for people to consider and respond and to consult with each other and their unions. No one should feel pressured into providing quick responses and ideas presented as a fait accompli are often not well received no matter how good they may be.
- Keep records.



Kevin Daly
Trade Union Official

Training Schedule for INTO members for the incoming year, 2023 – 2024

To register for any of the courses, please click on the link provided and complete the two-step registration process.

Menopause And The Workplace Course

OCN Level 2 Accredited (Places limited to 20)

<https://ti.to/into-events/joint-union-webinar-talking-menopause-and-the-workplace-course/with/j1ndgczhvze>

Many women will experience menopause symptoms, which can be a real challenge and impact their day to day lives. This 5 week course has been designed to create greater awareness of

the menopause as a workplace issue. The course will run from 6.30pm to 8.30pm for 5 consecutive Wednesdays, dates below, in the Offices of Northern Ireland Committee Irish Congress of Trades Unions, 45-47 Donegall Street, Belfast BT1 2FG. This course is open to all members.

- Wednesday 27th September 2023
- Wednesday 4th October 2023
- Wednesday 11th October 2023
- Wednesday 18th October 2023
- Wednesday 25th October 2023

Course for School Leaders

Managing Difficult Conversations/ Building Good Staff Relations

This is an accredited course for school leaders delivered by an ICTU tutor over 6 weeks, via a combination of zoom and face-to-face, providing practical tips on how to build good staff relations and deal with difficult conversations/situations.

This course was provided for the first time last year with 26 school leaders attending, from Nursery, Primary and Post primary schools across the North. Feedback from the course was very positive, including comments, such as:

"Thank you for providing the 6 week sessions. Key information to help deal with discipline issues and opportunities to discuss with fellow leaders."

"Thank you for opportunity to attend."

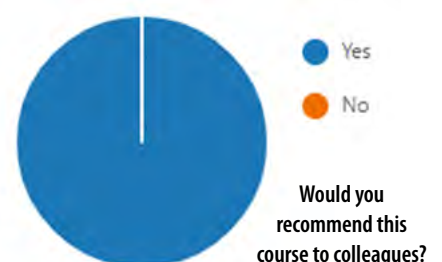
The topics covered in the course include:

- Effective communication
- Managing difficult situations
- Handling grievances and disciplinarys
- Mediation/LRA

There are 6 x3 hour sessions, 3 before Christmas and 3 after:

- Week 1 – Tuesday 14th November 2023 – 1.30 – 4.30pm in INTO Northern Office
- Week 2 – Tuesday 21st November 2023 – 1.30 – 4.30pm on ZOOM
- Week 3 – Tuesday 28th November 2023 – 1.30 – 4.30pm on ZOOM
- Week 4 – Tuesday 16th January 2024 – 1.30 – 4.30pm in INTO Northern office
- Week 5 – Tuesday 23rd January 2024 – 1.30 – 4.30pm on ZOOM
- Week 6 – Tuesday 30th January 2024 – 1.30 – 4.30pm in INTO Northern Office

<https://ti.to/into-events/leadership-training-building-good-staff-relations-6-weeks-copy/with/leadership-training-building-good-staff-relatons-6-weeks>



The courses below are for INTO School and/or Health and Safety Reps. They are all in person and will be held in INTO Northern Office, 23/24 College Gardens, Belfast BT9 6BS

New Reps – Foundation Day One

Wednesday 27 September 2023 (Places limited to 20)

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.

<https://ti.to/into-events/joint-union-school-new-rep-induction-training-course-1-day/with/fmjnfstsy7o>

New Reps – Foundation Day Two

Representing members at school level – Wednesday 24 January 2024 (Places limited to 20)

This course is suitable for reps who have completed the induction training course. This is day 1 of a two-day course and covers how to represent members at school level, both collectively and individually.

<https://ti.to/into-events/joint-union-school-new-rep-representing-members-at-school-level/with/8xfeqrrb7k>

New Reps – Foundation Day Three

Member queries and casework – Wednesday 17 April 2024 (Places limited to 20)

This course is suitable for reps who have completed the induction training course. This is day 2 of a two-day course and covers dealing with members' queries and representation, negotiation and casework skills.

<https://ti.to/into-events/joint-union-school-new-rep-member-queries-and-casework/with/ebcrau5-48m>

Equality Training

Tuesday 7 November 2023 (Places limited to 20)

This is a 1 day course for school Reps focussing on Discrimination at Work.

<https://ti.to/into-events/joint-union-discrimination-at-work-belfast/with/3wkiwon-j-i>

Health & Safety (Stress at Work)

Thursday 12 October 2023 (Places limited to 20)

This is a 1 day course for Health and Safety Reps focusing on Teacher Health & Wellbeing.

