

Printout



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What a year its been

It's been a busy year here at INTO, with a cancelled Northern Conference, a reconvened Northern Conference, ongoing industrial action, a changing of the guard on the Northern Committee and the Vere Foster lecture being the highlights. Running along-side these events we have seen a continuing increase in our membership figures and with that consequent increases in case work. The organisation in the north is a 'vibrant thing' that is confirmed in the eyes of the education community here as we are now accepted as the leading teachers' union. Finally, our colleague and senior official Nuala O'Donnell left her single life behind and married. We extend our congratulations and those of the membership to Nuala and her husband the very lucky, Mr. Phillip Reid and wish them both many years of happy life in the time to come.

The plans for the incoming academic year are well in hand and our intentions are to further stream line our case handling protocols to ensure improved communication and management of cases to facilitate improved service to the membership. We will continue to represent members in every fora and at every level where a member needs accompaniment by an INTO Official. Our training programmes will expand with relevant, topical, and as far as possible accredited, training being offered to the members. The members of the Northern Committee are being offered additional training and it is our intention to ensure that the already hardworking members of this the northern leadership are better equipped to support members at a local level.

The big issue of the ongoing industrial dispute continues to play out and negotiations are ongoing with management side and their masters in the Department of Education in an effort to resolve the issues. As I reported

previously we have made progress in the areas of assessment and workload but the question of the value of a cost living increase for 17/18 and the unpaid claim for 15/16 are still very much in dispute.

For our members this means the industrial action continues unaltered as we approach the end of another academic year; this is disappointing. Yet we are not prepared to rush to putting any proposed deal out to you, the membership, until we are satisfied that we have exhausted the potential of the current talks.

Our job as negotiators has been made much easier by the direction provided to us from the Northern Committee who have been fully involved in the near continual strategising that accompanies such set piece negotiations. Of course, the negotiations have only been made possible in the first place by the resolve

and loyalty shown by you, the INTO members. The industrial action has been maintained at a level sufficient to bring the management side and the Department to the table after a whole year of prevarication on their part.

We expect that the negotiations will not conclude this side of the summer break and will resume again in September. It is our intention to continue in concert with our sister teacher unions to push the demands of our members as far as we can and in line with the undertaking I gave at Northern Conference. Should we be in a position to ballot the members on a potential deal, with the permission of the CEC and and the support of Northern Committee, we will entrust the final decision on whether to accept or reject a deal to you the members at the first available opportunity.

As the summer break approaches we urge you all to enjoy your well-earned rest and to return in the last weeks of August refreshed and optimistic for the year ahead. We in Northern Office are enthused and heartened by your continued support and remain steadfast in our desire to provide the best service we can to our growing membership.



GERRY MURPHY,
Northern Secretary

MAY DAY RALLY



Gerry Murphy, NIC ICTU
Chairperson, speaking at the May Day Rally in Belfast



INTO Activists



Patricia McKeown (Unison), Gerry Murphy (Northern Secretary), Jacqui White (UTU) and Mark McTaggart (Assistant Northern Secretary)



NIC ICTU

How essential our Small Schools are!

On 11 April 2018, the Education Authority produced its Annual Action Plan for Primary, Post-Primary and Special Schools for April 2018 – March 2019. This is the second of three action plans linked to Providing Pathways: Strategic Area Plan for School Provision 2017 –2020.

106 work streams were included in the Action Plan for 2017/18, of which 21 progressed to development Proposals and 68 have carried forward to the 2018/19 action plan.

The 2018/19 Action Plan identifies a further 72 work streams for Primary, Post Primary and Special Schools, of which 27 relate to sustainability issues across named schools.

As with all action plans, and the beginning of consultation in relation to them, there is a potential to further destabilise schools, where there are sustainability issues. For many schools,

As with all action plans, and the beginning of consultation in relation to them, there is a potential to further destabilise schools where there are sustainability issues.

once the consultation starts, the closure of a school becomes a self-fulfilling prophecy, with parents eager to find places for their children in other local schools. The timing of such consultations can also have a negative impact on schools, especially where they take place in the summer term, again giving the potential for new intake in September to suffer.

It is against this background, and in a time where there are continuing severe budgetary cuts to the entire Education system leading to increased redundancies in schools, that INTO must continue to campaign, with others, in an attempt to ensure schools in rural and urban areas

are protected. INTO recognise that they are essential to the local communities.

Currently, given the ongoing political impasse in the northern Legislative Assembly and the lack of a decision by the Tory Government in relation to a way forward, the fact that the Education Budget continues to be reduced, means we are constantly fighting to ensure that teaching posts are kept in all types of schools. The retention of small schools is an issue which affects pupils, parents and teachers across the island of Ireland. The INTO All-Ireland Small Schools Committee was set up in response to a congress resolution from Congress 2017.

The issue and definition of small school is different across the jurisdictions served by INTO.

In the Republic of Ireland, the number of teachers a school can appoint and retain is based on the school Staffing Schedule for each particular school year. This system takes into account the number of pupils in a school, and in the case of some small schools the distance from similar provision. In addition the type of school and DEIS band also effect the schedule.

In Northern Ireland, a sustainable school is not considered in terms of teacher numbers, but in terms of pupil numbers. Schools have fully delegated budgets, and part of the Common Funding Formula is worked out in terms of the number of pupils. Each pupil has a monetary value to a school, and that value is dependent on age. A primary school Age pupil has an Age-Weighted Pupil Unit (AWPU) value of £2004.71. The AWPU in Post Primary Schools is higher.

