

utu NEWS

The journal of the Ulster Teachers' Union



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HOPE FOR UKRAINE

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UTU ANNUAL CONFERENCE 2022

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UTU SUPPORTS FAIR PAY FOR TEACHERS

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AND MUCH MORE!

Front Cover - NIC-ICTU Rally and Demonstration on the 'Cost of Living Crisis' 2022 took place at Stormont at 12 noon on Saturday 25th June 2022

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PRESIDENTIAL COMMENT | Louise Creelman



"Brighter Days Ahead"

How fitting was our Conference theme this year? It certainly was brighter to be able to hold our conference at Slieve Donard again and to meet each other face-to-face.

We had a great few days discussing issues, sharing motions and debating. I would like to take this opportunity to congratulate Ex-President, Mrs Alison Steen, on a great year and a fantastic conference.

You are all well into the summer term now, the days are longer and brighter too and the days since conference certainly have been something closer to normal for all of you. I hope you are all enjoying the events of this term – sports days, summer fairs and Jubilee celebrations. I'm sure it is just wonderful to be able to welcome parents, family and friends again into your schools.

I commenced my role as President on 1st April 2022. I can't believe over 2 months has passed already. It has been an interesting time to take up post with our MLAs being in purdah, elections looming and many pay campaigns taking place. I have heard many of the MLAs speaking at these pay events and it is heartening that the feeling out there about how they see the education sector and how teachers have been undervalued, considering how we worked day and night to ensure our children still had the education they deserved whilst keeping schools open. Teachers, leaders and school staff worked on rota basis to ensure that key workers children were cared for whilst they worked

and also to care for our vulnerable children. Thank you to each and every one of you for everything you did over the past two years for Education in Northern Ireland, our communities and society.

When the pay offer was made, making us feel less than worthless, what emerged was a sense of solidarity as a body of professionals. Even teachers who would benefit a little from the offer, supported the wider professional body by rejecting it as not all their colleagues stood to benefit from what had been offered. Now more than ever we have all stuck together as we have been through one of the toughest times education has ever seen in Northern Ireland.

As I write this, the elections have just taken place and Stormont hasn't reconstituted yet, the days are so uncertain and we don't know when or if and who our next Education minister will be. But what I am certain of, is as we step forward together as a profession that the children are at the centre of what we do.

So as we all look forward to the summer holidays and the opportunity of doing some more normal things this summer with family and friends, I would like to wish you all a restful summer break, with family and friends, whether you are holidaying abroad or at home have an amazing time. Here's hoping brighter days ahead will continue into the new academic year when we embark upon a new school year which we all hope will be much more normal than the last two!

“When the pay offer was made, making us feel less than worthless, what emerged was a sense of solidarity as a body of professionals.”

Louise Creelman

**LOUISE CREELMAN
UTU PRESIDENT**

UTU ANNUAL CONFERENCE 2022

UTU ANNUAL CONFERENCE IS THE MAIN DECISION-MAKING BODY OF THE UNION. IT DEBATES AND DETERMINES THE UNION'S POLICIES TO ADDRESS THE ISSUES THAT ARE CRITICAL TO THE WORKING LIVES OF TEACHERS AND SCHOOL LEADERS AND THE FUTURE OF EDUCATION.



↑ INCOMING PRESIDENT, LOUISE CREELMAN, GENERAL SECRETARY, JACQUIE WHITE AND PRESIDENT, ALISON STEEN



↓ PRESIDENT WITH DELEGATES FROM THE CAUSEWAY BRANCH



↓ INCOMING UTU VICE-PRESIDENT, LYNELLE FENTON



↑ ETI CHIEF EXECUTIVE, FAUSTINA GRAHAM AND UTU PRESIDENT, ALISON STEEN

The 103rd Annual Conference of the UTU took place in Newcastle from 31 March to 1 April 2022. There was a real feeling of excitement and anticipation with the attendees as they gathered for the first physical conference since 2019, with the 2020 and 2021 business having been held online. Alison Steen, President, welcomed the delegate, guests and exhibitors to Conference and chaired the sessions. The theme of Conference was **"Brighter Days Ahead"** and in the Presidential address it was noted that throughout the Covid period teachers continued to serve the children in our care, looking after key worker children and stepping up to the challenges of remote learning.

During conference we also welcomed Faustina Graham, Chief Inspector, Education and Training Inspectorate. This was the first time in over eleven years since a Chief Inspector has been at conference, and the first time they have taken questions from the floor. This was an **"outstanding"** session with questions from the floor answered by the ETI team. Jacquie White, General Secretary also addressed delegates and updated members on the Pay Offer that was rejected by UTU members and unanimously rejected by NITC. The mood of delegates regarding the inadequate pay offer was raised in an emergency motion. As Jacquie noted during conference the **"fight is only just beginning"**. UTU will campaign and engage

to ensure that our members get the uplift in pay they deserve! Conference closed with the installation of Louise Creelman UTU President for 2022-2023.



↑ INCOMING PRESIDENT, LOUISE CREELMAN

“As your President, who is also a parent, wife and teaching Principal, I would like to thank you all for being what you are to so many people in our schools and communities – for everything you have done, and continue to do, Your dedication to duty this past year has been remarkable.”