<https://ti.to/into-events/joint-union-webinar-stress-at-work/with/xpzo1ymimjy>

Joint Webinars

These one hour online webinars are available to all members to inform/update them on important matters relating to their rights and responsibilities and Teachers' Terms and conditions of Employment generally



Workload and Time-budgets

Tuesday 12 September 2023

<https://ti.to/into-events/joint-union-workload-and-time-budgets/with/3by8schgngq>

'Understanding your role' (Teaching Allowances and workload)

Tuesday 17 October 2023

<https://ti.to/into-events/joint-union-understanding-your-role-teaching-allowances-and-workload/with/joint-union-school-reps-training-course-2-day>

Time off entitlements

Tuesday 21 November 2023

<https://ti.to/into-events/joint-union-webinar-time-off-entitlements/with/5s-wf6vs7ks>

Advancing your career – applying for internal promotion

Wednesday 31 January 2024

<https://ti.to/into-events/joint-union-webinar-advancing-copy-your-career/with/ytqiylhensvw>

Retirement Planning

Registration has not yet opened for the courses below. Registration will open mid-September 2023, so please check the INTO website, www.into.ie/ni or the INTO Facebook and Twitter accounts

Joint INTO/UTU webinars/seminar Retirement Planning Seminars for members in partnership with Platinum Financial Planning Ltd, will run as webinars via Zoom.

The webinars will provide members with the opportunity to ask questions and follow up individual consultations will be available.

Platinum Financial are teachers' pension specialists and have been advising INTO members on their retirement for more than a decade.

When it comes to retirement it's important not to make an uninformed decision that could have serious implications for your financial future.

Their expertise combined with their independent financial advice means that Platinum Financial are perfectly placed to guide you through the maze of retirement, help you understand your financial options and make wiser choices.

These webinars are run annually in response to member demand,

"More webinars to keep me informed please I have never understood my pension letter!"

"This was my second time to attend a webinar and it really helped to hear it all again. It's really useful to be able to access the sessions on a number of occasions."

"Many thanks, continuing good informative service from Platinum Financial. I've attended a few of these before and they evolve and are relevant."

"Excellent, informative presentation from Platinum. Very professional and very helpful. Thank you."

This year the webinars include specialist sessions on Phased Retirement and updates on McCloud. Please feel free to attend as many webinars as you like, until you feel you understand your pension.

McCloud update

- Tuesday 24th October at 3:45pm – 5.15pm

Pre-Retirement

- Thursday 16th November at 3:45pm– 5.15pm

Phased Retirement

- Wednesday 17th January at 3:45pm– 5.15pm

Mid-Career

- Wednesday 7th February at 3:45pm– 5.15pm

Pre-Retirement

- Tuesday 20th February at 3:45pm– 5.15pm

Pre-Retirement face-to-face at UTU HQ

- Thursday 28th March 1/1:30pm start– 5.15pm

Pre-Retirement

- Wednesday 17th April at 3:45pm– 5.15pm

Phased Retirement

- Tuesday 21st May at 3:45pm– 5.15pm



Director of Education and Research Official Deirbhile Nic Craith's Retirement

In June, former members of INTO's Education Committee, met together in Dublin, for a wonderful afternoon, to acknowledge retired Director of Education and Research Official Deirbhile Nic Craith's incredible commitment to education.

Pictured left: Deirbhile Nic Craith, and right, District 1 and 2 members Paddy Dorrian, Charlie Glenn, and Geraldine McGowan, pictured with Claire Garvey, INTO Official.



Northern Conference 2024 – Belfast

What is Northern Conference?

Northern Conference is an Annual Regional Conference held in Northern Ireland. Northern Conference sets the agenda for INTO in the north, and each year sets the work programme for the Northern Committee and the Officials of the union for the coming year.

When is the next Northern Conference?

Northern Conference 2024 will be held in The Europa Hotel, Belfast on Friday 1 – Saturday 2 March.

Who Attends Northern Conference?

- Delegates nominated by INTO Branches

- in Districts 1 and 2;
- Members of the Central Executive Committee and Benefits Fund Committee;
- Members and incoming members of the Northern Committee;
- Members of our National Committees.

What is on the Agenda?

Northern Conference debates motions and amendments/addenda submitted by branches and districts. It also considers the Northern Committee's Annual Report. All public conference

sessions are webcast live on the INTO website so that all members can follow the discussions taking place.



Caoimhin MacColaim,
Chairperson

Would you like to be a Delegate to Northern Conference?

