



TOGETHER
TOWARDS **TOMORROW**

Conference Handbook

**Ulster Teachers' Union Annual
Conference 2018**

Slieve Donard Hotel, Newcastle

Thursday 15th - Friday 16th March 2018



TOGETHER
TOWARDS TOMORROW

President's Foreword

David Thompson

B.Ed (Hons),
Dip.A.S.Ed.,
P.Q.H.(NI)



It gives me great pleasure to welcome you to our 99th Annual Conference of the Ulster Teachers' Union. Over the next two days we will have the opportunity to debate issues which are critical to our educational system and, if not addressed, will have a detrimental impact upon teachers and pupils within our schools across Northern Ireland.

Since conference met last year we have witnessed a continued squeeze on school budgets, an absence of willingness by Management Side to negotiate realistically in an effort to resolve our on-going pay dispute, a poor demonstration of leadership by our elected politicians and a growing frustration by teachers and school leaders because of management's refusal to invest properly in our schools and education system. I call upon our politicians once more to resolve their differences, elect an Education Minister and begin making decisions in the best interests of all associated with education within our provenience.

During my year as President I had the privilege and pleasure of visiting many schools. Here I witnessed the enthusiasm, dedication, commitment and genuine hard work carried out by our teachers on a day to day basis. Our teachers continue to work tirelessly to ensure an up-to-date, relevant and tailored curriculum is presented to the pupils within their classes and they strive to ensure all pupils have the opportunity to succeed and achieve their full potential.

It is disappointing that the work carried out by our teachers is not recognised. Teachers in Northern Ireland are much worse off when compared to their colleagues from other parts of the UK. The failure to award the 1% pay increase in 2015/16 remains a major insult to our teaching workforce.

The theme for conference last year was 'On The Edge'. This year I believe many of the facets of education are now 'Over The Edge'. We cannot sit back and allow Management Side to expect schools to operate within unrealistic budget allocations. Schools have stripped back to the bone in terms of resourcing, pupil/teacher ratios and additional support for individual pupils. Many of our schools are relying on parents and staff to provide essential resources. In January 2018 it was announced

that 632 school budgets were not approved by EA and they deemed these schools were not demonstrating a capacity to operate within their budget allocation. Such a statement I believe to be farcical and only serves to confirm my point – more investment in our schools is vital.

For our theme this year I have chosen 'Together Towards Tomorrow'. Over the next two days we will have numerous opportunities to focus on the many and different ways we can work together as a teacher workforce to offer and provide our young people with the best possible learning experiences and to build a better and brighter future for all involved in education. Today teachers are preparing children and young people for adult working life and are equipping them with the skills for jobs, many of which are not yet created. We must continue to ensure our schools are up-to-date with technology and have the capacity to provide experiences that are relevant and reflective of the 21st Century workforce.

After one year of Industrial Action it is vitally important we remain resolute and determined in our stance as we continue to inform our employers that enough is enough. No longer can we allow our employers to take us for granted and expect us to continue to work within under-resourced schools, ever-increasing class sizes, an expanding catalogue of learning needs within each class and demanding workload.

I echo the words of former UTU Presidents and remind you that YOU are the union, you are the voice of the union and you are the person that can make the difference when speaking up and remaining steadfast to your core beliefs and principles when addressing educational issues.

As I approach the end of my Presidential year, I would like to thank the office staff for all their hard work, warm welcome and support. Annette, Denise, Heather, Karen, Lindsay, Meriel and Tony - thank you for making my year very enjoyable and acting as my personal assistant! As Organising Officer Rebekka continues to fly the UTU flag and encourages new members to join regularly. Thank you for your work this year. As a union we are indebted to our Union Officials who provide advice, support and guidance on a daily basis. I extend my personal thanks to Audrey,

Jacquie, Leigh and Lewis and I greatly appreciate the high level of professionalism you have demonstrated to our members.

Our General Secretary, Avril, has been a great inspiration to me this year. Her determination to represent the best interests of teachers and her knowledge of issues relevant to the trade union movement is admirable. I want to thank Avril for her excellent example of leadership and for trusting and believing in me.

Finally, I am delighted to extend a special welcome to all our delegates and guests and I hope you enjoy your time with us here at Slieve Donard Resort, Newcastle.

