

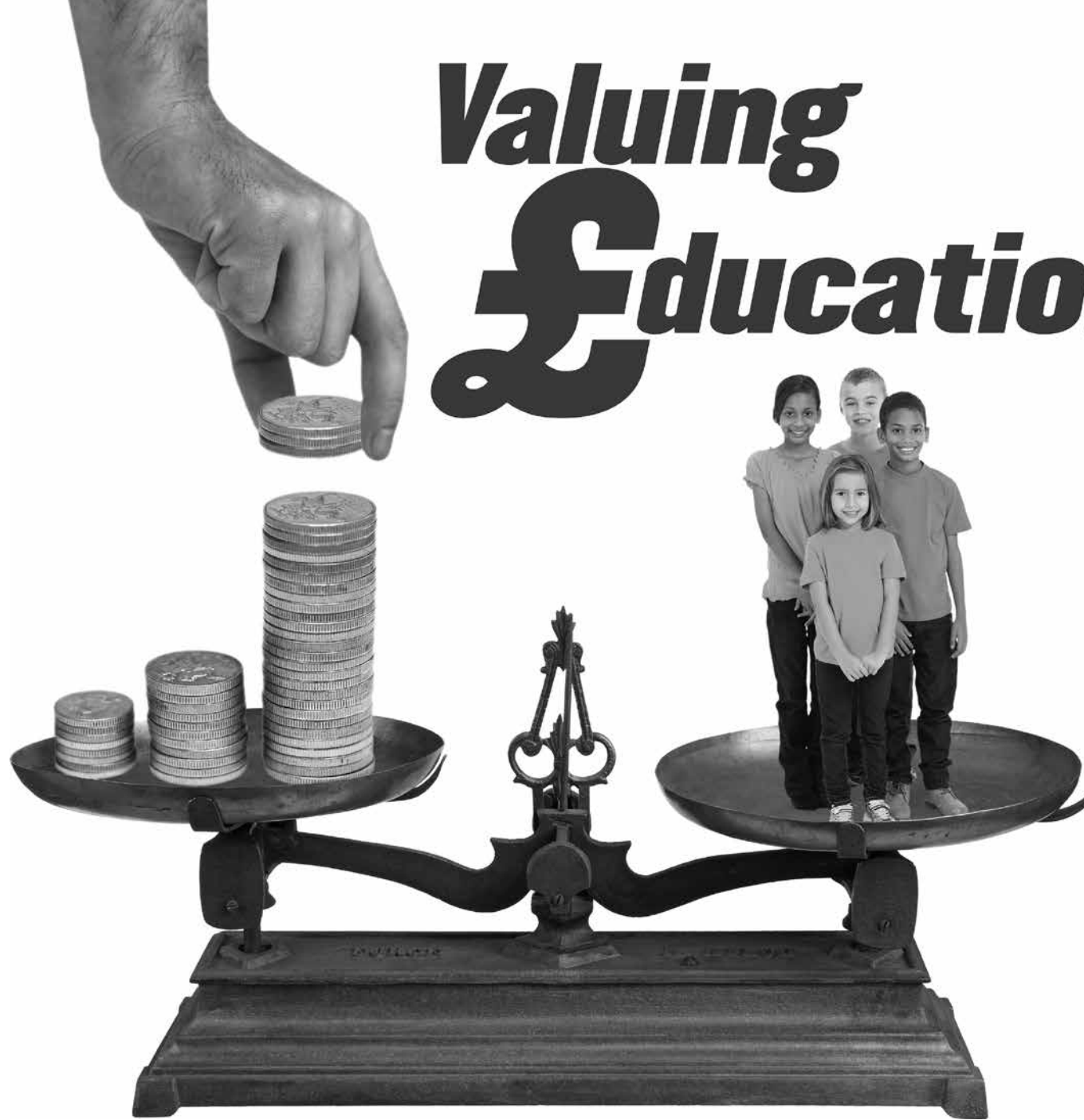
Valuing Education



Conference Handbook

**Ulster Teachers' Union Annual
Conference 2016
Slieve Donard Hotel, Newcastle
Thursday 10th -
Friday 11th March 2016**

Valuing & Education



President's Foreword

Julie Orr
BA (Hons)
PGCE MA (Cantab)



It gives me great pleasure to welcome you here to the Slieve Donard Hotel, to the 97th Annual Conference of the Ulster Teachers' Union.

Our conference theme this year is 'Valuing Education'. Following on from last year's call to stake-holders within our Education system to 'Stop, Look and Listen', this year's theme is now asking you to take time to think carefully about what you consider to be the 'value' of Education.

For me, if something is valuable, it should be appreciated, cherished, looked after and kept safe. Often too, we think of valuables as being an investment, and what better investment for the future than an exemplary, adequately financed education system, well placed to give our future generations an education to be proud of. But is this reflected in our Education system currently?

Members within our union are only too aware of the increasing challenges to be met within our schools. There is much headshaking and disbelief that anyone could think we are promoting a quality, valuable education system when our schools are operating with less money, less support, larger class sizes and yet greater demands placed upon an already over-stretched teacher workforce.

In my role as President this year, I have gained an understanding of how, in a situation of continued financial pressures, the value of an Education system can easily become skewed. In an attempt to show 'value for money', there has been an increasing shift in focus away from the young people in our care towards an apparent obsession with accountability and a need for copious amounts of data and statistics in an attempt to 'measure' the learning taking place within our classrooms. With an emphasis on 'business plans' and 'strategic target setting', I fear that many of the stakeholders steering the future of Education within Northern Ireland have forgotten the intrinsic values of an Education system which

should focus on the holistic educational development of young people in our care, realised through the provision of high-quality support, training and resources within schools.