Northern Conference is a delegate-only event with delegates being nominated to attend by their District or Branch.

Find out more by attending your Branch AGM in January – the dates of meetings are published in the EVENTS section of our website.

INTO Congress 2024 – Derry

INTO Annual Congress is held at Easter and is the supreme governing body of the organisation. Union policy is determined by Annual Congress or by Special Congresses which are called from time-to-time. Under Rule 11, branches, districts, CEC, BFC and national committees are entitled to submit motions for consideration at Annual Congress.

INTO Annual Congress 2024 will be held in the Millenium Forum on Monday, 1 April – Wednesday, 3 April

- Delegates must be nominated at their branch AGM
- Delegates can only be registered by their branch secretary

- Branch Secretaries can see their branch allocation on the INTO portal under, 'number of conference places'
- A delegate must be a member of the branch they will be representing at Congress
- Each district has an allocation of three delegates
- Committee members eg Education Committee, are automatically registered to Congress and do not need to be registered via district or branch allocations.

Queries about Congress 2024 should be emailed to congress@into.ie.

Further information about Congress will be available on the INTO website.



Dorothy McGinley,
President

Printout

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

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

PRINTOUT has a readership of approximately 8,000 members and is available on the INTO website.

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

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

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

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.



any error which might occur.

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

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

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

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

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 2022 is herewith provided to members of the Irish National Teachers’ Organisation hereafter referred to as “the Union”.

1. TOTAL INCOME AND EXPENDITURE

The total Income Expenditure of the Union in the financial year ended 31st December, 2022 as included in the annual Return to the Certification Officer.

Members’ Subscriptions	Other Income	Total Income	Total Expenditure
€15,746,715	€1,104,257	€16,850,972	€16,579,762

2. POLITICAL FUND ACCOUNT

The Union maintains a Political Fund Account in the Republic of Ireland and expenditure from the fund of €0 (zero) was included in the Annual Return to the Certification Officer.

3. ANALYSIS OF GENERAL SECRETARY’S SALARY AND BENEFITS

The salary paid to the General Secretary was €172,892. Also included in the Annual Return to the Certification Officer is the Employer’s PRSI amounting to €19,105.

Pension contributions cost €59,129.

No salary was paid to or any benefits provided for the President of the Union or any member of the Unions

Central Executive Committee.

4. INDEPENDENT AUDITORS’ REPORT TO TRUSTEES OF THE IRISH NATIONAL TEACHERS’ ORGANISATION (EXTRACT)

Opinion on financial statements

We have audited the financial statements of the Irish National Teachers’ Organisation for the year ended 31st December 2022 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Reserves, the Statement of Cashflows, the Funds Income and Expenditure Accounts, the Northern Ireland Income and Expenditure Account, Statement of Financial Position, Accumulated Funds Account, Funds Income and Expenditure Accounts, and notes to the Organisation’s financial statements, including the summary of significant accounting policies, set out in note 3. The relevant financial reporting framework that has been applied in their preparation is FRS 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland, issued by the Financial Reporting Council (“the relevant financial reporting framework”).

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities, and financial position of the Organisation as at 31 December 2022 and of its loss for the year then ended; and
- have been properly prepared in accordance with the relevant financial

reporting framework.

Mazars

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

5. RIGHTS OF MEMBERS OF UNION

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

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

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

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

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Dungannon / Cookstown Branch

Dungannon/ Cookstown Branch of INTO were delighted to be a sponsor of Saint Patrick’s Academy 2023 GAA Golf Classic held on the 30th of June 2023. The Branch Secretary and Chairperson were in attendance at the event and a sponsorship cheque was presented to Mr Ciaran Sharkey on behalf of the branch by Chairperson Patrick Ferran.

L to R: Ciaran Sharkey and Patrick Ferran



Above: Danny Kelly, Branch Secretary and Patrick Ferran, Branch Chairperson

INTO Art Competition

Congratulations to all our 2023 entrants! Thanks to all our entrants in the 2023 INTO Art Competition. As always, the quality and range of work entered was superb. Our winner for 2023, will be announced at the annual Vere Foster Lecture, to be held in Belfast this autumn.

2024 INTO Art Competition

From Castlewella to Cascias, the inspiration behind our Art Competition entries is always varied and engaging.

Thank you to all those members who have participated since our very first Art Competition in 2013. Over a decade later we are incredibly pleased to invite members, once again, to submit their entries for this year, 2024.

As a member, you can enter up to three of your original paintings, we have offered a range of suggested themes (if you would like to see some more added please do get in touch with suggestions) and your work need not be framed.

