



ULSTER TEACHERS' UNION CONFERENCE HANDBOOK --- 2022



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PRESIDENT'S FOREWORD



It gives me great pleasure and delight to welcome all delegates and guests to our 103rd Annual Conference.

This Handbook will be a very useful guide for you to use throughout our time together. In it you will find the carefully planned programme, resolutions, names of staff, your CEC representatives and delegates, a report from 2021 and a list of our valued sponsors and exhibitors. Do take time to read the Standing Orders on Page 5 (and not only if you have difficulty sleeping!)

We have been living through the strangest of times and to be able to meet here in person once again is indeed a gift. We have all waited for this event for so long. This conference is indeed special – as the song says – “You don’t know what you’ve got till it’s gone”. How we have missed being together. Over the next two days, take time to speak to everyone, listen to their stories, and enjoy every moment, in that spirit of gratitude and thankfulness, because, at last, we are all here together again.

Indeed, we hope that there are “brighter days ahead”. This is actually the theme of our conference. It is this hope that has kept us going through all the new words that have come into our vocabulary - circuit breakers, lateral flows, lockdowns, zooms... etc. The world has changed in so many ways and at this conference we will take the lessons learned throughout the pandemic and embed them into our future policy and practice. This should make the days ahead, not only brighter but better.

It has been such an honour to be your President over this past year. I am proud to have represented and worked for a Union that cares deeply about local members and what the workplace is like for us. I have had the privilege of advising and spending time with many Principals and teachers this year as we have journeyed together. The Zoom webinar series for Principals on topics like Child Protection, HR, the role of ETI and Covid related issues have been deeply valuable in helping leaders manage these areas. I would like to thank all the representatives from EA and DE for their support in providing meaningful content for these sessions. I have also been on the working group that met most weeks, gathering evidence and preparing and wording a constructive review paper into the workload of Principals – this needs to make a difference.

I have lost count of the many meetings I have attended with members of our sister unions – INTO,

NEU, NASUWT and NAHT. We have worked tirelessly together on many issues, so that the future may be brighter for teachers.

Our Union is incredibly well led by our General Secretary Jacquie White who is most certainly a queen of multi-tasking. She is wise, articulate, compassionate and has a wealth of knowledge and experience.

In September 2021 a new Deputy General Secretary took up post – Stephen McCord. Stephen has been our President twice and works incredibly hard for the Union he serves tirelessly. I would also like to thank and commend the Field Officers – Leigh and Rebekka for all they do, and I know Rebekka is looking forward to getting back to the office following her maternity leave. The office itself is a real hub of expertise and there is such a lovely ethos. I’d like to thank Karen, Lindsay, Tony, Meriel, Denise and Heather for making me so welcome among them at Headquarters and for all their kindness and support. They serve all of you as teachers, in such a special way.

We have all journeyed together through what can only be described as a rollercoaster – with lots of twists and turns, highs and lows. Through it all, teachers have been there, caring for the children, and ensuring that they continue to get taught and nurtured, through this unprecedented time in history. **THANK YOU ALL** most sincerely, for what you have done for this generation of children and young people, “through all the changing scenes of life”.

I will soon be back in Drumrane PS. with my P1 class and Principal duties. I want to personally express my gratitude and thank all those in school who have “Held the fort” and made many decisions in my absence.

I hope that this Conference will give you time to reflect on what has passed, and give you refreshment and a renewed hope and vigour for this profession that we all know and love.

We are all united in teaching our children to be the best that they can be in every area of life, and with the help of this our Ulster Teachers’ Union we can all go forward, fully supported, into the

brighter days ahead.

Alison M Steen

UTU PRESIDENT 2021-22

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1. CONFERENCE PROGRAMME

THURSDAY 31st MARCH

- 17.00 Registration, Exhibition Viewing and Coffee
- 17.30 *Session 1:* Opening of Conference Resolutions
- 18.45 *Session 2:* Private Session for UTU delegates
- 19.30 Close of Session
- 20.00 Dinner – Chandelier Lounge
- 22.00 Jamming Session – Brunel Lounge

FRIDAY 1ST APRIL

- 09.00 Registration for guests
- 09.15 *Session 3:* Resolutions
- 10.15 Presentation – Steve Sinnott Foundation - Ann Beatty
- 10.30 Exhibition Viewing and Coffee
- 11.00 Musical Interlude
- 11.15 *Session 4:* Chaired by Mark Baker, Chief Executive, Controlled Schools' Support Council (CSSC)
President's Address: Alison Steen
General Secretary's Address: Jacquie White
Installation of Honorary Vice-President: Arlene Allen
- 12.45 President's Lunch – Oak Dining Room
- 14.00 Presentation – Faustina Graham, Chief Inspector, Education and Training Inspectorate
- 15.00 *Session 5:* Resolutions
- 16.00 Exhibition Viewing and Coffee
- 16.30 *Session 6:* Resolutions
- 17.20 Prize Draws for Competitions
- 17.30 Close
- 19.00 Drinks Reception – Grand Ballroom
- 19.30 Conference Dinner – Grand Ballroom
Installation of President and Vice-President

2. **STANDING ORDERS**

1. The Order of Business shall be drawn up by the Conference Motions and Agenda Committee and printed in the Handbook.

2. Any motions appearing on the Order Paper shall not be withdrawn, except with the consent of Conference.

3. Notwithstanding 1 above, the order of any item on the Agenda may be altered on motion. It shall also be open to the President to suggest alterations in the Order of Business as and when he may consider them necessary and such alterations shall become operative with the consent of Conference without discussion.