UTU President, Alison Steen Presidential speech





Delegates voting on resolutions



Chief Executive of CSSC, Mark Baker



Ann Beatty, Chief Executive of Steve Sinnott Foundation



BBC NI School Soloist of Year, Tom Johnston from Macosquin Ps



Delegates from the Belfast Branch



General Secretary, Jacquie White



Delegates from the Causeway Branch



Standing ovation for the Presidential speech



Nicola Byrne (ETI), Alison Steen (UTU), Faustina Graham (ETI) and Barry O'Rourke (ETI)



Larne/Carrick/Abbey Branch Member, Leigh McKay



UTU President 2021-22, Alison Steen



Honorary Treasurer, Gillian Dunlop



UTU President, Alison Steen giving her Presidential Speech



Arlene Allen, Installed as a UTU Honorary Vice President



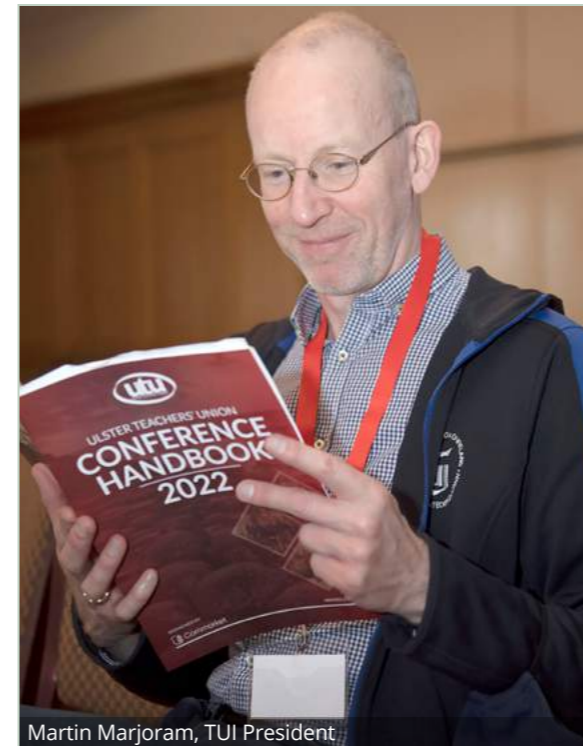
UTU General Secretary, Jacquie White



South West Branch members



UTU Delegates supporting fair pay for Teachers in Northern Ireland



Martin Marjoram, TUI President

RESOLUTIONS 2022

1. MENTAL HEALTH AND WELLBEING

Conference calls on the Employing Authority to raise the profile of mental health to bring it into parity with physical health in the workplace. Conference calls on EA to refocus mental health and wellbeing resources to ensure consistency of mental health training and support for staff, leadership and Governors. Conference demands that this work be progressed through the Teacher Health and Wellbeing Review.

2. CARRICK/ABBEY/LARNE BRANCH AND CEC - COUNSELLING

The past two years have seen an increase in the complex and challenging needs of our pupils, with increased referrals to outside agencies and counselling services offered to schools. Conference calls on an immediate commitment for future funding to ensure that all pupils can have access to counselling services (within 8 weeks of referral).

Conference demands that employing authorities keep an updated list of well trained, highly qualified counsellors and therapists accessible through iProcurement, and facilitate their accessibility to schools within a specific timeframe to support children and staff within all educational settings.

3. CAUSEWAY BRANCH - SOCIAL MEDIA

Conference calls upon the Education Authority and Department of Education to formulate a 'Zero Tolerance' policy that not only protects teachers from online abuse and victimisation but also holds to account those who misuse the technology.

4. FINANCIAL FUNDING COVID RECOVERY

Children and young people have been negatively affected by COVID 19 and the mitigating measures that were put in place since March 2020. Conference calls for DE to continue to financially support schools through Engage funding, Healthy Minds Project, Summer Schemes etc. to facilitate our schools and our young people returning to some level of normality.

5. CARRICK/ABBEY/LARNE BRANCH AND CEC - EDUCATIONAL PSYCHOLOGISTS

Conference demands that the use of Educational Psychologists be reviewed. Educational Psychologists should be allowed to carry out their core function more effectively and should not be the only gateway to external support or services which are required to meet the needs of individual children.

Conference demands that our pupils have their needs assessed in a timely manner and that a referral system is employed that is fair and consistent.

6. RELATIONSHIPS AND SEXUALITY EDUCATION PROGRAMME

The shocking and needless murders of Ashling Murphy and Sabina Nessa demonstrate the need for the education system to rise to the challenge of addressing violence and abuse based on identity. Conference believes that every school within the education system should be equipped and supported to cater for the emotional support and wellbeing of every child regardless of their identity. Conference sees the Relationships and Sexuality Education Programme as an integral part of the journey towards this change. Conference calls for all relevant parties to engage in open and honest dialogue and adopt a fresh approach to the role of RSE in the curriculum and in moving society forward.

7. EDUCATION AUTHORITY

Conference calls on members to pass a Vote of No Confidence in the management team of the schools' Education Authority. Conference asserts that EA has not adequately supported school staff or school principals during the pandemic and no longer meets the needs of its stakeholders.

8. EDUCATION GOING FORWARD

Conference believes that the time has arrived when, regardless of background, children should be educated together.