David Thompson B.Ed (Hons), Dip.A.S.Ed., P.Q.H.(NI)
President UTU 2017 - 2018

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Conference Programme 2018

Thursday 15th March

- 17.00 Registration, **Exhibition Viewing and Coffee**
- 17.30 **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
- 19.20 Area Association Networking
(Sponsored by Purple Promotions)
- 20.00 Dinner – Chandelier Lounge
- 22.00 Relax in the Chaplin Bar

Friday 16th March

- 9.00 Registration for guests
- 9.15 **Session 3:** Resolutions
- 10.15 Presentation – Harpers/Collins
- 10.30 **Exhibition Viewing and Coffee**
- 11.00 Musical Extravaganza
- 11.15 **Session 4:** Chaired by: Barry Mulholland, Chief Executive, CSSC
President's Address: David Thompson
Fraternal Greetings: Louise Regan, President, NEU
- 12.45 Presentation – Cornmarket Insurance
- 13.00 President's Lunch – Oak Dining Room
- 14.00 Presentation – PIPS
- 14.15 **Session 5:** Resolutions
- 15.45 Presentation – NICCY
- 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 (Sponsored by Cornmarket Insurance)
- 19.30 Conference Dinner – Grand Ballroom
Installation of President and Vice-President
Guest Speaker: John MacGabhann, General Secretary, TUI

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-18-3) 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-18-4). 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	192	96
BELFAST	662	60
CARRICK/ABBAY/LARNE	399	57
CAUSEWAY	298	37
FOYLE	306	51
LISBURN/B'NAHINCH	338	48
MID-ANTRIM	430	430
MID-ULSTER	216	22
NEWRY & MOURNE	251	31
N'ARDS/N.DOWN	508	102
ORCHARD COUNTY	618	309
SOUTH-WEST	361	60

Resolutions for Conference 2018

- 1. MID-ULSTER BRANCH – SEN PROVISION IN NURSERY SCHOOLS AND UNITS**
Conference is alarmed at the lack of support provided for Nursery School pupils who have a statement for Educational Needs. The current provision is totally inadequate and has an impact on pupil/teacher ratios at some point each day. Conference is calling on the EA and DE to provide proper investment to ensure all SEN pupils within our Nursery Schools receive the adequate support and other pupils are not disadvantaged as a result of the current lack of investment.
- 2. LARNE CARRICK/ABBEY BRANCH – CONTINUING PROFESSIONAL DEVELOPMENT**
Conference calls on the Education Authority to examine the setting up and resourcing of “hubs of expertise and resources”. These hubs will enable teachers and schools to have and share the best and highest quality of resources for pupils. It will also mean that teachers and schools will not need to spend time on “reinventing the wheel” or paying to access on-line resources.
- 3. CONTINUING PROFESSIONAL DEVELOPMENT**
Conference is disappointed that access to departmentally funded professional development continues to be on the demise while privatised professional development continues to flourish. Conference calls on the Department to fulfil its responsibility to the teaching profession to ensure that quality, departmentally-funded professional development opportunities are made available.

Conference recognises the value of Continuous Professional Development and calls on the EA to adequately fund for sufficient professional development, including face-to-face sessions. Conference also demands that appropriate sub-cover be funded and provided.
- 4. MID-ANTRIM BRANCH – TECHNOLOGY IN SCHOOLS**
Conference notes that technology has contributed much to teaching and learning in our schools. Conference, however, notes that concerns are being expressed about the amount of time children spend on screens. Conference calls on the Central Executive Committee to investigate these concerns and report to the 2019 Conference.
- 5. CURRICULUM**
Conference notes with dismay the narrowing of what was once a broad-based curriculum addressing the needs of all of our children. Conference notes that the cutting of languages has now been joined by the pushing out of science-based activities at primary level and is concerned that the move towards focusing on what are viewed as core subjects by ETI is having a detrimental effect on our core purpose: developing the potential of all children.
- 6. LARNE CARRICK/ABBEY BRANCH – MINIBUSES**
The recent change where teachers need a full D1 licence and the Driver Certificate of Professional Competence (CPC) has had devastating impacts financially across the province. The interpretation of “due diligence” continues to place schools in uncertainty. Conference calls on the Education Authority and Department of Infrastructure to examine this issue and for funding to be made available to enable teachers and schools to continue to provide the transport for enriched activities for pupils.
- 7. CAUSEWAY BRANCH – MATERNITY AND PATERNITY BENEFITS**
Conference continues to be highly concerned at the inequity in maternity and paternity benefits for teachers in comparison to other public sector workers.