4. Twenty delegates shall form a quorum.

5. When the President calls Conference to order or rises to speak all Delegates shall immediately be seated.

6. The proposer of any motion or amendment shall be allowed not more than five minutes and each succeeding speaker not more than three minutes. The first of the Delegates who intimates to the President at Conference his opposition to any motion shall be entitled to five minutes as first opposing speaker.

7. No person shall address Conference until called upon by the President. When called, a speaker shall proceed to a microphone and shall speak therefrom after announcing his name, and the Branch he represents. When the President has called a speaker all other Delegates shall immediately be seated.

8. No delegate shall be permitted to speak more than once on the same proposition. The first opposing speaker and the proposer shall have the right to sum up, but they shall not be permitted to introduce new matters into the discussion.

9. At any time during the discussion of a motion or amendment it shall be open to any Delegate to move "That the question be now put", and if it should appear on a show of hands that a majority of Delegates are in favour of terminating the discussion, the question shall be put and voted upon, except that no speech shall be interrupted for the purpose and that the proposer be not denied the right of reply. The acceptance of the motion "That the question be now put" shall always be at the discretion of the President.

10. Whenever an amendment is moved to any motion no other amendment shall be accepted until the first amendment is disposed of.

11. All amendments and addenda to any motion shall be submitted in writing on the prescribed Amendment Slip (CONF-22-3) signed by the proposer

and seconder to the General Secretary before the end of the Session previous to that at which it will be tabled for discussion, or as soon thereafter, as is practicably possible.

12. All motions shall be put from the chair when the President considers that sufficient time has been given for discussion. The decision on a motion shall be taken by a show of hands. A demand for a recount may be made by any 10 Delegates standing in their places. No more than two recounts shall be allowed. A card vote shall be taken, if requested, by 10 members standing and raising their voting cards in the air. Any card vote subsequently taken shall be deemed to be conclusive. The card vote shall be based on the allocation of votes based on Branch membership as outlined in (CONF-22-4). The President shall have a vote and, in the event of a tie, a casting vote.

13. It shall be competent at the conclusion of any speech for any Delegate to move "That Conference proceed to the next business". If seconded it shall be put forthwith and, if carried, the motion under discussion shall be considered dropped.

14. Questions of Order or Explanation may be asked. The President shall not refuse to consider any Point of Order, but his decision thereon shall be final.

15. It shall be competent upon any delegate to challenge the President's ruling. Should this challenge be seconded the President will vacate the chair in favour of another Officer and the matter shall then be considered. Only the proposer of the challenge and the President may speak on the matter which, shall then be voted on.

16. At all proceedings of Conference members shall disclose any pecuniary interest and/or relevant family relationships, as applicable, to the business about to be discussed, and withdraw for the time being, if so requested by the President.

17. A motion to suspend Standing Orders must specify the purpose, and must be seconded. It shall be carried only if supported by at least two-thirds of those present. Once the purpose of the motion has been fulfilled, the proceedings shall immediately revert to Standing Orders. The President shall not refuse to accept a motion for the suspension of Standing Orders, but he may postpone putting it to the Conference until the completion of any discussion which is in progress when the motion is tabled.

18. In these Standing Orders the title "President" is deemed to apply to that person occupying the chair at any Session of Conference.

19. All references to the masculine gender shall be interpreted as equally applicable to the feminine.

3. AMENDMENT SLIPS

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

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

RESOLUTION NUMBER: _____

RESOLUTION TITLE: _____

TEXT OF AMENDMENT: _____

NAME OF PROPOSER: _____ BRANCH: _____

NAME OF SECONDER: _____ BRANCH: _____

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

4. CARD VOTE ALLOCATIONS

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

BRANCH	MEMBERSHIP	CARD VOTES
BANBRIDGE/DROMORE	189	94
BELFAST	620	155
CARRICK/ABBHEY/LARNE	368	41
CAUSEWAY	286	41
FOYLE	299	37
LISBURN/B'NAHINCH	328	55
MID-ANTRIM	388	78
MID-ULSTER	208	104
NEWRY & MOURNE	257	43
N'ARDS/N.DOWN	509	102
ORCHARD COUNTY	583	194
SOUTH-WEST	345	58

5. CONFERENCE RESOLUTIONS

1. MENTAL HEALTH AND WELLBEING

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

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

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

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

3. CAUSEWAY BRANCH - SOCIAL MEDIA

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

4. FINANCIAL FUNDING COVID RECOVERY

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

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

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

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

6. RELATIONSHIPS AND SEXUALITY EDUCATION PROGRAMME

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

7. EDUCATION AUTHORITY

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

8. EDUCATION GOING FORWARD

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

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

5. CONFERENCE RESOLUTIONS

9. PROFESSIONALISM OF TEACHERS

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

10. CAUSEWAY BRANCH - UNDERSTAFFING IN SCHOOLS

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

11. SENCO WORKLOAD

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

Conference calls on CEC to:

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

12. AREA PLANNING

Conference calls upon the DE and the Employing Authorities to recognise the need to rethink and redesign their Area Planning process. Conference emphasises the requirement for more meaningful criteria, processes and uniformity across the province, whilst ensuring pupils and staff are fully informed and cared for. Conference calls for a re-assessment to take place as a matter of priority.

13. REVIEWS

Conference states its commitment to delivering on the Reviews arising from the April 2020 pay agreement. Conference demands an equivalent level of commitment to be continually displayed by the Department and Employing Authorities.

