



# **Conference Handbook**

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



### 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 hardworking 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* 

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## **Conference Programme 2016**

## Thursday 10th March

17.00	Registration, Exhibition Viewing and Coffee
17.30	Ballydown Primary School Key Stage 2 Choir
17.45	<b>Session 1</b> : Opening of Conference Resolutions
18.30	<b>Session 2</b> : 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

<ul> <li>9.30 Session 3: Resolutions</li> <li>10.00 Presentation - Harrison Health Care</li> <li>10.15 Exhibition Viewing and Coffee</li> <li>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</li> <li>13.00 President's Lunch - Oak Dining Room Sponsored by Creative Activity</li> <li>14.00 Presentation - Creative Activity</li> <li>14.15 Session 5: Resolutions</li> <li>15.45 Presentation - MACS</li> <li>16.00 Exhibition Viewing and Coffee</li> <li>16.30 Session 6: Resolutions</li> <li>17.20 Prize Draws for Competitions</li> <li>17.30 Close</li> <li>19.00 Drinks reception - Grand Ballroom</li> <li>19.30 Conference Dinner - Grand Ballroom</li> <li>19.30 Installation of President and Vice-President Guest Speaker - Senator G Craughwell</li> </ul>	9.00	Registration for guests
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**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 education 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 ASSOCATION

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 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, Harmoney 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:**

Senior Clerical Officer

General Secretary Ms AE Hall-Callaghan

Deputy General Secretary
Field Officer
Field Officer
Mrs L Cooper
Executive Officer
Mrs KM Taylor
Financial Executive Officer
Membership Officer
Membership Officer
Ms M Segal

Clerical Officer Miss L Osbourne
Clerical Officer Mr T McCabe

Mrs A Morrow

#### **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

## Minutes of the Ninety-Sixth Annual Conference of the Ulster Teachers' Union

- 1. The 96th Annual Conference of the Ulster Teachers' Union was held in the Slieve Donard Hotel, Newcastle, Co. Down from Thursday 19th March to Friday 20th March 2015.
- 2. Representatives were present from the major teachers' unions within Great Britain and Ireland including the National Union of Teachers, the Educational Institute of Scotland, the Scottish Secondary Teachers' Association, the Irish National Teachers' Organisation, the National Association of Head Teachers, the Association of Teachers and Lecturers, the National Association of Schoolmasters Union of Women Teachers, the Association of Secondary Teachers in Ireland, the Teachers' Union of Ireland, the University and College Union and the Irish Federation of University Teachers.
- 3. Representatives were also present from the Association of Educational Psychologists, the Retired Teachers' Association, the Regional Training Unit, the Council for Catholic Maintained Schools, the Irish Medium Sector, the Department of Education, the Education and Skills Authority, the Northern Ireland Committee-Irish Congress of Trade Unions, the General Teaching Council Northern Ireland, the Education and Library Boards, the Council for Curriculum, Examinations and Assessment, NIPSA, Ulster University, Stranmillis College, the Labour Relations Agency, Shean Dickson Merrick, the Certification Office, the Belfast Telegraph and the Irish News.

### SESSION 1 – THURSDAY 19th MARCH 2015 – 5.55PM

PUBLIC SESSION

- 4. Conference 2015 was opened by the President, Sandra Brown, who welcomed delegates and guests. She further extended a warm welcome to the exhibitors and encouraged delegates to visit.
- 5. The President moved the business to Resolutions.

PUBLIC SESSION - RESOLUTIONS

6. Resolution 1 Proposed by Carney Cumper, CEC Seconded by Barbara Brand, CEC

Carney Cumper congratulated Sandra Brown on a successful year as President and proposed the resolution as follows.

Conference calls on the Department of Education to ensure that funding is specifically allocated for the needs of Foundation Stage children and is not diverted elsewhere. It should be used for its core purpose to provide additional adult assistance within the foundation stage.

The resolution was carried with 2 abstentions.

7. Resolution 2 Proposed by Barbara Brand, CEC Seconded by Karen Atchison, CEC

Conference calls on the Education Minister to adequately fund teacher-led Nursery settings and Foundation Stage classes to enable staff to resource the observation and assessment of young children. This is vital to properly facilitate early intervention and cater for their learning needs.