Conference calls on CEC to represent this position in all relevant future engagements.

9. PROFESSIONALISM OF TEACHERS

Conference demands that the Department of Education and our elected politicians act with urgency in reestablishing a peer-led body to ensure the professionalism of teachers is protected and teaching qualifications and standards are maintained.

10. CAUSEWAY BRANCH - UNDERSTAFFING IN SCHOOLS

Conference laments how understaffing has become a salient feature of the human resourcing landscape, particularly over the past two years. Access to appropriately trained individuals is essential in order to allow a school to support pupils' learning under normal circumstances, let alone when a recovery curriculum is supposed to be in operation. Conference therefore calls on DE and EA to ensure that both financial and human resourcing are in place to ensure that schools can provide the best service possible to their pupils.

11. SENCO WORKLOAD

Conference notes with concern the anticipated workload implications on SENCOs in schools due to proposed changes in the SEN guidelines.

Conference calls on CEC to:

- i. Research the workload implications of these changes, and to develop an agreed resource allocation, both physical and personnel, for each school to protect teachers in this role
- ii. Work through NITC to ensure that the menu of resources identified, communicated to EA and funded to allow SENCOs to effectively carry out their role following the outworking of the SEN review.



South West Branch and CEC Member, Joy Carrothers



Incoming UTU President, Louise Creelman and former UTU President, Mark Creelman



Orchard County Branch member, Aaron Davidson



Mid Antrim Branch member, Corey McKendry



Orchard County Branch member, Jill Ravey



Mid Antrim Branch member, Jillian Jones



Ballynahinch/Lisburn Branch member, Heather Milligan



South West Branch member, Pauline Hurst

RESOLUTIONS 2022

12. AREA PLANNING

Conference calls upon the DE and the Employing Authorities to recognise the need to rethink and redesign their Area Planning process. Conference emphasises the requirement for more meaningful criteria, processes and uniformity across the province, whilst ensuring pupils and staff are fully informed and cared for.

Conference calls for a re-assessment to take place as a matter of priority.

13. REVIEWS

Conference states its commitment to delivering on the Reviews arising from the April 2020 pay agreement.

Conference demands an equivalent level of commitment to be continually displayed by the Department and Employing Authorities.

14. EDUCATION AND TRAINING INSPECTORATE

Conference commends the Education and Training Inspectorate (ETI) on their willingness to move forward with new positive relationships. Conference calls on the ETI to continue with this collegiate approach in the interests of all stakeholders so that the progress made to date can be maintained and built upon.

15. BUREAUCRACY

Conference calls on the Department of Education and the Employing Authorities to work together to ensure that all unnecessary bureaucracy, whether it be paperwork or digital, ceases with immediate effect.

16. INVESTMENT IN SPECIAL SCHOOL PROVISION

Conference demands greater investment in our special school provision to cater for the needs of the children with moderate, severe, or complex learning, medical or physical needs. Conference asserts that it is vital that there are enough places available within our special schools' portfolio to ensure the needs of all our children are met appropriately.

17. CONTINUING PROFESSIONAL DEVELOPMENT

Conference calls for a programme of face-to-face training for Continuing Professional Development.

Conference demands CPD which is of high quality and tailored to the needs of the teacher, middle leader and school leader. Conference demands a CPD Programme which is fully funded, easily accessible and provides opportunities to develop skills and knowledge of the NI Curriculum, pedagogical developments to support children and young people and high quality classroom practice.

18. CARRICK/ABBEE/LARNE BRANCH- NEWLY QUALIFIED TEACHERS PROFESSIONAL DEVELOPMENT

Conference demands that the Department of Education and Employing Authorities put in place a sustained programme of Continuing Professional Development for Newly Qualified Teachers that is relevant, accessible, and offered to all NQTs irrespective of employment.

19. WESTERN AREA ASSOCIATION - SEN

With the vast increasing number of pupils presenting with Special Educational Needs, Conference calls on the Department of Education and Education Authority to review and improve all aspects of Special Educational Needs provision and to provide proper investment to ensure staff can avail of appropriate training, resources and support to ultimately meet the needs of all SEN pupils effectively within the school system.

20. EDUCATION WELFARE OFFICERS' PAY DISPUTE

Conference supports our Education Welfare Officer colleagues in respect of their pay uplift. The work they do in support of our young people is invaluable and it is unbelievable they do not have pay parity with their similarly qualified public sector colleagues.

21. SHARED PARENTAL LEAVE

Conference calls on the Department of Education to make the Shared Parental Leave scheme a more viable option and to encourage uptake. Conference believes current policy discourages families from availing of parental leave due to inequality of pay policy.

22. LEADERSHIP SALARY

Conference is concerned that leadership salary is predetermined, inflexible, unfair and not reflective of the nature and responsibilities of the role. Conference calls for re-examination of the current process of determining the Leadership Pay Spine.



A wonder trail at Jones Memorial in aid of NI Hospice

The grounds of Jones Memorial Primary School in Enniskillen were recently transformed into a magical Wonderland as the school hosted a fantastical Alice in Wonderland Trail, raising more than £1,100 for the Northern Ireland (NI) Hospice in the process.