14. EDUCATION AND TRAINING INSPECTORATE

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

15. BUREAUCRACY

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

16. INVESTMENT IN SPECIAL SCHOOL PROVISION

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

17. CONTINUING PROFESSIONAL DEVELOPMENT

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

5. CONFERENCE RESOLUTIONS

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

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

19. WESTERN AREA ASSOCIATION - SEN

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

20. EDUCATION WELFARE OFFICERS' PAY DISPUTE

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

21. SHARED PARENTAL LEAVE

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

22. LEADERSHIP SALARY

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

PRIVATE SESSION

1. MID-ANTRIM BRANCH - STRUCTURE OF CEC

Conference instructs the CEC to review the existing Area Association structure in respect of ensuring balanced Branch representation at CEC.

6. CENTRAL EXECUTIVE COMMITTEE

April 2021 – March 2022

PRESIDENT

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

VICE-PRESIDENT

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

EX-PRESIDENT

Mr S McCord, BMedSc (Hons) MEd, PGCE.
Larne High School (Until August 2021).

GENERAL SECRETARY

Ms J White, B.Ed (Hons), PQHNI, UTU Headquarters

HONORARY TREASURER

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

BELFAST AREA ASSOCIATION

Mrs N Billington, B.Ed Carrowdore Primary School
Mr J Bleakney, B.Ed (Hons), Lakewood Special School
Mrs J Brown, BA (Hons), PGCE MA (Cantab),
Ballydown Primary School

SOUTH-EASTERN AREA ASSOCIATION

Mr A Davis, B.Ed, MEd, Park Special School
Mrs H Milligan, B.Ed, DASE, PQHNI Dromara Primary School
Mrs E McKee, B.Ed, Harmony Hill Primary School

NORTH-EASTERN AREA ASSOCIATION

Mrs L Fenton, B.Ed (Hons),
Braidside Integrated Primary School
Mrs E Loughridge, B.Ed (Hons), Eden Primary School
Mrs L McKay, BA (Hons), PGCE, DASE,
Ballyclare Secondary School
Mr M Creelman, BA (Hons), PGCE
Garvagh Primary School

SOUTHERN AREA ASSOCIATION

Mr A Shields, BA (Hons), MSc, PGCE, PgDip,
King's Park Primary School
Mrs A Sawyers, BA (Hons), PGCE, PQHNI, ALCM (TD),
AGSM, Augher Central Primary School
Mr D Thompson, B.Ed (Hons), Dip AS Ed,
PQHNI, Dungannon Primary School
Mrs J Ravey, B.Ed (Hons), Riverside Special School
Miss H Wilson, BA (Hons), Dungannon Primary School

WESTERN AREA ASSOCIATION

Mrs A Dempsey, B.Ed (Hons), PQHNI,
Omagh County Primary School
Mrs J Carrothers, B.Ed (Hons), MEd,
Cooley Primary School
Mrs J Mullan MSc, BA (Hons), ATCL, PGCE, ETA EOTAS

OBSERVERS

Miss J Jones, BEd (Hons), Drumrane Primary School

ULSTER TEACHERS' UNION

7. LIST OF OFFICIAL DELEGATES

BANBRIDGE & DROMORE BRANCH

Mr Terry Shields, Retired
Mrs Gillian Ward, Retired

BELFAST BRANCH

Mrs Jaki Gargan, Glastery College
Mrs Ashley Gault, Abbots Cross Primary School
Mr Andrew Scott, Straidhavern Primary School
Miss Leah Taylor, Clifton Special School

CARRICK/ABBHEY/LARNE BRANCH

Mrs Estelle McCord, Larne High School
Mrs Ashley Knox, Larne High School
Mrs Susan McNamee, Larne High School
Mrs Jill Johnston, Larne High School
Mrs Andrea Fusco, Larne High School
Mrs Caroline Phelan, Carnmoney Primary School
Mr Paul Smith, Earlview Primary School
Mr David Gault, Larne High School
Mrs Stephanie McNeill, Greystone Primary School

CAUSEWAY BRANCH

Mrs Jennifer Sturgeon, Temporary Teacher
Mr Callum Hannigan, Mill Strand Integrated Primary School
Miss Audrey McKee, Millburn Primary School
Mrs June Murphy, Ballymoney Model Primary School
Mrs Caroline Friel, The Irish Society's Primary School
Ms Heather Neely, Education Authority

FOYLE BRANCH

Miss Julie McClelland, Rossmar School
Mrs Ashley McFeely, Drumrane Primary School
Mrs Emma Van Wyk, Drumrane Primary School
Miss Rachel Gardiner, Drumrane Primary School
Mrs Claire Canning, Drumrane Primary School
Mrs Lara Connor, Donemana Primary School
Miss Alex Tannahill, Garryduff Primary School
Mrs Sandra Brown, Retired

LISBURN/BALLYNAHINCH BRANCH

Mrs Grace McCullough, Regent House
Mr Colin Irwin, Cregagh Primary School
Mrs Gail Burns, Dromara Primary School
Mrs Ann McCann, Loughshore Ed Resource Centre
Mrs Jennifer McCann, Newcastle Primary School
Mrs Claire Price, Dromara Primary School

MID-ANTRIM BRANCH

Miss Jillian Jones, Drumrane Primary School
Mr Corey McKendry, Rockport School
Mrs Audrey Philson, Temporary Teacher
Mrs Gillian Scott, Retired
Mr James Edge, Clifton Special School

MID-ULSTER BRANCH

Mrs Rene Johnston, Fivemiletown Nursery School
Mrs Yvonne Little, Temporary Teacher

NEWRY & MOURNE BRANCH

Mrs Gillian Stevenson, Annalong Primary School
Mrs Karen McKibbin, Annalong Primary School
Mrs Elizabeth Henderson, Kilkeel Primary School
Mr Austin Kinkaid, Kilkeel High School
Mrs Janelle Kinkaid, Newcastle Primary School
Mrs Diane Donaldson, Advisory Teacher