This is why we, as teachers and Principals, continue to appreciate the efforts of our Teacher Union - to project our voice and echo our concerns to the Department of Education, the Education Authority, the Inspectorate and our politicians. The past 12 months within the UTU have been understandably busy. With the continued cuts to the Education Budget, further staff redundancies within schools, concerns over the current End of Key Stage Assessment arrangements, workload issues and the inevitable impact upon teacher health and well-being, the UTU, along with our colleagues in other teacher unions and the wider trade union movement, took the advice of members to ballot for industrial action. Our members voted in favour of industrial action short of strike, action which has been ongoing from 30th March 2015. This action was not taken lightly but is a reflection of how strongly our members are concerned about the unrealistic pressures placed upon schools, and the staff within them, to constantly improve standards and meet targets in increasingly more challenging environments. At the 'Joint Working Party of Management side and Teachers side', negotiations have continued around the key issues affecting teachers within our Unions. As President this year, I have been privileged to have been given an insight into how our Union officials work alongside other stakeholders, to negotiate on our behalf and help shape the future of education in Northern Ireland. With continued financial pressures, it is clear that the next few years will continue to prove challenging within the Education sector. However, Northern Ireland has hard-working and dedicated teachers and Principals who strive to put the interests of the pupils they teach at the forefront of all they do within schools. The UTU motto,

'Caring for Teachers, Caring for Pupils' reflects our desire and commitment to work together to campaign for a better future for all.

As my presidential year reaches an end, I would like to take the opportunity to put on record my sincere thanks to all those at the UTU HQ who have supported and encouraged me during my time as UTU President. Anyone who has contacted our Headquarters will be fully aware of how welcoming and helpful our UTU Office staff truly are. Karen, Annette, Lindsay, Tony, Meriel, Denise and Heather - I thank you for all your kindness, help and encouragement over the last 12 months. To our Deputy General Secretary, Jacquie and our Field Officers, Lewis and Leigh, I am grateful for the opportunity to see for myself the fantastic support, information and service you provide for our members. To Audrey, I wish you all the best in your retirement and once again say 'Thank-you' on behalf of our members for all the advice and support you have given over the last 8 years as UTU Field Officer. I would also like to thank the members of the CEC for all their encouragement over the past few years and I thank you again for the opportunity to represent our UTU members as President this year. It truly has been a fantastic experience.

Last, but certainly not least, I thank our General Secretary, Avril Hall-Callaghan. Avril's integrity, knowledge and wisdom is very much evident, not only in her role within the UTU, but as chair of the NITC, in NIC ICTU and in the wider teacher trade union movements throughout the UK, Ireland and Europe. Avril's support and encouragement has been invaluable to me personally throughout my time on the CEC and, in particular, during this year as President and I am grateful for the opportunity to work alongside such a respected and knowledgeable leader within the field of Education.

Finally, to our delegates and guests, may I extend a warm welcome to you to

this beautiful part of County Down, where the mountains of Mourne do indeed sweep down to the sea. I wish you an enjoyable and informative conference, whilst together we debate key educational issues currently affecting our members and strategically discuss the way forward for 2016-2017.

Julie Orr BA (Hons) PGCE MA (Cantab)
President UTU 2015-2016

Contents

• ANNUAL CONFERENCE PROGRAMME	5
• STANDING ORDERS OF CONFERENCE	6
• AMENDMENT SLIPS	8
• CARD VOTE ALLOCATIONS	9
• RESOLUTIONS	10
• MEMBERS OF CENTRAL EXECUTIVE COMMITTEE 2015 – 2016	12
• LIST OF OFFICIAL DELEGATES BRANCH GUESTS AND OBSERVERS	13
• LIST OF FRATERNAL DELEGATES AND GUESTS	14
• GENERAL CONFERENCE INFORMATION	15
• MINUTES OF 2015 ANNUAL CONFERENCE	16
• LIST OF SPONSORS AND EXHIBITORS	24
• REGISTRATION	24

Conference Programme 2016

Thursday 10th March

- 17.00 Registration, **Exhibition Viewing and Coffee**
- 17.30 Ballydown Primary School Key Stage 2 Choir
- 17.45 **Session 1:** Opening of Conference
Resolutions
- 18.30 **Session 2:** Private Session for UTU delegates
General Secretary's Presentation of Annual Report
- 19.15 Close of Session
- 20.00 Dinner – Chandelier Lounge
- 22.00 Relax in the Chaplin Bar

Friday 11th March

- 9.00 Registration for guests
- 9.30 **Session 3:** Resolutions
- 10.00 Presentation - Harrison Health Care
- 10.15 **Exhibition Viewing and Coffee**
- 10.45 **Session 4:** Chaired by Mr Gavin Boyd, Chief Executive, EA
President's Address: Julie Orr
Education Minister: John O'Dowd, MLA
Fraternal Greetings: Mr T Castles, EIS
- 13.00 **President's Lunch** – Oak Dining Room
Sponsored by Creative Activity
- 14.00 Presentation – Creative Activity
- 14.15 **Session 5:** Resolutions
- 15.45 Presentation - MACS
- 16.00 **Exhibition Viewing and Coffee**
- 16.30 **Session 6:** Resolutions
- 17.20 Prize Draws for Competitions
- 17.30 Close
- 19.00 Drinks reception – Grand Ballroom
- 19.30 Conference Dinner – Grand Ballroom
Installation of President and Vice-President
Guest Speaker – Senator G Craughwell

NOTE: Contributions for the Benevolent Fund should be with the Honorary Treasurer before the end of Session 5.