Jones Memorial Primary School are delighted to be supporting the Northern Ireland Hospice. The Fundraising began with an "Alice in Wonderland Trail" on Saturday 2nd April 2022 in the grounds of our school from 10am to 1pm with all proceeds going directly to the Hospice. We extended a very warm welcome to family and friends. Folks who visited met Alice at the beginning of the trail, just before she fell down the rabbit hole! Visitors were prepared to run into the Mad Hatter as he hosted a tea party with a difference. The Rabbit, who was always late was running around the crowds and we were warning the locals to and mind their heads when they visited the Queen of Hearts! There was plenty to do and see, opportunities for face painting, croquet playing, art and craft and a whole lot more. Noelle Mc Alinden, Artist and TEDX Speaker officially opened our Trail on Wednesday 16th March. Her heart lies in inspiring others whether through art or her mentoring journey. Noelle commented "Such a wonderful opportunity, the school have worked so hard to produce an adventure for all of the family. I highly commend this Trail to

you. Go along and be entertained and support the Northern Ireland Hospice who do so much for those who are going through a very difficult time." As a school Jones Memorial have worked very hard to develop the Emotional Literacy of all of their pupils. They are one of ten schools across Northern Ireland to take part in Professor Barry Carpenters programme to address the outfall of the Pandemic, Miriam Coffey and Stephanie Quinn were also in attendance to mark the opening of the Trail. These representatives of the Education Authority are very impressed with the Pastoral Care and Family evident in Jones Memorial. Miriam Coffey shared "From the beginning of this project it has been evident that the Staff and Pupils in school have benefitted tremendously from the opportunity to work on Emotional Literacy on a day-to-day basis. Children are so happy in school and working on the Alice Trail has brought joy to the whole School family!" Jones Memorial Primary School is Caring, Sharing and Preparing for the whole Community. We are open for all. We are delighted to report that an amazing £1,122.88 has been raised for the Hospice.



Following Alice on her whimsical journey, guests met a variety of colourful characters along the trail.

They were welcomed by the Mad Hatter as he prepared for a tea party with a difference; and followed the White Rabbit - who is always late; and they appeased the Queen of Hearts, with thankfully all leaving with their heads. There was plenty to see and do, with face painting, croquet playing, art and craft.



World Book Day at Carrowdore Primary

Carrowdore Primary School celebrated World Book Day on Thursday 3rd March 2022 with a fun filled day of activities from book themed treasure hunts around the school, to sharing our favourite books together and as always the opportunity to dress up as your favourite book character! Throughout term 1 the children were encouraged to suggest some ideas for new books that they would like to see in our ever

expanding Accelerated Reader library. The staff listened and on World Book Day these books were shared with the children and placed in the library causing a lot of excitement! So far this year the boys and girls at Carrowdore Primary have read a staggering 36, 506, 941 words! To celebrate this monumental reading effort, and World Book Day's 25th anniversary, every child in the school received a piece of our beautifully themed cake!



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ULSTER TEACHERS' UNION

GOLF TOURNAMENT

FRIDAY 1ST JULY

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Mackey Opticians	15% off	14 locations
Myprotein	40% off	Online
Nook Living	10% off	Carrickfergus
Scallywags Centre	2 for 1	Lurgan
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The Lodge Hotel	10% off	Coleraine
The Old Inn	Up to 36%	Crawfordsburn

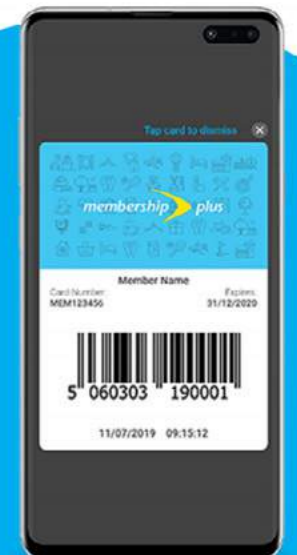
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Enniskillen Model Primary Jubilee Celebrations

All activities had an eco friendly focus, supporting the many eco focused official celebrations like the 'Superbloom event', and the Green canopy, which our school recently was involved in. Each child created their own piece of bunting from recycled materials. Every child received their own packet of wildflowers to be involved in our own superbloom event. Events included

whole school outdoor picnic, P4 choir singing 'Here's to the Queen', P5-P7 choir singing the Queen's Jubilee song, Model Erne Highlanders, Pipers, fancy dress parade, Enniskillen Dragoons performance, Corgi trail around the school grounds and Traditional Fete games designed and created by P4-P7. Primary 4 classes also took part in the televised Jubilee celebrations at Enniskillen Castle.



UTU Vice-President

Our new Vice-President for 2022-2023 is Lynelle Fenton.

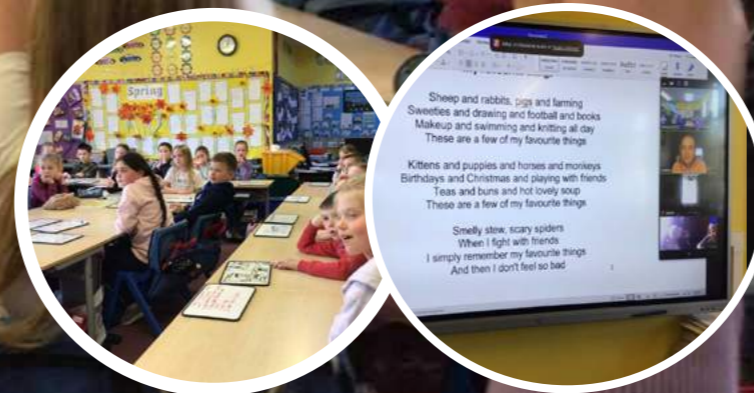
Lynelle teaches Primary 2 children in Braidside Integrated Primary School, Ballymena. She is also music co-ordinator in Braidside. Originally from Ballygawley, Lynelle now lives near Rasharkin with her husband Alister and their 2 children.