N'ARDS/N.DOWN BRANCH

Mrs Carney Cumper, Killyleagh Integrated Primary School
Mr Stephen Cumper, Harding Memorial Primary School
Mr Stephen Cowden, Nendrum College
Mrs Lesley Campbell, Killyleagh Integrated Primary School
Mrs Stephanie Moore, Millisle Primary School

ORCHARD COUNTY BRANCH

Mr Stephen Savage, Cairnshill Primary School
Mr Aaron Davidson, Moyallon Primary School
Mr Greig Savage, Lisnadill Primary School

SOUTH-WEST BRANCH

Mrs Pauline Hurst, Enniskillen Model Primary School
Miss Carol Elliott, Ballinamallard Primary School
Miss Pamela Brown, Castlederg High School
Ms Margaret McClure, Temporary Teacher
Mrs Karen Atchison, Cooley Primary School

BRANCH OBSERVERS

BELFAST BRANCH

Mr Matthew Wright, Gilnahirk Primary
Mrs Jane Wright, Substitute Teacher

CARRICK/ABBHEY/LARNE BRANCH

Mrs Emily Taylor, Substitute Teacher

SOUTH-WEST BRANCH

Mrs Linda Swaile, Castlederg High School

BRANCH GUESTS

BELFAST BRANCH

Mrs Joan Little, Retired

SOUTH-EASTERN AREA

Mrs Sally McKee, Retired

8. FRATERNAL DELEGATES & GUESTS

NATIONAL EDUCATION UNION

Mr Mark Langhammer, NI Director
Mrs Susan Parlour, NI President
Ms Louise Atkinson, Vice-President

EDUCATIONAL INSTITUTE OF SCOTLAND

Mrs Carole Thorpe, Ex-President
Mr Larry Flanagan, General Secretary

SCOTTISH SECONDARY TEACHERS' ASSOCIATION

Mr Seamus Searson, General Secretary
Mrs Catherine Nicholl, President

NATIONAL ASSOCIATION OF HEAD TEACHERS

Mr Liam McGuckin, President

ASSOCIATION OF SECONDARY TEACHERS IN IRELAND

Mr Kieran Christie, General Secretary
Mr Eamon Dennehy, President

IRISH NATIONAL TEACHERS' ORGANISATION

Mr John Boyle, General Secretary
Mr Joe McKeown, President
Mr Gerry Murphy, Northern Secretary
Mrs Marie O'Shea, Northern Chair
Mr Mark McTaggart, Assistant Northern Secretary
Mr Kevin Daly, Teachers' Side Lead
Ms N O'Donnell, Senior Official

NATIONAL ASSOCIATION OF SCHOOLMASTERS UNION OF WOMEN TEACHERS

Mr Justin McCamphill, National Official

TEACHERS' UNION OF IRELAND

Mr Michael Gillespie, General Secretary
Mr Martin Marjoram, President

IRISH FEDERATION OF UNIVERSITY TEACHERS

Mr Frank Jones, General Secretary

COUNCIL FOR CATHOLIC MAINTAINED SCHOOLS

Mr Gerry Campbell, Chief Executive

IRISH CONGRESS OF TRADE UNIONS

Mr Owen Reidy, Assistant General Secretary

NIC/IRISH CONGRESS OF TRADE UNIONS

Mrs Alison Millar, Chair

TRANSFEROR REPRESENTATIVES' COUNCIL

Ms Rosemary Rainey, OBE, Chair
Dr P Hamill, Secretary

RETIRED TEACHERS' ASSOCIATION

Mr Brendan McGlone

CONTROL SCHOOL SUPPORT COUNCIL

Mr M Baker, Chief Executive

EDUCATION AND TRAINING INSPECTORATE

Mrs Faustina Graham, Chief Inspector
Ms Nicola Byrne, Assistant Chief Inspector
Mr Barry O'Rourke, Assistant Chief Inspector

DEPARTMENT OF EDUCATION

Mr Mark Browne, Permanent Secretary

EDUCATION AUTHORITY

Mr Barry Mulholland, Chair

OTHER GUESTS

Mr M Jennings
Mr J MacGabhann
Mr M McAllister, Labour Relations Agency
Ms S Hamilton, Certification Office
Ms S Harlin, Certification Office
Ms A Cartmill, Belfast Unemployed Resource Centre
Mr T O'Reilly, CCEA
Mr B McConville, Buddy Bear Trust
Mrs A Allen, Past President

HONORARY VICE PRESIDENTS

Mrs M Alexander, MBE
Mr J Carr
Mr A Orr
Mr L Scott
Mrs A Hall-Callaghan

9. GENERAL CONFERENCE INFORMATION AND H&S

HEADQUARTERS STAFF:

General Secretary
Deputy General Secretary
Field Officer
Field Officer
Executive Officer
Financial Executive Officer
Database Administrator
Support Officer
Operational Officer/PA to Gen Sec
Communications Officer/PA to Deputy Gen Sec

Ms J White
Mr S McCord
Ms L Cooper
Mrs R Gilpin
Mrs K Taylor
Mrs H Arrell
Ms D Allely
Ms M Segal
Miss L Osbourne
Mr T McCabe

CONFERENCE SUB-COMMITTEE:

Mrs A Steen, President
Mrs L Creelman, Vice-President
Mr S McCord, Ex-President, Deputy General Secretary
Ms J White, General Secretary
Mrs G Dunlop, Honorary Treasurer
Mrs K Taylor, Executive Officer
Mrs J Mullan
Mrs N Billington
Mrs J Ravey
Mr A Davis
Mr M Creelman