Standing Orders

1. The Order of Business shall be drawn up by the Conference Motions and Agenda Committee and printed in the Handbook.
2. Any motions appearing on the Order Paper shall not be withdrawn, except with the consent of Conference.
3. Notwithstanding 1 above, the order of any item on the Agenda may be altered on motion. It shall also be open to the President to suggest alterations in the Order of Business as and when he may consider them necessary and such alterations shall become operative with the consent of Conference without discussion.
4. Twenty delegates shall form a quorum.
5. When the President calls Conference to order or rises to speak all Delegates shall immediately be seated.
6. The proposer of any motion or amendment shall be allowed not more than five minutes and each succeeding speaker not more than three minutes. The first of the Delegates who intimates to the President at Conference his opposition to any motion shall be entitled to five minutes as first opposing speaker.
7. No person shall address Conference until called upon by the President. When called, a speaker shall proceed to a microphone and shall speak therefrom after announcing his name, and the Branch he represents. When the President has called a speaker all other Delegates shall immediately be seated.
8. No delegate shall be permitted to speak more than once on the same proposition. The first opposing speaker and the proposer shall have the right to sum up, but they shall not be permitted to introduce new matters into the discussion.
9. At any time during the discussion of a motion or amendment it shall be open to any Delegate to move "That the question be now put", and if it should appear on a show of hands that a majority of Delegates are in favour of terminating the discussion, the question shall be put and voted upon, except that no speech shall be interrupted for the purpose and that the proposer be not denied the right of reply. The acceptance of the motion "That the question be now put" shall always be at the discretion of the President.
10. Whenever an amendment is moved to any motion no other amendment shall be accepted until the first amendment is disposed of.
11. All amendments and addenda to any motion shall be submitted in writing on the prescribed Amendment Slip (CONF-16-3) signed by the proposer and seconder to the General Secretary before the end of the Session previous to that at which it will be tabled for discussion, or as soon thereafter, as is practicably possible.
12. All motions shall be put from the chair when the President considers that sufficient time has been given for discussion. The decision on a motion shall be taken by a show of hands. A demand for a recount may be made by any 10 Delegates standing in their places. No more than two recounts shall be allowed. A card vote shall be taken, if requested, by 10 members standing and raising their voting cards in the air. Any card vote subsequently taken shall be deemed to be conclusive. The card vote shall be based on the allocation of votes based on Branch membership as outlined in (CONF-16-4). The President shall have a vote and, in the event of a tie, a casting vote.
13. It shall be competent at the conclusion of any speech for any Delegate to move "That Conference proceed to the next business". If seconded it shall be put forthwith and, if carried, the motion under discussion shall be considered dropped.
14. Questions of Order or Explanation may be asked. The President shall not refuse to consider any Point of Order, but his decision thereon shall be final.
15. It shall be competent upon any delegate to challenge the President's ruling. Should this challenge be seconded the President will vacate the chair in favour of another Officer and the matter shall then be considered. Only the proposer of the challenge and the President may speak on the matter which, shall then be voted on.
16. At all proceedings of Conference members shall disclose any pecuniary interest and/or relevant family relationships, as applicable, to the business about to be discussed, and withdraw for the time being, if so requested by the President.

17. A motion to suspend Standing Orders must specify the purpose, and must be seconded. It shall be carried only if supported by at least two-thirds of those present. Once the purpose of the motion has been fulfilled, the proceedings shall immediately revert to Standing Orders. The President shall not refuse to accept a motion for the suspension of Standing Orders, but he may postpone putting it to the Conference until the completion of any discussion which is in progress when the motion is tabled.
18. In these Standing Orders the title "President" is deemed to apply to that person occupying the chair at any Session of Conference.
19. All references to the masculine gender shall be interpreted as equally applicable to the feminine.

Amendment Slips

THE ATTENTION OF DELEGATES IS DRAWN TO PARAGRAPH 11 OF STANDING ORDERS WHICH READS AS FOLLOWS:-

"All amendments and addenda to any motion shall be submitted in writing on the prescribed Amendment Slip signed by the proposer and seconder to the General Secretary before the end of the Session previous to that at which it will be tabled for discussion, or as soon thereafter as is practicably possible."

RESOLUTION NUMBER: _____

RESOLUTION TITLE: _____

TEXT OF AMENDMENT: _____

NAME OF PROPOSER: _____ BRANCH: _____

NAME OF SECONDER: _____ BRANCH: _____

THIS IS AN EXAMPLE. COPIES OF FORM AVAILABLE FROM CONFERENCE OFFICE

Card Vote Allocations

FOR THE PURPOSES OF A CARD VOTE IN ACCORDANCE WITH PARAGRAPH 64 OF THE RULES AND CONSTITUTION OF THE UNION, AND NUMBER 12 OF THE STANDING ORDERS OF CONFERENCE, EACH BRANCH SHALL BE ENTITLED TO THE NUMBER OF VOTES INDICATED AS FOLLOWS:

BRANCH	MEMBERSHIP	CARD VOTES
BANBRIDGE/DROMORE	190	47
BELFAST	676	42
CAUSEWAY	269	38
FOYLE	286	71
MID-ANTRIM	719	180
MID-ULSTER	198	33
NEWRY & MOURNE	209	35
ORCHARD COUNTY	584	195
SOUTH-EASTERN	313	46
SOUTH-WEST	362	52

Resolutions for Conference 2016

1. **EARLY INTERVENTION**

Conference is concerned about the lack of resources provided to ensure that children with SEN are identified as early as possible. Conference reiterates its commitment to children being educated in Nursery Schools with qualified teachers who are trained and experienced in identifying special needs. Conference further calls on the Education Authority to ensure that support measures for such teachers are strengthened.