Conference urges the Department of Education to recognise the disproportionate impact of the present policy on what is a workforce which is predominantly female and address this highly unacceptable situation as a matter of urgency.
- 8. NORTH-EASTERN AREA ASSOCIATION - BREXIT**
Conference is concerned about the potential areas of impact of Brexit on the education system in Northern Ireland.

Conference calls on the relevant authorities to ensure that the out-workings of Brexit cause no detriment to schools in either funding or practice.
- 9. CAUSEWAY BRANCH – TEACHER HEALTH AND WELL-BEING**
Conference has grave concerns about the sharp decline in teacher health and well-being as a direct result of the present crisis in the education system.

Conference demands that the DE recognises the dangers of the present system to its teachers and Principals and revisits the THAW strategy with a view to effecting immediate action.

10. MENTAL HEALTH

Conference is alarmed at the growing impact of the present crisis in schools on the mental health of teachers and Principals. Conference is gravely concerned that the issues caused by excessive accountability, diminishing budgets and lack of specialist support are having a huge detrimental effect on the well-being of members.

Conference calls on the Department of Education and the Employing Authorities to firstly recognise and name the problem and secondly engage with the teaching unions in finding and actioning a meaningful response.

11. SOUTH-EASTERN AREA ASSOCIATION – NO TOLERANCE POLICY OF PHYSICAL AND VERBAL ABUSE TOWARDS SCHOOL STAFF

Conference calls on the EA to issue a No Tolerance policy to safeguard school staff from physical and verbal abuse.

12. SOCIAL MEDIA

Conference remains gravely concerned about the misuse of social media by parents and students to bully and harass both individual teachers and schools generally. Conference also notes with alarm the heightening of such incidents both in terms of frequency and nature.

Conference calls on the employing authorities to ensure that guidance to schools around the use of social media includes very clear instructions, developed in conjunction with the teaching unions, about how schools should address such issues and protect the rights of the teacher.

13. MID-ANTRIM BRANCH – SCHOOL BUDGETS

Conference notes, with alarm, the continuing budget pressures faced by our schools. Conference instructs the Central Executive Committee to ascertain, by whatever means necessary, the real savings, if any, achieved by the establishment of the Education Authority.

14. BUDGET

Conference is alarmed at EA's suggestion that there exists an increasing number of schools unable to operate within their annual budget

allocation. Conference is aware that School leaders have worked hard and creatively to ensure the current lack of funding and investment has a minimal impact upon teaching and learning and overall standards attained within our schools. Conference calls upon the Department of Education to provide schools with sufficient funding now and to avoid the inevitable deterioration of standards and learning experiences.

15. CAUSEWAY BRANCH – CLASS SIZE

Conference reiterates the current policy of UTU on class size.

Conference urges the Department of Education to listen to those who are working in schools and classrooms and bring legislation into line with their professional opinion.

Conference further urges DE to move on this as a priority issue in the context of the ever increasing number of children in mainstream classrooms presenting with complex needs demanding of time and specialist approaches.

Conference also urges the DE to recognise and respond to the difficulties being raised by teachers in terms of the attempts to extend practical class sizes at post-primary level beyond 20.

16. CAUSEWAY BRANCH – TEACHER HEALTH AND WELL-BEING

Conference has grave concerns about the sharp decline in teacher health and well-being as a direct result of the present crisis in the education system.

Conference demands that the DE recognises the dangers of the present system to its teachers and Principals and revisits the THAW strategy with a view to effecting immediate action.

17. CAUSEWAY BRANCH - WORKLOAD

Conference continues to be gravely concerned about the accountability agenda which is leading to unmanageable levels of workload for teachers and Principals.

Conference is calling on DE, ETI and the employing authorities to re-engage with the work of addressing teacher workload with a view to ensuring that precious teacher time is spent on activities which show a direct impact on the core function of teaching and learning.