CONVENER: Mr S McCord

ULSTER TEACHERS' UNION

10. MINUTES OF THE 102ND ANNUAL CONFERENCE

1. The 102nd Annual Conference of the Ulster Teachers' Union was held via Zoom from Thursday 17th June 2021 to Friday 18th June 2021.
2. Representatives were present from the major teachers' unions within UK and Ireland including the National Education Union, the Scottish Secondary Teachers' Association, the Irish National Teachers' Organisation, the National Association of Head Teachers, the National Association of Schoolmasters and Union of Women Teachers, the Association of Secondary Teachers in Ireland, the Teachers' Union of Ireland, and the Irish Federation of University Teachers.
3. Representatives were also present from the Irish Congress of Trade Unions, the Council for Catholic Maintained Schools, the Department of Education, the Education Authority, the Council for the Curriculum, Examinations & Assessment and the Education and Training Inspectorate.

SESSION 1 –THURSDAY 17th June 2021 - 5.30PM PRIVATE SESSION

4. The current President, Alison Steen, welcomed guests and declared the 102nd Annual Conference open, extending a welcome to delegates and friends. She explained that for the purposes of Conference Stephen McCord would be chairing the sessions and as per standing orders referred to as President. She handed the Chair to the President.
5. The President welcomed delegates and expressed his wish that Conference could have happened as normal but that due to the situation it had to take place online. He encouraged delegates to contribute during conference and explained the WhatsApp system that would be used for communication for speakers to or against a motion. He introduced the General Secretary, Jacquie White, and invited her to address Conference and present the CEC Report for 2020.

CEC REPORT

6. The General Secretary, Jacquie White, extended a welcome to delegates and presented the Annual CEC Report to Conference. She expressed her disappointment that it was not possible to hold Conference as normal due to the health situation. She paid tribute to UTU officials for their hard work and dedication in providing a service to the members over the pandemic. She also referenced the conscientious and hard-working office staff. She extended thanks to Annette Morrow who has retired, Lewis Love who is retiring and Audrey Stewart for her on-going support. She welcomed Stephen McCord to UTU staff as Deputy General Secretary.
7. The General Secretary proposed the adoption of the CEC Report.
8. The President, Stephen McCord, seconded the adoption of the report.
9. The CEC Report was adopted unanimously.
10. The President extended thanks to all UTU staff, especially the General Secretary, Jacquie White, for continuing to provide a service to members whilst working from home during the height of the pandemic.

FINANCIAL REPORT

11. The President invited the Honorary Treasurer, Gillian Dunlop, to present the Annual Financial Report for the year ending December 2020 to Conference. This had been provided to delegates prior to the meeting and was also displayed on screen.
12. The Honorary Treasurer, Gillian Dunlop, presented the Financial Report to Conference. She extended thanks to the UTU Financial Officer, Heather Arrell, for her diligence in her work. She paid tribute to the office staff for their handling of the changing administration situation.
13. The Honorary Treasurer formally proposed the adoption of the Financial report.
14. The President, Stephen McCord, seconded the adoption of the report.
15. The Financial Report was adopted unanimously.

10. MINUTES OF THE 102ND ANNUAL CONFERENCE

ADOPTION OF STANDING ORDERS

16. The President formally proposed the Adoption of Standing Orders for Conference (as in the Conference Handbook) with amendments due to the virtual nature of Conference.

17. This was seconded by Vice President, Alison Steen, and Standing Orders were unanimously adopted.

18. The President extended thanks to the members of the Conference Sub Committee.

ANNOUNCEMENTS

19. The General Secretary conveyed Apologies to Conference from the following:

Dr Mary Bousted - NEU
Mr Kevin Courtney - NEU
Larry Flannigan - EIS
Paul Whiteman - NAHT
Seamus McAleavey - NICVA
Roisin Marshall - NICIE
Liam O Flannagáin - Comhairle na Gaelscolaíochta
Martin Marjoram - TUI
Justin McCamphill - NASUWT

20. The General Secretary announced the result of the elections to the offices of Vice-President and Honorary Treasurer and to the Central Executive Committee for the year 2020 – 21 as follows:

VICE-PRESIDENT

There were two candidates for the office of Vice-President and an election had ensued. Mrs Louise Creelman was declared elected. The General Secretary extended her congratulations to Mrs Creelman and her appreciation to both candidates for their participation.

HONORARY TREASURER

There was one candidate for Honorary Treasurer and Mrs Gillian Dunlop was duly elected.

CENTRAL EXECUTIVE COMMITTEE

(a) Belfast - There were 2 candidates for 3 vacancies
Naomi Billington and Jon Bleakney were elected.

(b) North-Eastern - There were 4 candidates for 4 vacancies.
Leigh McKay, Lynelle Fenton, Mark Creelman and Emma Loughridge were elected.

(c) South-Eastern - There were 3 candidates for 3 vacancies.
Eileen McKee, Heather Milligan and Aaron Davis were elected.

(d) Southern - There were 5 candidates for 5 vacancies.
Jill Ravey, David Thompson, Heather Wilson, Ashton Shields and Andrea Sawyers were elected.

(e) South-West - There were 3 candidates for 3 vacancies.
Audrey Dempsey, Joy Carrothers and Janice Mullan were elected.

The General Secretary stated that, with one vacancy remaining in Belfast Branch, a by-election would be held within 6 weeks of Conference.

The General Secretary extended congratulations to those elected and thanks to those leaving CEC.