In 2007, the Bain Report recommended that for Primary Schools, as a minimum, an urban school should have 140 pupils (or an average of 20 pupils per year group). The minimum enrolment for rural areas should be 105 (an average of 15 pupils per year group) in recognition of population levels in rural areas.

In Post Primary, for Years 8-12 the report recommended that the minimum level should be 500 and sixth forms should have a minimum of 100. All staffing costs must be paid from the budget, therefore staffing is dependent on what a school can afford, and therefore largely on the number of pupils it can retain.

It has been impossible to develop a one size fits all policy in relation to small school across the island, however, it would be important for the committee to continue to meet to further develop ideas with the hope of moving issues forward.

In formulating a campaign, we must also be aware of the unique political situation faced. In any polarised society, it will always be difficult to find any agreement over amalgamations of schools across sectors. This is particularly true here. The Department of Education talk in terms of the number of empty seats in classrooms, without ever mentioning the

We will need to be more strategic if we are to succeed in protecting our rural & small urban schools.

sectors in which they are placed. This tends to nullify any real lobbying of political parties, as has been effective in other jurisdictions.

We will need to be more strategic if we are to succeed in protecting our rural and small urban schools and the teachers who work in them, in a climate where The Department of Education and the Education Authority wish to reduce spending on the school infrastructure and with it teachers' salaries. We will need a campaign which involves all stakeholders who see the value of keeping local community schools open.



MARK MCTAGGART,
Assistant Northern Secretary

INTO Training 2017 -18

The INTO Training Course schedule is issued to schools in September each year, detailing the courses available to INTO school reps, principals and members for the upcoming school year.

In September 2017 the schedule was issued but a number of courses had to be rescheduled due to circumstances beyond our control in relation to availability of tutors, etc. In addition schools were faced with severe budgetary issues which resulted in some teachers who were interested in attending courses not being able to do so as schools could not provide substitute cover for 2 and 3 day courses. In response INTO internally reviewed the training policy and was able to provide partial substitute cover for members in schools experiencing significant funding issues.

The courses INTO delivered for members this year included a 1 day Induction training for new school reps, a 2 day School rep training course, a 2 day accredited course for school leaders on Managing Stress at work, a 1 day lpad training course and a seminar for Aspiring school leaders.

Union Learning Representatives

This year INTO recruited and trained our first ever INTO 'Union Learning Reps', ULRs, and introduced a new accredited course designed to help them identify learning needs of members in schools and promote learning in the workplace. The role of the ULR is to analyse training needs of members in their school, provide



INTO ULRs Nuala O'Donnell, Orla Murphy, Sean Kelly, Lisa Magennis and Kevin Daly

information to members on training matters, promote the value of learning and training and consult with the employer about carrying out training.

The list below gives an idea of the range of activities a ULR might be involved in:

- Give information and advice about learning and training opportunities.
- Promote and arrange training.
- Supporting learners.
- Identify learning and training needs.
- Consult with the employer about learning and training
- Work with providers.

The new 3 day accredited course for INTO

Union Learning Reps took place in February 2018 and a number of new reps were trained. This new role is in the early stages of development within INTO and a meeting of the ULRs is planned for June 2018 to review and plan their roles and activities and discuss the drafting of a Learning Agreement with Employers. Further meetings and training will be planned for next year and it is hoped that other new ULRs will be recruited and trained from September 2018. Any member who is interested in becoming a ULR or finding out more about the new role should contact INTO Northern Office.

NUALA O'DONNELL, Senior Official.

Northern Committee Information

Area	Branches		Mobile	INTO Email
CEC 1 District 1	0101-0113	Seamus Hanna	CEC Rep	shanna@into.ie
CEC 2 District 2	0201-0217	Dorothy McGinley	CEC Rep	dmcginley@into.ie
BFC -		Patrick McAllister	BFC Rep	pmcallister@into.ie
NEP North Eastern Primary Region	0101/0102/0104/0107/0109/0111	Geraldine McGowan	INTO N Ctte	gmcgowan@into.ie
NES North Eastern Post-Primary Region	0101/0102/0104/0107/0109/0111	Siobhan McElhinney	INTO N Ctte	smcelhinney@into.ie
SEP South Eastern Primary Region	0110/0113	VACANT	INTO N Ctte	
SES South Eastern Post-Primary Region	0110/0113	John Kelly	INTO N Ctte	jkelly@into.ie
BP Belfast Region Primary A	0106	Caroline McCarthy	INTO N Ctte	cmccarthy@into.ie
BP Belfast Region Primary B	0105	VACANT	INTO N Ctte	
BS Belfast Region Post-Primary	0105/0106	Caoimhin MacColaim	INTO N Ctte	cmacolaim@into.ie
SP Southern Region Primary A	0202/0206/0208/0217	Marty Lavery	INTO N Ctte	mlavery@into.ie
SP Southern Region Primary B	0201/0203/0211/0214	Cathy Crozier	INTO N Ctte	ccrozier@into.ie
SS Southern Region Post-Primary	0201/0202/0203/0206/0208/0211/0214/0217	Kevin Daly	INTO N Ctte	kdaly@into.ie
WP Western Region Primary A	0209/0213/0215/0216	Marie O'Shea	INTO N Ctte	moshea@into.ie
WP Western Region Primary B	0207/0212	Moirá O'Kane	INTO N Ctte	mokane@into.ie
WS Western Region Post-Primary	0207/0209/0212/0213/0215/0216	Annamarie Conway	INTO N Ctte	amconway@into.ie

Changing Patterns of work

Now, as the term moves towards summer and the end of the academic year, many teachers have been contacting Northern Office to seek information and advice around changing their patterns of work. Most express an interest in reducing their working week by one or two days, however many are unsure of which procedure to employ or whether their request will be granted.

