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Ulster Teachers' Union
Annual Conference 2011

CONFERENCE REPORT

Slieve Donard Hotel, Newcastle
Thursday 7th April ~
Friday 8th April 2011

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ULSTER TEACHERS' UNION 92ND Annual Conference

Report of the Central Executive Committee

For the year ended 31st March 2011

7th ~ 8th April 2011

at the

Slieve Donard Hotel, Newcastle, Co Down



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OBITUARY — RAY CALVIN



It was with deep sadness and a sense of disbelief that we learnt that the former UTU General Secretary, Ray Calvin, had passed away peacefully on the 10th October 2010 following a short illness.

Indeed, there is still a sense of disbelief among his friends and colleagues that Ray is no longer with us to share in our lives. Ray was a pillar of strength to all who knew him, whether in a personal or professional capacity. His wisdom, common sense and integrity ensured that he was the first person his friends and colleagues turned to for sound advice — whether it was about a work issue, a personal problem or a practical difficulty.

Ray began his career with the Ulster Teachers' Union following his time at Stranmillis College, Belfast, where he had just completed his sabbatical year as student President. Although he had already been offered a teaching job in Rathcoole Secondary School he turned it down in favour of the UTU post, a decision which resulted in the UTU benefiting from his talents for the next 33 years.

Ray had many skills to bring to UTU, including those he acquired in his training as an RUC Officer immediately prior to going to Stranmillis to train as a teacher. He occasionally reminisced about his time in the police force as a young recruit right at the start of “the Troubles” when he was stationed in Londonderry. Undoubtedly these early experiences contributed to his ability to analyse and assess the problems he encountered in the work of representing teachers, particularly when it came to legal matters.

Right from the beginning of his time with UTU Ray carefully shaped the Union into the professional organisation it is today. He set up the membership database, created filing systems and devised a subscription system that put the organisation

into a position where it could grow from strength to strength. He recruited members, serviced Branches and Area Associations and produced literature that was distributed widely, firmly placing UTU centre stage in the Northern Ireland Education scene.

Ray often used to compare UTU to running a family business – not surprising, given that was the background from which he himself had come. He always believed in giving good service to “the customer” and developed a range of fringe benefits for members, many of which are still in place today. He is perhaps best known for overseeing the transfer of the former Special Care facilities to the Education sector — prior to 1987 pupils in these facilities were deemed to be “uneducable” but Ray Calvin’s intervention ensured that this iniquitous situation was ended.

Ray was extremely well known as a student activist and soon became equally well-known amongst the teaching population. His enthusiasm was infectious and his commitment to UTU unwavering. He encouraged teachers – both young and experienced – to increase their involvement in union activities and many of today’s UTU activists have fond memories of the part Ray played in awakening their awareness of the value of connecting more fully with UTU.

While Ray may no longer be with us physically, he will remain a lasting memory for all those whose lives he touched. On behalf of the members of the Ulster Teachers' Union we hereby record sincerest condolences to Maggi, Stephanie and Neil, his brothers Uel and Ian and to all the members of the Family Circle, including his cousin, Jennifer Campbell, a member of the UTU Central Executive Committee.

Ray is sadly missed by the President and Central Executive Committee of UTU, the Past Presidents and Honorary Vice Presidents of UTU and the many UTU members who knew him. His colleagues and former colleagues in UTU Headquarters miss his wise counsel and his cheery presence around the Headquarters building, the refurbishment of which he so painstakingly oversaw and which will be a lasting tribute to his stewardship of the Union in his years as General Secretary.



Avril Hall-Callaghan, B.Sc., M.Sc.
General Secretary, UTU

GENERAL SECRETARY'S FOREWORD

March 2011

Dear Colleagues,

The last twelve months have been testing for all of us involved in the Education Service. The promised establishment of the Education and Skills Authority became increasingly unlikely and the uncertainties that this caused were further compounded by the threats of austerity cuts.

The prospect of an Assembly election on 5th May 2011 has added to the sense of instability with major decisions on Education Policy beyond that date being unpredictable and very much dependent on the results from the ballot boxes. While the Assembly was still in place until 24th March, in reality the electioneering started as far back as the autumn term of 2010 so it has been difficult to make any real progress on major policy issues.

The draft Education Budget made depressing reading, with the prospect of devastating cutbacks that will inevitably impact on schools, despite the attempts to protect "front-line" services. The Hutton Report on Pensions further added to the gloom, with teacher morale suffering from the prospect of paying more, working for longer and receiving a considerably reduced pension in retirement.

As always, teachers have striven to protect the pupils in their care from the worst excesses of the cutbacks to school budgets. Unfortunately this is at a time when demands on their expertise in terms of pastoral care are steadily rising. The impact of the cuts on families and communities inevitably affects pupils and many are bringing this increased stress from home into school. Teachers are coping as best

they can but there is only so much that can be done within existing resources – and those are set to reduce!

Despite the reduction in resources the Department of Education is still pursuing its "Every School A Good School" policy in an attempt to push standards up. The penny has not yet dropped that schools will be lucky to be able to maintain the standards they already achieve if the support mechanisms on which they rely are removed because of financial pressures.

The President and Central Executive Committee have worked very hard on behalf of UTU members during the past year. They are committed to negotiating the best possible outcomes for members and while at times it was frustrating for them to deal with the obstacles to progress they remained fully engaged with the employing authorities, the Department of Education and the other teacher unions.

The following Report outlines the work of the Union since our last Conference – if you would like more information on any aspect of this Report then do not hesitate in contacting me. The Report will be made available on the Union's web-site directly after Conference 2011.

Avril Hall-Callaghan
General Secretary

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1. INTRODUCTION

The General Secretary, Avril Hall-Callaghan, presents the Annual Report of the Central Executive Committee for the period from March 2010 to March 2011.

The death of the previous General Secretary, Ray Calvin, in September 2010 came as a huge shock to all those associated with the Ulster Teachers' Union. A tribute to Ray is included at the beginning of this Report and his passing is deeply regretted by the CEC and staff of the Union.

This year has been dominated by the consequences of the global financial crisis and the election of a new Conservative/Liberal Coalition government at Westminster, both of which have impacted hugely on the Education Service in Northern Ireland.

The austerity budget produced by the Coalition has meant that the block grant to Northern Ireland is insufficient to maintain current levels of service delivery and as a result it is proposed that all areas of public spending are under threat. The NI Executive deliberated on how the budget would be allocated and in December eventually produced a Draft Budget.

Department of Education senior officials met with the Education Unions in December and indicated that there were tough times ahead. When the Education Draft Spending Plan was produced it indeed reflected what they had said, with reductions of 3% approximately on resource spending and reductions of up to 40% on capital spend for each of the next four years.

The UTU responded in detail to the Draft Education Budget Plan in February and at time of going to press awaits the final Budget Plans to be issued. This response can be viewed on the Union's website at www.utu.edu.

In January schools were shocked to hear that the End of Year Flexibility had been ended. This was the facility that allowed schools to plan ahead for future spending by building up surpluses that could carry over into the following financial year. The initial response by many schools was to find ways to spend their surplus in the current year. Thankfully before these plans could be implemented the Education Minister and the Finance Minister met and agreed that the current practice of allowing schools to plan ahead could continue to be facilitated.

Throughout the period of this Report financial uncertainties have dominated all aspects of planning in Education. Schools were being cautious in their spending, knowing that tough times lie ahead. Many schools declared redundancies at the end of the academic year 2009/10 and the very useful premature retirement arrangements were yet further eroded. Only teachers over the age of 55 can now avail of early retirement with a pension and that pension is now actuarially reduced by approximately 5% for each year a teacher retires early.

To encourage teachers to volunteer, thus saving the job of a colleague, the Department of Education introduced legislation that allowed for double redundancy payments to be made. The decision on the actual budget set aside to facilitate redundancy was made very late in the academic year so there was great uncertainty in schools right up until the end of term. This impacted considerably on staff morale. Approximately 200 teachers exited the Education Service due to redundancy at the end of August 2010.

The future of the Education and Skills Authority (ESA) hung in the balance throughout the period of the Report. The Department of Education's stated objective was still the establishment of the single employing authority, but as 2010 progressed and political agreement seemed no nearer on the legislation required to implement it, it became apparent that it was unlikely to come about in the lifetime of this Assembly.

An alternative strategy was drawn up to attempt to streamline the work of the existing employing authorities, particularly in the Controlled Sector. The strategy was presented as a way of minimising the impact of the forthcoming budget cuts. While limited progress was made, in reality the existing authorities concerns regarding accountability hindered any real change in working practices. There is a sense, however, that more co-operation between the Education and Library Boards has been established and as the Budget cuts hit even harder duplication of services may no longer be viable forcing further change to current practice.

The officers seconded to the ESA Implementation Team (ESAIT) have by and large returned to the posts from which they were seconded, with the Chief Executive Designate overseeing the work of CCEA once again. Two of the Directors Designate are currently heading up Education and Library Boards, Barry Mulholland in the West and Shane McCurdy in the North-East.

The result of the uncertainty over ESA, coupled with the cuts to budget, has changed the relationship the Employing Authorities have had with schools. A policy of Vacancy Control, which was put in place to protect staff in the lead up to ESA, has outlived its usefulness and has created a situation where Board staff are not replaced and promotion is done internally on an acting-up basis. Schools have found that the previous levels of support are no longer there and indeed as we go to press there is news of further staffing reductions in Employing Authorities, some to be implemented as soon as 31st March, which will further diminish the assistance schools can expect to receive.

While the Department of Education had issued guidance on Transfer 2010 some post-primary schools chose to hold Entrance Tests creating difficulties for the primary sector. The Revised Curriculum is now well in place but does not sit easily alongside formal testing. Primary schools are struggling to maintain the delivery of the curriculum with external pressure created by the Entrance Tests. There is a feeling, however, that fewer parents are entering their children for the Entrance Tests, given that more grammar schools are now accepting a wide range of pupils in any case.

The Teachers' Side of the Teachers' Negotiating Committee (TNC) has increased its workload considerable during the past twelve months as a result of increased partnership working with Management Side. As it became more apparent that ESA might not be established during 2010 it became an imperative that certain issues be moved forward under existing structures. The volume of work undertaken by the Joint Working Party of the TNC is described in Section 5.

The Northern Ireland Teachers' Council has been very active during the period of the Report with numerous sub-groups taking on the increased workload required in support of the work of JWP. The NITC met regularly on a bimonthly basis with meeting of the Interests (2 per union) meeting in the intervening months. There was an increased sense of common purpose given the looming financial threats. The work of NITC is described in Section 6.

Despite the volume of work undertaken by both sides of the Negotiating Machinery there has been no meeting of the TNC during the period of the Report. At the February JWP meeting Teachers' Side requested that TNC should meet as soon as possible to ratify any outstanding agreed documents.

Attempts have been made to progress a Winding Down Scheme for teachers at the end of their careers. The employing authorities were keen to investigate what might be the benefits of such a mechanism, given their reduced ability to allow teachers to exit the system under Redundancy or Efficient Discharge packages. Several meetings took place to explore this but at time of going to press it seems that the budget cuts will prevent such a Scheme being initiated at the present time. The meetings of the Teachers' Superannuation Consultative Committee are reported in Section 8.

The General Secretary is a member of the Teachers' Panel of the Teachers' Superannuation Working Party which met several times this year and brings teaching unions from throughout the United Kingdom together to discuss ongoing issues. The change of government in 2010 brought uncertainties over the future of teachers' pensions. The work of this committee, along with information about the Hutton Report into public sector pensions is included at Section 9.

The General Secretary was part of a group of people invited by the Department of Education to visit schools in Montgomery County in 2009 with a view to exploring the system there. One of the outcomes of the visit was an aspiration on both Management and Teachers' Sides to explore whether a model of working where unions and management developed policy together could be established.

It was agreed that such a model required input from all the unions in the Education sector and during 2010 several meeting took place which resulted in the setting up of a Strategic Forum for the Education sector. This process is described in Section 10 of the Report.

The UTU has been an affiliate of the Irish Congress of Trade Unions since 1999. This year the General Secretary was elected to the position of Chairperson of the Northern Ireland Committee, having served for four years as Vice Chair. Section 11 outlines the work of members of UTU within the ICTU, including reports of the various committees.

The UTU is a highly democratic organisation that seeks the views of a wide cross-section of its membership through a range of sub-committees. These committees meet regularly at Headquarters and make recommendations to the Central Executive Committee. The Area Associations nominate members to sit on these groups and the CEC is grateful for the very positive contribution these members make to the work of

the Union. Reports from the Convenors of these Sub-Committees are collated at Section 22.

Law and Tenure cases are reported on a monthly basis to the CEC and constitute a large part of the work of all four Officials. 2010/11 was a particularly busy year in this regard with a wide range of casework and many cases of a complicated nature. During the time period covered within this Report the UTU have experienced the highest rate of teacher suspension for some years. The high level of casework of a serious nature was reflected in the increased legal fees paid to our solicitors who do a tremendous job on behalf of our members. The cases reported in section 13 give a flavour of the work carried out on behalf of UTU members.

The UTU Benevolent Fund is still a very important part of the Union's service to members. In the event of a member dying in service a Death Grant is paid to the next of kin. The Death Grant is personally delivered by the President and/or the General Secretary and the family is offered support and advice where appropriate. The CEC encourages members to support the work of the Benevolent Fund. During 2010/11 one Death Grant was paid from the Fund.

The work of the CEC is wide and varied and this year has seen an increased volume of discussion on a wide range of topics, some of which are listed at Section 15. The age profile of the CEC has changed in recent years, with many more young teachers giving of their time to become involved in the work of the Union at the highest level. The mix of experience represented on the Committee reflects the UTU membership as a whole and allows for balance in debate and policy development. CEC membership for 2010/11 is listed at Section 21.

As previously stated, all the teachers' unions have worked together to press for improvements in teachers' salaries, terms and conditions. There are unavoidable tensions at times and the ICTU once again intervened to carry out conciliation over certain matters. At time of going to press this process had not reached a conclusion but the General Secretary would like to place on record her sincere thanks to Peter Bunting, Assistant General Secretary of ICTU, for his work in this regard. This matter is referred to further in Section 16.

The teaching unions work together, not only on a local basis, but at Great Britain and Ireland level. The British and Irish Group of Teacher Unions (BIGTU) is an important vehicle for sharing good practice and acting cohesively in matters nationally and

internationally. BIGTU meets at least twice per year and the reports of those meetings, attended by the President and General Secretary, can be found at Section 19.

The Standing Conferences have played a very important role as an interface between serving teachers and the Department of Education. The UTU had concerns during the period of the Report about the fact that these forums had ceased meeting. The position was clarified in a letter from the Permanent Secretary, Paul Sweeney, in January 2011 in which he stated that "In future meetings would be by request of the Dept of Education or Teachers' side and only if there was an appropriate agenda submitted." Reports from the Standing Conferences are included at Section 19.

The penultimate section of this Report outlines the steps taken to progress the business of the 2010 UTU Conference, although it has to be said that progress has been considerably hampered by the current worsening financial climate. The Report ends by thanking those who have assisted the UTU in achieving its objectives in the year under consideration.

2. UTU MEMBERSHIP

During 2010/11 the Ulster Teachers' Union offered membership to qualified teachers in all sectors of education, providing they were registered with the General Teaching Council. In February 2011 a request was made from a registered teacher employed as a teacher in a scheme funded by government but paid outside the normal payment mechanisms. The CEC has referred this matter for consideration by the Organisation and Membership Committee.

The UTU continues to provide a service to members of the Association of Educational Psychologists (AEP) and provides the AEP with a base in Northern Ireland. The General Secretary of UTU meets on a regular basis with both the local representative of the AEP and the General Secretary, Kate Fallon.

The Union's total membership, including over 100 AEP members, was approximately 6200 and reflected the falling numbers of teachers employed in the system as a whole. The news was once again bleak for newly-qualified teachers with only 21.92% of this year's graduates obtaining jobs. This trend is set to spiral downwards once the education cuts hit school budgets so it will be increasingly important to maximise recruitment.

ROLES

Membership Officers, Denise Allely and Meriel Segal, support the work of the Field Officers as well as undertaking other administrative work. Denise also has a role in updating the UTU website, an increasingly important tool in recruitment.

Annette Morrow, Senior Clerical Officer, continues to ensure that the membership database is kept up to date and along with Lindsay Osborne, Clerical Officer, answers members' queries regarding joining UTU. Both Annette and Lindsay process membership subscription queries and Annette is responsible for registering members.

An aspect of the Union's activities that continues to grow is the Future in Teaching (FIT) Group. This is aimed at the younger members of the Union and has given them a forum to discuss issues that are important to them, such as the lack of employment and career opportunities. Steven Savage, Chair of the FIT Group has been given

Observer status on the CEC and reports on a regular basis on the activities of the FIT Group. This has been a very important way of attracting younger teachers into membership.

Jacquie Reid, Field Officer, liaises with the FIT Group and ensures that the links between students and young teachers are maintained. She helped to co-ordinate a very successful FIT Group Conference in the Wellington Park Hotel in November 2010. She is also extremely active in recruitment in the colleges and in schools.

Audrey Stewart, Field Officer supports the Leadership Group and focuses on the recruitment of Principals to this expanding group. As a former Principal she is able to relate to the problems that face school leaders. She has visited schools where there are newly-appointed Principals and Vice Principals to let them know that UTU is well-placed to serve their needs, particularly given the increasing differences between the situation here and the other regions in the United Kingdom.

Mike Graves, Senior Field Officer is involved in overseeing the recruitment activity and also undertakes school visits.

Lewis Love took over as President in March 2010 and was welcomed back into UTU Headquarters where he had been employed as Senior Field Officer before becoming Principal of Omagh High School. Because of his background as a former Official of UTU Lewis has taken on a wide range of activities during his Presidential year, including promoting the UTU to other Principals, and this has complemented the work of Headquarters staff.

Lewis was also responsible for organising the annual joint Leadership Conference along with INTO Northern Chair, John McAnulty, at which the political parties were invited to answer questions on the future of Education in Northern Ireland.

TRAINING

The programme of joint training seminars with INTO continued, with retirement seminars by Platinum Financial Services as well as training on Health & Safety and seminars for Newly Qualified Teachers delivered by Officials. ICTU undertook to run joint school representatives training for both unions at Belfast Metropolitan College.

PROFESSIONAL ASSISTANCE & ADVICE

Members of Headquarters staff provide a service that is second to none, and one that

is very much tailored to local needs and local agreements. Some of the regular activities undertaken are as follows:

- **Advice to individual members by telephone, fax, email and mail;**
- **Regular mailings to school representatives and news bulletins providing up-to-date information on a range of issues;**
- **Reports on a wide variety of topics through the UTU website, school mailings and UTU News;**
- **Personal advice on issues such as salaries, terms and conditions of service, collective procedures, appeals procedures, legal claims and defences and statutory entitlement, for example, to maternity, paternity, adoptive, parental and carer's leave;**
- **Advice to members on appointments, promotions and salary appeals; and**
- **Advice on retirement and pension options (provided in conjunction with Platinum Financial Services)**

The Officials, including the General Secretary, have responded to requests to meet with members through school visits, home visits or interviews at Headquarters.