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VENUE AND TIMING OF CONFERENCE 2022

21. It was proposed by Stephen McCord, President, seconded by Alison Steen, Vice-President, and agreed by Conference that Annual Conference 2022 would be held in the Slieve Donard Hotel on 31st March and 1st April 2022.

APPOINTMENT OF AUDITOR

22. Stephen McCord, President, proposed that the services of Bridge Auditors and Accountants should be retained for the year 2021/2022. This was seconded by Gillian Dunlop, Honorary Treasurer, and approved with 1 abstention.

23. The President closed the formal business of the session at 8.10pm and invited delegates to the informal reconnection session.

24. Lexie Scott, Honorary Vice-President, addressed Conference. He thanked Conference for the welcome pack and extended thanks to the General Secretary for her Annual Report. He extended best wishes to Annette Morrow and Lewis Love on their retirement. He asked all delegates to raise a glass to the incoming President and to all CEC members.

SESSION 2: PUBLIC SESSION - Friday 18th June 2021- 9.30am

25. The Vice-President, Alison Steen, opened Conference and welcomed delegates and fraternal guests. She explained that for the purpose of the Conference she would be addressed as Vice-President and Stephen McCord would be referred to as President. She thanked all Officials and staff and passed the chair to Stephen McCord.

26. The President, Stephen McCord, addressed Conference and encouraged delegates to participate in speaking on or against the resolutions. The President moved the business to resolutions.

27. Resolution 1: Proposed by Louise Creelman, Causeway Branch/CEC
Seconded by Rebekka Gilpin, UTU Official

Aaron Davis, Ards/ North Down Branch, spoke to the motion.

(i) MATERNITY LEAVE SCHEME

Conference calls on the Department of Education to review its policy on the Teachers' Maternity Leave Scheme. The policy of taking block leave is unfair, and discriminatory due to fixed holiday periods. Teachers should be paid in parity with other public sector workers.

(ii) FLEXIBLE WORKING FOR WORKING PARENTS

Conference demands that there are better flexible working conditions for all teachers across NI in relation to unexpected parental responsibilities. It is a matter of urgency that flexible conditions are addressed to protect teachers when unforeseen circumstances arise. Conference demands that clear guidance is issued by DENI to support teachers in their role as parents.

(iii) PATERNITY RIGHTS

Conference calls on the Education Authority to review the current Teachers' Paternity Leave Scheme arrangements which are inflexible and inadequate at present for fathers.

28. Resolution 2: Proposed by Leigh McKay, Carrickabbey/ Larne Branch/ CEC
Seconded by Rebekka Gilpin, UTU Official

Conference welcomes the following statement in the New Decade, New Approach document regarding workers' rights.

There will be an enhanced focus within the Programme for Government on creating good jobs and protecting workers' rights. The parties agree that access to good jobs, where workers have a voice that provides a level of autonomy, a decent income, security of tenure, satisfying work in the right quantities and decent working conditions, should be integral to public policy given how this contributes to better health and wellbeing by tackling inequalities, building self-efficacy and combating poverty.

10. MINUTES OF THE 102ND ANNUAL CONFERENCE

Conference demands that this statement of Government remains central to negotiations between the teaching unions and the Department of Education and Employing Authorities as we move forward to improve and restore the levels of pay and terms and conditions of work for teachers.

- 29.** Resolution 3: Proposed by Leigh Cooper, UTU Official
Seconded by Joy Carrothers, South West Branch

Conference notes the difficulties faced by members suffering from mental health problems caused by work related stress and calls for the Education Authority to ensure that Mental Health Specialists are included in the Occupational Health panel of doctors.

- 30.** The President called for voting on Resolutions 1-3.

The results were as follows:

Resolution 1: Carried with 2 abstentions
Resolution 2: Carried with 1 abstention
Resolution 3: Carried with 1 abstention

- 31.** The President introduced a video presentation from Air Ambulance NI.

32. Damien McAnespie of Air Ambulance NI gave a video presentation to Conference on the work of the organisation and supporting materials available for schools.

- 33.** The President closed Session 3 at 10.15am.

SESSION 4: PUBLIC SESSION -10.45AM

- 34.** The President opened Session 4 and moved the business to Resolutions.

- 35.** Resolution 4: Proposed by Gillian Dunlop, Lisburn/Ballynahinch Branch/ CEC
Seconded by Andrea Sawyers, Mid-Ulster Branch/ CEC

Conference calls on DE and the Minister of Education to urgently prioritise a sustained investment in the funding allocated to each pupil in Northern Ireland.

- 36.** Resolution 5: Proposed by Audrey Dempsey, South West Branch/ CEC
Seconded by Gillian Dunlop, Lisburn/Ballynahinch/ CEC

Andrea Sawyers, Mid Ulster Branch/ CEC, spoke to the resolution.

Conference calls on EA to invest in high quality withdrawal support for literacy and numeracy across all schools in Northern Ireland. Conference believes that the allocation of a withdrawal support teacher to each school would contribute to the raising of standards.

- 37.** Resolution 6: Proposed by Leigh McKay, Larne/Carrick/Abbey Branch/ CEC
Seconded by Stephen McCord, Larne/Carrick/Abbey Branch/ CEC

Aaron Davis, Newtownards/ North Down Branch/CEC, spoke to the resolution.

School budgets continue to be over-stretched and under-funded. Many educational establishments have had insufficient investment in ICT for several years with the majority of funding going towards the necessities for a school. Conference calls for a major injection of funds to enable schools to carry out an update of hardware which in many schools are now out-dated and inadequate.

- 38.** The President called for voting on Resolutions 4-6.