Amendment: Change 'education' third line to 'educated'. Full stop after 'teachers' third line. Remove 'who are trained and experienced in identifying special needs.'

Amended resolution now reads

Conference is concerned about the lack of resources provided to ensure that children with SEN are identified as early as possible. Conference reiterates its commitment to children being educated in Nursery Schools with qualified teachers. Conference further calls on the Education Authority to ensure that support measures for such teachers are strengthened.

2. **ETI**

Conference notes with concern that the NITC meetings with the ETI have to date not been productive. Conference regrets that the full implementation of the Education Committee's recommendations, as a result of their enquiry, has not taken place. Conference has grave concerns regarding the strategic direction of the ETI and the effects its policies are having on schools. Conference calls on the Minister to reconsider the recommendations of the Education Committee, to immediately address the workload issues surrounding inspections, and to immediately implement an Independent Appeals mechanism outside the ETI and to review the current Complaints Procedure.

3. **LACK OF PARENTAL SUPPORT**

Conference appreciates the positive input the vast majority of parents make in supporting the education of their children. Conference acknowledges, however, that there are some parents who do not provide an adequate level of support, and indeed sometimes hinder the work of the school. Conference calls on the Minister to continue his efforts to raise awareness among parents of the importance of positive support for the work of schools.

4. **MID-ULSTER BRANCH – EAL**

During the past 10 to 15 years schools are dealing with an increasing number of Newcomer children, many of whom present with little or no understanding of the English language. Some children present with difficulties when mastering their native language needs. Therefore children are not accurately assessed for any progress that is made. Conference demands that the Education Minister urgently reviews the assessment procedures currently in place to ensure pupil progress is accurately measured.

5. **MID ULSTER BRANCH – MODERN LANGUAGES**

Since Spring 2015 children in mainstream primary education have been disadvantaged in relation to opportunities for further developing knowledge of another language. This allowed our children to acquire the necessary skills and initial command of a variety of European languages, all of which are necessary for post primary education and adult working life. Conference demands a reintroduction of the languages programme in primary education once again.

6. **BELFAST BRANCH – CONTINUING PROFESSIONAL DEVELOPMENT FOR TEACHERS OF PUPILS WITH ADD/ADHD**

There is a significant increase in the number of children within our classrooms presenting with attention deficit hyperactivity disorder (ADHA) and attention deficit disorder (ADD).

Many teachers feel that it has become a minefield as ADD/ADHD manifests itself as a co-morbidity condition with many children displaying traits and symptoms of ASD, Oppositional Defiant Disorder, Dyslexia, Dyspraxia, Sensory Processing Disorder, Anxiety Disorder or learning difficulties, to name a few.

Taking this into consideration, Conference calls for continued CPD in the area of ADHA/ADD to gain the knowledge and understanding of the condition, medication and the effects on the child. This will enable teachers to provide modification and adaptation within planning and delivery of lessons taking into account varied learning styles and preferences to ensure that we are meeting the holistic needs of our pupils with ADHD/ADD.

7. BANBRIDGE/DROMORE BRANCH – SOCIAL MEDIA

Conference understands that while a sub-group was set up to consider the issue of guidance on social media, management side of the JWP has not engaged in recent months. Conference calls on the Employing Authority to prioritise engagement with the teachers' unions as a matter of urgency.

8. NEGOTIATING MECHANISMS

Conference is concerned about the lack of progress on legitimate claims made by NITC to the teacher's negotiating forum, the TNC. Conference calls on the representatives of employing authorities to engage more productively in real negotiations, particularly at a time when the reduction in school budgets is putting pressure on teachers to raise standards despite the reducing resources. Conference demands that Employing Authority give due consideration to the pressure these unrealistic demands put on the health and wellbeing of teachers for whom they have a duty of care.

9. CAUSEWAY BRANCH – WORKLOAD

Conference has serious and on-going concerns about the amount of paperwork required from teachers which have no immediate impact on the teaching and learning in the classroom. Conference urges the DE to raise the awareness and understanding of the Workload Agreement with all parties who contribute to this unnecessary increase in bureaucracy and to show recognition in a practical way that such pressure serves only to increase stress levels of teachers and does not actually improve the academic performance of our children.

10. BELFAST BRANCH – WORKLOAD TRAINING FOR SCHOOL LEADERSHIP TEAMS

School leaders play an important role in managing the workload of their staff. Conference calls on the Education Minister and the Education Authority to provide adequate training in this area. It further calls on EA to support our school leaders in ensuring the health and well-being of all staff is handled in a sensitive and caring manner.

11. SHARED EDUCATION

Conference is supportive of the measures, including funding, being put in place to encourage shared education. Conference is however concerned about the measures being used to assess the outcomes of the Shared Education Programme. Conference calls on the Minister to review the assessment measures used, particularly those related to levels, and put in place a more effective system.

12. MATERNITY, PATERNITY, ADOPTION, ASSISTED PREGNANCY

Conference notes with concern that the current Maternity, Paternity, Adoption, Assisted Pregnancy Schemes are the poorest in the public sector. Conference calls on the Employing Authorities to enter into meaningful negotiation (if necessary beyond the current pay remit limitations) to ensure that teachers are treated fairly in terms of the Public Sector when availing of these schemes.