All Officials are increasingly involved in giving advice and representing members at Grievance Procedures, Disciplinary Procedures, Bullying and Harassment Procedures and Salary Appeals.

The Labour Relations Agency has continued to provide mediation in situations where it is deemed appropriate and UTU Officials are closely linked in to the process to support the UTU members involved. Mediation has proved successful in many cases but does not always resolve issues. Where issues fail to be resolved through mediation then formal approaches may have to be implemented.

The UTU continues to provide first class legal support to members through its solicitors, Shean, Dickson, Merrick. In the past year the Union has had occasion to call on their services to a much greater extent due to the increase in serious cases involving UTU members. They have provided expert advice based on their many years experience within the Education sector and UTU members who required such assistance were extremely satisfied with the expert assistance they were given.

PUBLICATIONS

The following publications were updated as necessary:

- **“Your First September” booklet**
- **UTU Services & Benefits**
- **UTU Policy statement**
- **UTU Application Form**
- **UTU Membership Subscription leaflet**
- **Early Professional Development**
- **Health & Safety booklet’**
- **“Why Join the UTU?” booklet**
- **UTU Year Planner**

Once again Lindsay Osborne ably co-ordinated a major mailing to schools in time for the start of the school year, and bulletins to school representatives have been sent out, usually on a monthly basis. Members received their UTU Diaries prior to Christmas and a termly edition of UTU News.

The Field Officers assisted by the Membership Officers and the Clerical Officer, attended recruitment events in the following institutions:

School of Education, Queen’s University, Belfast
Stranmillis College, Belfast
St Mary’s College, Belfast
University of Ulster, Coleraine
University of Ulster, Jordanstown

Joint recruitment with INTO continued in all the colleges, a concept that was well-received by students. The local dimension that the two unions offer is something which students seem to consider attractive.

The Field Officers were engaged for much of the year on specific casework but still found time to accommodate some school visits with the purpose of answering members’ questions and recruiting any teachers who were not already in a union.

The Reports of the Senior Field Officer, Mike Graves, Field Officer; Jacquie Reid and Field Officer Audrey Stewart follow.

SENIOR FIELD OFFICER'S REPORT – Mike Graves

As in recent years casework continues to occupy a considerable part of the Senior Field Officer's workload. Again the time taken in providing support and advice to members facing the possibility of compulsory redundancy or school closure has increased and will further increase as a result of budget cuts and rationalisation within the education sector. Two cases were taken to the Independent Appeals Panel of the Labour Relations Panel and the SFO was nominated to sit on the panel as the NITC Teacher Rep for a number of cases brought by other teacher unions which, along with redundancy appeals, also included Bullying and Harassment, Grievance and a teacher dismissed for Gross Misconduct under the Disciplinary Procedure.

One particularly significant case was a redundancy at a Western Education and Library Board primary school where a teacher's employment was terminated as a result of her religious belief. The teacher was supported by the SFO and legally by the UTU solicitor and Barrister who lodged a case with the Fair Employment Tribunal. The case was subsequently taken up by the Equality Commission. As a result of this challenge the teacher won her case for both direct and indirect religious discrimination against the school and the NEELB and was awarded over £8,000 by the tribunal.

The SFO advised members who were involved with various internal procedures including Disciplinary, Unsatisfactory Teachers, Grievance and Attendance, all of which involved providing detailed advice, support and accompaniment through the various internal stages often involving boards of governor's sub-committees meetings with board officers and occasionally the UTU solicitor. Members were also supported during extremely stressful cases sometimes lasting a year or more and some cases involving several appearances at civil and criminal courts across the Province.

The SFO attended many meetings throughout the year including the Northern Ireland Teachers' Council the joint INTO/UTU Board and Leadership Conference, a roundtable discussion with the GTC, the NITC Unsatisfactory Teachers Procedure Working Group, a SIPTU meeting in Dublin on Bullying and Harassment. Substituting for the General Secretary the SFO attended a Teachers' Superannuation a meeting with teachers' unions held at the NUT in London, the JWP and the NIC- ICTU Education Trade Union Group. There were many other occasions involving meetings with employers and other unions, these included a NITC CCEA assessment meeting, a Department of

Education meeting on InCAS and Literacy Strategy and a redundancy meeting with Management Side. More work last year involved working co-operatively with the other teacher unions which is on-going. As well as the NITC/ICTU meetings already mentioned there were many more joint casework meetings at schools. These included Rathcoole Primary School, meetings with the NEELB, Principal, Vice-Chair, Reps and members at Ballee High School following two inspections and separate meetings with members and the Headmaster and Bursar of Bangor Grammar School following the decision by the Board of Governors to close Connor House Prep School.

The SFO attended several conferences last year including the Equality Commission, the UTU, the UCU Conference Dinner in Manchester, the SCoTENS Conference on Challenges for Teacher Education and an Equality Commission Disability Conference. The SFO was involved in many seminars, along with organising five successful Retirement Seminars in conjunction with Platinum Financial and INTO, an ICTU Bill of Rights seminar, several LRA law seminars including, Conducting Investigations, and Bullying in the Workplace, Employment Legislation and Resolving Disputes.

Internally the SFO continued to be the Convenor of the Political and Equality Sub-Committee and attended IT strategy meetings and continued to support the Membership Officer with the UTU web site.

FIELD OFFICER'S REPORT – Audrey Stewart

Another busy year to report with members contacting headquarters daily on a range of issues from pensions, early retirement, directed time, temporary contracts and employment rights to the sadder aspect of parental accusations, disruptive children and other incidents which happen during the course of a busy day. Often visits to members are required and sometimes accompanying members to school meetings if necessary. Members were also supported when school closure announcements were made as well as visits to members, whose school had been the subject of an arson attack.

Audrey is convenor of Education & Policy as well as International Relations committees and also attends Property sub-committee meetings and from time to time attended meetings of the joint UTU/INTO Board and NITC as necessary. INTO and UTU held joint Education and Policy Meetings to discuss educational issues e.g. 0~6 yrs Draft Consultation Strategy.

Part of Audrey's role has been to represent the UTU at various events - The Inclusive School—Education for Diversity, Retirement Seminars, Redundancy meetings, Launch of The Chief Inspector's Report, Special Needs Seminar (GTCNI) She also completed the four year office as Vice-Chair of Education and Policy of GTCNI.

Education International has been looking at the world-wide problem of reduced numbers of applicants applying for leadership positions. Audrey was appointed to the Advisory Group and was able to meet with delegates from other countries to look at this issue. She also represented UTU at TUI Conference in Ennis, EIS Conference in Dundee and as a member of the Women's Committee of ICTU, attended The Council of The Isles Conference in Londonderry and The Women's Conference in Cork.

Courses attended include Employment Law, Women and Leadership, Dispute Resolution, Siptu Round Table on Bullying & Harassment, ICTU Global Champions Course and The Assist Course on Mental Health.

Audrey continues to represent UTU on the N.I. Panel of the Teaching Awards and attended the finals of the Award Ceremony in London.

FIELD OFFICER'S REPORT – Jacquie Reid

Life at UTU HQ continues to be varied, interesting — and busy! The following is an outline of the work in which I have been involved this year.

The priority is, of course, you, the members, and I have been in contact with many of you by telephone, in the office and through a range of visits to schools, homes and other venues. These visits can be for the purposes of information, accompaniment or representation. Many queries centre around issues such as maternity/paternity rights, pensions and redundancies but other areas of concern are individual and wide-ranging, encompassing Health and Safety, illness and staff relationships amongst others. Examples of individual circumstances which teachers face can be found under Law and Tenure.

Recruitment is key, and I have been in Stranmillis College, Queen's University and Ulster University, Coleraine and Jordanstown, with Brendan Harron from INTO, talking to students, answering questions and gaining student members. I facilitated a very successful seminar with PGCE students in Coleraine, with further seminars planned for Stranmillis. UTU sponsored the final year formal for Stranmillis students where we

had a real presence, and UTU and INTO held an NQT seminar for those about to enter employment. I have been working closely with members of the Student Executive in Stranmillis and plans are in place to develop these links on a more formal basis.

F.I.T. – Future in Teaching, our group for students and recently-qualified teachers – continues to grow in strength. Meetings are very well-attended with new members appearing steadily as word spreads. We had two very successful events this year – a laser-tag activity to celebrate the end of the school year, and a residential seminar where the role of the union and issues facing young teachers were explored. F.I.T. are actively involved at School Rep, Branch and C.E.C. level and will be taking two resolutions to Annual Conference this year. I would like to take this opportunity to thank all of our core members who work so hard at recruitment; particular thanks go to Steven Savage who is an excellent Chair and does fantastic work for the UTU – thanks, Steven!

UTU and INTO work together in a number of areas and, in addition to the recruitment fairs and NQT seminar mentioned above, I have worked closely with Brendan Harron to deliver training for School Reps. We have also been involved in the seminars on Retirement Planning. I have been a UTU representative on the UTU/INTO Joint Board on a number of occasions throughout this year.

I have further represented UTU in a range of other roles. I have attended a number of meetings of Northern Ireland Teachers' Council and sat on the Working Group for Assessment Arrangements. I attended the ATL, NASUWT, IFUT and ICTU Disability conferences; I also proposed the UTU motion concerning assaults on public sector workers and seconded the INTO motion against child trafficking at the NIC/ICTU Congress. I have further represented UTU on the ICTU Women's, Strategic Implementation and LGBT Committees, reports of which are included.

Part of my remit is Health and Safety, and I have taken on the roles of Convenor of the UTU Health and Safety Sub-Committee, and the UTU Representative on the ICTU Health and Safety Committee. I further participated in the ETUCE Health and Safety Project in Brussels and Bratislava, the topic of which this year was Cyber-Harassment against teachers. I am also currently undertaking a course of study which will result in an ICTU Diploma in Occupational Health and Safety.

Further study this year has included a range of one-day courses on aspects of Industrial Relations and Legislation facilitated by the Labour Relations Agency,

ICTU and the Equality Commission. I have participated in a residential seminar and completed a course of study on Women in Leadership, and a further course on Culture and Diversity. I also completed a one-day course on Strategic Planning.

As I said at the outset, work is varied, and, in addition to the body of work outlined above, this year has included more unusual events such as involvement in campaigns and rallies against the cuts, and addressing a group of European teachers about the NI Education system. Life is indeed busy, and I would like to take this opportunity to thank the officials and the HQ team for their continuing and constant help and support throughout the course of the year. I appreciate it!

3. HEAD OFFICE STAFF

Avril Hall-Callaghan, who has worked for UTU as a full-time official since 1981, has held the positions of Field Officer and Assistant General Secretary. She was elected General Secretary of UTU in 2004 and was re-elected for a further five-year term in 2009, as per current legislative requirements.

In April 2010 Avril was elected Chair of the Northern Ireland Committee of the Irish Congress of Trade Unions and carries out the duties attached to this post in addition to her current role within UTU. She was re-appointed as Chair of the Northern Ireland Teachers' Council, the body representing all the recognised teaching unions, in 2009.

Avril's appointment to the Industrial Court was once again extended during 2010 and she was nominated as the Employee's Side representative to a sub-committee negotiating with the Department of Employment and Learning regarding revised legislation pertaining to the Court during 2010/11.

Avril sits on both the Monitoring Committee and a Steering Committee for Interreg IV, a government body that allocates European funding. She has been a lay member of the Professional Conduct Committee of the Bar Council for several years.

Avril undertakes a central negotiating role for the union as well as undertaking the more difficult legal cases, generally where teachers face serious threats to their career. She is engaged at employing authority level in managing the Redundancy process and sits on a variety of committees and sub-committees that develop central Education policy and procedures.

Mike Graves, Senior Field Officer has been in post since September 2002. Mike has deputised for the General Secretary at an increased number of meetings in 2010/11 to allow her to undertake the wider trade union work of ICTU. He also continues to be involved in a considerable amount of legal and casework at a high level, including Appeal Hearings at the Labour Relations Agency. Mike is responsible for redundancy consultations in the Belfast area as well as in the Catholic Maintained sector schools. He is responsible for Equality issues and convenes the Political and Equality sub-committee of the CEC.

Field Officer, **Jacque Reid** joined the staff of UTU in September 2008 and is heavily

involved in all aspects of recruitment. She supports the work of the FIT Group as well as taking responsibility for the area of Health & Safety. Jacque undertakes school visits and has taken on a substantial amount of casework in past year, including Disciplinary and Grievance matters. She is also responsible for redundancy consultations in the North-Eastern and Western areas.

Audrey Stewart joined the permanent staff of UTU in July 2009 and specialises in the areas of Pensions and Leadership advice. She carries a considerable amount of casework as well as conducting redundancy consultations in the Southern and South-Eastern areas. She is Convener of both the Education & Policy and International Relations sub-committees of the CEC and has responded to many of the major professional consultation documents on the Union's behalf, including the Early Years and Special Needs papers issued by the Department of Education.

Karen Taylor, Executive Officer, manages Head Office clerical staff as well as ensuring that all matters pertaining to the premises, including maintenance and health and safety matters, are in order. Karen liaises with outside providers of services and oversees the office budget. Karen has been employed by UTU since 1982, starting off as a Clerical Officer. She was promoted to her current post in 1999.

Financial Executive Officer, **Ann McHenry**, continues to manage the financial affairs of the Union in a meticulous manner. Ann not only deals with the day-to-day management of finances, but is involved in managing the investment funds, a task which she carries out very successfully. She works closely with the Union's Honorary Treasurer, Rosemary Barton, and with the Union's accountants.

Denise Allely, Membership Officer, assists Ann in processing the financial paperwork and also oversees the joint expenditure of the UTU with INTO, providing reports to the Joint Board. Denise has been involved during the period of the Report in a Working Group which includes the President, General Secretary, Senior Field Officer and John Goodfellow (Computer Advisory Services consultant) which is developing a plan for upgrading the Union's ICT capabilities. Denise also supports the Field Officers in their recruitment work.

Meriel Segal, Membership Officer, also assists the Field Officers in communications to schools and provides administrative support to the Leadership Group. She takes a lead role in the redundancy consultation process, monitoring the early stages of the process, monitoring the selection criteria. Meriel co-ordinates office requisitions and

provides administrative support to the General Secretary.

Senior Clerical Officer, **Annette Morrow**, plays a key role in the day-to-day operation of the Union. Annette maintains the database and is often the first point of contact for members in need of assistance. Annette assists the Officials in managing casework and deals with many of the routine queries that members may have in a friendly and efficient manner, ably assisted by the Clerical Officer.

Lindsay Osborne, Clerical Officer, provides support for the FIT Group and assists in recruitment matters. Lindsay plays a central role in co-ordinating the mailings to schools, particularly in ensuring that the major recruitment mailing that goes to schools in August is prepared and printed.

Gloria Marshall, Caretaker, takes good care of not only the Headquarters building, but the staff who work in it. Gloria ensures that visitors to Headquarters are provided with refreshments and that the building is looking its best at all times, both inside and out.

The General Secretary wishes to place on record her own personal thanks, and the thanks of the Central Executive Committee, for the loyalty and commitment of all the staff at Headquarters. Most of the staff of the Union have been in post for a considerable length of time and their experience is evident in the efficient manner in which the work of the Union is conducted.

STAFF DEVELOPMENT AND TRAINING

The UTU continues to encourage staff to develop professionally and each year sets aside a training budget for this purpose.

All the Union's Officials are qualified, experienced teachers who hold additional higher level qualifications in the areas of Education, Research and Law. Their professional knowledge is regularly updated through formal and informal means.

The UTU can access excellent training provided free of charge through affiliation to ICTU. The ICTU-run courses attended by UTU during the past year covered the following topics:

- **Employment Law**
- **Global Solidarity Champions**
- **Health & Safety**
- **Women & Leadership**

The Officials have also attended events run by Education International (EI) and the Education Trade Union Committee for Education (ETUCE), including ????. They have also attended a variety of seminars and workshops provided by bodies such as the Labour Relations Agency (LRA) and the Equality Commission.

Field Officer, Audrey Stewart, was appointed to membership of a Leadership forum at European level. Audrey is the only UK representative chosen to sit on this committee which will be issuing the outcomes of their deliberations in relation to the problems of lack of candidates for leadership positions.

The clerical and administrative staff have accessed the following training on an individual basis:

- **GCSE Maths**

In December Field Officer, Jacquie Reid, attended a training course on Management and Organisation provided through ICTU in Dublin. She was then able to "cascade" this training on to the other Officials and the Executive Officer on an internal training day.

4. TEACHER EMPLOYMENT

The General Teaching Council (GTC NI) does an excellent job in compiling statistics regarding teacher employment and the UTU is grateful to Eddie McArdle and Bernie Ball for their assistance in supplying the most up-to-date data for inclusion in this year's Annual Report. The figures for 2009 when the last published figures appeared are in brackets:

The total number of GTC registered teachers at January 2011 is 27,959 (27,776). This includes teachers who may have retired prematurely from permanent posts as well as teachers on secondment to other agencies. Of this total only 24.26% (24.54%) are male, continuing the downward trend in males in the teaching profession.

The total number of teachers employed in grant-aided schools on permanent or temporary contracts and registered with GTC (NI) is 20,386 (20,185) which continues the upward trend despite over 200 redundancies in 2010.

The breakdown of permanent/one-year temporary contract teachers by Board Area is as follows:

	Jan 2011	Mar 2009
BELB	3794	3799
NEELB	4522	4479
SEELB	3944	3883
SELB	4568	4454
WELB	3558	3570

The breakdown per sector is as follows:

	Jan 2011	Mar 2009
Nursery	220	210
Primary	8531	8199
Secondary	6240	6174
Grammar	4320	4544 (incl. Preparatory 176 Prep.)
Special	899	893

5. NORTHERN IRELAND TEACHERS' COUNCIL – (NITC)

UTU was represented on the NITC during the year 2010/11 by the President, Lewis Love; the Vice President; Gillian Dunlop (née Garrett); the Ex-President, Lexie Scott; the Senior Field Officer, Mike Graves; the General Secretary, Avril Hall-Callaghan.

The NITC is the Teachers' Side of the Teachers' Negotiating Machinery (TNC) in Northern Ireland and the Constitution allows the recognised unions a maximum of 5 representatives on the basis of 1 representative for each 1,000 members or part of 1,000 members. UTU qualifies for 5 seats, as do INTO and NASUWT. ATL holds 3 seats and NAHT has 1 seat, with an agreed additional seat for an observer.

The Officers of the NITC are as follows:

Chairperson: **Avril Hall-Callaghan, UTU**
 Vice Chair: **Frank Bunting, INTO**
 Secretary: **Seamus Searson, NASUWT**
 Minutes Sec: **Mark Langhammer, ATL**
 Treasurer: **Fern Turner, NAHT**

The NITC has been fully functioning throughout the year covered by this Report and relationships have been very positive and productive. Serious concerns, however, were raised by four of the five unions regarding the actions of the NASUWT and as a result the ICTU has once again been asked to act in a conciliatory role.