The two procedures most commonly associated with changing work patterns for teachers, in this regard, are the Temporary Variation of Contract (TNC 2009/7) and the Flexible Working Scheme (TNC 2009/6). Both of these are family friendly procedures which have been influenced by article 15 of the Employment (NI) Order 2002. They are primarily, but not exclusively, aimed at teachers with either young children or adult caring responsibilities and since their introduction many school managements have recognised the extreme value that a better work/life balance can have on the well-being of their employees.

The Temporary Variation of Contract (TNC 2009/7) is intended for permanent teachers who wish to avail of a short term variation to their pattern of their working hours. This procedure is generally more frequently used because it offers the opportunity for a teacher to have a variation of contract, for example, to reduce their working week to three days so that they can attend to some personal issue. It is most often used because it can last for up to one year and realistically that is all that many teachers in difficulty

need to successfully address their problem. The scheme may, in extenuating circumstances, be extended and this is at the discretion of the Board of Governors. The TNC 2009/7 document includes an application that should be completed by the teacher and then sent for approval to the Principal for submission to the Board of Governors.

The Flexible Working Scheme (TNC 2009/6) enables a teacher, principal or vice principal with 26 weeks' continuous service to request a change to either the times or the hours they work. The scheme can be used as a permanent change to a teacher's contract of employment however, most applying teachers do so on a temporary basis and take advantage of the scheme's three year maximum variation. Teachers who avail of the three year variation will be notified at the end of the three year period that they must decide to either accept the variation as permanent or revert to their original substantive contract.

Teachers who are not approved by their Board of Governors for either the temporary variation or the Flexible Working Scheme should contact their Northern Committee representative or Northern Office for advice on appealing an unsatisfactory decision. An

unsuccessful applicant, who believes their request has not been properly considered may, for either of the two procedures, lodge an appeal setting out the grounds for their appeal. The timetable for appeal is exactly the same for both procedures so

the teacher must write to the chair of the Board of Governors within 14 working days of receipt of the notification of decision. Appeals shall be heard by an appeals sub-committee of the BoGs within 14 calendar days of receipt of appeal letter. While legal representation is not permitted at these appeal hearings, the applicant is entitled to accompaniment by either a teaching colleague or a recognised trade union



TOMMY MCGLONE,
Senior Official

representative.

However, if successful the applicant should expect a letter from the Board of Governors outlining the new pattern of work and the start date. Successful applicants should also be aware that their pattern of work may need on rare occasions to be interrupted by, for example, training needs on staff development days. When this does happen and teachers are expected to be in school on days when they are normally off then they should be given reasonable warning and paid for any additional days that they are required to attend school.



INTO solidarity with Queen's lecturers

Queen's university members of the University and College Union (UCU) were one of the 65 universities who came out on strike in protest over a proposal to change their pensions which had the potential to leave them up to £10,000 per year worse off. INTO showed their solidarity with the UCU members at Queen's by joining them at the gates of queen's before the UCU postponed their action and entered into talks with Universities UK.

Left: INTO members with other ICTU affiliated unions showing solidarity for UCU strike action over changes to their members pension scheme. INTO staff join UCU President Dr Fabian Schuppert on the picket line.

Arizona Teachers Fight back

Teachers in Arizona, encouraged by their colleagues in West Virginia and Oklahoma have, after a five day walkout, forced their Republican governor, Doug Ducey, to sign a plan which awards them a 9% raise this autumn and a further 10% over the next two years. This raise is just short of the 20% claim that the teachers, mostly members of the Arizona Education Association, demanded when they voted by 78% in favour of strike action.

The teachers, supported by the Arizona Educators United, a grassroots organisation of people concerned

about education and the impact that underfunding of education in Arizona, claim that their low pay is causing not only a hardship to them but is increasing their workload because low pay has resulted in a huge haemorrhage of teachers to other states. Under the direction of the Arizona Education Association the teachers, effectively closed the schools by walking out and, following a candlelight vigil the previous night outside the capital building, hundreds donning red as part of the AEU 'RedForEd' campaign followed the

proceedings of their senate debate from the lobby, sitting and sleeping on the stone floors as they followed the debate that eventually ended their five day walkout.

While the members of the Arizona Education Association do view the end result as a clear step to improving their low wages, they are still cognisant of the severe underfunding which still exists among the support staff and essential school workers who have not been included in any raise.

TOMMY McGLONE, Senior Official

Ask your Union!

No doubt at some stage of your teaching career you will hear those words, "Ask your union!" I get many a caller to Northern Office whose first line to me is, "I have never had to call the union before but ...". For many that is the reality but for an increasing number of members there is a need to speak to their union on a regular basis. But how does a member go about that if they have never done it before.