13. LGBT

Conference is aware that LGBT issues may impact on school policies. Conference calls on the Education Authority to set up consultative committees in each region, to include representatives of teachers, to discuss what policies need to be put in place to ensure that schools are compliant with best practice in terms of equality.

14. CAUSEWAY BRANCH – SPECIAL EDUCATIONAL NEEDS

Conference believes in equality of educational opportunity for every child. Conference therefore despairs at the ever-dwindling pot of resources in real terms which are made available to address the issues of the children in our schools with SEN. In the interests of all children, and the health and wellbeing of teachers, Conference urges the Minister for Education to recognise the necessity of proper resourcing to enable children with SEN to access the curriculum effectively, and to provide appropriate funding and support to teachers in mainstream classrooms, learning support classrooms and special schools in line with the particular requirements of the individual children in their care.

15. BELFAST BRANCH – CONTINUING PROFESSIONAL DEVELOPMENT IN THE AREAS OF CAREERS GUIDANCE

Conference calls on the Minister for Education and the Education Authority to provide Careers teachers with an opportunity to gain a relevant, up-to-date accredited professional qualification to ensure high quality careers advice and information is given to our young people.

16. BELFAST BRANCH – EDUCATION AUTHORITY

Conference has no confidence in an Education Authority which to date has been financially profligate, organisationally ineffective and which fails to have placed learning and teaching at its very core. Conference calls on the Minister to reconsider the current administrative arrangements and their delivery in consultation with the teachers' unions.

17. CAUSEWAY BRANCH – CONTINUING PROFESSIONAL DEVELOPMENT

Conference has grave concerns about the future of CPD for teachers and the increasing move towards privatisation in what is a key element in the development of skills and professionalism within a public service. Conference calls on the Minister for Education to ensure that the opportunities for CPD are not only maintained but extended, and that CPD is not 'bought in' but rather is provided and delivered within the education sector by practitioners with practical and meaningful experience in their field.

18. GTC

Conference notes that GTC is currently revisiting the teacher competencies with a view to making them part of professional development recognition for teachers. Conference calls on the GTC to consult fully with teachers before these are implemented.

19. AREA PLANNING

Conference notes that while the Education Authority consults with the teacher unions regarding changes to schools estate, they are not fully involving the representatives of teachers in the planning process. Conference calls on the Education Authority to have meaningful discussions at an early stage with the teacher unions regarding any further proposals they may have to change the profile of a region.

General Executive Committee

April 2015 – March 2016

PRESIDENT

Miss J Orr, B.A. (Hons), PGCE M.A. (Cantab), Ballydown Primary School

VICE-PRESIDENT

Mr M Creelman, B.A. (Hons), PGCE, Bush Valley Primary School

EX-PRESIDENT

Mrs S Brown, B.A. (Hons), Drumrane Primary School

GENERAL SECRETARY

Ms AE Hall-Callaghan, B.Sc., M.Sc., UTU Headquarters

HONORARY TREASURER

Mr D Thompson, B.Ed (Hons), Dip.A.S.Ed., PQH NI., Dungannon Primary School

BELFAST AREA ASSOCIATION

Mrs J Gargan, B.Ed (Hons), Glastry College

Mr A Davis, B.Ed, Priory College

Mr A Scott, B.Ed (Hons), Markethill Primary, (from November 15)

Mrs D Dawson, (until October 15)

SOUTH-EASTERN AREA ASSOCIATION

Mrs S Law, BSc (Hons), DIS, PGCE, Glastry College

Mrs C Cumper, B.Ed, Killyleagh Primary School

Mr S Cumper, B.Ed, ACE, Harding Memorial Primary School

NORTH-EASTERN AREA ASSOCIATION

Mr C Murdock, M.S.C.B., (Hons), PQH NI, PGCE, DH Christie Memorial Primary School, (until Feb 16)

Mr N McCullough, B.Ed (Hons), Gracehill Primary School

Mrs L Creelman, BSC (Hons) DIS, PGCE, Bushvalley Primary

Mr D Kearney, BSC (Hons) PGCE, Temporary Teacher

SOUTHERN AREA ASSOCIATION

Mrs S Thompson, B.A. (Hons), PQH, Bush Primary

Mrs R Johnston, Bed. Adv. Dip., Fivemiletown Nursery School

Mr S Savage, B.Ed, Cairnshill Primary School, (from June 15)

Mr G Savage, B.Ed. Lisnadill Primary

Mrs W Menary, (until September 15)

WESTERN AREA ASSOCIATION

Mrs K Atchinson, B.A. (Hons), Cooley Primary School

Ms P Hurst, B.Ed (Hons), PQH, Enniskillen Model Primary

Ms A Steen, B.Ed, (Hons) PQHNI, Drumrane Primary

List of Official Delegates

BANBRIDGE & DROMORE BRANCH

Mr T Shields, King's Park Primary School
Mr A Shields, King's Park Primary School
Mrs M Holmes, Temporary Teacher
Mrs G Ward, Edenderry Primary School

BELFAST BRANCH

Mr S McCord, Larne High School
Mrs E McCord, Ballyclare Secondary School
Ms L Hagans, Glastry College
Ms L Taylor, Temporary Teacher
Mr S Moore, Academy Primary School
Miss K McGreevy, Glastry College
Ms A Dougan, Glastry College
Miss N Billington, Carrowdore Primary School
Mr J Bleakney, Lakewood School
Miss A Gault, Abbots Cross Primary School
Mr M Wright, Clarawood Primary School
Mrs J Wright, Gilnahirk Primary School
Miss D Nugent, Temporary Teacher
Ms H Robinson, Victoria College
Ms N McCoy, Killard House Special School
Ms C Phelan, Carnmoney Primary School