The resolution was carried unanimously.

8. Resolution 3 Proposed by Stephen McCord, Ex-President Seconded by Carney Cumper, CEC

A cardiac arrest can occur in a person of any age. Schools are community hubs where teachers, parents and pupils are meeting throughout the day and evening and a cardiac arrest could occur at any time. Conference calls on the Department of Education and the Department of Health, Social Services and Public Safety to place a defibrillator in every school in Northern Ireland and to fund training for the use of.

The resolution was carried unanimously.

9. Resolution 4 Proposed by Steven Moore, Belfast Branch Seconded by Amy Dougan, Belfast Branch

Conference calls on the Education Authority to ensure that all employees in schools and colleges are able to enjoy a safe working environment and that, as in many other professions, a policy of zero tolerance is implemented for those who perpetrate abusive language or behaviour towards them.

Andrew Scott, Belfast Branch; Gillian Dunlop, CEC, SEAA; Avril Hall-Callaghan, General Secretary and David Thompson, CEC spoke to the resolution and Steven

Moore exercised his right of reply.

The resolution was carried with 2 abstentions.

10. Resolution 5 Proposed by Karen Atchison, CEC

Seconded by Alison Steen, CEC

Conference has grave concerns that the pressure put on school budgets will negatively impact on the health & wellbeing of teaching principals, as the funding allocated for their release from classroom teaching will be eaten into to protect other teachers from redundancies and non-teaching jobs, as well as sustaining other overheads.

Conference demands that funding in school budgets for the release of teaching principals is ring fenced.

The resolution was carried with 1 abstention.

11. Resolution 6 Proposed by Aaron Davis, CEC

Seconded by Stephen McCord, Ex-President

Conference calls on the Department of Education and the Education Authority to urgently examine the support needs for schools around the area of pupils' challenging behaviour. Conference calls on DE and the EA to provide adequate support, training and CPD for all staff.

Conference calls on the Department of Education to ensure that the Educational Psychology Service provided by the incoming Education Authority is adequate to meet the needs of the growing number of children in our schools who require assessment.

Aaron Davis added to his proposal and David Thompson, CEC, and Nina McCoy, Belfast Branch, spoke to the resolution.

The resolution was carried unanimously.

12. The President declared Session 1 closed.

#### SESSION 2 - THURSDAY 19TH MARCH - 6.50PM

PRIVATE SESSION

#### ADOPTION OF STANDING ORDERS

13. The Ex-President, Stephen McCord, proposed the adoption of Standing Orders with the following amendment:

Remove 'in writing' from Point 6.

This was seconded by Julie Orr, Vice-President, and Standing Orders were adopted as so amended.

#### ADOPTION OF MINUTES

14. Stephen McCord, Ex-President, proposed the adoption of the Minutes of Annual Conference 2014. This was seconded by Julie Orr, Vice-President. The Minutes, as printed in the Conference Handbook, were adopted unanimously.

#### **CEC REPORT**

- 15. The General Secretary, Avril Hall-Callaghan, presented the CEC Report.
- 16. Avril Hall-Callaghan, General Secretary, then proposed the adoption of the CEC Report.
- 17. The President, Sandra Brown, seconded the report.
- 18. Sally McKee, Newtownards and North Down Branch, commended the report and paid tribute to the work of the General Secretary and all staff.
- 19. The CEC Report was adopted unanimously.

#### FINANCIAL REPORT

- 20. Gillian Dunlop, Honorary Treasurer, presented the Financial Statement and Report for the year 2014.
- 21. The Honorary Treasurer proposed the adoption of the Financial Report.
- 22. Stephen Cumper extended thanks to Ms Dunlop before seconding the adoption of the Financial Report, which was approved unanimously.

#### APPOINTMENT OF AUDITOR

- 23. Gillian Dunlop, Honorary Treasurer, proposed that the services of Seamus Dawson of SLMD Ltd should be retained for the following year. This was seconded by Stephen Cumper, CEC, and the appointment was approved unanimously.
- 24. The President, Sandra Brown, reminded delegates that dinner would be served at 8 o'clock and closed the session at 7.22pm.