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The results were as follows:

Results: Resolution 4: Carried with 2 abstentions
Resolution 5: Carried with 1 abstention
Resolution 6: Carried with 1 abstention

39. The President introduced the children of Drumrane Primary School.

40. The children of Drumrane PS gave a musical presentation to Conference.

41. The President extended thanks to the children and staff at Drumrane PS and moved the business to Resolutions.

42. Resolution 7: Proposed by Austin Kinkaid, Newry/ Mourne Branch
Seconded by Diane Donaldson, Newry/ Mourne Branch

Andrea Sawyers, Mid Ulster Branch/ CEC, spoke to the motion.

Conference requests that the Department look at the issue of funding for rural schools in relation to transport. Transportation costs for rural schools are considerably higher than for schools in city and urban areas, due to the wider catchment area and distance from activities. This creates a heavy additional burden on the school budget and pressure on parents to contribute to the cost of this transport. We would request that the Department implement a formula which will offset the additional costs to rural schools and remove the negative impact that this has on the inclusion of valuable educational visits and sporting events within the school curriculum.

43. Resolution 8: Proposed by Sandra Henderson, Newry/ Mourne Branch
Seconded by Stephen McCord, President

Conference demands that where health and safety issues within school buildings/mobile classrooms are raised by schools, these be dealt with as quickly as possible and rectified within three months. It is vital that if school property poses a health and safety risk it must be given priority, assessed and action taken. If respiratory hazards such as mould growth are identified, alternative accommodation must immediately be provided for teachers and pupils.

44. Resolution 9: Proposed by Mark Creelman, Causeway Branch
Seconded by Jacquie White, Causeway Branch

Conference notes the lack of progress made, at departmental level, to tackle and stabilise the excessive workload faced by all teachers but, in particular, that of teaching principals.

Conference calls on DE to increase its current financial limits that restrict teaching principals, at best, to a maximum of two days' principal relief cover to allow them to execute the growing demands of their unique leadership role.

45. The President called for voting on Resolutions 7-9.

The results were as follows:

Resolution 7: Carried unanimously
Resolution 8: Carried with 1 against
Resolution 9: Carried with 1 abstention

46. The President moved the business to Emergency Resolutions.

47. Emergency Resolution 1
Proposed by Lexie Scott, Mid Antrim Branch
Seconded by Heather Milligan, Lisburn/ Ballynahinch Branch/ CEC

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Conference regrets the hurt caused to some children by their lack of placement in this year's transfer process. Conference reiterates its commitment to a system where academic results are not used as a basis to select children for their post-primary education. Conference commends those schools who opted not to use academic criteria this year.

Conference calls on the new Minister for Education to engage, as a matter of urgency, with the main stakeholders to ensure that all children have an opportunity to progress into post primary schools without the trauma of private tests.

Conference instructs the CEC to prepare a detailed information paper for the Conference 2022 which show how other jurisdictions moved away from academic selection.

48. Emergency Resolution 2

Proposed by Janice Mullan, Foyle Branch/CEC

Seconded by Rebekka Gilpin, UTU Official

Conference calls on the Education Authority to recognise the incidence of Long Covid in teachers. This often-debilitating condition is prevalent across the educational workforce and we need recognition, support and long term financial support for those affected. Conference demands engagement with the EA and Management side to ensure that the impact of Long Covid does not financially hinder or have any detrimental impact on any member.

49. Emergency Resolution 3

Proposed by Jacquie White, Causeway Branch

Seconded by Stephen McCord, President

The Covid19 pandemic has laid bare and exacerbated many underlying and unpalatable issues in our society. Conference has grave concerns about the reports of escalating Domestic Abuse both globally and, significantly, locally. This is an issue which does not respect any boundaries of background or profession and we must accept that many in our society are suffering in silence in the workplace. We have a teaching workforce which is predominantly female, and therefore disproportionately affected by this issue. There is an onus, both legal and moral, on employers to exercise a duty of care and to recognise, acknowledge and address such issues which may negatively impact on the workforce.

Conference calls on DE and the employing authorities to work with the teaching unions as a matter of priority to put a range of measures in place in schools to ensure that teachers who find themselves in these situations can view the workplace as a safe place and receive appropriate support.

50. The President called for voting on Emergency Resolutions 1-3.

The results were as follows:

Emergency Resolution 1: Carried with 4 against and 3 abstentions

Emergency Resolution 2: Carried with 1 against and 2 abstentions

Emergency Resolution 3: Carried unanimously

51. The President closed Session 4 at 12.30 pm for lunch.

SESSION 5: PUBLIC SESSION - 1:16pm

52. The Vice-President opened Session 5 and introduced music by pupils from Larne High School who sang while a presentation of the entries from the recent International Relations competition was viewed by delegates and guests.

53. The Vice-President extended thanks to the staff and pupils of Larne High School and invited the President to address Conference.

PRESIDENTIAL ADDRESS

54. The President, Stephen McCord, delivered his address to Conference.

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55. The Vice President extended thanks to the President and paid tribute to his address. She asked for delegates and guests to show their appreciation by giving a virtual round of applause.

56. The President introduced a video recorded message from Michelle McIlveen MLA, the recently appointed Education Minister.

57. The Minister thanked teachers for their contributions during the difficult and challenging situation throughout the pandemic. She expressed gratitude to former Minister, Peter Weir, for his contribution during his tenure. She explained that her department worked closely with outside agencies and endeavoured to provide guidance and find practical solutions to the problems that arose. The DE has made a commitment to Shared Education and has a statutory duty to continue this practice. The DE will continue to address the IT issues that have come to the forefront and will allocate funding where it is needed. It also continue to fund the Engage programme and will bid for further funds to allow it to continue. This year it approved funding for Summer Scheme programmes to run over the school holidays to support children and young people who have been impacted by the pandemic. She stated she was keen to hear the views of teachers and hoped that collaborative work would continue for the benefit of all.