CAUSEWAY BRANCH

Ms A McKee, Millburn Primary School
Mrs J Sturgeon, Temporary Teacher
Ms H Neely, Garvagh Primary School
Mrs R McMillan, Millburn Primary School
Mr D McMillan, Castleroe High School
Ms C Friel, Irish Society Primary School
Mrs A Paul, Garvan Primary School

FOYLE BRANCH

Mrs M Nutt, Temporary Teacher
Mrs V Whiteside, Temporary Teacher
Miss L Nutt, Temporary Teacher
Mrs A Cartwright, Limavady Central Primary

MID-ANTRIM BRANCH

Mr L Scott, Gracehill Primary School
Mrs G Scott, Moorfields Primary School
Mrs A Philson, Buick Memorial Primary School
Mrs McQuoid, Cullybackey College

MID-ULSTER BRANCH

Miss M Houston, Fivemiletown Primary School
Mrs AE Dempsey, Omagh County Primary School
Mrs C McVitty, Temporary Teacher
Mrs Y Little, Donaghmore Primary School
Mrs A Wilson, Coagh Primary School
Mrs H Morton, Fivemiletown Primary School

NEWRY & MOURNE BRANCH

Mr P Harris, Kilkeel High School
Mrs L Freel, Annalong Primary School
Mrs R Cunningham, Annalong Primary School
Mrs L Ferguson, Kilkeel Primary School
Mrs S Henderson, Kilkeel Primary School
Mrs G Stevenson, Annalong Primary School

ORCHARD COUNTY BRANCH

Mr A Davidson, Newcastle Primary School
Miss J Woods, Dromore Central Primary School
Miss J Ravey, Riverside Primary School

SOUTH-EASTERN BRANCH

Mrs S McKee, Temporary Teacher
Mr D Rice, Mossley Primary School
Mrs H Milligan, Dromara Primary School
Mrs C Price, Dromara Primary School
Mr B Bovis, Dromara Primary School
Mrs EJ McKee, Harmony Hill Primary School
Mrs G Dunlop, Largymore Primary School

SOUTH-WEST BRANCH

Mrs J Byrne, Cooley Primary School
Ms M McClure, Temporary Teacher
Mrs J Murray, Enniskillen Model Primary School
Mrs R Barton, Temporary Teacher
Mrs J Carrothers, Cooley Primary School
Mrs C Elliott, Ballinamallard Primary School

BRANCH OBSERVERS

BELFAST BRANCH

Mr J Nugent

FOYLE BRANCH

Mrs J Mullan

NEWRY & MOURNE BRANCH

Mrs J McCann

SOUTH-WEST BRANCH

Mrs D Law
Mrs B Brand

BRANCH GUESTS

BELFAST BRANCH

Mr RM McKinney
Mr C Tubman
Ms G Neill

CAUSEWAY BRANCH

Mr & Mrs J Campbell
Mr & Mrs G McVeigh

FIT/STUDENT MEMBERS

???????????????

Fraternal Delegates & Guests

NATIONAL UNION OF TEACHERS OF ENGLAND AND WALES

Mr John Dixon, Assistant General Secretary

EDUCATIONAL INSTITUTE OF SCOTLAND

Mr T Castles. Ex President

SCOTTISH SECONDARY TEACHERS' ASSOCIATION

Mr S Searson, General Secretary
Mr E Duncan, President

NATIONAL ASSOCIATION OF HEAD TEACHERS

Mrs F Turner, Regional Officer
Mr H Greer

ASSOCIATION OF TEACHERS AND LECTURERS

Mr J Pollock
Mr M Langhammer, Director NI

ASSOCIATION OF SECONDARY TEACHERS IRELAND

Mr D De'Paor, Deputy General Secretary

IRISH NATIONAL TEACHERS' ORGANISATION

Mr G Murphy, Northern Secretary
Mrs S Nunan, General Secretary
Ms A-M Conway, Chair
Ms N O'Donnell, Senior Official
Mr T Carlan, Senior Official
Mr T McGlone, Trade Union Official

NATIONAL ASSOCIATION OF SCHOOLMASTERS UNION OF WOMEN TEACHERS

Mr A Longman

TEACHERS' UNION OF IRELAND

Ms J Irwin, Vice President

IRISH FEDERATION OF UNIVERSITY TEACHERS

Mr M Delargey, President

UNIVERSITY COLLEGE UNION

Mrs L Shields

ASSOCIATION OF EDUCATIONAL PSYCHOLOGISTS

Mr S O'Donoghue, President
Ms A Marrion

COUNCIL FOR CATHOLIC MAINTAINED SCHOOLS

Mr J Clarke

IRISH CONGRESS OF TRADE UNIONS

Mrs P King, General Secretary
Mr B Campfield, President

NORTHERN IRISH COUNCIL IRISH CONGRESS OF TRADE UNIONS

Mr P Bunting, Assistant General Secretary
Mr J Pollock, Northern Chair

GENERAL TEACHING COUNCIL NORTHERN IRELAND

Ms C Gallagher, Registrar
Dr J Cronyn, Chair

BOARD OF EDUCATION NORTHERN IRELAND

Mr P Hamill

RETIRED TEACHERS' ASSOCIATION

Mr B McGlone

DEPARTMENT OF EDUCATION

Ms K Godfrey
Mr J Baird
Ms J Hinds

EDUCATION AUTHORITY

Mr B Mulholland, Western Region
Mr P Mackey, Western Region
Mr R Gilbert, North Eastern Region
Mr G Boyd, Southern Region
Mr G Butler, South Eastern Region