The source of the problem is the ongoing industrial action being taken by NASUWT despite the fact that all the unions in NITC had agreed to a joint way forward with a joint claim focussing on four issues. These issues relate to:

- (a) administrative time for Nursery Principals
- (b) limits to cover for absent colleagues
- (c) employment of Newly Qualified Teachers
- (d) implementation of Planning, Preparation and Assessment time.

Negotiations are ongoing and some progress has been made on the above issues. The Management Side challenged the NASUWT regarding their action. NASUWT met

with Management Side to attempt to negotiate separately but was informed that the only forum for negotiation was through the existing channels, namely NITC.

At time of going to press the ICTU Conciliation process is still ongoing.

The full NITC meets every other month, rotating venues between UTU and NASUWT offices. In the intervening months two representatives of each union (the "Interests") meet to take forward urgent business. These meetings rotate between INTO, ATL and NAHT offices.

There follows a summary of the work of the NITC and the Interests Group during the 2010/11 year:

15th March 2010

- The matter of the failure to reach agreement on a School Closures procedure due to the Department of Education's desire to renegotiate reorganisation allowances first was raised.
- The issue of the splitting of a Teaching Allowance was discussed and each union was asked to consider its position and bring it back to the next meeting.
- The Chair agreed to contact Management Side regarding a letter on redundancy.
- A joint claim on pay and conditions was to be drawn up and work done on developing an economic case to support it.
- Concerns were noted regarding pay and conditions issues within Learning Partnerships and it was agreed that this be tabled at the Joint Working Party (JWP).
- It was also agreed to raise the issue of eligibility to teach in England during a Career Break at the next JWP.
- A revised guidance paper on Classroom Observation was tabled but agreement could not be reached so the matter was deferred to allow four of the unions to attempt to agree a paper.
- After some discussion on "Every School a Good School" it was agreed to take the matter to the next Interests meeting.

- A copy of the ESA/Convergence Plan was circulated for discussion at the next Interests meeting.
- A note of the Promoting Effective Industrial Relations in Schools (PEIRS) Steering Group was circulated and it was noted that the course had been generally well-received.
- A report back from the Working Group on INCAs, chaired by John Gardner, was given and concerns were raised that the working group remit was too narrow.

29th April 2010 (Interests Group)

- It was noted that a meeting was scheduled to discuss the Teacher Abuse Survey to be sent out to schools.
- It was further noted that a meeting regarding a Winding Down Scheme was to take place, and that the working groups on the Unsatisfactory Teacher Procedure and Teachers' Health and Wellbeing were also meeting soon.
- It was agreed that NITC should press for employment in teaching outside NI to be allowed for in the Career Break Scheme.
- It was noted that a meeting regarding legal representation at Disciplinary cases was to take place with a member of Management Side.
- Support for the PEIRS training was confirmed.
- It was noted that the fund set aside for handling this year's redundancies had been increased from £6million to £9million and it was agreed to seek an urgent meeting with Management Side regarding its distribution.
- A discussion took place regarding the NITC claim and NASUWT undertook to write to the other unions about industrial action that they had implemented in schools.
- The NI Commissioner for Children and Young People intended to hold an event regarding School Councils and it was agreed that one person from each union would attend.
- It was agreed that the revision of the TNC Constitution, in line with the Curran Report recommendations, would be placed on the agenda for the next JWP.
- It was agreed that the INCAs Report would be circulated on a confidential basis.
- It was further agreed that a joint press statement would be drafted to publicise the joint Election briefing that had been produced.
- The need for the urgent rebuilding of Whitehouse Primary School was discussed.

17th May 2010

- It was noted that to date NASUWT had failed to write to the other unions regarding the ongoing action, which dated from January 2009. Comments were made regarding the unhelpfulness of such action, given that there was a joint claim underway. Disappointment was expressed at the lack of communication from NASUWT which had made it difficult for the other unions to issue advice to members.
- A report back was given on a meeting with the NICCY on the Democra-School project.
- The Secretary was asked to arrange a meeting of the Teachers' Negotiating Committee.
- It was noted that there was no further progress to report on either the SEN Review or the Cycle to Work Scheme.
- It was noted, however, that the Teacher Abuse Survey had issued to a sample of schools but that there seemed to be issues raised by Management Side about the Tackling Violence Against Teachers procedure which Teachers' Side had believed had been agreed.
- It was reported that an amendment to the Career Break Scheme had been secured to allow teachers to work outside NI during a Career Break.
- It was agreed that the understanding pertaining to a Part-Time teacher's eligibility to hold a full Teaching Allowance should be made explicit within the Scheme.
- The Management Side paper on Legal Representation in Disciplinary cases was noted. This arose following a legal decision in England that where a teacher's career was in jeopardy they should be afforded legal representation at an early stage in the Disciplinary process.
- It was noted that Management Side had taken a unilateral decision to award double redundancy but that this had elicited late volunteers, thereby assisting in reducing the number of compulsory redundancies.
- NITC endorsed their position of support for Learning Partnerships and agreed to set up a Working Group to explore the issue.
- It was agreed to follow-up the issues in the NITC Claim with Paul Sweeney, Permanent Secretary.
- Further discussion on Classroom Observation took place and it was decided that the group looking at this issue should be re-convened.
- The other unions on NITC sought inclusion in the UTU/INTO Class Size Campaign.

- It was agreed that the issue of deduction of wages due to the volcanic ash problems would be raised at JWP.

14th June 2010 (Interests Group)

- It was reported that CCEA was keen to work with the unions on the issue of Assessment.
- It was noted that the Whitehouse PS situation had been resolved.
- It was noted that employers had agreed that they would pay for up to 5 day's exceptional leave of absence.
- It was noted that a meeting of the employing authorities with the teachers' unions to discuss redundancies was scheduled to take place.
- The manner in which two school closures in the BELB area – Beechfield PS and Seaview PS – had been progressed was discussed.
- It was agreed that an earlier decision on redundancy incentives should be made and that it should be raised at the September meeting of the JWP.
- It was agreed that full support should be given to the development of a Winding Down Scheme and that the reinstatement of the Efficient Discharge Scheme should be pursued.
- It was agreed that the NITC Election Manifesto should be issued to all MLAs in September with a joint covering letter.
- In pursuance of the claims on the employment of Newly Qualified Teachers and Planning, Preparation and Assessment (PPA) time it was decided to press the Assembly Education Committee for a meeting.
- It was agreed that the Secretary should send a sharp letter indicating the importance of the Learning Partnerships issue to NITC and stressing that the alternative to engagement was a ballot for action.
- It was noted that Management Side had raised the issue of Classroom Observation at the last JWP and that each union should make a determination on their position.
- It was agreed that the UTU/INTO Class Size campaign should be recommended to NITC as a joint campaign.
- The latter part of the meeting was a presentation from Paul McAllister, Brian Curry and David Beck from the Inspectorate on School Development Planning and Self Evaluation.

18th August (Interests Group)

20th September 2010

- It was agreed to press for a single, co-ordinated or integrated redundancy process by January 2011 at the latest.
- It was noted that there had been an under-spend of the money set aside for redundancy but that it was likely that this money would be recycled into the Education Budget for the Minister to re-allocate.
- A report was given on the redundancy appeals process, noting the lateness of the appeals meetings. A discussion took place on the definition of the agreed criteria, including the place of the Catholic RE certificate.
- A draft survey of good practice in terms of PPA time was discussed.
- The INTO suggested a claim for a Long Term Teachers' Allowance, in the form of additional paid leave, for teachers who had served for 15 years and 25 years. Unions were asked to bring their comments back to the next Interests meeting.
- A discussion took place on the lack of employment opportunities for teachers on higher points of the scale.
- Unions were urged to send materials to schools to raise awareness of the possible Budget cuts and to encourage members to attend the ICTU lobby of Stormont on 28th September and the rally on 23rd October.
- It was noted that Management Side had stated at the last JWP that they would have to issue guidance on Classroom Observation and that NITC would respond on receipt of the draft guidance.
- ATL and NASUWT agreed to join in with the UTU/INTO Class Size campaign.
- A discussion took place on the meeting with CCEA regarding Assessment and Reporting.
- It was reported that the ETI wished to work more closely with the NITC on issues such as under-performance and post-inspection process and a working group was set up to progress this.
- It was noted that Terms of Reference for a Strategic Forum had been agreed with a first meeting to be held in September or early October.
- It was noted that the Chair of Management Side, John Miskelly, was retiring.

18th October 2010 (Interests Group)

- It was noted that the JWP had been postponed in October due to the death of Ray Calvin.
- It was agreed that an integrated redundancy process should be sought as a priority.
- The issue of the NITC claim and the impact of the NASUWT industrial action was discussed. It was strongly proposed that the NASUWT action undermined the NITC and its claims. The NASUWT responded that they would copy a letter that they had sent to the Chair of Management Side to all the other unions. A frank exchange of views took place and the NASUWT agreed that they would reflect, consult and advise the other unions of progress by the JWP meeting in November.
- It was noted that a meeting with the Department of Education on the 0~6 Strategy was pending.
- A joint paper on the Teacher Education Review was agreed.
- The claims within the INTO/UTU Class Size campaign were adopted as NITC policy.
- The final part of the meeting was a presentation from Fergus Cooper and Corinne Heaney on the Save the Children briefing paper "Better Odds at School".18th October 2010 (Interests)
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15th November 2010

- A Minute's Silence was held in memory of UTU former General Secretary, Ray Calvin.
- A discussion took place on whether NASUWT and NAHT were prepared to withdraw advice they had each issued on Classroom Observation in order to secure a suspension/withdrawal of a Management Side letter on the topic.
- It was noted that the survey on PPA time was likely to issue before Christmas.
- A working group was set up to consider a Long Term Teachers' Allowance for long-serving teachers, including principals.
- A long discussion on the NASUWT action took place, with the other unions pointing out their concerns that since the NITC claim had not been rejected, and that indeed the Management Side was working with the unions in progressing the claim, so NASUWT industrial action was inappropriate and could not achieve anything. It was noted that ICTU had been contacted with view to i intervening.
- It was noted that a meeting on Teacher Redundancy had taken place.
- A discussion took place on the possible outcomes of Education Budget cuts and it was agreed to seek an early meeting with the Department of Education.
- It was agreed that a meeting would be convened to progress the Class Size campaign.
- A recent DE Circular on School Development Days was discussed and it was decided that a meeting be sought with DE.
- It was agreed that a claim be formulated on improved Maternity, Paternity and Adoptive Leave.
- An NITC group to look at 0-6 year strategy was set up.
- It was agreed that NITC would oppose the inclusion of unannounced inspections in the agenda for the forthcoming workshop with ETI.
- A new draft Unsatisfactory Teacher Procedure is to be circulated to all unions.
- Discussion took place on the Minister's announcement that no funding would be made available for parental transfer interviews after 4th February.

20th December 2010 (Interests Group)

21st January 2011 (Interests Group)

- This meeting focused on the drawing up of a joint Election Briefing for members and MLAs, with each union contributing to the content of agreed sections. A report of this meeting was given to the NITC on 24th January and they endorsed the work to date.

24th January 2011

- An attempt was made to establish the extent of the problem in relation to Classroom Observation in schools and NASUWT and NAHT agreed to supply evidence on an anonymous basis as soon as possible.
- The meeting was updated on the ongoing position regarding Reorganisation Allowances, School Partnerships, the Winding Down Scheme, Classroom Observation, PPA survey, Threshold Appeals, Redundancy Procedure, Honoraria and the Royal Wedding.
- Hazel Jones, Project Manager for the Lisanelly Shared Campus, gave a brief presentation on the public consultation exercise and invited NITC to nominate a representative to the Project Board.
- It was agreed that following appropriate amendments the Tackling Violence against Teachers Policy should be signed off.
- With a small amendment the Teacher Health & Wellbeing Strategy document was agreed.
- Two amendments were suggested for the Parental Complaints Procedure, which it was agreed should then be signed off.
- It was noted that Management Side had refused to move from the position of appeals on Threshold being heard by the internal Salary Appeals mechanism. It was agreed to resubmit the option of an LRA Arbitrator.
- There was a short discussion on teacher redundancies.
- It was noted that the ICTU Education Trade Union Group would co-ordinate a joint response but that each union would also submit an individual response. It was further agreed that NITC would issue a joint statement on the Education Budget.
- NASUWT responded that a further meeting had been sought with Peter Bunting, ICTU, but the other unions expressed their concerns at the length of

time taken to get to this point.

- It was reported that the TUC would be co-ordinating a campaign around public sector pensions and that the teacher unions would be working together throughout the UK on this matter.
- It was noted that the first meeting of the Strategic Forum had been scheduled for 2nd February 2011.
- It was agreed to review the need for Standing Conferences within the context of the Strategic Forum, with the NITC view being to support retention, but to improve organisational arrangements.
- It was agreed that the Secretary would write a robust letter to CCEA on Assessment and Reporting, focussing on workload and the potential for distortion of the curriculum.
- A claim for improved Maternity, Paternity and Adoptive Leave was agreed.
- It was noted that a further meeting of the o-6 Group would take place.

14th February 2011 (Interests Group)

- A draft briefing paper for MLAs and a shorter leaflet for distribution to members were circulated. Comments were welcomed. There was a short discussion on printing/distribution via websites.

21st February (Interests Group)

- It was noted that there was still no confirmation that schools would be allowed an extra day for the Royal Wedding.
- It was agreed that a joint meeting of staff in the schools involved in the Lisanelly Shared Campus would be held at which a representative to the Project Board would be elected.
- The wording of the Parental Complaints Procedure was agreed.
- A discussion took place on the employer's proposal to amend the Managing Attendance procedure to the detriment of teachers. It was agreed that NITC would hold to the existing arrangement where full pay resumes as soon as the teacher commences a phased return.
- NASUWT confirmed that they were awaiting a meeting with Peter Bunting in relation to their action.
- It was agreed that any change to current arrangements for the payment of teachers' GTC fees should be negotiated through JWP.

- Similarly, it was agreed that any change to the arrangements for AccessNI vetting should be discussed at JWP.
- It was agreed to set up a sub-group to examine the proposals on changes to payment of substitute teachers.
- It was agreed that it would be necessary to fast-track a School Closures agreement.
- It was agreed that the Election materials would be launched in the week beginning 14th March 2011 and that a press release would be written to accompany them.
- It was noted that the ETI was still committed to holding a joint workshop with NITC to include approximately 50 people. No date had yet been set.
- Some discussion took place on the predicted pay freeze.

6. TEACHERS' NEGOTIATING COMMITTEE – SALARIES AND CONDITIONS

The Teachers' Negotiating Committee (TNC) meets on request to ratify the business conducted through the Joint Working Party (JWP). At time of going to press the TNC had not met during the period of the report, but a meeting was requested at the February meeting of JWP.

The Chairperson of TNC is Brian Garrett, who has served the Committee diligently for many years. At the last meeting of TNC in June 2009 Brian had indicated that he wished to step down from this post but was persuaded to remain pending the reconstitution of the TNC following the setting up of ESA. Since ESA has not yet been set up it was agreed that Brian be asked to continue in his role for at least the next TNC meeting.

7. TEACHERS' NEGOTIATING COMMITTEE — JWP

The General Secretary, Avril Hall-Callaghan, represents the UTU on the Joint Working Party (JWP) of the Teachers' Negotiating Committee (TNC). The JWP does all the groundwork in working up new procedures and agreements prior to their ratification through the TNC.

Due to the complexity and time-consuming nature of much of the work it has become the practice to set up working groups for each of the substantive issues. These working groups consist of nominated individuals with expertise in the area under development and they draft documents that are then referred back to the Joint Working Party for consideration.

Any new procedures or agreements then have to be passed back to both Teachers' Side and Management Side before they can be signed off. Teachers' Side has become increasingly concerned that documents that appeared to have the approval of those on JWP have been substantially amended by Management Side following referral back. This considerably slows down the process.

Teachers' Side and Management Side meet separately prior to JWP meetings to ensure unanimity of position on each side before negotiations begin. The President, Lewis Love, attended the pre-meetings along with the General Secretary. All meetings have taken place in UTU Headquarters.

The Teachers' Side during 2010/2011 included:

Avril Hall-Callaghan, UTU, Chair of Teachers' Side; Frank Bunting, INTO, Conditions of Service Spokesperson; Seamus Searson, NASUWT, Salaries Spokesperson; Mark Langhammer, ATL; Fern Turner, NAHT; Tony Carlin, INTO; Bridghin Lyttle, NASUWT; Lewis Love, UTU.

The Management Side during 2010/2011 included:

John Miskelly, GBA, Chair of Management Side (until October 2010); Barry Mulholland, WELB, Chair of Management Side (from January 2011); Rita McCrory, CCMS; A Armstrong, CCMS; Eugene O'Neill, CCMS; Marian Ferguson, SELB; Pat

Keating, SELB; Robin Harper, NEELB; John Mason, SEELB; Mairead Morgan, ESAIT; Mark Mawhinney, DE; Martin Thompson, DE.

The work of the JWP was supported by Jenny Fryers, Management Side Support Officer; Jill Loughridge, NEELB; and DE. Teachers' Side very much appreciate the work that these individuals do in ensuring that everyone is kept well-informed.

The long-time Chair of Management Side, John Miskelly, retired towards the end of 2010. A presentation was made to him on behalf of both Teachers' Side and Management Side following his final Management Side meeting in CCMS Headquarters on 27th October 2010. Avril Hall-Callaghan spoke on behalf of Teachers' Side and thanked John for his courteous approach during his tenure as Chair and wished him every happiness in his retirement.

As 2010 proceeded and it became less likely that ESA would be implemented before the end of the current Assembly's term of office it became essential that there should be no delay in progressing the work of the JWP. It had been frustrating at times when Management Side refused to move an issue forward because of ESA but it appears that there is a new sense of purpose within the existing employing authorities. Unfortunately this comes at a time when resources to actually support any new agreements, such as the recently agreed Teachers' Health and Wellbeing Strategy, are scarce.

The following is a summary of the work of the JWP during the 2010/11 year:

8th March 2010

- It was agreed that Management Side would issue the survey on Tackling Abuse against Teachers.
- Management Side stated that they were in the process of identifying a list of Frequently Asked Questions in relation to the Maternity and Adoption schemes and that these would be put on the DE and employing authorities web-sites.
- DE confirmed that they were obtaining figures in order to inform the work of the Winding Down Working Group.
- Management Side confirmed that the Parental Complaints Procedure was with the Joint Legal Service and confirmed that although it was a Management Side document they would like Teachers' Side to sign up to the Procedure which would be issued with an accompanying letter signed by the Chairs of both Sides.

- It was confirmed that the first meeting of the Unsatisfactory Teacher Procedure was to take place soon and that representatives from both GTC and ETI had been invited to the first meeting.
- It was confirmed that legal advice was being sought on the Tackling Violence Against Teachers document.
- Teachers' Side expressed concerns that the School Closures document had been delayed because the Department of Education had unilaterally decided to link the changes to the reorganisation circular. It was agreed that a sub-group should be set up.
- A revised Strategy document on Teacher Health & Wellbeing was tabled by Management Side. Also included was a list of "Strategy Deliverables".
- Teachers' Side requested that the counsel's advice obtained by Management Side in relation to Legal Representation at Disciplinary cases be shared.
- Teachers' Side agreed to respond to the recommendations of the working party on Promoting Effective Industrial Relations in Schools (PEIRS).
- Following an enquiry from Teachers' Side it was confirmed that the legislation to allow for the doubling of redundancy payments should be in place by 1st April. An urgent meeting with all the employing authorities was sought.