Some teachers will ask a colleague who should they speak too. Some teachers will know to ask their school union representative. Some teachers will look at a copy of Printout and seek numbers to ring. Some teachers will phone a friend. Some teachers will ring Northern Office and some teachers will look at the website for answers.

So what is the best thing to do if you have a query regarding maternity, redundancy, terms and conditions, career break, leave, sick pay etc etc.

The process to follow would be:

1. Speak to your school INTO representative.
Your school rep will generally be able to answer your query. If he or she can't then they will contact the Northern Committee representative for your area.
2. Your school representative will contact your Northern Committee

representative who will in turn contact you.

Your Northern Committee representative should be able to answer your query but if he/she feels your query needs to be dealt with by an official, they will pass your query on to Northern Office and an official will contact you.

The best of these three options is actually to look up the website. Northern Committee representatives are also teachers who won't always be able to take your call and my experience of calls to Northern Office is that it is always extremely busy no matter how hard Paul at reception works.

The website is packed with information and documents designed to answer all questions you as a member might have. The present website is to be replaced with a newly designed website as I write this article and it will be smartphone friendly. So the next time you have a query or a friend asks you something relating to their role as a teacher, take your phone out of your back pocket, type in INTO and click on the Northern

Ireland button. All will be revealed!
If after finding the answer to your query on the website you are still unsure, then follow the previous steps indicated to get the answer you need.

There is however, an even better way to be informed and that is to find out when your next Branch Meeting is and make a point of attending because you get a chance to meet your representatives and speak to them face to face. Hope to see you there!

PAUL GROOGAN INTO, Trade Union Official



3. A Northern Office Official will contact you and advise you regarding your query and the way forward. Most times the query is dealt with appropriately at 1 or 2 but sometimes it can end up becoming a case if the official feels there is a need to further pursue the issue.

What if my school has no INTO school representative?

If there is no school representative, then the member has a couple of options. Ring the Northern Committee area representative, look up the website or ring Northern Office.

INTO Northern Conference

Enniskillen March 2018



Sheila Nunan with the current NC Chairperson and Vice-Chairperson, Ex Chairpersons, Ex Senior Officials and past Presidents from the North.

The Lough Erne hotel, Enniskillen, Co Fermanagh was the setting for the reconvened one day 150th Northern Conference which took place on 30th April 2018. Despite the fact that conference business was subsumed into a one day event, Dorothy Mc Ginley Northern Committee chairperson, welcomed the large number of delegates who gathered in fabulous weather in the magnificent Co Fermanagh where they engaged and discussed on a range of

motions. Conference was also well attended by guests from other unions, employers and other educational stakeholders reflecting an ever increasing interest in the powerful contribution INTO delegates and activists are making to the wider education discussion in the north. Conference was also delighted to have the assistance of the wonderful choir from St Ronan's primary school, in Lisnaskea, to open the 150th N Conference.

For two consecutive years, Conference

has seen the absence of an education minister, a stark reminder of the greater vacuum that exists in the troubled political sphere here in the North and yet as our chairperson commented in her speech, 'whilst teachers have been observing, waiting and listening to the endless economic and political game of point scoring they are still continuing to navigate a mesh of hopeless entanglements constructed of accountability, savage cuts teacher



Above: Brendan McGlone (RTA) and Tommy McGlone, INTO Senior Official

Right: Conference Delegates





redundancies and an education authority that appears unfit for purpose! She continued in saying that this was apparent in all of the schools she has visited, conferences she has attended and teachers she has talked to; all are anxious for the future and how the continued cuts will affect their school, their children and their livelihood!

Indeed the main theme of Owen Reidy's (Assistant General secretary, ICTU) conference address was the importance of getting more involved in the broader NIC-ICTU Better Work Better Lives campaign where one of the central demands is for more money to be put into all the public services. This was echoed by our Northern Secretary Gerry



Murphy who argued that Gavin Boyd's assertion that he needs £300 million over the next two years to maintain what's there, needs to be doubled at least, if we are to begin restoring the funding level in education to a point where teachers and children have access to the services they need and where teachers are paid a fair wage for the job they do'.

Delegates were exercised on a range of issues and these were articulated vociferously in the motions presented to conference. Conference commended the strength of support for Industrial action as well as the continued support in relation to non-cooperation with ETI but noted with concern the continued assault on the education system due to the reduction of



education funding in real terms. Conference also deplored the trend of ever increasing class sizes, the ongoing development and implementation of Area planning in its current form and the continuing rationalisation of the school estate programme that is being pursued by CCMS and the EA; the current working conditions for teachers facing bullying and harassment in schools and denounced the current policy and provision of SEN in the educational system as well as their concern over the Department of Education's failure to publish the findings of a 17 month piece of research that provides empirical evidence that schools have a negative impact on the emotional wellbeing of their LGBT young people.

INTO 150th conference has come and gone, delegates have spoken loud and clear and as ever never flag in their determination to safeguard education and defend their own rights and the young people they work with. Conference appreciates the work of the Standing Order committee for presenting an agenda and an order paper that clearly reflected the mood of conference. INTO will now continue in their commitment to action the motions passed and will work in getting the best possible terms and conditions for all our teachers.

INTO looks forward to welcoming our new incoming Chair of Northern Committee, Paddy Mc Allister and wish him well in the year ahead.