Lynelle is chair of Mid Antrim Branch and also chair of North Eastern Area

Association. She has served as an elected member on the Central Executive Committee for the past 5 years. Lynelle is delighted to be our Vice-President. She will fully support the President, General Secretary and the UTU team as they work in conjunction with NITC to achieve fair pay in education. Lynelle is looking forward to meeting members and being their voice in whatever way she can.



TOGETHER WITH MUSIC



Word Millionaires at Aughnacloy Primary School. 5 pupils from P5, P6 and P7 have reached word millionaire status in our Accelerated Reading Programme this year and it's only the start of April! In fact, Rebekah (P7) is a double word millionaire. Fantastic reading and quizzing at home and in school. I'm sure there will be others join this elite group before the third term is over.

Aughnacloy Primary school have featured in a previous edition of UTU News reporting on our links with Copperfield's Nursing Home in Aughnacloy. During lockdown we wrote letters, made cards for the residents and planted wellyboots with flowers to display around the home, to brighten up the resident's days when they were unable to have visitors. Last Friday, My Primary 4 class joined the residents of Copperfield's via zoom and we took part in a Together With Music Session, facilitated by Caitlin. We talked to the residents

about our favourite things and together we sang the song from The Sound of Music. We got our creative juices flowing and created our own version of the song, thinking of the things we liked and disliked. The children and residents enjoyed the time spent together. We all look forward to restrictions being lifted further and being able to join the residents for a similar session, face to face and in person.

This is a unique programme and we are extremely proud of our links to the wider community in Aughnacloy.

Stepping back in time at Aughnacloy

At Aughnacloy Primary School, the boys and girls in Key Stages one and two love C2K NewsDesk and they are regular contributors to the interesting articles and stories shared by the NewsDesk crew. In term 2, children from P3 to P7 were challenged and encouraged by Literacy coordinator, Mrs Karen Moore, to enter the Timesteps NewsDesk competition. Key stage 2 Pupils were encouraged to write a blog or diary entry as a historical character, an Egyptian, Victorian in the workhouse or on the titanic.

Whilst key stage 1 pupils were encouraged to pack an imaginary suitcase and write about what they would include if they were an evacuee child or going to school in Victorian times or to work in a big house.

The children were excited to enter and all produced some fantastic empathetic work, which really engaged the audience.

We were delighted to learn that P4 pupil, Harry Graham was declared the Key Stage one winner, whilst P5 pupil, Jacob Bloomer's work was

Main Newsdesk KS2 Winning Entry

Marianne Reilly P7 Mrs McCormick St MacNissi's PS, Newtownabbey

Highly commended entries

Lewis Fairbairn P6 Bridge IPS, Banbridge

Meredith Austin P6 Ballyholme PS, Bangor

Rosie Orr P7 Cairnshill PS, Belfast

Jacob Bloomer PS Aughnacloy PS

Katie-Jane Bradley P7 Dromore PS



Highly commended. We are so very proud of all the boys and girls who entered and the P4 class are really looking forward to enjoying a visit and workshop from Stephanie from TimeSteps in the third term.



UTU SUPPORTING FAMILIES FLEEING WARZONE

The illegal invasion of Ukraine by Russia at the end of February continues to stun the world. It is estimated (as we go to press) that around 14 million people have been displaced by the war, 6 million from neighbouring countries and 8 million Ukrainians. The response from the international community

in welcoming refugees is commendable. Here in Northern Ireland a small number of families have started to arrive, with many more expected in the next few months. With this in mind the UTU hosted a very successful webinar on 10 May. During the session members were joined with Ciaran McPeake,

Lesley Millar, Vicky Park and Kieran Shields from the Intercultural Education Service. The Intercultural Education Service is working with other EA support services and agencies to assist schools to provide a place of sanctuary that makes Ukrainian children, young people and their

families feel welcome as they come to settle in Northern Ireland. Further information can be found at <https://www.eani.org.uk/school-management/intercultural-education-service-ies/asylum-seeker-and-refugee-asr-support-team-0> If you require any further information please contact us at office@utu.edu



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HOPE FOR UKRAINE

Having been to Poland many times bringing over 60 teams on mission trips, our mission partners in Poland are currently working directly with Ukrainian refugees coming into Poland.

We felt it necessary to help them by providing prayerful, practical, and financial support. If you can help us to do this it will be very much appreciated.