12th April 2010

- It was agreed that Management Side would consider Teachers' Side's request to amend the Career Break Procedure to allow a teacher to take up salaried employment outside NI while on a Career Break.
- An update on the situation regarding Teachers' Side's claim for a Cycle to Work Scheme was requested.
- Management Side confirmed that they had been advised that they could not circulate the legal advice that they had received on the Tackling Violence against Teachers document and that they needed more time to consider it.
- A discussion took place on the cost of issuing a survey on Tackling Violence against Teachers and it was agreed that the Central Management Support Unit would send out a random sample.
- It was agreed to defer the Teacher Health and Wellbeing Strategy to the next meeting of JWP as Teachers' Side had not had enough time to consult on it.
- Management Side confirmed that they were still awaiting legal advice on the issue of Legal Representation at Disciplinary cases.
- It was agreed to defer discussion on the PEIRS course until the next JWP.
- It was confirmed that the regulations pertaining to teacher redundancies would

come into effect on 30th April 2010. Teachers' Side expressed their concerns that the decision to award double redundancy had been taken without proper negotiation and suggested that in the case of school rationalisation special circumstances should pertain. This was rejected by Management Side.

- Teachers' Side requested that Classroom Observation be removed from the agenda but Management Side stated that because NASUWT had issued advice to schools they would have to respond and wished to know NITC's position. It was agreed to defer this matter to the next JWP.
- The agreed NITC claim was tabled, as follows:
 - (a) the introduction of Planning, Preparation and Assessment (PPA) time;
 - (b) the introduction of a guaranteed first year for newly-qualified teachers;
 - (c) clear guidance on the obligations, duties and rights of teachers and schools in respect of limiting classroom cover; and
 - (d) time for teaching Principals in nursery schools, who should have no more than 3 days a week of class contact (bringing them into line with Primary Principals).
- Details were supplied of an Employment Law Update Seminar to be held by the Labour Relations Agency in CCMS Headquarters.

10th May 2010

- Once again, Teachers' Side attempted to have the issue of Classroom Observation removed from the agenda but Management Side refused, saying that it was a pay and conditions of service issue and that they needed to respond to the NASUWT circular. The Chair (Teachers' Side) stated firmly that since there was no agreed position within NITC on the issue, it was not appropriate for discussion.
- An update was again requested on the Cycle to Work Scheme and a DE representative stated that an announcement was awaited from the Department for Communities and Local Government on the results of the tender.
- A request was made by Teachers' Side for an amendment to be made to the Career Break Scheme to clarify that during a Career Break teachers can take up alternative salaried employment outside NI.
- Teachers' Side confirmed that it was their view that Teaching Allowances should not be split more than two ways. Management Side responded that they would prefer less restriction and that the Job Share Scheme would have to be

considered.

- It was agreed that a synopsis of the legal concerns about the Tackling Violence against Teachers document would be provided to Teachers' Side.
- Teachers' Side expressed concerns at the re-drafted Teacher Health & Wellbeing document but confirmed that they would attend the forthcoming Working Group meeting to try to move the matter on.
- Management Side circulated a paper on Legal Representation in Disciplinary Proceedings.
- The importance of maintaining the PEIRS training was discussed with Management Side stating how pleased they were with the positive response.
- A DE representative indicated that the revised regulations now made employers responsible for compensation and there was some discussion on what future years might bring. Attention was drawn to the practice of externally advertising a job before redundancies had been resolved.
- No response was given to the NITC Claim.
- Teachers' Side requested that the TNC Constitution be put on the agenda of the next JWP meeting and this prompted an adjournment for Management Side discussion.

13th December 2010

This meeting was cancelled by Teachers' Side.

17th January 2011

- Management Side stated that they were seeking nominations for a Working Group on School Partnerships. It was emphasised that this group should be kept small to ensure that it was workable.
- It was agreed that the Winding Down group would meet again.
- Classroom Observation was once again debated with a suggestion that the ETI needed to be contacted regarding their position. The Management Side position that Classroom Observation is part of a principal's responsibility was reiterated.
- Concerns were expressed by Teachers' Side that much of the Tackling Violence against Teachers document had been lost in the redrafting. It was suggested that the concerns raised be referred back to the Working Group.
- It was noted that Teachers' Side would be discussing the Teacher Health and Wellbeing document at the next NITC meeting and Teachers' Side suggested that

finance would be required for its implementation. Management Side responded that no additional resources would be available.

- Further debate took place regarding the Threshold Appeals Process.
- The NASUWT stated that it was meeting soon to move the issue of its industrial action forward.
- It was noted that the Intimate Care Policy was currently being consulted upon with the Department of Health and Social Services and Teachers' Side asked to be included in this consultation.
- A discussion took place on the current position regarding redundancies and the implications of the End Year Flexibility crisis.
- It was noted that DE is to issue a letter stating that all honoraria are to be stopped.
- The Management Side Chair stated that it is Management Side's view that Northern Ireland schools should get an additional public holiday for the Royal Wedding.
- A paper on Statutory Leave and Long Term Sick Absence was tabled.
- It was noted that DE would be taking forward a consultation on proposed changes to the common funding scheme following the detail proposed in the draft budget relating to teacher substitution.

8. TEACHERS' SUPERANNUATION CONSULTATIVE COMMITTEE

The Union's General Secretary, Avril Hall-Callaghan, and the President, Lewis Love, are the two nominated representatives on the Teachers' Superannuation Consultative Committee (TSCC). Avril Hall-Callaghan has for several years acted as Secretary to the Teachers' Side of the TSCC.

The TSCC met in Antrim Board Centre on two occasions during the 2010/11 period – 6th May 2010 and 4th November 2010. In addition there were five meetings of the Winding Down sub-group on 5th March 2010, 11th May 2010, 12th October 2010, 7th December 2010 and 10th February 2011.

At the 6th May meeting a DE representative explained that the Occupational Health Forum had still not met but the issue of Mental Disorder retirements would be raised at a bilateral meeting with Occupational Health Services (OHS) in June.

In response to a question from UCU it was confirmed that 811 part-time FE lecturers are members of the pension scheme and of these 662 are active members.

It was reported that following a North/South Pension meeting in January 2010 draft guidance on North/South transfer of pension rights would be issued and placed on the DE website.

It was confirmed that the new regulations on premature retirement came into operation on 30th April 2010 and that a circular outlining the changes would issue to employers and be placed on the web by the end of May.

Reference was made to the first meeting of the Winding Down Scheme, held on 5th March 2010, and the fact that Drew Morrice from the Educational Institute of Scotland (EIS) was to address the next meeting on 11th May 2010.

A DE representative confirmed that arrangements had been made to discuss the outcome of the TPS review (England & Wales) with the OHS in June and asked if members felt a similar review was needed in Northern Ireland. It was suggested by Teachers' Side that it would be important that such a review be carried out as there appeared to be a greater ratio of Total Incapacity Benefit (TIB) to Partial Incapacity

Benefit (PIB) in England and Wales than in NI. It was agreed that a representative of teachers would be included in any working group to take this work forward but that there may be issues of manpower.

A brief synopsis of the new IT system to support the delivery of Teachers' Pensions Administration and Payroll was given. It was expected that the annual benefit statements would be part of the second phase of implementation, scheduled for March 2011. A sample of a Combined Benefits Statement was circulated.

A DE representative confirmed that the TPS regulations (England & Wales) had been consolidated and would come into operation in September 2010. It was intended that work would commence on consolidating the NI TPS regulations soon.

An explanation was sought regarding the lack of a pension increase in 2010 for retired teachers. A DE representative explained that the pension increase was based on the headline rate of inflation in the September before the increase was due and that for this year it had been a negative rate of -1.4%. She said that teachers had been notified about this on their payslips and further information had also been placed on the Department's web-site.

At the meeting on 4th November 2010 it was stated that guidance on the North/South transfer of pensions was due to be issued within two weeks. The DE representative also said that the consolidation of regulations in NI was still under consideration.

A discussion then took place on the situation regarding actuarially reduced pensions. It was noted that individual evaluations are once again available, based on the Consumer Price Index (CPI). The discussion then widened out into an examination of the Hutton interim report which had been published on 7th October. It was felt that there would be a public consultation on any proposed changes to the contribution rate, but that indications were that it might be raised by as much as 3%.

It was noted that the Winding Down sub-group had met three times and that a further meeting was due to take place in December. The DE representatives indicated that they were of a mind to suspend the sub-group due to the current economic climate since it was unlikely that there would be funding to introduce such a scheme. Teachers' representatives asked that the meeting be allowed to go ahead since there was still no clear indication of the financial situation.

It was noted that the proposed review of ill-health retirements had been delayed due to a number of factors but it was hoped it could proceed at some future date. While there was no doubt a lower number of ill-health retirements in NI there was no indication of the total number of applications.

It was reported that the Department of Education's new computer system had "gone live" on 29th October 2010. The following statement was issued at the meeting:
NEW IT SYSTEMS TO SUPPORT THE DELIVERY OF TEACHERS' PENSIONS ADMINISTRATION AND PAYROLL

"Following a competitive tendering process the Department signed a contract on 23 June 2009 with Capita Hartshead, one of the largest suppliers of IT support systems to the Public Sector Pensions Schemes. Capita currently administers the Teachers' Pensions Scheme for England and Wales on a fully outsourced basis."

"The £2.68m contract will run for 7 years and covers the delivery and support of systems to facilitate the administration and payroll processes involved in the overall operation of the Northern Ireland Teachers' Superannuation Scheme. The Department has not outsourced administration of the Scheme to Capita."

"The investment in new technology will improve efficiency and the overall quality of service delivered by staff in Waterside House to members of the Scheme.

Implementation of Phase 1 has now been completed and systems went "live" on 29 October. A second phase of advanced functionality is scheduled to be in place by end June 2011."

"The Department is confident that members will benefit directly from the partnership with Capita Hartshead and that customer satisfaction levels will improve significantly. For example, members will have access to more information to help them make retirement choices. For the first time combined benefits statements (joint forecasts of occupational and state pension benefits on retirement) will be issued, members will be able to access their records on-line, carry out their own forecasts, do some basic modelling and notify a change of personal circumstances."

"Improvements will also be seen in the form of entirely electronic sharing of information from employers on service and salary accrued by members – via a secure transfer utility. Improved accuracy and accessibility of management information will

be a great advantage not only for performance management but importantly for policy research and reporting to the Northern Ireland Assembly on issues of public interest such as re-employment and premature retirement."

"A customer satisfaction survey has just been carried out amongst active and retired members of the Scheme. Results have been very positive with just under 82% of respondents reporting they are satisfied with the service received from staff in Waterside House. Issues raised include the range of information material available to members. Some reported a preference for hard copy booklets rather than web-based material."

"The Department would welcome support in some areas aimed at improving security and efficiency – examples include persuading those pensioner members currently being paid by payable order to have payments made by BACS, whilst pay advice on-line is another potential development for future discussion."

The following statistical information was supplied at the meeting:

ILL-HEALTH RETIREMENT		2009/10		
		PIB	TIB	TOTAL
BELB	CONTROLLED	3	2	5
	MAINTAINED	0	0	0
WELB	CONTROLLED	2	1	3
	MAINTAINED	3	5	8
NEELB	CONTROLLED	3	1	4
	MAINTAINED	1	1	2
SEELB	CONTROLLED	2	9	11
	MAINTAINED	5	1	6
SELB	CONTROLLED	4	1	5
	MAINTAINED	6	7	13

	PIB	TIB	TOTAL
FURTHER EDUCATION (FE)	2	5	7
VOLUNTARY GRAMMAR	5	5	10
GRANT MAINTAINED	1	3	4
INTEGRATED	37	41	78

PHASED RETIREMENT **2009/10**

NEELB 1

FE

9. TEACHERS' SUPERANNUATION WORKING PARTY

Avril Hall-Callaghan, General Secretary, represents the union on the Teachers' Panel of the Teachers' Superannuation Working Party. Meetings of the Panel take place in London, with representatives of all the teacher unions UK-wide, including those representing teachers and lecturers in FE, HE and the private education sector, invited to attend. The Teachers' Panel met on three occasions in the past year in June 2010, November 2010 and December 2010.

At the meeting on 22nd June 2010 Bryn Davies (Union Pension Services) was introduced as prospective Teachers' Side actuarial adviser. It was noted that the Department for Education had not received the Government Actuary's Report and was not clear on the timetable for taking the Valuation of the Teachers' Pension Scheme forward due to the Public Service Pensions Commission. The teacher unions believed that it was in the interests of the scheme to publish the Report.

The Terms of Reference for the Public Service Pensions Commission, which covers all parts of the UK but not the Universities Superannuation Scheme, were circulated and discussed. The Secretariat agreed to update the Key Messages document to aid Union press offices in responding to the media.

It was agreed that the Secretariat would produce a draft Teachers' Side submission and consider a survey of teachers to establish their knowledge of and attitudes towards pension schemes.

It was noted that the issue of Ill-Health Retirement was important but was being 'crowded out'. It was agreed that there was a need to tackle the diminishing number of Ill-Health Retirement acceptances and the continuing problem of mental ill-health cases. It was agreed that the Secretariat would discuss taking forward the review with the Department for Education.

It was reported that the process of re-tendering for the TPS Administration Contract had been put on hold due to the Government's re-assessment of large IT contracts.

At the meeting of 1st November, which the General Secretary was unable to attend due to other commitments, it was noted that the TPS valuation was delayed due to

the Hutton Commission report and the change in indexation from the Retail Price Index (RPI) to the Consumer Price Index (CPI). A meeting between Lord Hutton and the General Secretaries of the English and Welsh education unions was to take place on 17th November 2010 and the Secretariat agreed to formulate key questions for the meeting.

Bryn Davies reported in detail to the meeting on the Hutton Report and CSR and it was agreed that the Teachers' Side response should cover process as well as evidence and that it should address aspects where we had a resolved position. The Secretariat agreed to draft a Teachers' Side submission and a framework proposal for joint campaigning. It was agreed that the administration of Teachers' Side would require the setting up of a bank account and that each union would be notified of the amount they needed to subscribe.

It was reported that there had been a further fall in the number of successful ill-health claims. It was also noted that three bids were going forward for the TPS Contract.

At the meeting on 13th December the Joint Response was fully discussed and it was agreed that if any union wished to make changes to the document they could contact the Secretariat with proposals. All the signatories to the response would be noted on the document.

It was explained that the government's proposal to move from RPI to CPI in April 2011 required legislation in the form of an Order in Council. It required a minimum consultation period of 6 weeks and may be debated in the House.

There was considerable debate over whether or not Teachers' Side should be involved in pre-negotiation with the DfE before Hutton has reported. Each union then reported on the action that they believed might be needed in support of the Pensions Campaign.

There was agreement that a joint response also be formulated on the Treasury's consultation regarding the discount rate for public sector pensions which Lord Hutton had indicated was "at the upper end of what is appropriate". It was felt that a reduction of the discount rate would be used to justify an increase in teachers' pension contributions.

10. IRISH CONGRESS OF TRADE UNIONS

The Union's General Secretary, Avril Hall-Callaghan, was re-elected to the Northern Ireland Committee of the Irish Congress of Trade Unions (NIC/ICTU) in April 2010. She was subsequently elected Chairperson of NIC/ICTU for the next two years, having been Vice Chair for the previous four years.

It has to date proved a challenging but privileged position for Avril to be in. NIC/ICTU initiated a campaign for "A Better, Fairer Way" following the announcements from the Coalition government at Westminster that there were to be huge financial cuts to public services. The campaign gained momentum from August 2010 onwards, with a range of activities including campaign planning meetings on Saturday mornings, public meetings throughout Northern Ireland in the evenings and a widespread distribution of leaflets at weekends highlighting what the cuts would mean.

Seamus Searson, NASUWT, Mark Langhammer, ATL and Kevin Smyth, INTO are also members of NIC/ICTU and NAHT has recently affiliated to ICTU. It was agreed through NITC, therefore, that the teacher unions would jointly fund a leaflet on what impact the cuts to the Education Service would mean.

A major lunchtime rally was held at the City Hall on Wednesday 29th September 2010 and this was followed by another mass rally with entertainment, again at the City Hall, on Saturday 23rd October 2010. A further march and demonstration is planned for 26th March.

As a result of her position as Chair the General Secretary has been involved in meetings with all the main political parties, many of the governmental departments and several meetings with the First and Deputy First Minister. She also attended a meeting of the Council of the Isles involving representatives from the TUC, the Welsh TUC and the Scottish TUC held in Glasgow on 17th January 2011.

The Education Trade Union Group (ETUG) of NIC/ICTU has met regularly during 2010/11 and is generally attended by the General Secretary and President, although the Senior Field Officer has attended on several occasions this year on behalf of the General Secretary. The ETUG has met with senior officials of both the Department of Education and the Department of Employment and Learning. It has also presented evidence on the cuts to the Education Budget to the Education Committee of the Assembly.

The UTU has participated fully in the work of ICTU throughout the 2010/11 year. Jacquie Reid, Field Officer, continues to sit on the Strategic Implementation Committee and Audrey Stewart has attended the Jobs and Services Meetings (now renamed). Avril Hall-Callaghan, General Secretary, was invited in autumn 2010 to sit on the Independent Commission to examine the future of ICTU. All the Officials have accessed training through ICTU in the past 12 months.

The following members of UTU represent the Union on NIC/ICTU sub-committees:

Women's Committee	Jacquie Reid & Audrey Stewart
Education Group	Lewis Love & Avril Hall-Callaghan
Health & Safety	Jacquie Reid & Julie Orr
Equality	Gillian Garrett & David Thompson
Lesbian, Gay, Bisexual & Transgender	Lewis Love & Jacquie Reid
Ethnic Minority	Lewis Love & Jacquie Reid
Disability	Marie Holmes & Sally McKee
Global Solidarity	Audrey Stewart & Gillian Garrett
Youth	Lesley Campbell (née Squance)
Education & Training	Lewis Love & Lexie Scott
Culture & Arts	Diane Nugent

The Northern Conference of ICTU was held in the City of Derry Hotel, Londonderry on 27th & 28th April 2010 and was attended by the following UTU delegates: Lewis Love, President; Gillian Garrett, Vice President; Lexie Scott, Ex-President; Gillian Scott, CEC; Jacquie Reid, Field Officer; Avril Hall-Callaghan, General Secretary; Jennifer Campbell, CEC.

Jacquie Reid of UTU presented a resolution on Bullying & Harassment of Public Sector Workers seconded by John McAnulty of INTO. Kevin Smyth of INTO presented a resolution on Education Funding, seconded by Lexie Scott of UTU.