NC Representatives, Annmarie Conway, Geraldine McGowan, Paddy McAllister and Siobhan McElhinney



Frank Quinn and John McNulty



Delegates enjoying Conference with Marie O'Shea (NC rep)

Retired Senior Officials Teddy Martin and Brendan Harron



From left: Paddy McAllister, Gerry Murphy, Joe Killeen, Dorothy McGinley, Stephen McCann (Fermanagh & Omagh District Council) Sheila Nunan, Owen Reidy (ICTU) and Mark McTaggart

INTO Northern Conference



Delegates and Northern Office Staff at Conference



First-time speakers, Dominic Fryers and Lisa Magennis



INTO staff at Conference



Gerry Murphy, Dorothy McGinley, Sheila Nunan, Joe Kileen and Noel Ward



Seán Kelly, Gerry Murphy and Martin Connolly



Guests at Conference



Choir of St Ronan's Primary School, Lisnaskea



2018 INTO Art Competition

Congratulations to our 2018 winners



Thank you to all this year's participants. The Art Competition offers members the opportunity to share their creative talents and participate in what has become a well-established part of the INTO calendar of events. 2018 has been a special year for the competition coinciding as it does with INTO's 150th anniversary. We took our inspiration for subject matter from Vere Foster's art publications and given his involvement in the creation of a local art school it seems fitting this and previous year's winners are now on display in Northern Office. Details of the 2019 competition will be available in the September edition of Printout and on the INTO website. This is your competition and you could very well be the 2019 winner.



2018 – Winning Painting

POULNABRONE DOLMEN, SIOBHAN DILLON, SOUTH ANTRIM BRANCH

"From a very early age I have had an interest in all things creative. My earliest memory of being praised for a drawing I did was by my Primary 1 teacher. I followed my creative path all the way through school and when I decided to become a teacher Art and Design was of course my main subject choice.

"Painting landscapes has always been my main area interest and this was showcased in my final display of work at St Mary's College, Belfast, before I graduated in July 1998. It was a very difficult time for me as my father had just passed away in the February of that year, but somehow I found the will to keep going and finish my degree.

"After that time just kept running away and my paints and brushes got packed up and stored in the attic. As a full time teacher and mother of four I just didn't have the energy, drive or reason to even try to paint again.

"But I missed it so much and just over two years ago I decided to join a local art class to get started again. I am so glad I

made that decision as it reignited my passion for painting and helped rebuild my confidence.

"It was on a family holiday to Co Clare in the summer of 2016 that I photographed Poulnabrone Dolmen with the idea that I would like to paint it. Also in the back of my mind I had this goal of submitting my work to the I.N.T.O Art Competition. Every year I would read the article in Printout and wish I had something to submit. So finally this year I did! I was so proud of myself and the achievement of actually submitting two paintings. For me, that was my goal met.

"To have won this competition on I.N.T.O's 150th anniversary year is an absolute honour. To say I am delighted would be such an understatement.

"So to all you members who have left your creative side on the shelf (or in the attic) as I did, I would very much encourage you to take a little time out for yourself and get to work on what you love doing most. Set entering the I.N.T.O Art Competition as your goal and enjoy working towards achieving it!"

2018 – Winning Photograph

NARNIA , TANYA MCCRORY, BELFAST BRANCH

"Having a passion for photography, I have always found winter one of the best times of the year to photograph, despite the obvious challenges. Winter provides so many opportunities to capture unique images.

"This photograph was taken in early December, after spending the day with my family, in and around the beautiful grounds of The Manor House in Killadeas.

"My mother grew up in a village not far from Enniskillen, so much of my childhood was spent exploring the beauty and appreciating the tranquillity of the Fermanagh Lakelands. I have always been drawn back with my camera, in an attempt to capture some of the magic this county has to offer.

"As we left the hotel that day, to head home to neighbouring Tyrone, the majestic lion which stands outside the main entrance to the hotel caught my eye and clearly my imagination. Without thinking, I lifted my camera and took the photograph. I remember turning to my children and saying, 'I think we're in Narnia!'"

Thank you to all the members who entered this year's competition; the quality and variety was excellent. Here is a review, in no particular order, of the 2018 entries.



1. Níos mó na cluiche



2. St Peter's 1966



3. Still Waters



4. Rattle of Roofs



5. Here's Looking at Ewe



6. Fish



7. Go With The Flow



8. Mill Race



9. Lamp and Shoe Moulds



10. The Plassey Inis Oirr



11. Shoemaker and his wife



12. Albert Giacometti



13. Green Woodpecker

1 & 2 by Sean McErlean, Lisburn Br. 3 & 7 Cathy Crozier, Newry Br. 4 & 5 Jane McLaughlin, Limavady/Dungiven Br. 6 & 8 Eamon McAteer, Derry City Br. 9 & 11 Andrew Whitson, Belfast West Br. 10 Siobhan Dillon, South Antrim Br. 12 & 14 Peter McCausland, Ballymena Br. 13 & 16 Nicola Bell, Down Br. 15 & 20 Brendan McArdle, Newry Br. 17 & 19 Yvonne Moody, Ballymena Br. 18 Magdalena Beldowska-Breen, Belfast Br. 21 Tanya McCrory, Belfast Br.