### SESSION 3 - FRIDAY 20TH MARCH 2015 - 9.44AM

**PUBLIC SESSION** 

- 25. The President, Sandra Brown, opened Session 3 and welcomed delegates.
- 26. Resolution 7 Proposed by Jacquie Reid, Causeway Branch Seconded by Mark Creelman, Causeway Branch

Conference welcomes the three additional Learning Support Classrooms which have been provided in the NEELB area for children with ASD. Conference, however, has grave and growing concerns about the ever-dwindling lack of support for children with other additional needs and calls on the new Education Authority to ensure that this situation is addressed as a matter of urgency to ensure the health and wellbeing of children and teachers alike.

Jane Morrow, Belfast Branch, spoke to the resolution following which it was carried unanimously.

27. Resolution 8 Proposed by Stephen McCord, Belfast Branch, CEC Seconded by Diane Nugent, Belfast Branch, CEC

Conference calls on those in the ETI who inspect teaching and learning to have recent and relevant teaching experience in the area they are observing and reporting on.

The resolution was carried unanimously.

28. Resolution 9 Proposed by Mark Creelman, Causeway Branch
Seconded by Jacquie Reid. Causeway Branch

Conference welcomes the recent changes experienced in schools with regard to school inspections. Conference urges DE and the ETI to ensure that such changes continue to take place with a view to achieving a positive and supportive process from which schools and children can benefit.

The resolution was carried unanimously.

29. Resolution 10 Proposed by Julie Orr, Vice-President, CEC Seconded by Sandra Brown, President, CEC

Conference recognises the sterling work completed by the Education Committee that culminated in the Report on the Inquiry into the Education and Training Inspectorate and School Improvement Process in June 2014. Conference calls upon the Minister of Education to begin the process of implementing recommendations as highlighted in this report.

Stephen Cumper, Belfast Branch, spoke to the resolution following which it was carried unanimously.

30. Resolution 11 Proposed by Sally McKee, N'Ards/North Down Branch Seconded by Jacquie Reid, Causeway Branch

Conference demands that the new Education Authority ensures that Governors are fully trained in their duties with regard to teachers with disabilities.

David Thompson, CEC, spoke to the resolution, following which it was carried unanimously.

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 teachingTrade 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.

52. The President closed the session at 1.19pm.

#### SESSION 5 - FRIDAY 20TH MARCH 2015 - 2.35PM

PUBLIC SESSION - PRESNTATION AND RESOLUTIONS

- 53. The President introduced a representative from Meningitis Now who gave a presentation to Conference offering practical advice for teachers when dealing with a child who has had meningitis.
- 54. The President thanked the representative and moved the business to resolutions.
- 55. Resolution 13 Proposed by Sandra Brown, President Seconded by Lynn Watson, student member of FIT group

Conference has grave concerns about the implications for ALL public services, but education in particular, at the seemingly inevitable surge towards the Transatlantic Trade and Investment Partnership becoming a signed deal between the EU and USA. Conference urges DE to do its utmost to thwart any such imposition, and further, is calling on the Minister for Education to take responsibility within the NI Assembly Executive to inform all levels of civil society of the huge dangers that this agreement poses across all aspects of our lives.

The resolution was carried with 1 abstention.

56. Resolution 14 Proposed by Graham Gault, Belfast Branch Seconded by Nina McCoy, Belfast Branch

The use of social media is increasing in schools across Northern Ireland. However, there is at present no uniformly agreed social media policy. This leaves pupils, teachers, principals and parents vulnerable to the misuse of social media. Conference calls on the Department of Education to work with the new Education Authority in ensuring that this is urgently looked at and that a uniform social media policy is put in place as soon as possible.

Jacquie Reid, Causeway Branch and Stephen McCord, Ex-President, Belfast Branch, spoke to the resolution.

The resolution was carried unanimously.

57. Emergency Resolution – FIT

Proposed by Andrew Scott, Belfast Branch, FIT Seconded by Ashley Gault, Belfast Branch, FIT

Conference calls on the Minister for Education and those across the political parties to stop, look, listen and act in relation to the dramatic impact the cuts will have on future in teaching.

Jane Morrow, Belfast Branch, FIT, spoke to the resolution.