Some of the issues discussed by NIC/ICTU during the 2010/11 year were

- **Committee Business**
- **Economic & Employment Matters**
- **Industrial Reports**
- **Employment Rights**
- **Education**
- **Health**
- **Trades Councils**
- **Training, Communication & Workplace Learning**
- **Communications**
- **Public Appointments**
- **Consultation Documents**

11. REPORTS FROM CEC SUB-COMMITTEES

FINANCE AND GENERAL PURPOSES SUB-COMMITTEE

Mr Lexie Scott, Ex-President, Convener

The Finance and General Purposes Committee has met regularly during the past year and I would like to record my thanks to those members who have attended for the commitment they have shown. This is particularly the case for our new Treasurer, Mrs Rosemary Barton who has not only had to make the long journey from Fermanagh but has also been getting to grips with the complexities of our finances. I would also want to say a special thanks to Mrs Ann McHenry, the Union's Bookkeeper, who has worked tirelessly to ensure that our accounts are kept in order. Ann has been getting help from Denise Allely during the past year so I would also like to thank Denise for her efforts.

As with most bodies the year just ended has been a tough one for the Union with several large accounts being settled and although it is likely that we will show a small overspend on the year to year account we remain in a very strong financial position with very significant assets.

We have worked hard to draw up a sound budget for the year but recognise that the task of staying within budget falls to those who will make decisions in the months ahead. We are planning a complete upgrade of our computer facilities which we hope will provide savings in the longer term but this will entail major expenditure in the interim. We have also asked the Conference Committee to bring back proposals to Conference about venues which we hope will realise potential savings in the future.

EDUCATION & POLICY SUB-COMMITTEE

Mrs Audrey Stewart, Convener

The Education & Policy Sub-Committee is comprised of members of CEC from a range of Educational Sectors. The committee responds to a range of consultative documents, referred from CEC meetings, so it is vital that the views of practitioners from the different sectors and key stages can inform the UTU responses. The sub-committee formulates the responses to consultations and refers these back to the Central Executive Committee for discussion and ratification.

This year the following consultations have been discussed and responses formulated:

- Draft Early Years (0~6) Strategy Consultation
 - Community Relations, Equality & Diversity in Education
 - Teacher Education in a Climate of Change — The Way Forward
 - Child Poverty Strategy
 - Play & Leisure Implementation Plan
- (The last two were responded to jointly by Education & Policy and Political & Equality Sub-Committees.)

Other documents for discussion were:

- Public consultation on Welfare in 21st Century
- City Airport Watch Survey
- Underachievement in the Controlled Sector – A Dawn Purvis Document
- The Autism Bill – The UTU is formulating concerns in writing to The Education Committee at Stormont regarding this Bill.

These documents come into schools and many of our members contact us with their concerns and also for support and help in formulating responses on behalf of their schools.

Thanks must be paid to the members of this committee, who give of their time so freely and undertake to debate issues on behalf of our members.

SALARIES AND CONDITIONS SUB-COMMITTEE

Ms Avril Hall-Callaghan, General Secretary, Convener.

Convener: Ms Avril Hall-Callaghan, General Secretary

There were no meetings of this Committee to discuss Salaries as the increase of 2.3% on all teachers' salaries, which was part of a three-year pay deal, was implemented in September 2010. Conditions of service issues were discussed by the full CEC and at NITC and JWP.

One meeting of the Officers took place on 9th February to compile a UTU response to the Draft Education Budget proposals.

ORGANISATION and MEMBERSHIP SUB-COMMITTEE

Mr Lexie Scott, Convener.

When I wrote the report last year I noted the 'establishment of the Education and Skills Authority..' would bring '... significant changes in the year to come.' As we now know the ESA was not established and indeed as we write it would appear to be as far away as ever.

During the course of the year the Committee has been monitoring membership closely and this area continues to be one which we feel needs our care. We are pleased with the efforts of our Officials to meet the needs of members and with their efforts in the area of recruitment. It is clear that as Northern Ireland's only locally based teachers' union we can offer a service particularly geared to the needs of Northern Irish teachers.

Our continuing work the INTO is presenting very positive opportunities and the joint meetings of the CEC and Northern Committee have been well supported. The Leadership Conferences of the past year have also attracted a significant number of our school leaders.

In finishing I would like to thank the committee members who have been regular attendees and to express my thanks to the staff at Union Headquarters for their help in running the committee during the past year.

INTERNATIONAL RELATIONS SUB-COMMITTEE

Mrs Audrey Stewart, Convener

The International Relations Sub-Committee deals with items referred by The Central Executive Committee of The UTU.

Occasionally, we are asked to complete surveys regarding educational arrangements in our country.

Documentation is received on a regular basis from Education International. One of the main issues is the continuing campaign for Education for All. Each year a Global Action Week is organised to highlight the fact that so many children, mostly female, are unable to access education. The UTU held a Christmas/ Winter Competition in support of the Global Campaign. The quality of entries was very high and small prizes

were awarded to outstanding entries in all the categories. Many thanks to all who entered.

2011's theme is "*It is a Right, Make it Right! — Education for Girls and Women Now!*" and Global Action Week takes place 2~8th May. 2011 also marks the one hundredth Anniversary of International Women's Day.

The present International Relations Committee discussed possible ways of supporting this theme, which highlights the fact that women account for two thirds of the World's 774 million adult illiterates. 72 million children, 54% of whom are female, are not given the opportunity to attend school.

One suggestion, to mark the Week of Action, is that schools invite influential women into school to talk to pupils about experiences at school.

UTU presently sponsors a little girl called Augustine Gnilane Ndour, who lives in the Loul community in Senegal. She lives in conditions of extreme poverty. The UTU sponsorship goes towards village projects, which will benefit Augustine and the community, in which she lives.

CONFERENCE SUB-COMMITTEE

Mrs Gillian Scott, Convener.

The Conference Sub-Committee met on six occasions during the past year. The Conference 2011 programme, theme, backdrop, graphics and design have all been planned and brought to the Executive Committee for ratification. A similar format as last year's conference has been agreed with the FIT Group taking charge of the Thursday evening entertainment. During Conference we hope to re-launch our redesigned website.

The Committee has also been looking at the Union logo and discussions are taking place about updating this.

A booklet for sponsors and exhibitors was distributed in the Autumn Term and thanks to the terrific efforts of Mrs Karen Taylor we have seen a small improvement in terms of the commercial interest in Conference despite the ongoing difficulties in the economy. As a Union we gratefully acknowledge the support of our sponsors and exhibitors which we very much appreciate, particularly in these difficult times.

We would encourage all our delegates and visitors to take time to look at the exhibition stands and to consider the very many excellent products which are on display.

As Convenor I wish to extend my thanks to all the staff at Union headquarters for their assistance with the preparations for Conference and would pay particular tribute to the expertise and dedication of our Executive Officer, Mrs Karen Taylor.

Finally I would like to add my thanks to all those delegates who have given up their time to come along and I would also like to welcome all our very special guests. On behalf of myself, the other members of the Conference Committee and the Executive I hope that you have a very enjoyable time with us at this our 92nd Annual Conference.

PROPERTY SUB-COMMITTEE

Mr Lewis Love, President, Convener.

This has been a quiet year for the property committee due to the fact that it is not that long since the property has been refurbished.

No major structural work is required however the committee met on two occasions to consider internal and external maintenance issues, as well as grounds maintenance including establishing new boundary lines. Professional advice is being sought in terms of improving the appearance of the grounds.

Depending on the nature of the advice the DOE may have to be approached.

The property continues to be well used and is a significant asset to the Union.

RULES & CONSTITUTION

Ms Avril Hall-Callaghan, General Secretary, Convener

Convener: Ms Avril Hall-Callaghan, General Secretary

There were no meetings of the Rules & Constitution Sub-Committee during 2010/11.

ICTU/BIGTU SUB-COMMITTEE

Mr Lewis Love, President, Convener

The Union continues to play an important role in both ICTU and BIGTU. Issues pertaining to both organisations are reported to, and discussed by, the Central Executive Committee that sanctions collective decisions.

The President and General Secretary attended the half – yearly meeting of BIGTU, which was held in Stoke Rochford. The main business of the meeting was to consider the responses of the British and Irish Unions to the proposed streamlining of Education International Europe and ETUCE.

The meeting was informed of the particular difficulties facing colleagues in Ireland as a result of the deteriorating financial position of the country.

POLITICAL AND EQUALITY SUB-COMMITTEE

Mr Mike Graves, Convener

The Committee considered the following documents during 2010:

- DE-Equality Impact Assessment on Proposal to Withdraw Funding from Prep Departments of Grammar Schools
- Libraries NI – Strategic Review Equality Impact Assessment
- Education International – European Parliament Resolution on Equality Between Women & Men
- NI Assembly – Good Relations Plan
- Stranmillis College - Equality Impact Assessment, Proposed Merger with Queens's University

UTU News

Gillian Garrett, Editor

There were two issues this year in autumn and spring. Thanks to all those members who regularly contribute articles and pictures.

Thanks to all our advertisers. I would also like to take this opportunity to thank Ronnie Haughey who edits and prints our Newspaper.

If there are any budding journalists out there who would like to contribute please contact HQ.

REPORTS FROM EXTERNAL BODIES

UTU/INTO JOINT BOARD

Mr Lewis Love, President

UTU is represented on the Joint Board by the President, Vice-President, Ex-President, General Secretary and Senior Field Officer.

The Joint Board continues to meet regularly with a view to addressing a variety of issues that affect the teaching profession. Sheila Nunan, General Secretary of INTO attends the meetings and is extremely supportive of the work of the Board. Joint initiatives include the following:

- A joint UTU Central Executive Committee/ INTO Northern Committee meeting on 8th October 2010, culminating in joint workshops regarding 0~6 Strategy and the Teacher Education Review
- A Joint NQT seminar in August 2010
- Joint student recruitment days at Stranmillis University College, St Mary's College and the University of Ulster (Coleraine and Jordanstown), during September and October 2010
- Joint School Representatives training organised by ICTU in December 2010
- The Joint Education Committee meets once a term to discuss pertinent issues of educational importance
- A joint Leadership Conference was held on 3rd March 2011

WOMEN'S COMMITTEE

The ICTU Women's Committee is an all-Ireland committee with members meeting in each jurisdiction and jointly as appropriate. The NI members meet on a monthly basis. The current NI chair is Taryn Trainor of UNITE and the committee is serviced by Pauline Buchanan, NI Equality Officer of ICTU. UTU is represented on the committee by Field Officers Audrey Stewart and Jacquie Reid.

The Committee has three main focal points in its work; International Women's Day, the annual Women's Seminar and ongoing responses to current issues as they impact on women.

International Women's Day is on the 8th March and the Women's Committee will be

involved in various events. Members – both of the Committee and the wider unions – will take part in the march from the Art College to City Hall which has been organised by the Women's TEC and takes the theme of the struggle of women through the 1900s to the present day. This will be followed by a reception at the City Hall and a further event specifically for union women at the Long Gallery in Stormont where the topics of Women with Learning Disabilities, Women and Privatisation and Women into Politics and Leadership will be highlighted.

The Women's Seminar is scheduled to take place in Cork on the 4th and 5th March. The theme of the seminar this year is Cuts to Women. There will be a range of local and international speakers and performers whose participation will provide material for workshop discussions, plus 16 motions which, if passed, will form the basis for the work of the committee for the incoming year.

Ongoing work uses tools such as training and lobbying, and employs the wealth of experience of the women involved to respond to consultations, decisions and research projects to address issues as they pertain to women; the incoming year promises to be particularly busy in light of planned cuts. Work this year has been wide-ranging as the following illustrations show. Following the production of the Model Workplace Policy on Domestic Abuse, meetings took place with David Ford's office to explore, amongst other issues, improving access of victims of domestic abuse to non-molestation orders. Lobbying of MLAs is an ongoing feature of the work, but this year the Committee also had the opportunity to raise issues with Barbara de Brun at the European Parliament in Brussels. The women who have been trained in leadership this year were recognised at a ceremony in the Guildhall in Londonderry and further courses were available on issues such as equal pay, maternity rights and mental health issues. Members have also participated in research and working groups around issues such as the impact of the cuts on women, and trafficking.

The Council of the Isles meeting took place this year in Northern Ireland. This annual meeting allows key women in the English, Scottish and Welsh TUCs and the ICTU to share information and formulate joint strategies on common issues. The members of the Women's Committee in the host country are invited to attend and this presented an excellent opportunity to see women's solidarity in action. Collective work this year will take place on themes such as the impact of the cuts on women and the exploitation of children.

LGBT (Lesbian, Gay, Bisexual, Transgender) COMMITTEE

2010 saw the 20th anniversary of Gay Pride in Belfast and the occasion was celebrated with a wide range of events throughout the week, culminating in the annual parade held on Saturday 31st July.

Before the week actually commenced, however, the importance of the anniversary was marked with a black-tie ball held in the Hilton Hotel, Belfast. The ICTU LGBT Committee sponsored a table at the event – and had a great time in return! Apart from a wonderful meal and entertainment afterwards, the evening was used to show appreciation for a range of individuals who had worked tirelessly in different fields towards combating at best inequality of treatment and at worst active bullying, harassment and violence of which members of the LGBT community were victim.

Members of the Committee also supported other events during Pride week, including the Amnesty lecture which was delivered this year by Senator David Norris, the first openly-gay elected representative in the Irish Parliament; the lecture was very thought-provoking and challenging, as well as witty and entertaining. It was followed by a Talk Back-style panel debate on LGB issues, which was filmed by BBC. The panel consisted of MLAs from most of the main parties, Senator Norris and Rev David McIlveen, who is a regular protestor at Gay Pride. One of the topics raised and discussed was the role of the education system in addressing the needs of young people, both in coming to terms with their own sexuality and being protected from bullying and harassment from those they encounter in school.

This issue was picked up in a further event which focused on the handling of homophobic bullying in schools. Local teachers and pupils shared their experiences and Stonewall, a support organisation which operates in England, Scotland and Wales, presented materials which they have provided for schools to help them to deal with this issue. Some of these materials are available at UTU HQ. Local support organisations currently have plans to produce similar materials and we will keep members updated on when and how these will become available.

The members of the ICTU LGBT Committee represent a range of unions from a range of occupational backgrounds, yet they continue to have the experiences of post primary students, and support which can be offered, at the top of their agenda. Those of us from within education appreciate the insight and information from this which can be afforded to teachers, and thank them for their continuing support.

ICTU Disability Committee

The Committee meets regularly throughout the year with the focus being on improving the knowledge of the various union representatives on Disability Legislation and promoting the issues of our members with a wide range of disabilities.

Following a presentation from Disability Aid Abroad the committee have taken an active interest in employment support for workers with disabilities in Tanzania. Only 5% of children with disabilities attend school, and training and employment opportunities are denied to disabled people.

ICTU deliver accredited training courses for “Disability Champions at Work”. These Champions develop the expertise to support their union members who have issues at work due to any type of disability. Two UTU members have completed this course – Melanie Houston and Sally McKee.

The Committee and the Champions are supported by the Equality Commission with seminars focussing on disability issues. The Commission and ICTU have formed a Champions Forum to ensure the Champions and Committee members are supported and updated on legislation.

A joint North/South Disability Seminar and graduation ceremony of Disability Champions will be held in April in the South. The focus will be on the effects of the recession on people with disabilities.

UTU is represented on the Disability Committee by Sally McKee who was elected honorary secretary of this committee.

Further information on the work of the Committee, or anyone interested in becoming involved please contact UTU HQ.

GLOBAL SOLIDARITY

UTU Field Officer, Audrey Stewart, recently attended the ICTU Global Solidarity Champions Course. The aim of The ICTU Global Solidarity Programme is to equip the Trade Union Movement with the knowledge and skills to:

- Understand the difficult situation for Trade Unionists in various countries around the world and how to act in solidarity with them.
- To recognize the importance and role of the International Trade Union movement as well as the International Labour Organisation and core Labour standards.
- To understand the root causes of climate change, world poverty and the huge inequalities in our world.
- To know about the strength of the International Trade Union Movement and how solidarity contributes to the work for justice and equality in the world.

The training course gave an insight to all the main social justice problems in our world and also offered explanations and the reasons for the existence of these problems. International Trade Union solidarity is the key to progressive change on local, national and global level.

A range of interesting speakers relayed to the members of the course, information on a wide range of global issues e.g.

Miguel Puerto from the International Centre for Trade Union Rights told of the horrifying list of people who have “disappeared” in Colombia, because of their union activities. Nick Grisewood, Executive Director of The Global March Against Child Labour, gave a presentation on behalf of the ILO. Maire Matthews informed the participants about the work of Irish Aid, Brian Forbes about the Clean Clothes Campaign, Philip O’Connor from SADAKA updated the group about the situation in Palestine, Gavin Hart enlightened the group about Climate Change, John Daly spoke about Fairtrade and Helen Lowry from the Migrants Rights Centre brought home the dreadful facts about the Trafficing and Forced Labour that is going on daily throughout Ireland. The group also heard at first hand from a domestic worker, who had experienced a very difficult time as a forced worker in Dublin.

Many of us care about the resources of our world and are careful to use as many re-cycling facilities as possible but as well as this there are three other immediate actions that each of us, as members of unions can do.

Firstly, by buying *Fairtrade*® goods, the producers of the raw materials are guaranteed a minimum price, which can mean they are able to buy books and school uniforms for their children. The farmers in the *Fairtrade*® *Co-Operatives* are all small producers, trying to eke out a living and are not part of the larger conglomerates. Watch out for the *Fairtrade*® Logo, now displayed on a range of goods e.g. tea, coffee, chocolate and bananas.

Secondly sign the on-line petition against trafficking on www.turnofftheredlight.ie

Thirdly support the Clean Clothes Campaign, which is founded upon the principles that all workers, regardless of sex, age, country of origin, legal status, employment status or location, or any other basis — have a right to good and safe working conditions, where they can exercise their fundamental rights to associate freely and bargain collectively, and earn a living wage, which allows them to live in dignity. The public has a right to know where and how their garments and sports shoes are produced.

ICTU HEALTH AND SAFETY COMMITTEE

The ICTU Health and Safety Committee is chaired by Barbara Martin and serviced by Clare Moore from ICTU. Jacquie Reid, Field Officer, represents UTU on the committee.

Items currently under consideration by the committee include the Working for Health Strategy, the potential impact of the new Vetting and Barring Scheme which is administered by the Independent Safeguarding Authority and the new fit note system for those with health problems returning to work.

Members of the committee recently undertook the training coordinated by Pauline Buchanan, the ICTU Equality Officer, on mental health first aid and suicide awareness. The training was excellent and worthwhile, and the emotional well-being of a workplace is supported by having a trained employee on the premises.

The Safety Reps Award ran again this year. The award is given to a safety rep who has made a significant contribution to the awareness and implementation of Health and Safety procedures in the workplace and involves a rigorous application and interview process. The award was given jointly this year to two safety reps from PCS and UNITE respectively.