18. MID ULSTER BRANCH – WORKLOAD

Conference demands that workload is amalgamated between all

agencies and EA, therefore reducing unnecessary paper overload when supporting children on our SEN registers.

19. PAY

Conference is highly alarmed at the recent threats to incremental pay made by the employing authorities. Conference reaffirms its position that incremental pay is a contractual right and will not countenance putting teachers in the early stages of their career into a position of disadvantage.

Conference is further alarmed at the fact that a growing number of teachers are carrying out key coordinator roles for no additional remuneration.

Conference demands that the journey towards valuing our teaching workforce again begins with the employing authorities respecting teachers' contractual rights and ensuring they are appropriately paid for the work that they do.

20. CAUSEWAY BRANCH – SEN/PUPIL BEHAVIOUR AND SUPPORT FOR EMOTIONAL NEEDS

Conference is highly concerned about the complete inability of schools and teachers to impress on those responsible for providing support the crisis that is facing schools in terms of providing appropriate teaching and learning for growing numbers of children with SEN and their peers.

Conference demands that DE and EA recognise that the point and purpose of the education system is to provide appropriate educational experiences for all children and that failing to provide all necessary resources in that regard is not an option.

Conference insists that the employing authorities face up to the responsibilities of the system and use whatever means necessary to ensure that a significant number of our children do not continue to face a system which refuses to cater for their needs.

Conference further insists that the teachers of these children suffer no longer from the absence of essential resources and support.

21. MID-ULSTER BRANCH – UNNECESSARY PAPERWORK INVOLVED REFERRING CHILDREN SAR1

Conference is concerned about the increased workload expected to be completed by SENCO's within our schools. Conference has identified the unnecessary duplicity of information when referring children

for statutory assessments. Conference demands a major review of the current referral system and suggests a single entry system be introduced where all necessary information is readily available, thus reducing the unnecessary work and stress for our SENCOs.

22. SOUTH-EASTERN AREA ASSOCIATION – SEN

With the vast increasing number of pupils presenting with special educational needs, the responsibilities put on schools from health departments and demands from parents is overwhelming. Conference calls on the EA for support to meet the needs specified in Stage 3, 4 and 5 paperwork.

23. EA (QUALITY OF PRACTICE)

Conference is highly perturbed at the present lack of support provided to schools by the EA.

Conference condemns the negative impact that this lack of support is having at all levels in the life of a school.

Conference demands that EA determine the core functions that schools can expect from them as a service and deliver these in an appropriate and timely fashion.

24. AREA BASED PLANNING

Conference is concerned about the increasingly insecure positions, fuelled by speculation and ambiguity, in which schools are finding themselves with regard to the future.

Conference calls on EA to bring a clear proposal on the way forward with regard to Area Planning to the table and engage constructively with the teaching unions to establish a future education system which best serves the needs of all.

25. RECRUITMENT

Conference is increasingly concerned at the continued use of recruitment criteria which no longer fully inform the appointing school of the skills and experience of the candidates.

Conference demands that EA revisits its guidance for Governors regarding the setting of recruitment criteria and ensures that teachers and Principals are not disadvantaged in their career progression due to the impact of budgetary and other outside factors over which they have no control.

General Executive Committee

April 2017 – March 2018

PRESIDENT

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

VICE-PRESIDENT

Mrs C Cumper, B.Ed, Killyleagh Integrated Primary School

EX-PRESIDENT

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

GENERAL SECRETARY

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

HONORARY TREASURER

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

BELFAST AREA ASSOCIATION

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

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

Mr A Scott, B.Ed (Hons), Dromore Central Primary School

SOUTH-EASTERN AREA ASSOCIATION

Mrs G Dunlop, B.Ed. PQHNI Largymore Primary School

Mrs J Wilson, B.Ed (Hons) M.Ed Largymore Primary School

Mrs E McKee, B.Ed Harmonyhill Primary School

NORTH-EASTERN AREA ASSOCIATION

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

Mr Lexie Scott, M.A, B.Sc (Hons)