14. Vere Foster



15. Jonesborough Landscape



16. View into North Lincolnshire



17. Montana



18. Reflection



19. Statue of Liberty



20. The Big Stone, Cloughmore



21. Bad Eddies Boat

Supporting teacher professionalism for the achievement of quality education globally

Garret Campbell, CEO and Co-Founder of Global Schoolroom, recently delivered the 2018 Vere Foster Lecture in Belfast

Global Schoolroom is a teacher education initiative established in 2006 with a vision to improve peoples' lives and build sustainable development through quality education driven by great teaching. Global Schoolroom draws on the goodwill, professionalism and expertise of

teachers to share educational experience with their global counterparts. Since 2006, Global Schoolroom has brought over 200 teachers from Ireland, north and south, together with almost 3000 of their colleagues from India, Kenya, Uganda and Sierra Leone (www.globalschoolroom.net).



INTO members and guests enjoying the Annual Vere Foster Lecture

Speaking in Belfast, Garret emphasised that recognising and supporting the professional autonomy of the teacher is critical to the provision of quality education globally.

“Quality education can only be achieved, if it is driven by great teachers. And ultimately the positioning of the teacher within the education system makes that education system a good one or a bad one. Notwithstanding this, it certainly is not true to say that the quality of the teacher is the single most important determinant in the learning of the student. The claim pedaled by the global education reform movement is that teachers determine student test scores, and test scores may therefore be used to identify and reward effective teachers – and to fire those who are not effective. The reality is that test scores are not the best way to identify the best teachers. Nonetheless, this misplaced corporate reform focus on individual teacher quality has become common currency. Educators, on the other hand,

Above: Dorothy McGinley and Garret Campbell, CEO and Co Founder of Global Schoolroom)



know that every child can learn, but they understand that children learn at different rates and that some inevitably learn more than others. Educators recognise that some children have more advantages and a faster start than others. Some children have disabilities that interfere with their learning – not all children start at the same place and not all children end up at the same place. So why, therefore, are standardized test scores used to determine whether or not children are learning? And how then can standardize test scores be used as a measure of effective teaching?

Countries such as Finland, Canada and Japan have worked out that it is not the effect of the individual teacher that counts, but rather the main point should be how to maximize the cumulative effect of many teachers over time for

each and every student. Students do very well when they have a series of good teachers, not by chance, but by design. Teaching needs to attract the best people – not only in Northern Ireland or indeed in the Global North but, crucially across the entire globe, if we are serious about the value of education and its transformative power. The training teachers then get must be adequate to prepare them for the job they will undertake and this training is not something to be done only in the first few years of their career but like all other professions, meaningful continuous professional development must become part of the continuum of their professional growth. Every effort must then be made to retain teachers within the profession – teaching must be attractive, challenging and rewarding.

2018 Vere Foster Lecture

And maybe, just maybe, policy makers might wake up to the idea of paying teachers the salaries they deserve!

For many years, I have highlighted the need to ensure the provision of quality education and have argued that unless we get education right we have little chance of getting any other form of development sorted out. However, while it is a generally accepted that education is a good thing, what is often left out of the conversation is the need to have quality education go hand in hand with adequately trained and supported, autonomous and professional teachers. Unfortunately, many funders, civil society actors and transnational corporations do little to support the role of the teacher within the public education system – instead sustaining a teacher-proofed, high stakes testing model, often managed on a for-profit basis. These trends towards privatisation of education

is accompanied by some serious problems for the future for the individuals and communities that find themselves on the wrong end of the social hierarchies to which the neoliberal rationality has given rise. However, in an era of expanding demand for education, the idea that education should and can be managed and funded entirely by the state may be no longer feasible. This is a very significant challenge and one we must face. Privatisation needs therefore to be democratically controlled so as to preserve education's traditional purpose of community building and working together towards social cohesion and solidarity and so resisting market fundamentalism.

On going professional teacher education contributes to quality education and research shows that the most powerful teacher education comes

from within an autonomous, well educated and motivated teaching population. The teacher themselves must be trusted to drive their own learning. This must be a non-negotiable stance which means that developing countries must be given the chance to embrace this practice rather than the prevailing model of teacher-proofed, high stakes testing and a top-down approach to management and inspection.

The challenges are significant but not insurmountable – there are blueprints that we can follow. There are clear ideas out there of how to build a “good” education system – it involves creating and supporting great teachers – it involves trusting teachers – it involves treating teachers as the professionals that they are. With this trust, comes great responsibility, but a responsibility I believe teachers can and will step up to and embrace.”

PRESENTATION TO JIMMY MCDERMOTT



INTO General Treasurer Noel Ward made a presentation on behalf of the Organisation to the irrepressible Jimmy McDermott, historian, writer and INTO stalwart in recognition of his contributions to INTO over many years.



Above: pictured from left, Noel Ward, Jimmy McDermott, Dorothy McGinley, Feargal Brougham and Gerry Murphy

Art Competition Winners 2018, winning painting and winning photograph



Siobhan and Tanya pictured with Dorothy McGinley and Feargal Brougham

Book launch of *Kindling the Flame: 150 years of INTO*

The book launch of 'Kindling the Flame: 150 years of the Irish National Teachers' Organisation' took place in December in the Linen Hall Library, Belfast. The book by Dr Niamh Puirseil was researched and written over a number of years and it

reflects 150 years (1868-2018) of Ireland's longest established, largest and only all-Ireland teachers' union.

Its launch was a major celebratory event for INTO and a very enjoyable evening was had as Dr Niamh Puirseil,

author of the book, Dr Éamon Phoenix, political historian and broadcaster and John Boyle president, chronicled the main events in the INTO since its formal beginnings in 1868. The book is a major contribution to the INTO 150 celebrations.