Workers’ Memorial Day, the day on which those who have died or suffered ill-health or injury as a result of work are remembered, falls on the 28th April. Last year was the first year in which the day was recognised in Northern Ireland and an event was held at the Long Gallery in Stormont in commemoration. Due to the close proximity of the date to the Royal Wedding this year, plans are underway to move the event to a more convenient day for workers who wish to attend. The event will be sponsored by UNITE.

12. LAW AND TENURE

The following is a list of the casework the Officials selected for report to the Central Executive Committee at each of its meetings. The Officials are closely advised by the Union Solicitors, Shean, Dickson, Merrick.

UTU Officials also take advice from officials at the various agencies, including the Labour Relations Agency and the Equality Commission, as and when required. The Union Solicitors engage the services of barristers on behalf of members, after consultation with the General Secretary. Members of the Central Executive Committee hear the facts of the cases, but the identity of members concerned are not disclosed. CEC advises the Officials, as may be required.

Legal casework is the most important and demanding aspect of the Union's work on behalf of its members. Members who suddenly face police, social services or other investigations following allegations are very appreciative when a practised and able team take up the case on their behalf.

The General Secretary, Ms Avril Hall-Callaghan, who holds a post-graduate Diploma in Law, takes the main responsibility for day-to-day management of legal casework, with help from the Senior Field Officer, Mike Graves and Field Officers, Jacque Reid and Audrey Stewart. The Union's involvement in legal casework and hearings has increased in recent years.

MARCH 2010

BULLYING AND HARASSMENT – PRIMARY SCHOOL

The General Secretary reported that following an independent enquiry that resulted in a finding that a Principal had been bullied and harassed by the Chair of the Board of Governors, she and the Union's solicitor had met to discuss how the matter might be resolved.

PRECAUTIONARY SUSPENSION – SECONDARY SCHOOL

The General Secretary reported that the member suspended from a WELB secondary school had attended for interview with the police accompanied by the Union's solicitor.

FAIR EMPLOYMENT – PRIMARY SCHOOL

It was reported that the Senior Field Officer had attended a further consultation with Counsel and the Legal Officer from the Equality Commission. The case is listed at the Fair Employment Tribunal on 1st March and is due to run for 10 days.

DISCIPLINARY PROCEDURE – PRIMARY SCHOOL

As previously reported to CEC the Senior Field Officer is representing a member through the Disciplinary Procedure. At the Appeal a detailed submission was presented by the Senior Field Officer and was accepted by the panel in its entirety. In relation to the Child Protection issue, the Appeals Sub-Committee agreed that the 'threshold of harm' as defined in the Pastoral Care in School guidelines had not been crossed. The decision to have the matter on our member's file for a period of 5 years was rescinded. The written warning had already been accepted by our member and this would expire on completion of one year's service.

The school had no PRSD in place and the Senior Field Officer contended that the Behavioural and Classroom Management issues could best be addressed by a whole school target under PRSD, dealing with the Principles and Procedures involved. The Appeals Sub-Committee will address this issue with the main Board of Governors including the operation of PRSD scheme.

DISCIPLINARY PROCEDURE – PRIMARY SCHOOL

The principal was accompanied by a union official to a meeting with two board officials. The two board officials will report back to the Board of Governors of the school regarding this investigatory meeting.

MAY 2010

BULLYING & HARASSMENT – PRIMARY SCHOOL

The General Secretary said that she was happy to report that it appeared that the long-running dispute involving a Principal and Chair of Board of Governors had reached an agreed settlement. She reported an outline of the settlement and stated that the member was delighted with the outcome, the final details of which were almost complete.

PRECAUTIONARY SUSPENSION – SECONDARY SCHOOL

The General Secretary reported that the member suspended from a secondary school on a child protection issue relating to another school in which he had taught had

attended court accompanied by Jacquie Reid, Field Officer and represented by the Union's solicitor and barrister. The hearing defined the terms of an Order prohibiting certain matters which the General Secretary related. The Order is to be renewed next week for a further period of time, and will continue to be reviewed pending the outcome of the police investigation. The member continues to be supported by the General Secretary and by an ex-member of UTU who had experienced a similar situation.

DISCIPLINARY PROCEDURE – SPECIAL SCHOOL

The General Secretary reported that she had attended a Preliminary Investigation with a member who has been suspended from school since September 2009 following claims that she had mishandled a pupil. The police have completed their investigation and have no evidence to pursue a conviction. The Board of Governors is now examining whether the matter warrants Disciplinary action. The General Secretary explained to CEC Members the difference in the standards of proof required. The CEC gave the General Secretary permission to employ the Union solicitors in the event of a gross misconduct case.

MEDIATION – SECONDARY SCHOOL

The General Secretary reminded Members of the background to the Mediation in a SELB secondary school which had resulted in agreements being drawn up between the two UTU members involved and the principal. She referred to two other issues as yet unresolved. The scheduled review of the Mediation Agreements had been due to take place last week but the Principal is now on sick leave and the LRA have stated that their involvement in the matter has therefore ceased. All five unions involved in the Mediation are unhappy about the outcomes and a meeting has been arranged with a senior LRA Official to discuss this case.

DISCIPLINARY PROCEDURE – SPECIAL SCHOOL

The General Secretary stated that she had accompanied a senior member of staff to a preliminary investigation. Since the member of staff had compelling mitigating circumstances it had been anticipated that the matter might be dealt with sympathetically. The principal has now moved to formal procedures and the member of staff has subsequently been off on sick leave.

SUSPENSION OF PUPIL – PRIMARY SCHOOL

The General Secretary reported that she had been contacted by a member who had been assaulted by a pupil. She stated that the teacher had been, and continues to

be, off on sick leave due not to the trauma but to the lack of support given by his principal. The General Secretary had visited the school and insisted that the principal take action immediately to suspend the pupil and this was complied with.

JUNE 2010

BULLYING & HARASSMENT – PRIMARY SCHOOL

The General Secretary confirmed that as reported at the last CEC meeting the long-running case involving a Principal member had been settled to her satisfaction and she had received the first part of her settlement, with the remainder to follow when the Department of Education has processed the paperwork.

DISCIPLINARY PROCEDURE – SECONDARY SCHOOL

The General Secretary said that she had been in consultation with the Union's solicitors regarding a letter from the PSNI to the Board of Governors. The Union solicitors have sent a letter to the school insisting that the Disciplinary Procedure be halted until assurances are given that the investigation is to be handled in a fair manner. To date no response has issued from the school and there are indications that the Board of Governors intends to proceed regardless. A further solicitor's letter has issued this week.

CHILD PROTECTION – SECONDARY SCHOOL

The General Secretary stated that the teacher suspended on allegations relating to Child Protection has had a further Court Appearance to extend the period of restrictions imposed upon him.

DISCIPLINARY PROCEDURE – SUPPORT SERVICES

The General Secretary stated that she had accompanied a member currently on suspension to a Preliminary Investigation. The member remains on suspension pending the outcome of the investigation.

GRIEVANCES – SECONDARY SCHOOL

The General Secretary stated that she had attended a meeting with a Senior LRA official to discuss the mediation process. It was agreed that the review meetings promised to staff as part of the process would be held when the Principal returned to school from sick leave. Two other outstanding issues had been resolved relating to the non-payment of a Teaching Allowance and Flexible Working.

DISCIPLINARY PROCEDURE – PRIMARY SCHOOL

The General Secretary said that she was giving support to a principal experiencing difficulties with staff which resulted in her having taken disciplinary action against one member of the teaching staff.

ALLEGED ASSAULT – SPECIAL SCHOOL

The Senior Field Officer accompanied a member charged with common assault to the Magistrates Court following two previous adjournments. The member had been on precautionary suspension for over a year as a result of complaints from two classroom assistants. The magistrate indicated to the defence barrister that he was prepared to dismiss the case and ordered the PSNI to issue a caution. The Senior Field Officer is currently negotiating the resignation terms in light of the possibility of internal disciplinary action.

DISCIPLINARY PROCEDURE – SPECIAL SCHOOL

The Senior Field Officer was prepared to accompany a member to a disciplinary investigation when it was discovered that the Principal had erroneously moved the process forward to the formal stage. The Senior Field Officer adjourned the meeting and through Board contacts ensured that the correct procedure was reinstated. The Senior Field Officer accompanied the member to the next meeting correctly constituted as an investigation.

NEGLIGENCE CLAIM – PRIMARY SCHOOL

The Senior Field Officer accompanied a member and principal to a court hearing brought by a parent who was suing the Board and a building contractor over an unsafe fence erected by the contractor. The member was on playground duty when a child was accidentally injured on her leg which came in contact with sharp points on the base of the fence. The case was settled on the day of the court with liability being shared 50/50 between the employing authority and contractor.

REDUNDANCY APPEALS – PRIMARY SCHOOLS

As reported previously the Senior Field Officer presented written submission to the Staffing sub-committees at both schools. Both appeals were turned down and the cases went to the next internal appeal stage. These appeals were rejected and a request has been lodged with the LRA for independent appeals to be heard.

SEPTEMBER 2010**BULLYING AND HARASSMENT – PRIMARY SCHOOL**

The General Secretary reported that this case, ongoing for almost five years, had been successfully concluded to the member's satisfaction. She reported that costs had been obtained from the employing authority on a shared basis.

ALLEGED ASSAULT – SPECIAL SCHOOL

The General Secretary stated that the Senior Field Officer had supported a member through a legal process that resulted in a settlement. The member agreed to accept a police caution to prevent the prosecution proceeding. The member has subsequently resigned from her post. The General Secretary reported that the bill for legal costs in this case was substantial as it involved numerous consultations and five Court appearances. It was agreed that the member would be supported in future if the need arose.

ALLEGED ASSAULT – SPECIAL SCHOOL

The General Secretary referred to the fact that a teacher was now entering her second year of suspension from school despite the fact that the police had investigated and found no evidence against her. The letter sent to the school informing them that the police investigation had concluded is being challenged by the Union's solicitors, as has the Disciplinary Investigation currently being undertaken by the Board of Governors.

FAIR EMPLOYMENT TRIBUNAL – PRIMARY SCHOOL

The General Secretary reported that the Senior Field Officer had been heavily involved in a case under the Fair Employment legislation for which he had managed to secure funding from the Equality Commission; thereby saving the Union from any risk of costs should the case not be successful. She stated that the Senior Field Officer had been called to give evidence at the Tribunal and placed on record her appreciation of the way he had conducted the case. She reported that the member had been delighted with the £8,000 compensation she was awarded but that unfortunately she had received a phone call from the member this week to report possible victimisation.

CHILD PROTECTION – SECONDARY SCHOOL

The General Secretary reported that the PSNI had recommended that charges be brought against the member and that the file was now in the hands of the Public Prosecution Service to make a decision as to whether to proceed. She advised that if serious charges are brought against the member the Union's solicitors would advise

him regarding an application for Legal Aid.

The General Secretary asked members to note that there were a number of other cases where UTU members had been interviewed by police. In these cases schools were awaiting the outcome of police enquiries before deciding whether to initiate Disciplinary measures.

DISCIPLINARY PROCEDURE – PRIMARY SCHOOL

The Field Officer reported that two board officials had reported back to the Board of Governors of the school regarding an investigatory meeting and the principal attended a meeting with the Board of Governors under the disciplinary procedure. This resulted in a verbal warning for the principal and an action plan is to be formulated to ensure that procedures are put in place to ensure no one can access confidential documents and to ensure that all computers are password secure. The Principal was pleased with the supportive nature by which the whole episode had been conducted by the Board of Governors and also wished to place on record his thanks for the support and advice provided by the Union.

PARENTAL ALLEGATION – PRIMARY SCHOOL

The Field Officer reported that a teacher had received a letter from the PSNI on the last day of June, requesting his attendance at an interview in a local police station regarding an allegation made against him by a parent the previous February. The police had prepared a report for the Public Prosecution Service who considered the matter and decided that they would not be prosecuting.

DISCIPLINARY PROCEDURE – PRIMARY SCHOOL

It was reported that Jacquie Reid, Field Officer, had accompanied a member to the Preliminary Investigation and subsequent Disciplinary Hearing regarding misconduct. The member received a written warning; in addition, a programme of support will be put into place through the CASS service and the school's Positive Behaviour Policy will be reviewed. The member had no wish to appeal.

DISCIPLINARY PROCEDURE – HIGHER EDUCATION COLLEGE

It was reported that allegations of fraud brought by a member of staff lead to an investigation which resulted in the following course of action:

- Financial training for all Student Executive members;
- Monitoring of the student member's financial dealings;
- A full review of Student Union financial policies and procedures.

It was further accepted that the issue had been one of a financial naivety and not one of any mal-intent of purpose. The student member's deep regret was noted. The situation continues to be monitored due to the treatment the student member received from the member of staff in relation to the issue.

REASONABLE ADJUSTMENT – PRIMARY SCHOOL

The Field Officer reported on a member who has been suffering for some time from ME. The OHP has deemed the member to be disabled as defined by Disability legislation. Reasonable adjustment was defined as a reduction in working week – 3 or 4 days at member's choice – and a restriction to core teaching duties. The member has chosen to do 4 days.

The Field Officer had a meeting with the Principal as a lack of support from a member of the SMT who lodged a complaint about 'favouritism' led to the member losing her non-contact time. Issues were discussed around legislation regarding disability and part-time workers, which the Principal agreed to address. The situation continues to be monitored.

OCTOBER 2010

DISCIPLINARY PROCEDURE – SPECIAL SCHOOL

The General Secretary reported that she had attended a Disciplinary Hearing with a teacher who had been late on a number of occasions for the morning briefing. The Principal had carried out a preliminary investigation during the summer term and despite the fact that he was aware of the extremely difficult home circumstances of the teacher involved he had decided that the formal procedure should be invoked. The sub-committee of the Board of Governors who conducted the Hearing has not yet formally responded but the General Secretary has been informed that the Board of Governors does not intend to impose any disciplinary sanction.

DISCIPLINARY PROCEDURE – SUPPORT SERVICES

The General Secretary stated that she had met with a member to prepare for a Disciplinary Hearing to be held in the coming week. The General Secretary stated her concerns about the seriousness of the situation and noted that this was the latest in a series of Disciplinary Hearings regarding the same issue.

SLIPPING ACCIDENT – PRIMARY SCHOOL

The Field Officer reported a member had slipped on a wet floor in school. No signage

had been displayed and cleaning is carried out by contract cleaners. The member hit her head and had to go to A&E, after having driven home, but has no recollection of driving home. The Principal tried to argue that she should not have been in school at that time but she was able to produce her contract, which stated that she correctly should have been in school as it was her "late" day. The solicitor is looking at the documentation to determine if there is a case or not.

PARENTAL COMPLAINT – SPECIAL SCHOOL

The Field Officer reported on a member who was unable to return to school last September due to her stress at being moved to a different department of a special school. There is also an on-going parental complaint. The member did reply to the Chairman of the Board of Governors letter regarding the complaint even though she was off on sick-leave. A visit to Occupational Health re-endorsed the situation at school as being detrimental to her health.

Despite verbal requests and a solicitor's letter the complaint has not been addressed. The UTU, on solicitor's advice, wrote to the school requesting that the complaint investigation be completed or abandoned. No reply has as yet been received. UTU also sent a letter on the member's behalf requesting that she be granted a redundancy to enable her to leave school with dignity. The employing authority responded by saying that the move of key stage was not demotion but in keeping with the contract of employment and was on the needs of the school and confirmed that there would not be a redundancy on offer. An appointment with the solicitor clarified that there was no legal route that could be taken and that either a return to school or retirement are the only two options left. The member has been without pay since April and has been adamant that nothing would make her return to school.

INSPECTION – POST-PRIMARY SCHOOL

The Senior Field Officer attended a joint meeting with the Principal following on from a meeting at which members of UTU, NASUWT and ATL voiced a range of concerns regarding the implementation of action plans following an inspection at the school. The issues raised were taken to a meeting at the NEELB. A meeting with the Board of Governors is currently being arranged with joint and separate meetings with members.

REDUNDANCY APPEAL – PRIMARY SCHOOL

Following an unsuccessful independent redundancy appeal at the LRA the Senior Field Officer accompanied a member to a meeting with the Union solicitors to

investigate whether there are grounds for unfair dismissal. The solicitor expressed sympathy for the fact that the member had been declared redundant for the third year running but expressed doubts that a successful challenge could be made at tribunal as the school appear to have adhered to the principles and procedure of the Procedure for Handling Teacher Redundancies (TNC 2010.)

DISCIPLINARY PROCEDURE – SPECIAL SCHOOL

It was reported that the Senior Field Officer had represented a member at a Disciplinary Appeal Hearing held at the Board, the outcome of which will be reported to the CEC next month.

NOVEMBER 2010

CHILD PROTECTION ALLEGATIONS – SECONDARY SCHOOL

The General Secretary read an e-mail from the Union's solicitors regarding the continued suspension of a member on Child Protection grounds. She stated that the case was with the Public Prosecution Service awaiting a decision on what charges, if any, would be pursued.

DISCIPLINARY PROCEDURE – SPECIAL SCHOOL

The General Secretary reported that she had accompanied a member who had been suspended from school since September 2009 to a Disciplinary Hearing this week. An outcome is expected within 2 weeks.

DISCIPLINARY PROCEDURE – SUPPORT SERVICES

The General Secretary stated that she had attended a Preliminary Investigation into further charges against a suspended member. She said that she would be accompanying the member to a Disciplinary Hearing the following week which would consider all the charges to date.

DISCIPLINARY PROCEDURE – SPECIAL SCHOOL

The General Secretary referred to a case reported to the CEC last month and confirmed that no disciplinary charges had been made against the member concerned. She reported that a meeting had taken place between the Principal, Chairperson of the Board of Governors, a Board Officer, the member and the General Secretary to resolve the issue. A review meeting will take place in January.

DISCIPLINARY PROCEDURE – SPECIAL SCHOOL

As reported to the CEC in October the Senior Field Officer represented a member at a Disciplinary Appeal Hearing following a parental complaint arising out of an incident in Circle Time. The appeal was based on the interpretation of the wording of the formal procedure contained within the Procedure for Dealing with Disciplinary matters involving Teachers in Grant-Aided Schools with Partially Delegated Budgets. The appeal was not upheld.

ASSOCIATION OF EDUCATIONAL PSYCHOLOGISTS (AEP) MEMBER

The Senior Field Officer is advising a member who faces a potential legal challenge from ELB's in Northern Ireland after taking up employment in Leeds. The member received a three year bursary which included a condition that she was obligated to seek employment through the Boards in Northern Ireland for a two year period after completing her course at Queens University.

SLIPPING INCIDENT – PRIMARY SCHOOL

The Field Officer reported on a member who had slipped on a wet floor in school. The Union has sent a letter to the school asking for reassurance that Health & Safety measures are in place to try to prevent a recurrence of this accident. The member had expressed concern that although signs had been placed on wet floors sometimes a person entering the corridor from a different route would not be aware of them. As yet the principal has not replied to the letter.