Mr N McBride, South Eastern Region
Dr C Mangan, Belfast Region
Mr R McGreevy

OTHER GUESTS

Senator G Craughwell, Senate
Mrs R Fox, INTO
Ms M McKay, Shean, Dickson, Merrick
Mr G Breen, Shean, Dickson, Merrick
Mrs R Atkinson, RTA
Mrs A Alexander, LRA
Mrs M Mallon, LRA
Ms P Holloway, LRA
Mr J Bennett, Certification Office
Ms P McQuillan, Certification Office
Dr T Hesketh, RTU
Mr J Clarke, CCMS
Mr J Edwards, CCEA
Mr S McGuinness, University of Ulster
Mr N Purdy, Stranmillis College
Dr A Currie, Stranmillis College
Ms HPT Beattie, Past President
Mr P Mackel, NIPSA
Mr S Poots, Past President
Mr & Mrs J McK Dixon, Past President
Ms R Black, Belfast Telegraph
Mr S Doyle, Irish News
Mrs A Allen, Past President
Mrs B Weir

HONORARY VICE PRESIDENTS

Mr I Davidson, OBE
Mrs M Alexander, MBE
Mrs H Kerr
Mr J Carr
Mr R Smith, OBE
Mr A Orr

General Conference Information

HEADQUARTERS STAFF:

General Secretary	Ms AE Hall-Callaghan
Deputy General Secretary	Ms J Reid
Field Officer	Mr L Love
Field Officer	Mrs L Cooper
Executive Officer	Mrs KM Taylor
Financial Executive Officer	Mrs H Arrell
Membership Officer	Ms D Allely
Membership Officer	Ms M Segal
Senior Clerical Officer	Mrs A Morrow
Clerical Officer	Miss L Osbourne
Clerical Officer	Mr T McCabe

CONFERENCE SUB-COMMITTEE:

Miss J Orr, President
Mr M Creelman, Vice-President
Mrs S Brown, Ex-President
Ms AE Hall-Callaghan, General Secretary
Mr D Thompson, Honorary Treasurer
Ms J Reid, Deputy General Secretary
Mrs K Taylor, Executive Officer
Miss D Dawson
Mrs L Creelman
Mrs C Cumper
Mr D Kearney
Mr S Savage
Mr A Davis

CONVENER: Mrs S Brown

31. Resolution 12 Proposed by Stephen McCord, Ex-President, CEC
Seconded by Jacquie Reid, Causeway Branch

Conference calls on the Department of Education and the Department of Health, Social Services and Public Safety to educate and promote School Leaders and Boards of Governors with regard to the issues around Mental Health and to ensure that policies are updated to reflect this "hidden" disability.

David Rice, South-Eastern Branch, spoke to the resolution.

The resolution was carried with 1 abstention.

32. The President introduced a representative from Creative Activity who gave a presentation on Arts and Crafts, school furniture, curriculum products, stationery and outdoor play equipment.

33. The President closed Session 2 at 10.54am.

SESSION 4 – FRIDAY 20TH MARCH 2015 - 11.42AM PUBLIC SESSION

34. The President welcomed delegates and guests and introduced the panel as follows.

Minister for Education, John O'Dowd
Seamus Searson, SSTA
Barry Mulholland, Chief Executive of WELB

ANNOUNCEMENTS

35. The General Secretary, Avril Hall-Callaghan, reported the obituaries and asked Conference to observe a few moments' silence in tribute.

36. The General Secretary conveyed Apologies to Conference from Mrs Christine Blower, General Secretary of NUT, Mr Larry Flanagan, General Secretary of EIS, Mr Russell Hobby, General Secretary of NAHT, Mr Pat King, General Secretary of ASTI, Dr Mary Bousted, General Secretary of ATL and Mr David Begg, General Secretary of ICTU.

37. The General Secretary announced the results of the elections to the offices of Vice-President and Honorary Treasurer and to the Central Executive Committee for the year 2015 – 2016 as follows:

VICE-PRESIDENT

There was one candidate for the office of Vice-President. Mark Creelman was duly elected. The General Secretary extended congratulations.

HONORARY TREASURER

There was one candidate for Honorary Treasurer and David Thompson was duly elected.

CENTRAL EXECUTIVE COMMITTEE

- (a) Belfast There were 3 candidates for 3 vacancies.
Aaron Davis, Diane Dawson and Jacqueline Gargan were elected.
- (b) North-Eastern There were 4 candidates for 4 vacancies.
Neil McCullough, Chris Murdock, Louise Creelman and David Kearney were elected.
- (c) South-Eastern There were 3 candidates for 3 vacancies.
Carney Cumper, Stephen Cumper and Sarah Hall were elected.
- (d) Southern There were 5 candidates for 5 vacancies.
Rene Johnston, David Thompson, Susan Thompson, Steven Savage and Wendy Menary were elected.
- (e) Western There were 3 candidates for 3 vacancies.
Pauline Hurst, Karen Atchison and Alison Steen were elected.

The General Secretary extended thanks to all leaving CEC.

PRESIDENTIAL ADDRESS

38. The General Secretary called on the ex-president, Stephen McCord, to introduce the President Sandra Brown.

39. The Ex-President, Stephen McCord, introduced the Chair of Session 4, Barry Mulholland, Chief Executive of WELB, and invited him to address Conference.