After spending 3 weeks in Poland doing winter camps. The talk daily is Ukraine because one of Poland's neighbouring countries is Ukraine. Tens of thousands of Ukrainians are fleeing to Poland to take refuge, often women and children, as the men remain to defend their country. Our mission friends in Poland are helping as best they can with food, shelter, and support. Help us, help them, to help the Ukrainians. We can't help all but we can help some. At one of our camps, many of the children were from Ukraine. There are strong believers in Ukraine, there are many believers and we have a duty to do what we can when we can, now is one of those moments in history. This is why we have set up this go fund me, to help

our brothers and sisters from Ukraine in Poland.

We work directly with our friend and mission partner in Poland, Henryk Podsiadly of the Joy Foundation in Poland. Chrzciscijanska Fundacja Radosc. We have known and worked with Henryk for almost 15 years. We have taken more than 60 teams to Poland, most of them organised by Henryk.

This fundraiser is raising funds for the Ukrainian crisis. Henryk's ministry has vehicles, that are used to transport the refugees to safe shelters. He uses the vehicles for food and purchases a lot of essentials for this great work. The funds raised will be bank transferred from Northern Ireland to Poland from ministry to ministry so all is transparent. No fees are taken out of this support, it goes 100% to Henryk's ministry of helping the Ukrainians.

Thank you for your cooperation, help, and understanding. Little is much when God is in it. We have met, and worked with these Ukrainian children, beautiful people. We must do what we can, while we can when there is time.



TENS OF THOUSANDS OF UKRAINIANS ARE FLEEING TO POLAND TO TAKE REFUGE. OFTEN WOMEN AND CHILDREN, AS THE MEN REMAIN TO DEFEND THEIR COUNTRY. OUR MISSION FRIENDS IN POLAND ARE HELPING AS BEST THEY CAN WITH FOOD, SHELTER, AND SUPPORT. HELP US, HELP THEM, TO HELP THE UKRAINIANS.

COLIN TINSLEY
FOUNDER OF HOPE FOR YOUTH MINISTRIES



Support Fair Pay in Education

Over the past few months the Ulster Teachers' Union along with representatives of the Northern Ireland Teachers' Council have been working hard to find an acceptable resolution to the question of Teachers' Pay.

"As expected the people we voted into Stormont have been unable to form a government and so the future of our education system hangs in the balance yet again," said Jacquie White, General Secretary of the Ulster Teachers' Union.

"It is almost six months since we rejected the Minister's derisory pay offer, which, in light of the rising cost of living, is an insult and yet still we have no movement,"

"Teachers deserve a pay offer which recognises their value to society and acknowledges the contribution they have made in recent years to keep our ailing education system functioning in the face of a pandemic and continued underfunding. The offer we received was not that" continued Ms White.

Since April we have been in public pay campaigns with INTO, NEU and NAHT across the Province. We have engaged with our members, parents, the public and politicians at events in Belfast, Ballymena, Londonderry, Newry and Omagh.

"But as time goes on without any movement it is little wonder teachers are becoming increasingly frustrated.

"Regardless of what any Education Minister may wish, teachers are not going away. We believe our pay claim is fair and equitable in the present climate and reflects the professionalism and ever increasing demands of the job we do."

Over the past few weeks the UTU have listened carefully to our members. We have had an indicative ballot which shows that 91.5% of members who responded would support action short of strike, 57% of members responding supported strike action.

On Saturday 25 June the UTU joined other Trade Union colleagues (ICTU) at the Cost of Living Crisis

Rally at Stormont. Over the past few weeks we have seen inflation rise to 9% and the expectation is that it will soon be in double figures. People are having to deal with increased costs of food, fuel, and spiralling energy prices and the UTU will continue to fight for our members to ensure we have an increase in our pay.

The Central Executive Committee have decided to continue to work closely with our colleagues in NITC and

unless we have agreement in the next few weeks it may be inevitable that we will be balloting our members early in September. We will continue to update members of any progress that is made over the coming few weeks.



**SUPPORT FAIR PAY
IN EDUCATION**
#SupportFairPayInEducation

**NITC are calling on the
Executive to:**

- Avoid further pay 'cuts'.
- Urgently repair the damage that has already been done because of the erosion of teachers' pay.
- Listen to the united voice of the teaching profession and make the changes necessary to properly value teachers and school leaders.

“

What we need is for our politicians to take this issue seriously and recognise that teachers are essential workers who are key to the future well being of not only our society but our economy.

Jacquie White

”

ACTION UPDATE

In light of on-going action short of strike being carried out by teaching colleagues in schools, the following advice is given to UTU members. This advice tells you how to give support to action short of strike by other unions and help make that action a success, in particular by ensuring that work of those on action is not covered by others, while avoiding the risk of breach of contract or disciplinary action yourself.