PARENTAL COMPLAINT – SPECIAL SCHOOL

The Field Officer reported that a member was unable to return to school last September due to stress at being moved to a different department of a special school. There was also an on-going parental complaint and a visit to Occupational Health re-endorsed the situation at school as being detrimental to her health. Despite verbal requests and a solicitor's letter the complaint has not been addressed. The UTU on the solicitor's advice wrote to the school requesting that the complaint investigation be completed or abandoned. No reply has as yet been received. An appointment with the UTU solicitor clarified that there was no legal route that could be taken and that either a return to school or retirement are the options.

DECEMBER 2010

DISCIPLINARY PROCEDURE – SPECIAL SCHOOL

The General Secretary reported that the teacher suspended since September 2009 had received the outcome of the Board of Governors disciplinary procedure hearing

which was a Final Written Warning. She said that the teacher had decided not to appeal this decision. The General Secretary said that she would be continuing to support the teacher in her return to work.

DISCIPLINARY PROCEDURE – SUPPORT SERVICES

The General Secretary said that she had accompanied a member to a Disciplinary Hearing at which a series of issues were considered. The outcome of the Hearing was that the teacher has been given a Final Written Warning. The General Secretary said she would be continuing to support the member in her return to work.

MANAGING ATTENDANCE PROCEDURE – PRIMARY SCHOOL

The General Secretary said that she had been in attendance at a meeting between a member and one of the Field Officers to explain UTU protocol in dealing with casework.

PARENTAL COMPLAINT – PRIMARY SCHOOL

The General Secretary reported the circumstances of a parental complaint and the steps the UTU had taken to support the member. The matter had now been resolved without recourse to a formal procedure.

BULLYING AND HARASSMENT – PRIMARY SCHOOL

The General Secretary stated that she had accompanied a member to a bullying and harassment hearing where an independent panel had been brought in to investigate claims against the Principal, Vice-Principal and members of the Board of Governors.

MEDIATION – SECONDARY SCHOOL

The General Secretary said that she had attended a meeting with staff from a number of teaching unions at which LRA officers updated them on the process and offered further intervention if required.

JANUARY 2011

CHILD PROTECTION – SECONDARY SCHOOL

The General Secretary reported that the member suspended under Child Protection Procedures continued to attend court on a regular basis to renew the conditions of the Order placed upon him. The Union's solicitor had advised that the PPS had requested further information from the PSNI before making a decision on whether a case would be taken against the member.

SALARY APPEAL – PRIMARY SCHOOL

The General Secretary said that she was pleased to report that a teacher whom she had represented at a salary appeal hearing had been informed that her salary appeal had been upheld. A discussion followed on the iniquitous system for progression on the Leadership Scale.

GRIEVANCE HEARING – SECONDARY SCHOOL

The General Secretary accompanied a member to a Grievance Hearing prior to the Christmas holidays. The member felt he had been forced to resign from a senior post at a time when he was suffering from ill-health. The sub-committee requested some lee-way on response date due to the weather situation but also due to the complexity of the issues presented.

EXCEPTIONAL CLOSURES

The General Secretary stated that many members had contacted Headquarters in relation to the exceptional closure of schools during the freeze before Christmas.

After Christmas enquiries were generally about the necessity to make up the time that schools were closed. The General Secretary referred members to the relevant DE circular on exceptional closures and advised that schools should apply to the DE for approval for exceptional closures.

PARENTAL THREATS – SECONDARY SCHOOL

The Field Officer reported on a member who was physically and verbally threatened by a parent at a carol service, which was held at a local church. The event was open to the public and therefore there is no shortage of witnesses. The parent removed the child from the event before the choir could perform. The teacher logged a complaint with the police before the school broke up for Christmas. He was able to provide five statements from the school staff, who had witnessed the scene and the police are also going to seek statements from others who were present.

FEBRUARY 2011**CHILD PROTECTION – PRIMARY SCHOOL**

The Field Officer reported that the General Secretary was supporting a teacher who had been suspended from teaching but retained within the school on other duties while an investigation was ongoing. The General Secretary had attended a meeting with Social Services in the teacher's home where her two children were questioned

by a Social Worker, despite the fact that at this point there was no evidence of any assault and the fact that the teacher's Principal is fully supportive of her. The General Secretary asked that it be noted that it seemed that this was yet another case which has been allowed to escalate out of proportion.

DISCIPLINARY PROCEDURE – SPECIAL SCHOOL

The Field Officer reported that the General Secretary had attended a follow-up meeting which had concluded the informal process following on from a Disciplinary Procedure.

FLEXIBLE WORKING – SECONDARY SCHOOL

The Field Officer reported that the General Secretary had attended a meeting between a senior member of staff and her Principal to discuss an extension of a Flexible Working arrangement.

13. UTU BENEVOLENT FUND

The UTU Benevolent Fund exists to provide financial assistance to the spouse, partner or other relative of a member who dies in service. Occasionally it provides assistance to members experiencing hardship.

Each year the Branches make a donation to the Union's Benevolent Fund and in addition, money is raised by holding a ballot at the Union's Annual Conference. There are also occasional donations by individuals who may or may not be members of the Union.

During the 2010/11 year one member died in service. The President, Lewis Love, visited the family to extend condolences and pass over the Death Grant.

14. OTHER MATTERS CONSIDERED BY CEC

The Central Executive Committee considered a wide range of issues other than those covered already in this report. The following gives an indication of the type of issues discussed:

- **Leave of absence**
- **Youth Assembly**
- **Tax Refund Services**
- **Steve Sinnott Foundation**
- **EI and ETUCE consultative documents**
- **Public Private Partnerships**
- **Workers' Education Association**
- **Global Action Week**
- **Industrial Court**
- **Health & Safety**
- **Glyde Court Project**
- **Fair Hotels Campaign**
- **May Day Parade**
- **Data Protection**
- **QUB Sharing Education Programme**
- **Integrated & Shared Education**
- **Nursery Education**
- **Consultative Committees**
- **School Leadership Advisory Group**
- **Buddy Bear Trust**
- **School Development Planning**
- **ICTU Economic Intelligence Unit**
- **School Workforce Matters Report**
- **World Day Against Child Labour**
- **Civic Voices**
- **INCAs**
- **Student Sponsorship**
- **Action against the Cuts**
- **Commonwealth Teachers' Group**

15. TEACHER UNITY

The past year has been reasonably good in terms of teacher unity overall but there have been disagreements between the local teaching unions in two areas. Firstly, there has to date been a failure to agree over the protocols for classroom observation with NASUWT taking an opposing view to NAHT. Secondly, four of the five unions have called on NASUWT to desist from attempting to pursue salaries and conditions claims outside the agreed negotiating machinery. At time of going to press these two issues had not yet been resolved.

On a positive note, the teaching unions locally have liaised regarding the consultative documents issued by the Department of Education, notably the Early Years consultation, the Review of Teacher Education and the Draft Education Budget. While each union has produced its own response to these consultations, a joint response was also produced (with the omission of ATL in the case of the Early Years response as they represent non-teachers in the private pre-school sector).

Several joint press releases have been circulated and a joint Election Manifesto for Education has been agreed in advance of the Assembly elections in May.

At national level, there has been co-operative working in terms of a joint response to Lord Hutton on pensions. The TUC is to take the lead on campaigning against cuts to public sector pensions but in advance of this the Teachers' Panel of the Teachers' Superannuation Working Party met in London on 13th December 2010 to plan ahead and agree campaign literature.

UTU and INTO have continued their joint working arrangements, with monthly planning meetings and joint training. The Class Size campaign launched jointly by INTO and UTU has now received support from the other teaching unions and will continue under a joint banner. A joint UTU/INTO Leadership Conference in the Island Centre, Lisburn, with an opportunity to question representatives of the main political parties, was open to members of all unions.

UCU continues to be based within the UTU Headquarters building, an arrangement that has proved to be extremely satisfactory. The UTU General Secretary, Avril Hall-Callaghan, was invited to be the Guest Speaker at the UCU Conference held in the Beechhill Hotel, L'derry on 16th June 2010.

16. UTU MARKETING

The UTU retains the services of ASITIS Consulting to assist with public relations matters. This ensures that the UTU profile remains high in the media. In the past year the President, Field Officers and General Secretary have featured in media articles or broadcasts and a number of local CEC activists are also now contributing to stories in the local press. The press coverage of the UTU Conference continued to be managed through ASITIS and this proved, once again, to be highly successful.

The CEC wishes to record its thanks and appreciation of the very high quality of work done by Mandi Miller of ASITIS. Mandi liaises with the General Secretary of UTU on a regular basis to plan and execute the agreed media programme. As an experienced Education journalist Mandi knows the issues of importance and keeps a watching eye on breaking news to ensure UTU is ready to comment where possible.

Discussions had started within the CEC on the possible production of a new UTU logo. This work has been progressed and it is intended that the new logo will be launched, along with a revised web-site, during the 2011 UTU Conference.

17. BRITISH AND IRISH GROUP OF TEACHERS' UNIONS (BIGTU)

A meeting of the General Secretaries and Presidents of the British and Irish Group of Teachers' Unions (BIGTU) takes place once per year to discuss issues that affect teachers throughout the UK and the Republic of Ireland and to agree policy and strategy on issues at European and World level.

In addition there is a meeting of General Secretaries held once per year in advance of the main meeting to agree an agenda and discuss priorities. The General Secretaries also keep in touch through email and by telephone contact.

Paul Bennett, UCU, is engaged as Secretary to the group on a part-time basis by agreement with UCU and funded proportionately by all the BIGTU unions. The UTU wishes to place on record its sincere thanks to Paul for the excellent manner in which he services BIGTU and for the expertise and knowledge that he brings to it through his position as a Vice-President of Education International (EI) in Europe.

Ronnie Smith, General Secretary of the Educational Institute of Scotland (EIS) is also a great source of advice and support to the group from his position as President of the EI European Committee. Ronnie chaired a very important European Conference of EI in November in Brussels, attended by the President and General Secretary of UTU, where rule changes were agreed which will facilitate the smoother operation of EI. The UTU wishes to place on record its congratulations to Ronnie for achieving such a step forward in the streamlining of EI.

The hosting of BIGTU meetings is rotated on a country by country basis with the Chairs of the meetings coming from the host country/ organisation. The main BIGTU meeting was hosted by the NASUWT at its Headquarters in Rednal, Birmingham on 21st June 2010, the planning meeting having taken place in February.

Chris Lines, the President of NASUWT, welcomed all the Presidents and General Secretaries to the Hillscourt Centre and chaired the meeting at which reports of the previous year's meeting and the General Secretaries' meeting were received and agreed.

Ronnie Smith and Paul Bennett reported on developments since the European

Conference in Warsaw and in particular the way forward for the constitutional proposals to be discussed at a special conference in Brussels later in the year.

It was agreed that Paul would circulate a paper to include proposals on:

- (a) the relationship of dues to voting strength
- (b) the allocation of Vice-Presidents, and possible regional or sectoral responsibilities
- (c) nominations to national seats on the European Committee
- (d) the range of official and working languages.

Discussion took place on the vexed question of how abstentions were to be dealt with, as this was a major area of contention at the Warsaw conference. Strong support was pledged for Ronnie as President in his attempts to press forward the difficult issue of constitutional change.

Paul then reported on the proposed meeting of EI and public service unions to be held in Geneva in October. Colleagues from the Republic of Ireland then gave an update of the financial crisis in Ireland which had resulted in substantial pay cuts to public service workers, including teachers. The Scottish representatives then summarised the situation in their jurisdiction.

Ronnie reported on the Education Sector Social Dialogue for which he had been acting as the UK representative with Paul Bennett representing Higher Education, pending the BIGTU meeting. Both these nominations were endorsed by the Group. It was noted that Mike Jennings was to be the Higher Education representative for Ireland but that the general representative had yet to be confirmed.

The issue of elections at the World Congress in Capetown in July 2011 was introduced and the importance of a strong electoral strategy was stressed. It was agreed that Patrick Roach, NASUWT, would stand as a candidate for the World Executive of EI and that appropriate contacts would be made with other unions world-wide to canvass for votes for Patrick.

It was also agreed that Paul should make contact with the new General Secretary of the Nordic Teachers' Council to seek to maintain the close co-operation in the elections which had been achieved with them in the past. It was further agreed that Paul would circulate drafts of motions on the economic crisis and on threats to public sector workers to members of the Group.

Paul then reported on discussions and correspondence with EI on development projects and it was agreed that Nicolas Richards of the EI secretariat be invited to one of the meetings of the Group in 2011.

The meeting concluded by expressing its warm appreciation of the hard work, companionship and commitment of Jerry Bartlett, NASUWT, over many years and wishing him well in his retirement at the end of June. A dinner in his honour was held following on from the meeting.

UCU's Sally Hunt chaired the General Secretaries' meeting held in UCU Headquarters in London on 11th February 2011. The meeting began with contributions from all the General Secretaries present on the situation in their geographical/sectoral area as a result of the governments' austerity measures. The difficulties experienced by colleagues in the Republic of Ireland were cause for concern and it was agreed that all teaching unions should work closely together where possible to counter the worst excesses of the education cuts.

The meeting then went on to discuss the forthcoming elections to the World Executive Board and practical arrangements for the World Congress, including the hosting of the European evening. Resolutions to the Congress were also discussed with the emphasis on avoiding duplication of motions. It was agreed that all unions would liaise closely in Capetown, with Paul taking a lead role in assessing election strategy.

18. STANDING CONFERENCE FOR PRIMARY & SECONDARY EDUCATION

Standing Conference is an important opportunity for unions to meet other key stakeholders in education in order to listen to and put forward views, concerns and possible solutions. Normally there are two meetings each year in May and November, hosted by the Department of Education. Unfortunately during the last year there was only one joint Primary and Secondary Standing Conference in May at Greenmount Agricultural Campus. The November meeting did not take place and UTU are still waiting for a response from the Department regarding future meetings. The minutes of the May meeting have not been released by the Department to the teacher unions.

At the May meeting many of the current major issues were discussed with representatives from educational stakeholders including the Department of Education, Teachers' Unions, Education and Library Boards, CCEA, CCMS, and C2K.

The UTU representatives were Primary : Alistair Orr, Lexie Scott Stanley Poots, Brenda McMullan, Audrey Philson, and Stephen Cumper .
Secondary: Marie Holmes and Stephen McCord. There was an excellent representation from UTU at the meeting chaired by Robson Davison from the Department of Education.

Areas covered in the meetings in 2010 included the SEN Review, ESA /ELB update, Every School a Good School, Transfer Procedure, Sustainable School/ Area Based Planning, Funding for Schools and Inspection matters.

The Primary Teachers' Council met prior to Standing Conference. The Primary Teachers' Council is made up of representatives of the teacher unions and provides the opportunity for the unions to discuss the issues being brought to the Standing Conference by Teachers' Side and Management Side prior to the meeting.

19. STANDING CONFERENCE FOR SPECIAL EDUCATION

Special Standing Conference is an opportunity for two representatives from each of the five teachers unions (UTU, INTO, ATL, NASUWT & NAHT) to meet with representatives from the Department of Education, Inspectorate, ELB's and representatives from other interested groups such as the Health Service and educational psychologists, to listen to each other's concerns and views. This year the meeting was chaired jointly by Dorothy Angus from Special Education in DE and Colm Davis (NAHT).

UTU is represented by Diane Nugent and Sally McKee (Hon. Sec. for Teachers' Side).

The main focus of Special Standing Conference has been the SEN Review. Irene Murphy, DE, informed Conference that when the Department has completed the analysis of the responses to the Consultation, probably in the summer term, stakeholders will be consulted on detailed options, before the recommendations go to the Minister. This will give UTU another opportunity to respond to proposed changes in SEN.

Gillian Boyd, Special Education Inspector, informed Conference how £25m has been invested for capacity building training for teachers. 90% of SEN pupils are in mainstream schools and teachers have to deal with the ever increasing complex needs. All schools will receive a file of resources and these resources will be available online for all teachers. UTU has concerns about the lack of training and expertise necessary for teaching such a range of SEN pupils within mainstream schools. Ms Boyd agreed that DE plans depend on the goodwill of teachers to support their colleagues and implement the online resources.

Other areas discussed included INCAS, qualifications for SEN pupils, challenging behaviours, Learning Support Centres and the Autism Strategy.

Any UTU member interested in being involved in SEN issues please contact UTU HQ.

20. CENTRAL EXECUTIVE COMMITTEE (CEC)

OFFICERS

Mr Lewis Love, President
Ms Gillian Garrett, Vice-President
Mr Lexie Scott, Ex-President
Ms Avril Hall-Callaghan, General Secretary

HONORARY TREASURER

Mrs Rosemary Barton

BELFAST AREA ASSOCIATION

Miss Diane Nugent
Mrs Joan Little
Mr Stephen McCord
Mrs Brenda McMullen (resigned July 2010)

NORTH-EASTERN AREA ASSOCIATION

Mrs Gillian Scott
Mrs Jennifer Campbell
Mr Audrey Philson
Mr Mark Creelman

SOUTHERN AREA ASSOCIATION

Mr Stanley Poots, MBE
Mrs Claire Price
Mrs Marie Holmes
Mr David Thompson

WESTERN AREA ASSOCIATION

Miss Julie Orr
Mrs Sandra Brown

SOUTH-EASTERN AREA ASSOCIATION

Mr Stephen Cumper
Mrs Leslie Campbell (née Squance)
Miss Sarah Hall

OBSERVERS

Mrs Sally McKee, Special Standing Conference
Mr Alistair Orr, Primary Standing Conference
Mrs Carney Cumper, GTC
Mr Stephen Savage, FIT Group

21. SUB-COMMITTEES OF THE C.E.C.

FINANCE AND GENERAL PURPOSES SUB-COMMITTEE

Mr L Love, President
 Ms G Garrett, Vice-President
 Mr L Scott, Ex-President
 Ms A Hall-Callaghan, General Secretary
 Mrs R Barton, Honorary Treasurer
 Mr S Poots, MBE
 Mr S Cumper
 Mrs L Campbell
 Mrs G Scott
 Ms J Orr

Convener: Mr L Scott, Ex-President

EDUCATION AND POLICY SUB-COMMITTEE

Mrs A Stewart, Field Officer	Mrs C Cumper
Mrs A Philson	Mr A Orr
Mrs J Campbell	Mrs J Sturgeon
Miss D Nugent	Mr A Curry
Mr S McCord	Miss M Houston
Miss J Orr	

Convener: Mrs A Stewart, Field Officer

SALARIES AND CONDITIONS SUB-COMMITTEE

Mr L Love, President
 Ms G Garrett, Vice-President
 Mr L Scott, Ex-President
 Ms A Hall-Callaghan, General Secretary
 Mr M Graves, Senior Field Officer

Convener: Ms A Hall-Callaghan, General Secretary

ORGANISATION AND MEMBERSHIP SUB-COMMITTEE

Mr L Scott, Ex-President	Mrs S McKee
Ms J Reid, Field Officer	Mrs H McClure
Mr M Creelman	Miss G Neill
Ms S Hall	

Convener: Mr L Scott, Ex-President

POLITICAL AND EQUALITY SUB-COMMITTEE

Mr M Graves, Senior Field Officer	Miss G Neill
Ms J Reid, Field Officer	Mr A Orr
Ms G Garrett, Vice President	Mrs G Scott
Mr D Thompson	