Mrs Gillian Scott, M.A, B.Sc (Hons) PGCE

Ms A Philson, B.Ed

SOUTHERN AREA ASSOCIATION

Mrs S Thompson, B.A. (Hons), PQH, Hart Memorial Primary School

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

Mr S Savage, B.Ed, Cairnshill Primary School

Mr G Savage, B.Ed. Lisnadill Primary School

Mr A Shields, B.A (Hons) PGCE, King's Park Primary School

WESTERN AREA ASSOCIATION

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

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

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

List of Official Delegates

BANBRIDGE & DROMORE BRANCH

Mr T Shields, King's Park Primary School
Mrs G Ward, Edenderry Primary School

BELFAST BRANCH

Ms L Hagans, Glastry College
Ms A Todd, Glastry College
Miss K McGreevy, Glastry College
Miss A Gault, Abbots Cross Primary School
Mr M Wright, Clarawood Primary School
Mrs J Wright, Gilnahirk Primary School
Ms H Robinson, Victoria College
Mrs J Little, Temporary Teacher
Mr J Bleakney, Lakewood School
Mr S Moore, Saintfield Academy Primary School
Mrs N Billington, Carrowdore Primary School

CARRICK/ABBEY BRANCH

Mr S McCord, Larne High School
Mrs E McCord, Ballyclare Secondary School
Mr G Stewart, Abbots Cross Primary School
Mrs S McNamee, Larne High School
Mr J Johnston, Larne High School
Ms L McKay, Ballyclare Secondary School
Ms S McNeill, Greystone Primary School

CAUSEWAY BRANCH

Ms A McKee, Millburn Primary School
Mrs J Sturgeon, Temporary Teacher
Ms H Neely, Garvagh Primary School
Ms A McFarlane, Killowen Primary School
Ms J McKay, Irish Society's Primary School
Mrs R McMillan, Millburn Primary School
Mr D McMillan, Castleroe High School
Ms C Friel, Irish Society Primary School
Mrs A Paul, Gorrans Primary School
Mrs E Loughridge, Eden Primary School

FOYLE BRANCH

Mrs M Nutt, Temporary Teacher
Miss L Nutt, Donemara Primary School

Mrs A Cartwright, Limavady Central Primary
Ms J Mullan, Temporary Teacher
Mrs M Brown, Drumrane Primary School
Mrs C Roulston, Ballykelly Primary School

LISBURN/BALLYNAHINCH BRANCH

Mrs H Milligan, Dromara Primary School
Mrs C Price, Dromara Primary School
Ms G McCullough, Regent House
Mrs J McCann, Newcastle Primary School
Ms F Collins, Dromara Primary School
Ms G Burns, Dromara Primary School
Mr B Bovis, Dromara Primary School

MID-ANTRIM BRANCH

Mrs L Fenton, Braidside Integrated Primary School

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
Ms N Heenan, Fivemiletown Primary School
Ms M Coulter, Fivemiletown Primary School
Ms E Daley, Omagh County Primary School
Ms A Sawyers, Augher Primary School

NEWRY & MOURNE BRANCH

Mrs R Cunningham, Annalong Primary School
Mrs L Ferguson, Kilkeel Primary School
Mrs G Stevenson, Annalong Primary School
Mr P Harris, Kilkeel High School
Mrs S Henderson, Kilkeel Primary School
Mr A Kinkaid, Kilkeel High School
Mrs A Fry, Kilkeel High School
Mrs L Freel, Annalong Primary School
Ms K McKibbin, Annalong Primary School

N'ARDS/N.DOWN BRANCH

Ms L Campbell, Killyleagh Integrated Primary School
Mr S Cumper, Harding Memorial Primary School
Mr A Davis, Ardmore House School
Mr D Rice, Ballymacosh Primary School
Mrs S Law, Glastry College

ORCHARD COUNTY BRANCH

Miss J Ravey, Riverside Primary School
Mrs J Snooky, Dromore Central Primary School

SOUTH-WEST BRANCH

Mrs D Law, Temporary Teacher
Mrs J Murray, Enniskillen Model Primary School
Mrs C Elliott, Ballinamallard Primary School
Mr C Hannigan, Omagh Integrated Primary School
Ms J Carrothers, Cooley Primary School
Ms M McClure, Temporary Teacher