Mary Cahillane and Rita Fox



John Boyle, Niamh Puirseil, Dorothy McGinley and Eamon Phoenix



Paul Groogan and Seamus Hanna



John Kelly, Christine McDonnell, Anmarie Conway and Kevin Daly



Des Rainey, Roisin Carabine and John Boyle



Patricia Glenn, Charlie Glenn, Noel Ward and Dorothy McGinley



Mark McTaggart,
Nuala O'Donnell
and Stephen
Dowds



Justin McCamphill, Tommy
McGlone and Paul Boyd.

Barry Magill,
Teddy Martin and
Des Rainey



Marian Magill,
Cathy Crozier and
Caroline
McCarthy.

Justin
McCamphill,
Paddy McAllister
and Caoimhin
Mac Colaim



John Boyle, Niamh Puirseil, Dorothy McGinley and Mark McTaggart.



Paul Donnelly, Christine McDonnell and Paul Groogan

Photos by Andrew Vaughan, Ulster Tatler

Sigerson Cup Champions

Professor Peter Finn, Principal of St Mary's University College, said: "We are so pleased for the victorious students and full of praise for their displays of high quality football and sporting excellence.

"Their achievement in winning the Sigerson Cup was underpinned by their sheer athleticism and great character under pressure.

"To record a series of victories over the Gaelic football teams of such large universities as the National University of Ireland Galway, Dublin City University, University College Cork and, finally, last year's cup holders, University College

Dublin, is a remarkable achievement.

"However, I am sure that the students would be the first to recognise how fortunate they are to have such a fantastic management team led by Paddy Tally, all who serve the football team on a voluntary basis. Paddy in particular deserves great credit for his coaching excellence, his tactical nous and his belief in what he calls 'his cubs'.

"I was very fortunate to have an insight into how the management team went about its work before the final game and cannot commend highly enough the quality of the preparation that they

brought to the Sigerson campaign this year. The success of the 'Ranch' down in Mayo at the weekend is of course a source of great celebration, as manifested on the social media, for the whole College community of governors, staff and students, as well as our wide network of highly supportive former students, families and friends, both at home and abroad. Now we have to plan the celebrations.

"Finally, we would like to thank the team sponsors at Strathroy Dairy Ltd for their unwavering support down the years." (BBC News Report on the game)



Winners of the Fergal Maher, All Ireland hurling championship.

Sigerson Cup Final at Connacht GAA Centre, County Mayo
St Mary's University College 0-13
University College Dublin 2-6
One point victory for St Mary's
(RTE News Report on the game)



St Mary's team captain, Conor Meyler, raises the Sigerson Cup in victory



The successful St Mary's team management with the Sigerson Cup, first won by University College Cork in 1911.



St Mary's University College Stream Conference



Pictured are the winning students, along with their tutors, the College Principal, Professor Peter Finn; Dr Martin Hagan, Head of Education; and Paddy McAllister, Northern Committee Vice Chairperson, INTO.

Ballymena Branch 150 celebrations

Ballymena Branch was delighted to mark 150 years of the INTO with a Celebration Night in Adair Arms, Ballymena. Local members were joined by members of neighbouring branches for a meal and live entertainment and a great night was had by all. We welcomed John Boyle, INTO

President, Dorothy McGinley, Northern Chair, Gerry Murphy, Northern Secretary and members of both Northern and District 1 Committees. John Boyle presented retired members with INTO emblems to honour their years of service. It was a wonderful night for meeting old

friends and new, and very fitting that it was held in Ballymena, one of the INTO's oldest branches.

Ballymena Branch holds its next branch meeting in Tullyglass Hotel on Tuesday 19th June @4.30pm. All members very welcome.



Retirees: Back row: Cliff McKenna, Martin Kearney, Gerry Murphy, Siobhán McMullan (Ballymena Branch Sec), Frank Quinn, Ciaran O'Loan, Tim O'Sullivan (Ballymena Chair) Front row: Claire McAleenan, Gabrielle Kelly, Anne Marie McDonnell, John Boyle, Mary Waide, Maureen Neeson, Dorothy McGinley



Seamus and Claire McAleenan



Anne Marie McDonnell, Julie Donaghy, Laura Gormley, Shauna Hynds, Geraldine McKeown



Siobhan McElhinney, Dorothy McGinley, Geraldine McGowan



Marie Brady, Siobhan Killough, Leanne McGarry



Back Row: Siobhan McElhinney, Mark McTaggart, Siobhán McMullan, Seamus Hanna, Geraldine McGowan
Front row: Tim O’Sullivan, John Boyle, Dorothy McGinley, Gerry Murphy



Siobhán McMullan, Dorothy McGinley



Mark McTaggart, Gerry Murphy, Seamus Hanna, Stephen Dowds



Celebration Night Organising Committee: Karen O’Neill, Kieran Killough, Siobhán McMullan, Patricia Conly, Shauneane Hart



Roisin Hickey, Ciaran O’Loan, Dympna Kelly



Leanne McGarry, Claire Kerr, Lucy Higgins, Marie Brady, Mary Waide, Colette McAleer

Norwegian delegation



Northern Secretary Gerry Murphy, Assistant Northern Secretary Mark Mc Taggart and Chair of Northern Committee Dorothy Mc Ginley, pose for photograph with Norwegian Teachers Delegation outside College Gardens.