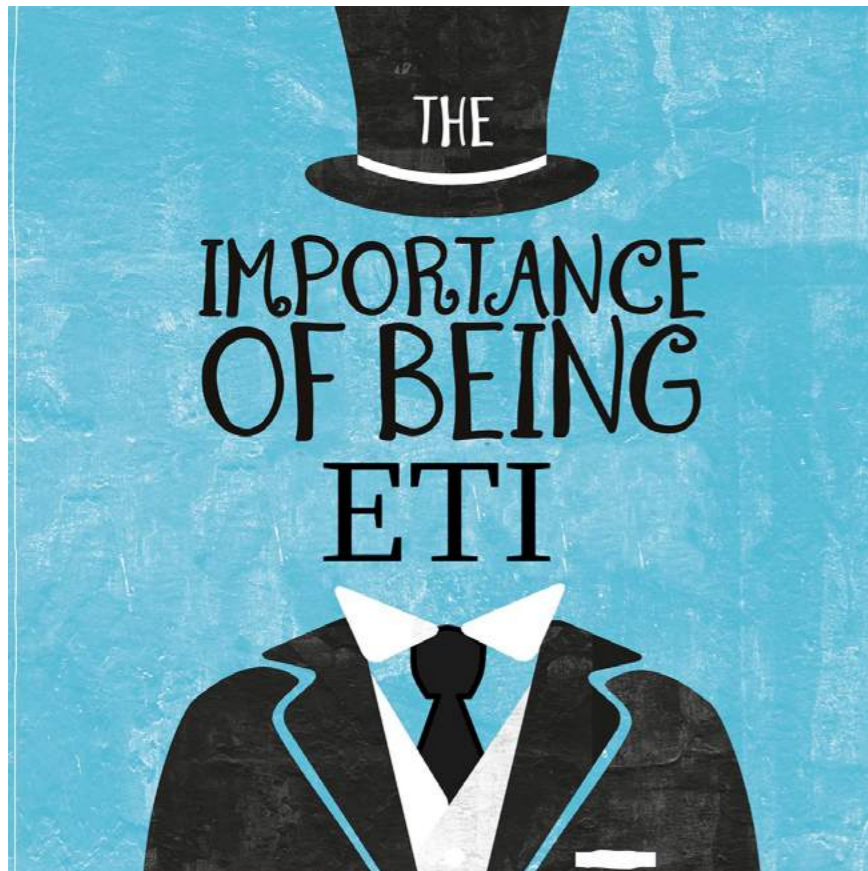
Whenever colleagues in ICTU affiliated trade unions are involved in industrial action, UTU reps should advise the Principal that members will not accept any variation to their contracted duties and/or undertake the responsibilities of those engaged in action.

UTU members should also ensure that they are not being redeployed in any way to carry out duties which are normally the responsibility of their colleagues taking action.

UTU members are not currently undertaking action and cannot, therefore, legitimately participate in any of the action being undertaken by colleagues.

However, UTU members should ensure that the work they are directed to undertake in school does not constitute any element of work which would normally be undertaken by a member of staff taking action and thus undermine the action.

UTU members should not suffer any unfavourable treatment as a result of the actions of their colleagues.



The Importance of Being Earnest is the book of choice for my Easter break. Not a light read I confess, but reading P7 novels (my normal past-time) raises eyebrows from 'normal' adults poolside. So very occasionally I try to read a book for enjoyment, not familiarisation in preparation for guided reading purposes...

For those not familiar with the story, it centralises around a couple of characters who basically create an alternative existence for their own pleasure. This got me thinking about ETI. Where is the connection there I hear you ask? Well, let me explain.

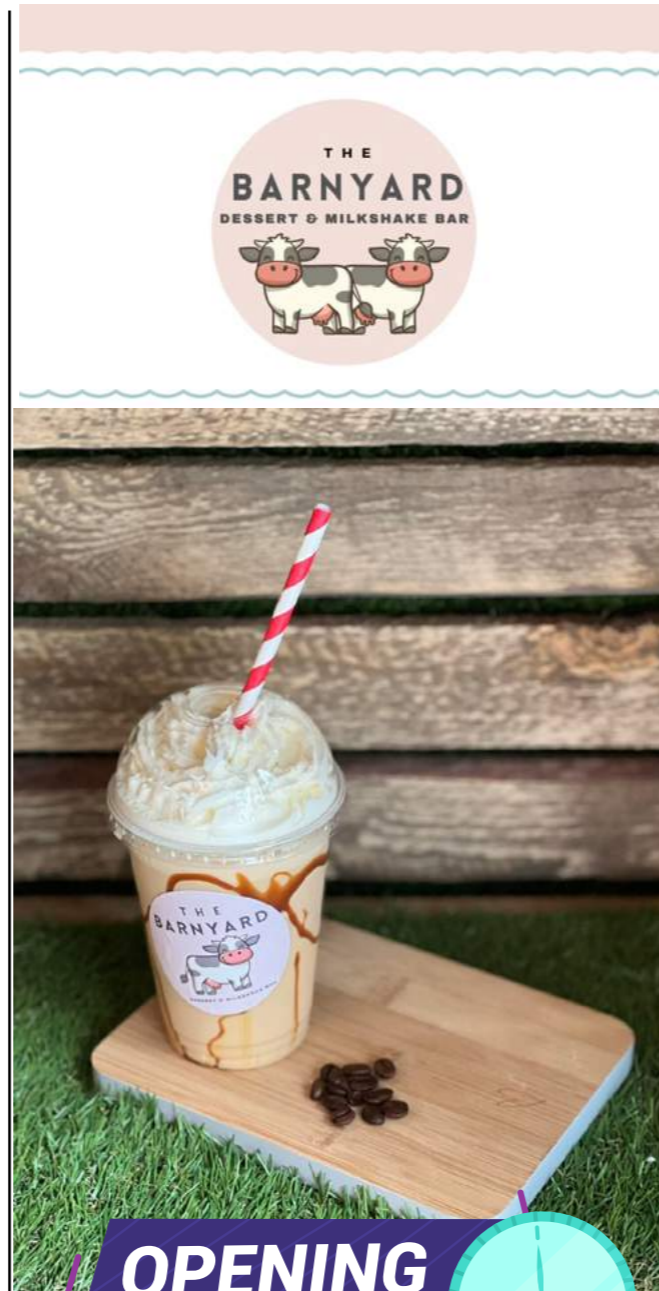
For the past 2 years, unless you have been on holiday in Mars, you will be aware that educators have been rather busy. Not normal busy, but extraordinarily busy. You see, while our friends in ETI (and the EA, but don't get me started there) have retreated to their tortoise shells, those of us at the coal face have had to get on with it.