Convener: Mr M Graves, Senior Field Officer

INTERNATIONAL RELATIONS SUB-COMMITTEE

Mrs A Stewart, Field Officer	Mrs J Little
Miss D Nugent	Mrs J Sturgeon
Mrs M Holmes	Mrs A Orr
Mrs C Price	Ms V Brown
Mrs B McMullen	Ms E Canning

Convener: Mrs A Stewart, Field Officer

CONFERENCE SUB-COMMITTEE

Mr L Love, President
 Ms G Garrett, Vice-President
 Mr L Scott, Ex-President
 Ms A Hall-Callaghan, General Secretary
 Mrs R Barton, Honorary Treasurer
 Ms J Reid, Field Officer

Mrs G Scott
Miss J Orr
Mrs B McMullan
Ms S Hall
Convener: Mrs G Scott

EDITORIAL PANEL – UTU NEWS

Mr L Love, President
Miss G Garrett
Mrs L Scott, Ex-President
Mrs J Campbell
Miss D Nugent

Convener/Editor: Miss G Garrett

PROPERTY SUB-COMMITTEE

Mr L Love, President
Ms G Garrett, Vice-President
Mr L Scott, Ex-President
Mrs R Barton, Honorary Treasurer
Ms A Hall-Callaghan, General Secretary
Mrs A Stewart, Field Officer
Mrs A Philson
Mr T Shields
Mr M McClean

Convener: Mr L Love, President

RULES AND CONSTITUTION SUB-COMMITTEE

Mr L Love, President
Ms G Garrett, Vice-President
Mr L Scott, Ex-President
Ms A Hall-Callaghan, General Secretary
Mrs R Barton, Honorary Treasurer

Convener:- Ms A Hall-Callaghan, General Secretary

HEALTH AND SAFETY SUB-COMMITTEE

Ms J Reid, Field Officer	Mrs V Whiteside
Mr S McCord	Ms S Hall
Mrs J Campbell	Miss G Neill
Miss J Orr	
Mr D Thompson	

Convener: Ms J Reid, Field Officer

APPOINTMENTS SUB-COMMITTEE

Mr L Love, President
Ms G Garrett, Vice-President
Mr L Scott, Ex-President
Ms A Hall-Callaghan, General Secretary
Mrs R Barton, Honorary Treasurer
Mrs J Campbell
Mr S Cumper

22. UTU REPRESENTATION ON EXTERNAL BODIES

NORTHERN IRELAND TEACHERS' COUNCIL

Mr L Love, President
 Ms G Garrett, Vice-President
 Mr L Scott, Ex-President
 Ms A Hall-Callaghan, General Secretary
 Mr M Graves, Senior Field Officer

Reserves:

Mr S Poots, MBE
 Ms J Reid, Field Officer

UTU/INTO JOINT BOARD

Mr L Love, President
 Ms G Garrett, Vice-President
 Mr L Scott, Ex-President
 Ms A Hall-Callaghan, General Secretary
 Mr M Graves, Senior Field Officer

Reserves:

Mrs R Barton, Honorary Treasurer
 Mr S Poots, MBE

NORTHERN IRELAND TEACHERS' SALARIES AND CONDITIONS OF SERVICE NEGOTIATING COMMITTEE

Mr L Love, President
 Ms A Hall-Callaghan, General Secretary

Reserves:

Ms G Garrett, Vice-President
 Mr L Scott, Ex-President
 Mr M Graves, Senior Field Officer

TEACHERS' SUPERANNUATION CONSULTATIVE COMMITTEE

Ms A Hall-Callaghan, General Secretary
 Mr L Love, President

PRIMARY TEACHERS' COUNCIL

Ms G Garrett, Vice-President
 Mr L Scott, Ex-President
 Mrs L Campbell
 Mr S Cumper
 Mr M Creelman
 Mr S Poots
 Mrs B McMullen

Reserves:

Mr D Thompson
 Miss J Orr

STANDING CONFERENCE FOR PRIMARY EDUCATION

Mr L Scott, Ex-President
 Mr S Poots, MBE
 Mrs A Philson
 Mr S Cumper
 Mrs B McMullen

Reserves:

Ms G Garrett, Vice-President
 Mrs L Campbell
 Mr M Creelman

STANDING CONFERENCE FOR SECONDARY EDUCATION

Mrs M Holmes
Mr S McCord

Reserve:
Mr L Love, President
Mrs R Barton, Honorary Treasurer

TEACHERS' PANEL – STANDING CONFERENCE FOR SPECIAL EDUCATION

Mr L Love, President
Mrs S McKee
Miss D Nugent
Mrs L Campbell

STANDING CONFERENCE FOR SPECIAL EDUCATION

Mrs SE McKee
Miss D Nugent

WORKERS' EDUCATIONAL ASSOCIATION

Ms G Garrett

UTU/INTO JOINT SERVICES

Ms G Garrett, Vice-President
Ms J Reid, Field Officer
Mrs R Barton, Honorary Treasurer

ICTU WOMEN'S COMMITTEE

Ms J Reid, Field Officer
Mrs A Stewart, Field Officer

ICTU HEALTH AND SAFETY

Ms J Reid, Field Officer
Miss J Orr

ICTU EQUALITY COMMITTEE

Ms G Garrett, Vice-President
Mr D Thompson

ICTU EDUCATION COMMITTEE

Mr L Love, President
Ms A Hall-Callaghan, General Secretary

ICTU LBGT

Mr L Love, President
Ms J Reid, Field Officer

ICTU ETHNIC MINORITY

Mr L Love, President
Ms J Reid, Field Officer

ICTU DISABILITY

Mrs S McKee
Mrs M Holmes

ICTU GLOBAL SOLIDARITY

Mrs A Stewart, Field Officer
Ms G Garrett, Vice-President

ICTU YOUTH

Mrs L Campbell

ICTU EDUCATION AND TRAINING

Mr L Love, President
Mr L Scott, Ex-President

ICTU CULTURE AND ARTS

Miss D Nugent

23. HON. VICE-PRESIDENTS AND TRUSTEES

HONORARY VICE PRESIDENTS

Mr SI Davidson, OBE.
Mrs EH Kerr
Mr D Allen, MBE.
Mrs M Alexander, MBE.
Mr J Carr

UNION BUILDING TRUSTEES

Mr D Allen, MBE
Miss H Beattie
Mr M McClean
Mrs S McKee
Mr A Orr

Convener: Avril Hall-Callaghan, General Secretary

PENSION TRUSTEES

Mr L Scott, Ex-President
Mrs R Barton, Honorary Treasurer
Ms A Hall-Callaghan, General Secretary
Mrs S McKee
Mr R McVeigh
Mr A Orr

Convener: Ms A Hall-Callaghan, General Secretary

UNION FUND TRUSTEES

Mr L Love, President,
Ms G Garrett, Vice-President
Mr L Scott, Ex-President
Ms A Hall-Callaghan, General Secretary
Mrs R Barton, Honorary Treasurer
Mrs A McHenry, Financial Executive Officer

24. UTU REPRESENTATIVES ON AREA CONSULTATIVE COMMITTEES

NORTH-EASTERN EDUCATION AND LIBRARY BOARD

Mrs G Scott, Moorfields Primary School, Ballymena
Mr G McVeigh, Ballymoney Model Primary, Ballymoney
Mrs J Sturgeon, Temporary Teacher
Mrs L McKay, Ballyclare Secondary, Ballyclare

SOUTHERN EDUCATION AND LIBRARY BOARD

Mr TDO Shields, King's Park Primary School, Lurgan
Mr D Dickson, Armstrong Primary School, Armagh
Miss MM Houston, Fivemiletown Primary School, Newry
Mrs L Miskelly, Cortamlet Primary School, Newry
Mrs M Holmes, Banbridge High School, Banbridge
Dr C Steen, Newry High School, Newry

SOUTH-EASTERN EDUCATION AND LIBRARY BOARD

Mrs L Campbell, Killyleagh Primary School, Downpatrick
Mrs S McKee, Temporary Teacher
Ms G Garrett, Donaghadee Primary School, Donaghadee.

WESTERN EDUCATION AND LIBRARY BOARD

Mrs A Orr, Temporary Teacher
Mrs R Barton, Devenish College, Kesh
Mr L Love, Omagh High School, Omagh

BELFAST EDUCATION AND LIBRARY BOARD

Mrs B McMullen, Cliftonville Primary School, Belfast

25. ATTENDANCES AT CENTRAL EXECUTIVE COMMITTEE MEETINGS

POSSIBLE ATTENDANCES Ten Meetings – (unless otherwise stated in brackets)

OFFICERS

Mr L Love, President	8
Ms G Garrett, Vice-President	10
Mr L Scott, Ex-President	9
Ms A Hall-Callaghan, General Secretary	9

OFFICIAL/CLERICAL STAFF – in attendance

Ms J Reid, Field Officer	7 (7)
Mrs A Stewart, Field Officer	6 (6)
Mrs K Taylor, Executive Officer	9 (9)
Miss L Osborne, Clerical Officer	1 (1)

HONORARY TREASURER

Mrs R Barton	7
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NORTH-EASTERN AREA

Mrs A Philson	10
Mrs G Scott	7
Mrs J Campbell	10
Mr M Creelman	7

SOUTHERN AREA

Mrs C Price	6
Mr S Poots MBE	7
Mrs M Holmes	5
Mr D Thompson	5

WESTERN AREA

Miss J Orr	8
Mrs S Brown	4 (6)

SOUTH-EASTERN AREA

Mr S Cumper	7
Mrs L Campbell	10
Miss S Hall	2 (8)

BELFAST AREA

Miss D Nugent	6
Miss B McMullen	0 (3)
Mr S McCord	2
Mrs J Little	3 (3)

OBSERVERS

Mrs SE McKee	7
Mr AS Orr	8
Mrs T Patton	3 (3)
Mr S Savage	4 (8)
Mrs C Cumper	4 (7)

26. CONFERENCE RESOLUTIONS 2011

During the course of 2010/11 it became increasingly unlikely that the legislation to implement the Education and Skills Authority would be passed during the lifetime of the current Assembly. It was therefore decided that it would be of benefit to resume the practice of bringing the business of Conference to each of the Education and Library Board Chief Executives. Meetings between the Officers of the UTU and the Chief Executives took place in the autumn term of 2010.

While there was a great deal of agreement between the Chief Executives and the UTU over many of the issues it was predicted that progress would be very difficult due to the pressures there would be on the Education Budget. This was confirmed when the draft Education Budget eventually appeared. At time of going to press the final deliberations by the Assembly Executive had not concluded but it would appear that during the next four-year period there will be little opportunity to advance any policy that has a cost attached.

The resolution on Funding for Education passed at the 2010 Conference called on representatives of the CEC to meet with the political parties as a matter of urgency. There were indeed several opportunities during the year to lobby the politicians in a variety of forums and this culminated in an invitation to the five main political parties to address the joint INTO/UTU Leadership Conference in the Island Centre, Lisburn on 3rd March 2011. It was disappointing that only speakers from the Alliance Party and Sinn Fein attended this event.

The difficulties that newly-qualified teachers experience when seeking employment was raised at the 2010 UTU Conference by the young teachers who attended. It was suggested that by employing newly-qualified teachers this would ease the existing burdens on serving teachers who are not guaranteed the same planning, preparation and assessment (PPA) time as their colleagues in England and Wales.

The attainment of PPA time continues to be a priority and indeed was included in the claim tabled by the NITC to the Management Side of the Joint Working Party in the spring of 2010. Some progress has been made and a survey has been sent out to try to identify best practice. Guidelines on the provision of PPA time are to be re-issued. Once again, it is difficult to progress this matter without the provision of resources.

While some progress has been made through NITC on the issue of PPA time the pilot

proposed by the NITC in a paper to the Management Side of the TNC has not been accepted. This is most unfortunate given that yet again in 2010 very few newly-qualified teachers found full-time, or indeed even part-time employment in Northern Ireland Schools. The problem was further exasperated by the high levels of NQTs returning to the Province, having obtained their teaching qualification across the water.

The resolutions on Early Professional Development called for changes to the time-scale and demands on Beginning Teachers and for payment for attendance at training days for temporary teachers. Unfortunately the financial constraints prevented any progress on the latter but it may be as the austerity budget begins to bite and staff are lost within the Education and Library Boards there will be changes in the EPD programme.

The Education and Skills Authority is still the preferred option of the UTU and would be one way of making savings to protect front-line services. UTU representatives made this position clear at every opportunity when meeting with the Minister of Education, the Education Committees and with MLAs. The UTU delegations to the Chief Executives emphasised the need for a continuation of a high level of support to schools whilst acknowledging that the reduced budgets to ELBs would severely impact on their ability to meet demand.

The UTU was heavily involved, in co-operation with the other teaching unions, in discussions on the Special Educational Needs Review, in line with the 2010 Conference resolution. A joint response went in on the 0 ~ 6 consultation document and a sub-group of the NITC met regularly to progress these two issues. The NITC also co-ordinated their responses to the Education Committee's request for evidence on these matters.

The resolution on the Revised Curriculum called for sufficient funds to be made available in order to support teachers in raising standards. When it became apparent that funding was not going to be abundant the UTU pointed out to representatives of the Department of Education and the Employing Authorities that without the required resources it would be difficult to maintain standards, never mind raise them.

The resolution on Selection at 11 sought agreement that the joint campaign with

colleagues on the NITC be continued and this was agreed by NITC. A media campaign was pursued with publicity around the time of the transfer tests and again at the time when the results issued.

The resolution calling for INCAs to be used within schools as diagnostic tests and not for any form of transfer mechanism met with a great degree of success with many primary principals following to the letter the advice given by the Department of Education on how to manage the process.

The Teacher Health and Welfare Strategy was reaching a point where it could be signed off just as this Report was going to press. Agreement had been reached to set up an Implementation Group to oversee and prioritise the recommendations within the Strategy. Unfortunately this work may well be hampered by the lack of funding available.

The joint INTO/UTU Class Size Campaign culminated in a very positive meeting with the Minister of Education on 30th November 2010 after which the Campaign became a joint NITC Campaign. Progress is likely to be difficult due to the current financial climate.

The resolution calling on the Employing Authorities to advise Boards of Governors on the possible discrimination against teachers who have not had experience as Vice-Principals but who might be very well qualified for Principal posts was conveyed to the Chief Executives.

27. THANKS AND APPRECIATION 2011

The President and members of the Central Executive Committee wish to place on record their thanks to the Convenors of Sub-Committees, the Officers of Branches, Area Associations and the FIT Group, and School Representatives for their outstanding work throughout the year. Without their help the Officers, members of CEC, Officials and Headquarters staff could not provide the excellent service that UTU members deserve.

The General Secretary wishes to record her most sincere thanks to this year's President, Lewis Love, who has carried out his duties in an exemplary way. As a former Senior Field Officer of UTU Lewis was able to take on a wider range of duties than would be normal for a President, a fact that was very much appreciated by the full-time Officials in what was one of our busiest years to date.

Lewis re-established contacts with representatives of the Employing Authorities and the Department of Education and has been an extremely effective advocate of Union policy in negotiating meetings. One of the issues for discussion during the year was the future integration of education and Lewis was ideally placed, as one of the Principals involved in the Lisanelly Shared Campus Project, to advise the NITC of the issues involved in such an arrangement.

Lewis worked along with INTO Northern Chair John McAnulty to organise a very successful joint Leadership Conference on 3rd March 2011. He also represented the Union at a wide variety of meetings, seminars and conferences, including the Special European Conference of Education International in Brussels where a vote was taken on a revised constitution.

Lewis has been an exceptionally hard-working and flexible President, attending meetings often at short notice due to the amount of calls on the Union's services. He integrated into the work of Headquarters seamlessly and he will be very much missed when he returns to Omagh High School to resume his post as Principal.

Our new Honorary Treasurer, Rosemary Barton, is no stranger to Headquarters either, having previously spent a year out of school as President. Rosemary has carried on the good work done for several years by George McVeigh as Honorary Treasurer and the CEC wishes to place on record their sincere thanks. Rosemary is

Head of a Mathematics Department in a large secondary school and has brought valuable skills to the job.

The General Secretary would also wish to place on record her thanks to the members of the Central Executive Committee for their commitment to and engagement in the work of the Union. Without such dedicated service the Union would not be able to reflect accurately the views of grass-roots members and the UTU is justly proud of the democratic accountability that this represents.

The UTU News is produced once a term and the CEC wishes to record its sincere thanks for the hard work of the Editor, Gillian Garrett, who is due to become President at Conference 2011. Gillian spends hours contacting contributors and advertisers and liaising with Ronnie Haughey of Province Wide Productions to produce a very readable newspaper. The CEC wishes to thank Ronnie for his help in the production.

The President, CEC and Officials wish to record thanks to the Union's solicitors, Shean Dickson Merrick, for the first-class service they provide to UTU members. This has been an extremely busy year in terms of legal work and it is reassuring to know that however complex the legal problem the team at Shean Dickson Merrick are able to respond immediately to provide sound advice and representation for members.

Members will note from the Law and Tenure section of this Report that the number of teachers facing serious charges has increased considerably and during the past year alone six members were suspended at various times and for various reasons and several more were involved in making statements. The Union wishes to particularly thank Glenn Breen and Maura McKay for their expert assistance and their solid support for members facing difficulties. Thanks are also extended to the barristers who are engaged from time to time to represent or advise UTU members.

The CEC and staff wish to thank Building Trustee, Mervin McClean, for his continued work within the Property Sub-Committee of the Union. Mervin, a close friend of former General Secretary Ray Calvin, has had a difficult year and we would wish to record our condolences on the death of Mervin's mother just shortly after the loss of his friend, Ray. The Union is indebted to Mervin for his continued interest in the Headquarters building.

The CEC and staff would also like to thank John Goodfellow, Computer Advisory

Services, for his assistance during the past year in assessing the future IT needs of the Union. A process has been started that will ensure that the IT capacity of the UTU is fit for the 21st Century. The Union would also wish to record thanks to Jenna Edgar who has been advising on various aspects of the IT requirements, particularly the UTU web-site.

Headquarters now hosts many more meetings than previously and it is important that the grounds are maintained to a high standard. The Union wishes to record its thanks to Martin Goodfellow of Sunshine Landscapes for the work he put into ensuring that the gardens look their best, despite the extreme weather conditions in autumn and early winter.

There are many others with whom the staff and CEC interact on a regular basis in the course of carrying out the work of the Union. We would wish to record thanks to all those who have assisted in any way during the 2010/11 year, including Department of Education, ESAIT and Employing Authority personnel.

Finally, the General Secretary wishes to record her personal thanks to the staff of UTU. It was a very difficult year emotionally for the staff due to Ray's death, particularly as he was still so much a part of Headquarters life. The staff of UTU is like a family, an ethos that was very much promoted by Ray, and so we all felt acutely the loss of a member of that family. There was tremendous mutual support shown by all the staff in the face of such tragedy. This bond amongst staff ensures that the work of the Union is enhanced by a commitment that is beyond the norm resulting in the excellent service the Union provides.

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



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