BRANCH OBSERVERS

MID-ANTRIM BRANCH

Mrs J McQuoid

FOYLE BRANCH

Mrs C Timoney, Donemana Primary School
Ms R Sayers, Donemana Primary School

ORCHARD COUNTY

Mrs W Menary

BRANCH GUESTS

BELFAST BRANCH

Mr C Tubman
Mr R McKinney
Mrs R Atkinson

CAUSEWAY BRANCH

Mrs Jennifer Campbell
Mr George McVeigh

FIT/STUDENT MEMBERS

Miss N Bailey
Miss G Fairbairn
Mr P Forster
Miss T Gage
Miss C Hunter
Miss J Jones
Mr M McFerran
Mr C McKendry
Mr D O'Kane
Miss T Shiels
Mr A Stewart
Mr J Trimble
Miss L Watson

Fraternal Delegates & Guests

NATIONAL EDUCATION UNION

Ms L Regan, President, NUT section
Ms N Sweeney, President, ATL section
Mr M Langhammer, NI Director
Mr I McGonigle, President NI Committee

EDUCATIONAL INSTITUTE OF SCOTLAND

Mrs M Smith, Ex-President

SCOTTISH SECONDARY TEACHERS' ASSOCIATION

Mr S Searson, General Secretary
Mr K Campbell, President

NATIONAL ASSOCIATION OF HEAD TEACHERS

Mrs F Turner, Regional Officer

ASSOCIATION OF SECONDARY TEACHERS IRELAND

Mr G Curtin, President
Mr D dePaor, Dept General Secretary

IRISH NATIONAL TEACHERS' ORGANISATION

Mr J Boyle, Southern President
Ms R Jordan, Southern Past-President
Mr G Murphy, Northern Secretary
Mrs D McGinley, Northern Chair
Ms N O'Donnell, Senior Official
Mr T McGlone, Senior Official
Mr M McTaggart, Asst. Northern Secretary
Mr P Groogan, Union Official
Ms C McCarthy
Ms C Crozier

NATIONAL ASSOCIATION OF SCHOOLMASTERS UNION OF WOMEN TEACHERS

Mr J McCamphill
Mr D Kitchen
Mr D Baxter

TEACHERS' UNION OF IRELAND

Mr J MacGabhann, General Secretary
Mrs J Irwin, President

IRISH FEDERATION OF UNIVERSITY TEACHERS

Mrs J Donegan, General Secretary

UNIVERSITY COLLEGE UNION

Mr G Dunn

COUNCIL FOR CATHOLIC MAINTAINED SCHOOLS

Mr G Campbell
Ms G McGrath

IRISH CONGRESS OF TRADE UNIONS

Mrs S Nunan, President
Mrs A Millar, Vice-President

TRANSFEROR REPRESENTATIVES' COUNCIL

Dr P Hamill, Secretary

RETIRED TEACHERS' ASSOCIATION

Mr B McGlone

CONTROL SCHOOL SUPPORT COUNCIL

Mr B Mulholland

GENERAL TEACHING COUNCIL

Mr D Canning, Chair

EDUCATION AUTHORITY

Dr C Mangan

OTHER GUESTS

Mrs S E McKee, Union Trustee
Mr N Wallace, Certification Office
Ms R Bell, LRA
Mrs M Millar, NIPSA
Mr J Edwards, CCEA
Mr D Rainey, E-Teach
Mrs N Scott, Purple Promotions

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 White
Field Officer	Mr L Love
Field Officer	Ms L Cooper
Organising Officer	Mrs R Gilpin
Executive Officer	Mrs K 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:

Mr D Thompson, President
Mrs C Cumper, Vice-President
Mr M Creelman, Ex-President
Mrs S Brown, Honorary Treasurer
Ms AE Hall-Callaghan, General Secretary
Ms J White, Deputy General Secretary
Mrs K Taylor, Executive Officer
Mrs G Scott
Mr S Savage
Mrs K Atchison

CONVENER: Mr M Creelman

29. FIT Emergency Resolution – NISTR Proposed Corey McKendry, FIT
Seconded Jacquie White, DGS

Conference calls on the Department of Education and the Employing Authorities to revisit the practical outworkings of the NISTR and ensure that it is fit for the purpose for which it was intended; that is, for schools to readily and easily engage substitute teachers and for substitute teachers to readily and easily source employment.

Lexie Scott, CEC, Stephen Cumper, CEC, and Marie Holmes, Ards/Dromore Branch, spoke to the resolution, following which it was carried unanimously.