Full details of all the terms of entry are listed on our online application form. The entry form for 2024 can be found on the INTO website or by using the QR code on this page.

Entry form must be submitted, please, by 5pm, Tuesday, 30th April, 2024. You will also need to provide good quality digital photograph/s of your painting/s, by email.

If you have any questions about the competition, please contact Northern Office. Wishing all this year's participants well!

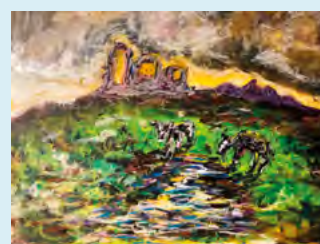
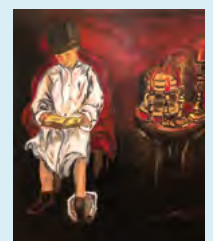
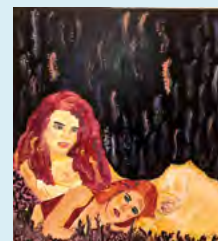
Appreciation goes to all our entrants *(Artists and their works named in rows, left to right from top left):*

- Brendan McArdle, Newry Branch: Break Out Moment, Eyes on the Prize, Up Where He Belongs
- Caroline O'Kane, Limavady/Dungiven Branch: Lough Neagh – Grandad's Favourite Place, Sunset at Sea,

- Wildflower Meadow
- Emma Fitzpatrick, Belfast West Branch: Escape
- Helen Mairs, North Antrim Branch: Lavender Fields, The History Lesson (boy with book)

- Kim McCausland, Carrickfergus/Newtownabbey/Larne Branch: Dolmen, Elastic Band Game

- Liam Rice, Down Branch: Cows at Ardtale
- Shane Loughran, Carrickfergus/Newtownabbey/Larne Branch: Break Time



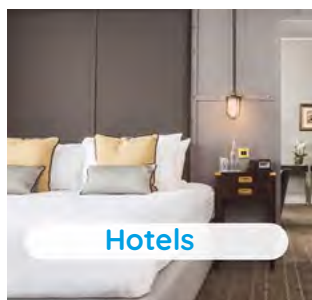
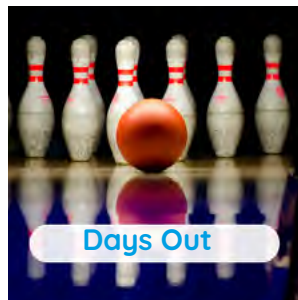
Your Teacher Discounts

Irish National Teachers' Organisation are pleased to provide you with **Membership Plus**. Your discount card gives you access to a wide range of exclusive savings for you and your family to enjoy.



Save up to 50% with your INTO Membership Plus card

Enjoy over 2,000 member-only discounts across a range of lifestyle categories.



Scan to save

All offers & discounts are held privately on the website and mobile app.



How to use

Most offers are redeemed by presenting your plastic or digital Membership Plus card in the venue. Some offers are redeemed online, via telephone, by printed voucher or loading a pre-paid Shopping Card.

Please always consult the Membership Plus website or app and read the offer details before visiting a venue!

Shopping Cards

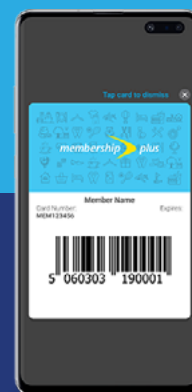
For big brands and grocers such as **Asda, ASOS, Currys, Nike, Tesco and Ticketmaster**, you are entitled to money off a range of Shopping Cards!

You purchase a discounted Shopping Card from the Membership Plus website or app, it is then posted or emailed to you, ready for use. Login to find out more.

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Call 028 90 44 5031



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*68% of Cornmarket customers paid less than £350 for their car insurance between 01/10/22 & 31/12/22.

Trustpilot score correct as at 04/01/2023 based on 657 reviews. Terms, conditions & acceptance criteria apply. Cornmarket Insurance Services Ltd is a wholly owned subsidiary of Cornmarket Group Financial Services Ltd. Cornmarket Group Financial Services Ltd is a member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Cornmarket Insurance Services Ltd is authorised and regulated by the Financial Conduct Authority (FCA) registration number 308099. You may check this on the Financial Services Register by visiting the FCA's website or by contacting the FCA on 0800 111 6768. Cornmarket Insurance Services, registered in Northern Ireland, company number NI030039. Registered Office: First Floor, Boucher Plaza, 4 – 6 Boucher Road, Belfast, BT12 6HR.

19286 INTO NI Car Insurance Ad 04-23