40. Mr Mulholland assumed the Chair and addressed Conference. Mr Mulholland thanked the General Secretary for the invitation and congratulated the President on her year in office. He commended the positive contribution which she had made and stated that he felt privileged that the connection with the West continues. Mr Mulholland urged, in line with the Conference theme of 'Stop, Look, Listen', that decision makers take a moment in moving forward to consider and listen to those involved. He appealed to the Minister to continue to seek the necessary resources needed for the educational reform ahead and, in light of the dawn of the Education Authority, thanked all Education and Library Boards for what they had provided over the years to staff and pupils.

41. The Chair wished the Vice-President, Julie Orr, all the best for the year ahead and introduced the President, Sandra Brown, before inviting her to give her Presidential Address to Conference.

42. Sandra Brown, President, delivered her address to Conference, to great acclaim.

43. Mr Mulholland responded to the Presidential address stating that it was one of the best addresses he had heard at Conference. He thanked the President for her work in the last year and expressed hope that the relationships with the unions would continue to grow in strength. He then invited the President to resume the Chair.

44. The President thanked Mr Mulholland and presented him with a gift.

MINISTER'S ADDRESS

45. The President introduced and welcomed the Minister for Education, John O'Dowd, and invited him to address Conference.

46. The Minister thanked the President for her speech and her work during the year before delivering a wide-ranging address touching on many of the issues facing education in the current climate. He stated that it was vitally important to continue and build on engagement as we are all entering another phase of austerity. He stressed the need to plan for that reality regardless of whether or not we endorse it, and the further need to ensure that we can deliver education and make gains in terms of improving outcomes. Minister O'Dowd further stated that we have to bring together an effective alternative to austerity, a united voice to Westminster and we have to get education right because, if we get education right, everything

else will fall into place. He commended those who have worked in Education and Library Boards and stated that the Education Authority would be a compromise which would evolve and have the potential to deliver positive change. To that end he further stated that he had included another £10m for EA moving forward. He claimed that he did not want to lose teachers and CAs but he could not spend money he did not have. The Minister sought discussion on more creative ways to use the voluntary exit scheme and stated that he wished pay negotiations to achieve a conclusion that satisfied both sides as he had no wish to impose new terms and conditions. He concluded by asserting that our educational outcomes are improving year on year and giving credit to all staff in the system.

47. The President thanked the Minister for his address and presented him with a gift before opening the floor for questions.

48. Questions were put from the floor on the following issues:

- Lack of post-primary provision for autism, EBD and training and support regarding mental health.
- The trauma caused to schools by the publishing of draft budgets and further budgets.
- The future for recently-qualified teachers
- The potential for ring fencing principal release time
- The validity of the new information technology system
- Funding for health and social needs and the lack of a joined up approach

49. The President responded to the Minister and invited Seamus Searson, General Secretary of SSTA, to deliver fraternal greetings.

50. Seamus Searson delivered fraternal greetings to Conference. He stated that teachers in all jurisdictions care about the children that they teach but urged caution about the impact of some of the changes which have taken place in England and Wales. Mr Searson laid out the principles that all teaching Trade Unions have in common, those of wanting equality of opportunity, a flexible, inclusive curriculum and qualified teachers but stated that the academy and free school system does a disservice to teachers, that privatisation is an issue and made reference to the report on teacher workload. He urged that we need to work together to bring about change and protection.

51. The President thanked Mr Searson for his address, congratulated him on his appointment and presented him with a gift.

For 15; against 12; abstentions 4

The proposal to suspend Standing Orders fell.

Lexie Scott, Mid-Antrim Branch, put forward a proposal to invoke Standing Order 13 and move to next business. This was seconded by Stephen Cumper, SEAA.

The proposal was put to Conference and the result was as follows:

For 12; against 20.

The proposal fell and the business returned to Resolution 18.

Lexie Scott, Mid-Antrim Branch, spoke against the resolution and Stephen Cumper, SEAA, and Avril Hall-Callaghan, General Secretary, spoke in favour.

Jennifer Sturgeon, Causeway Branch, and Stephen McCord, Ex-President, summed up the respective positions.

The resolution was carried with 26 in favour, 3 against and 1 abstention.

VENUE AND TIMING FOR CONFERENCE 2015

67. It was proposed by Stephen McCord, Ex-President, seconded by Julie Orr, Vice-President, and agreed by Conference that Annual Conference 2016 would be held in the Slieve Donard Hotel, Newcastle, Co Down on the 10th and 11th March. The Ex-President thanked the President for her work all year and at Conference, wished the Vice-President all the best for the year ahead and thanked the hotel for their hospitality.

68. The President declared the sixth and final session of Conference closed at 5.33pm and reminded delegates and guests that a Reception would be held in the Grand Ballroom commencing at 7.30pm.

69. Following the Conference Dinner the installation took place of the President and Vice-President for 2015-16 and entertainment was provided by the CEC choir. This was followed by live music and dancing.

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School Web Design
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Registration

ALL DELEGATES MUST REGISTER INITIALLY AT THE UTU CONFERENCE DESK AND THEN AT THE HOTEL RECEPTION.

IT IS IMPORTANT THAT RESIDENT DELEGATES AND GUESTS WEAR THEIR CONFERENCE LAPEL BADGES, PARTICULARLY IN THE DINING ROOM.

COMPLAINTS

ALL COMPLAINTS REGARDING THE HOTEL SHOULD BE MADE TO KAREN TAYLOR, EXECUTIVE OFFICER OR ANNETTE MORROW, SENIOR CLERICAL OFFICER.

The UTU wishes to thank Purple Promotions for their input to the design of the Conference backdrop and graphics.