30. The President introduced Elaine Sutton, Creative Director of Dimensions Curriculum, who gave a presentation to Conference.
31. The President thanked Ms Sutton and closed Session 3 at 10.33am.
32. Vanessa Trainor from the AmmA Centre was introduced and gave a presentation to Conference.
33. The President thanked the representative for her presentation and moved to Session 4.

SESSION 4 – FRIDAY 24TH MARCH 2017 – 11.45AM

34. The President opened Session 4 and called on the General Secretary.

ANNOUNCEMENTS

35. Julie Orr, Ex-President, introduced the General Secretary, Avril Hall-Callaghan, who reported the obituaries.
36. The General Secretary presented the apologies from other General Secretaries and welcomed their representatives. She particularly welcomed Owen Reedy representing Patricia King and Dr Claire Mangan and other representatives from the Employing Authorities and DE.

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 2017 – 18 as follows:

VICE-PRESIDENT

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

HONORARY TREASURER

There was one candidate for Honorary Treasurer and Sandra Brown was duly elected.

CENTRAL EXECUTIVE COMMITTEE

- (a) Belfast There were 3 candidates for 3 vacancies.
Julie Orr, Jaki Gargan and Andrew Scott were elected.
- (b) North-Eastern There were 4 candidates for 4 vacancies.
Louise Creelman, Alan Woods, Lexi Scott and Gillian Scott were elected.
- (c) South-Eastern There were 3 candidates for three vacancies.
Gillian Dunlop, Eileen McKee and Jane Wilson were elected.
- (d) Southern There were 5 candidates for 5 vacancies.
Rene Johnston, Steven Savage, Susan Thompson, Grieg Savage and Ashton Shields 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.

53. Resolution 11
Proposed by Mark Creelman, Causeway Branch
Seconded Jacquie White, Causeway Branch

Conference notes that the ETI has not taken any further steps to develop a collaborative and supportive approach to school inspections (as recommended by the Education Committee in 2014), opting, instead, to create further varying bureaucratic, evaluative inspection platforms. Conference calls for CEC to put further pressure on the Department and ETI to ensure that current modes of inspection are fit for purpose, that inspectors have a minimum standard of professional, school-based experience and that procedures are put in place, as a matter of urgency, to provide professional and supportive guidance in necessary school improvement points.

The resolution was carried unanimously.

54. The President introduced a representative from Harrison Healthcare who gave a presentation to Conference.
55. The President declared Session 5 closed at 3.58pm.

SESSION 6 – FRIDAY 24TH MARCH 2017 – 4.40PM

56. Resolution 7

Conference accepted the second amendment relating to resolution 7 brought forward by Belfast Branch which read as follows:

Change amendment wording 'maintain current statutory limits' (line 3) to 'reconsider and revise downwards'.

Conference returned to consideration of Resolution 7 which now stood as follows:

Conference condemns the fact that DE has already breached the existing guidelines on maximum class size. Conference calls on DE to reconsider and revise downwards on class size in primary schools and to extend similar legislation to KS2. Conference also calls on DE to impose a statutory limit of

24 pupils in composite classes. Conference further urges DE to return to the statutory class sizes for practical subjects at post-primary level.

The substantive resolution was seconded by Sandra Brown, CEC.

Stephen McCord, Carrick/Abbey/Larne Branch spoke to the resolution, following which it was carried unanimously.

57. Resolution 12

Conference notes that the starting salary for young teachers is 16% below the OECD average. Conference calls on the employers of teachers and the DE to agree a restoration of the value of teachers' pay which has continued to decrease in real terms since 2010.

The following amendment to the resolution was brought forward by Carrick/Abbey/Larne Branch.

Amendment
Proposed by Stephen McCord, Carrick/Abbey/Larne
Seconded by Sarah Rea, Carrick/Abbey/Larne

Delete: 'young'

Replace with: 'recently qualified'

The amendment was carried unanimously.

Substantive resolution
Proposed by Carney Cumper, CEC
Seconded by Andrew Scott, CEC

Conference notes that the starting salary for recently qualified teachers is 16% below the OECD average. Conference calls on the employers of teachers and the DE to agree a restoration of the value of teachers' pay which has continued to decrease in real terms since 2010.

The amended resolution was carried unanimously.