Lexie Scott, Mid-Antrim Branch put forward a proposal, seconded by Stephen Cumper, CEC, to suspend Standing Orders to allow him to put an amendment to the resolution.

The proposal was accepted by 2/3 majority.

Lexie Scott, Mid-Antrim Branch, proposed and Stephen Cumper, CEC, seconded the following amendment:

Insert 'those seeking to make their' after 'on'.

Andrew Scott accepted the amendment.

The amended resolution was put to Conference and carried unanimously.

Lexie Scott proposed resuming Standing Orders. The proposal was carried.

58. Resolution 15 Proposed by Diane Nugent, Belfast Branch, CEC Seconded by Stephen McCord, Belfast Branch, CEC

UTU believes that on-going budget cuts are adversely affecting teachers' health and wellbeing. Conference demands that the health and wellbeing of teachers is addressed as a matter of urgency in order to protect the quality of educational provision in N.I.

Leah Taylor, Belfast Branch, and Steff Shaw, Mid-Antrim Branch, spoke to the resolution.

The resolution was carried unanimously.

59. Emergency Resolution Proposed by Gillian Dunlop, SEAA, CEC Seconded by Diane Nugent, Belfast Branch, CEC

Conference demands that DENI agree a definition for Shared Education and fund schools to implement the agreed policy to enable all pupils in NI to participate in Shared Education and CRED activities.

Lexie Scott, Mid-Antrim Branch, and Sally McKee, N'Ards/North Down Branch, spoke to the resolution.

The resolution was carried unanimously.

60. Emergency Resolution Proposed by Sandra Brown, President Seconded by Stephen McCord, Ex-President

Over the past six years teachers' pay has been frozen with only one pay rise of 1%. This is below the current rate of inflation. Indeed increased pension contributions realistically mean that we have had a pay cut. Teachers must not be allowed to become the 'working poor' given the valuable contribution and role they have in our society. These pay cuts are freezing the future of education and prosperity of Northern Ireland. Conference calls on the Department of Education and the Department of Finance to adequately award teachers with pay which is linked to inflation. Conference also insists that pay increments continue for teachers and that these remain protected.

The resolution was carried unanimously.

- 61. The President invited representatives of Cornmarket Insurance, Platinum Financial Services, School Web Design and SG World to carry out their prize draws.
- 62. The President closed Session 5 at 4.03pm.

#### SESSION 6 - FRIDAY 20TH MARCH 2015 - 4.46PM

63. The President opened the session with the announcement of the result of the Scholastic Competition and moved the business to resolutions.

64. Resolution 16 Proposed by Mark Creelman, Causeway Branch, CEC Seconded by Jacquie Reid, Causeway Branch

Conference deplores the manner in which schools have been seriously undermined in regard to budget issues in recent years. Conference demands that DE recognises the importance of the stability of school budgets in planning and delivering the legislative requirements placed on schools – by DE – and commits to ensuring that these pressures of uncertainty are not placed on schools in the future.

The resolution was carried unanimously.

65. Resolution 17 Proposed by Sarah Hall, CEC Seconded by Jaki Gargan, CEC

Conference remains concerned that mobility of GCSE and A level CCEA qualifications must not disadvantage our young people and calls on CCEA and the Minister to ensure that our students are protected in relation to this.

Lexie Scott, Mid-Antrim Branch, spoke in favour of the resolution, following which it was carried unanimously.

66. Resolution 18 Proposed by Stephen McCord, Ex-President Seconded by Alison Steen, CEC

Conference reaffirms its opposition to any academic selection at eleven and calls on the Education Minister to prevent schools from using these criteria to select pupils.

Jennifer Sturgeon, Causeway Branch, spoke against the resolution and Patrick Harris, Newry and Mourne Branch spoke in favour.

Lexie Scott, Mid-Antrim Branch spoke against the resolution and proposed the suspension of Standing Orders. This was seconded by Stephen Cumper, CEC.

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

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.

## **Sponsors and Exhibitors**

**Action Cancer** Carecall Central Source Cool for School Photography Corn Market Insurance Creative Activity Digital Schools of Distinction Early Learning Solutions Harrison Health Care IMFX MACS NIAVAC Opus Digital Platinum Financial Planning School Web Design Share Discovery Village SuperStickers

## 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.