The ETI decided that this would be a good time to just let schools focus on the job

at hand, not get in the way so to speak, and they would go off and do other things. An alternative existence if you like. Pandemics tend to do that to some people. Unless you are a teacher, in which case you sanitise your hands, open the window, make sure your CO2 regulator stays green...oh and of course, teach.

To tell you the truth I had actually forgotten ETI existed. Until my phone pinged and a message from my Principal informed me that the danger had passed and the tortoise had peeked its head out of the shell. Which is bad news because now I have 3 Wednesdays to look forward to whereby I have to attend a Zoom meeting in relation to blah blah what makes a good school blah blah. Can't be an actual meeting of course, just in case (it hasn't gone away you know).

So going back to the book, the farcical comedy in which the protagonists maintain fictitious personae to escape burdensome, social obligations. Ring any bells? Unfortunately in the case of the ETI it isn't fictitious but it is farcical.



OPENING HOURS



MONDAY	12.00 - 21.00
TUESDAY	12.00 - 21.00
WEDNESDAY	12.00 - 21.00
THURSDAY	12.00 - 21.00
FRIDAY	12.00 - 21:00
SATURDAY	12.00 - 21:00
SUNDAY	12.00 - 21:00

**22 Main Street
BT53 6AL Ballymoney**

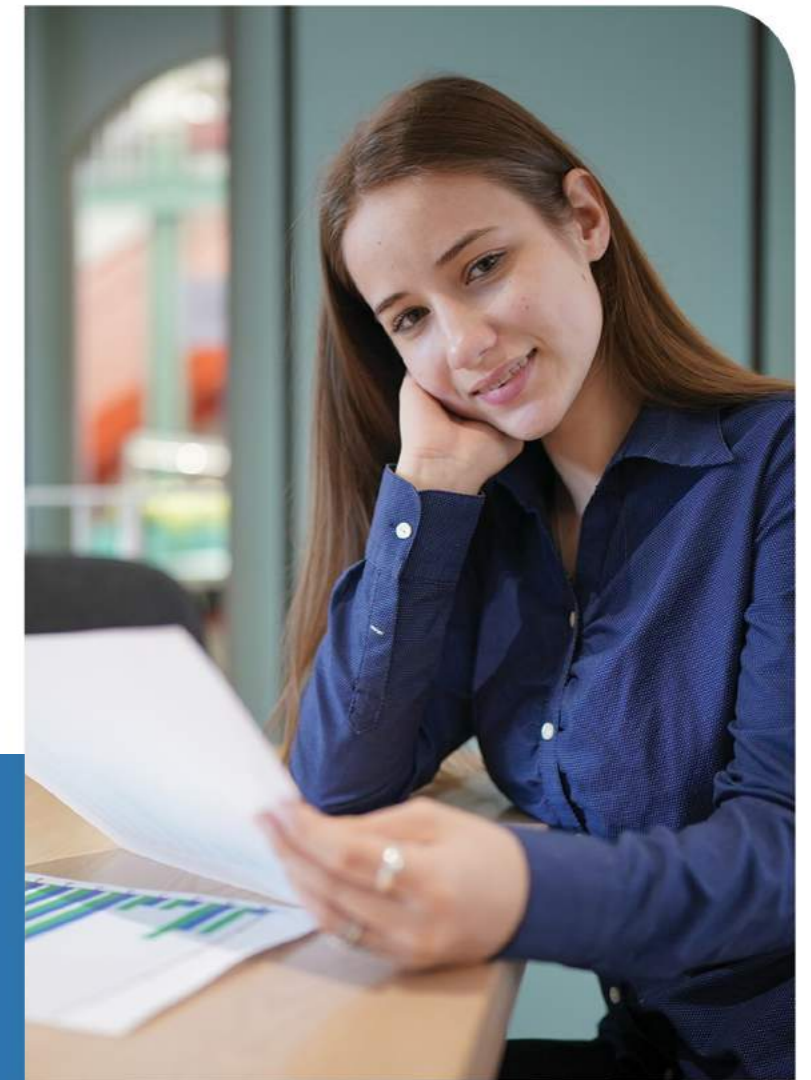
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62% of UTU members using the online tax code review we offer have had money back from HMRC after discovering they had paid too much tax because their employer had been given the wrong tax codes by HMRC. The average they have had back is £194 each, although some members have more than £600. Over 4,420 members have applied for the service, provided for us by lead tax code specialists, The Tax Refund Company. If you or your colleagues have not used the service and want to get back any money you may be owed by HMRC, [click here](#). If you don't get any money back, the service is completely free.





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