58. Resolution 13
 Proposed by Lexie Scott, CEC
 Seconded by Avril Hall-Callaghan, who took the opportunity to congratulate the President for sending a clear message to the employers.

Conference notes with alarm the continuing under funding of the education service. Conference calls on the new assembly to ensure that the Department of Education receives the budget uplift it requires.

The resolution was carried unanimously

59. Resolution 14 - Education Budget
 Proposed by Lexie Scott, CEC
 Seconded by Stephen Cumper, CEC

Conference recognises the competing priorities for the education budget. Conference calls on the Central Executive Committee to develop a coherent policy which will help determine what the key priorities for this Union will be as we engage, along with the other unions, with the new Minister for Education.

The resolution was carried unanimously.

60. Resolution 15
 Proposed by Jacquie White, Causeway Branch
 Seconded by Audrey McKee, Causeway Branch

Conference has concerns about the continuing high incidence of domestic abuse in our society. As a mark of recognition and a means of raising awareness that this issue impacts on teachers to the same degree as any other section of the workforce, Conference calls on TNC to add a clause to the Teachers' Attendance Procedure which allows for absence due to domestic abuse to be treated appropriately.

The resolution was carried unanimously.

61. Resolution 16
 Proposed by David Thompson, CEC
 Seconded by Grieg Savage, CEC

Conference condemns the excessive workload imposed on teachers by the present demands within the system. Conference considers that the excessive accountability needs to be examined by the employers and DE to identify what can be reduced in terms of demand on teachers.

The resolution was carried unanimously.

62. Resolution 17
 Proposed by Heather Neely, Causeway Branch
 Seconded by Audrey Paul, Causeway Branch

Conference notes the lack of progress made, at departmental level, to tackle and stabilise the mounting workload faced by all teaching professionals in the workplace, but in particular, that of teaching principals. Conference calls on the Department to issue strong guidance to Governors to ensure that teaching principals in their first few years of holding the position are given proper access to their principal release time.

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

63. South West Branch requested that Resolution 18 be withdrawn.

This was agreed by Conference.

64. It was proposed by Stephen Cumper, CEC, and seconded by Stephen McCord, Carrick/Abbey Branch, that Resolutions 19 – 22 would be remitted to CEC.

The remitted resolutions read as follows:

Resolution 19

Conference demands that the EA takes the responsibility for the continuous professional development and support of all teachers in particular in the areas of SEN, ICT and assessment.

Resolution 20

Conference is disappointed that access to departmentally funded professional development continues to be on the demise while privatised professional development continues to flourish. Conference calls on the Department to fulfil its responsibility to the teaching profession to ensure that quality,

departmentally-funded professional development opportunities are made available.

Resolution 21

Conference recognises the value of Continuous Professional Development and calls on the EA to adequately fund for sufficient professional development, including face-to-face sessions. Conference also demands that appropriate sub-cover be funded and provided.

Resolution 22

Conference notes that, even in these times of financial constraint, schools continue to utilise short-listing strategies that place emphasis on the holding of teaching allowances as an indication of proven and existing leadership responsibility and competency. Conference calls on EA to urgently address this practice with schools and to ensure that the experience of leading a curriculum area or other aspect of school life is cited as a criterion for a post regardless of whether or not the teacher received payment.

This was agreed unanimously by Conference.

65. The President called on Adelaide Insurance Services and Membership Plus to carry out their Prize Draws.
66. The Honorary Treasurer reminded delegates about the £5 donation and asked permission for money to go to East Africa Emergency Appeal.

This was seconded by Lexie Scott, CEC, and agreed.

67. The President thanked all for their support and declared the sixth and final session of Conference closed at 5.37pm.
68. Following the Conference Dinner the installation took place of the President and Vice-President for 2017-18 and entertainment was provided. This was followed by live music and dancing.

Sponsors and Exhibitors

2 Simple Software
Burns Soccer School
Cornmarket Insurance Services
Creative Activity
Dandelion Photography
Forever Living
Harper Collins
Healthy Kidz
IMEX
Integrated Education Fund
Pathway Activities
Platinum Financial Planning
Purple Promotions
Rahmqvist
School Web Design
Workplaces

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 Frances Monahan for her input to the design of the Conference backdrop and graphics.