District 2 Retirees

Above left to right, Kathleen Gallagher Retiree Enniskillen Branch, Marie O' Shea District 2 Chair, Joe Killeen President, Mary Dorman Education Committee District 2, Pauline Mc Ginley, Retiree Strabane Branch, Dorothy McGinley Northern Committee Chairperson

Right: District 2 acknowledging the excellent work of Mary Dorman during her tenure as Northern Committee Rep.



Book winners at Newry Branch AGM

Delighted winners of signed copies of 'Kindling the Flame' by Niamh Puirsell in the free members' draw for attendance at Newry Branch INTO AGM held in The Canal Court, Newry on Tuesday 9th January 2018.



Pictured left to right: Robert Dinsmore, Noreen Kelly (Runai), David Nolan (Cathaoirleach) and Catherine Kelly

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- Have you an event you would like to promote?
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NIC ICTU Biennial Delegate Conference

Derry City Hotel, Derry



NIC ICTU Biennial Conference 2018 which took place in the City Hotel in Derry on Wednesday the 11th and Thursday 12th of April 2018. 250 Delegates from 24 trade unions and 10 trades councils took part in the two-day conference to discuss wide range of trade



union issues. The ICTU is the largest civil society organisation in Northern Ireland. Delegates discussed subjects as diverse as: Brexit, The political impasse at Stormont, Defending the Belfast/Good Friday Agreement, Harassment in the workplace and



other equality matters, Developing an industrial strategy, Celebrating the NHS on its 70th anniversary, Gaining real terms pay rises for working families, and The policy priorities of the Better Work Better Lives Campaign.

Unions say back to work on Good Friday Agreement



INTO members join ICTU fellow unions at Stormont calling for politicians to get back to work and fully implement the Good Friday Agreement.

Special schools demonstration



INTO demonstrates support at a rally against EA's decision to close and merge special schools.



Samaritans Information Session for Prospective Volunteers

Ever thought of volunteering?
We are ordinary people who give up our time to listen and support those that are struggling to cope.

Find out more at Belfast Samaritans Information Sessions – Mon 18th June or Mon 10th Sept at 7pm.

Contact: 028 9038 1133 or belfast@samaritans.org



GDPR

General Data Protection Regulations Important information for our members

On 25 May 2018, the General Data Protection Regulations (GDPR) will replace current data protection laws in the European Union.

The INTO takes the privacy and the protection of our members' and employees' personal data seriously. GDPR gives individuals greater control over their personal data and imposes significantly increased obligations on organisations that collect this data. In light of these important changes, we are updating our privacy policies and procedures.

What does GDPR mean for you?

Under GDPR, you have the significantly strengthened rights to:

- access details about how your personal data is processed;
- access the personal data held on you;
- have incorrect or incomplete personal data corrected;
- object to the processing of your personal data in certain circumstances, including in relation to direct marketing/emails;
- restrict the processing of your personal data;

- have your personal data erased where an organisation has no legitimate reason to retain your data; and
- personal data portability.

What do you need to do?

Please take the time to visit our website at www.into.ie, select 'privacy policy' at the bottom of the home screen and read our Privacy Policy carefully to learn how we collect, use and safeguard your personal data.

Data Protection Officer (DPO)

The DPO monitors INTO's compliance with GDPR and will handle data related queries. You may contact the INTO DPO in writing at:

Gráinne Cleary
Data Protection Officer
INTO
35 Parnell Square
Dublin 1

Email: dpo@into.ie

The INTO will endeavour to address any data related concerns or complaints that you may have. However, if you would like to direct your complaint/concerns to the Information Commissioner, the contact details are:

The Information Commissioner's Office –
Northern Ireland
3rd Floor
14 Cromac Place
Belfast
BT7 2JB
Phone: 028 9027 8757 /
0303 123 1114
Email: ni@ico.org.uk
Visit: <https://ico.org.uk>





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Thank you for all your suggestions! We have listened and recently added the following NEW offers for you to avail of at venues across the country!
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Action Extreme NI	Newtownstewart	20% Discount
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Footgolf N.I	Downpatrick	25% Discount
Galgorm Castle Fairy Trail	Ballymena	25% Discount
Lisburn Bowl	Lisburn	2 for 1
Roar and Explore	Dunmurry	2 for 1
Scallywags	Lurgan	2 for 1
Timescape	Belfast	20% Discount
The Rink	Portadown	2 for 1
The Wee Tram	Greenisland	20% Discount
World of Wonder	Carrickfergus	2 for 1



Health & Beauty

Cardio Health NI	across NI	20% Discount
Galgorm Resort & Spa	Ballymena	25% Discount
i care opticians	Portrush	£60 Discount
Ollar Hair Team	Ballyclare	15% Discount
Raven Holistic	Belfast	20% Discount
VANITY Hair & Beauty	Strabane	Up to 20% Discount



Fashion

Cilento	Strabane	15% Discount
ECCO Shoes	Belfast	15% Discount
Reflections Bridal Studio	Lisburn	£200 Discount



Eating Out

Avodah Bakehouse	Coleraine	Up to 20% Discount
Knife & Fork Grill	Belfast	25% Discount
Pizza Hut Delivery	Belfast	35% Discount
Souls Restaurant	Belfast	Up to 20% Discount
Teddy's	Bangor	20% Discount
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