58. The President extended thanks to the Education Minister for her recorded message and invited Jacquie White, General Secretary, to respond.

59. Jacquie White, General Secretary, began by thanking Stephen McCord for his excellent address and his support throughout the past year. She wished Mr Peter Weir, outgoing Education Minister, well in his future endeavours. She thanked the newly appointed Education Minister for her message of support to Conference and hoped that Minister McIlveen would take on the challenge of her new position to take steps to create the Education system that the children and teachers deserve. She addressed the challenges that faced teaching staff and pupils over the pandemic and the shortcomings in terms of health and wellbeing that were exposed. Moving forward, she suggested that these issues needed to be urgently addressed. She stated that teachers' voices needed to be heard as they are the experts in the field and this needed to be acknowledged and supported.

60. The President thanked the General Secretary for her response and moved the business to Resolutions.

SESSION 6 PUBLIC SESSION - 2.14pm

61. Resolution 10: Proposed by Jon Bleakney, Belfast Branch/ CEC
Seconded by Naomi Billington, Belfast Branch/ CEC

Conference seeks additional training and resources to effectively and appropriately identify and support children and young people who have suffered developmental trauma through adverse childhood experiences.

62. Resolution 11: Proposed by Diane Donaldson, Newry and Mourne Branch
Seconded by Ruth McConnell, Newry and Mourne Branch

Jon Bleakney, Belfast Branch/ CEC, spoke to the resolution.

Conference demands that the formula for how funding to support pupils' mental health and well-being, is carefully reviewed and we call upon the department to extend the funding for an additional two years as a matter of urgency (it is due to finish in April 2021).

This funding will help schools purchase resources / programmes / counselling (as required to suit their school setting) to help to meet this increasing need within their schools. The COVID pandemic has given rise to an unprecedented amount of anxiety being displayed by young people in all sectors of our education system (early years, primary and post primary) and the current school budgets do allow for some additional resources to be spent in this vital area. We would also propose that these additional pressures on mental health do not only impact those who are considered to be disadvantaged, but can affect ALL young people, regardless of their socio-economic background and

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we would call that the formula used to allocate such funds to schools would be reflective of this, giving equality to all pupils.

We would also call for some of the additional funding to be used to further support the mental health and wellbeing of school staff, who have worked tirelessly and continually, as Essential Workers throughout the COVID 19 pandemic.

- 63.** Resolution 12: Proposed by Stephen McCord, President
Seconded by Pauline Hurst, South West Branch/ CEC

The Covid-19 pandemic has disrupted every aspect of our lives. In 2020 examinations were cancelled and learners awarded grades based on teacher judgments. Qualifications for 2021 have also been radically changed in how they will be assessed.

GCSE qualifications were introduced in 1986 and have remained almost unchanged and unmodified since then. Conference demands that a debate and discussion should begin with all stakeholders to discuss the way forward to ensure that our young people have qualifications prepare them for life, learning, work and their future as worldwide citizens.

- 64.** The President called for voting on Resolutions 10-12.

The results were as follows:

Resolution 10: Carried with 1 abstention
Resolution 11: Carried with 1 abstention
Resolution 12: Carried with 3 abstentions

- 65.** The President closed Session 5.

SESSION 6 PUBLIC SESSION - 3.00pm

- 66.** The President welcomed delegates and opened Session 6.

- 67.** Resolution 13: Proposed by Andrea Sawyers, Mid Ulster Branch/ CEC
Seconded by Alison Steen, Vice-President

Conference call upon the Education Authority and Department of Education to establish effective communication with school leaders utilising digital technologies to ensure school leaders are kept informed and up to date. The bureaucratic overload and bombardment of email resources needs to be changed and a more effective weekly and monthly communication practice established.

- 68.** Resolution 14: Proposed by Louise Creelman, Causeway Branch/ CEC
Seconded by Caroline Friel, Causeway Branch

Conference reminds the Education Minister that they lead a body of professionals that is capable and deserving of consultation before decisions are officially ratified and enacted. Conference calls on the Education Minister to drastically revamp current communication practices and to ensure that teachers and their representatives, are fully involved.

- 69.** Resolution 15: Proposed by Mark Creelman, Causeway Branch
Seconded by Louise Creelman, Causeway Branch/CEC

Aaron Davis, N'ards/N'Down Branch/ CEC, spoke to the resolution.

Conference notes with concern that almost a year since remote learning commenced, there remains an absence of any policy that fully guides and protects the teaching workforce from abuse and victimisation by digital means. Conference calls on the Department of Education to address the vulnerability and safeguarding of the teaching workforce as a matter of urgency.

- 70.** Resolution 16: Proposed by Stephen McCord, President
Seconded by Aaron Davis, N'ards/N'Down Branch / CEC

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Schools reflect the diversity within the population in micro society form. With this mixture of diverse children and with so many equality issues Conference calls on the Education Authority to ensure that school Boards of Governors, School Leaders and all staff are equipped, prepared, supported and trained in order to address the needs of all. Conference further calls on the EA to ensure that this is adequately resourced.

71. The President called for voting on Resolutions 13-16.

The results were as follows:

Resolution 13: Carried with 1 abstention

Resolution 14: Carried unanimously

Resolution 15: Carried unanimously

Resolution 16: Carried with 1 abstention

72. The President introduced the Vice President, Alison Steen, who thanked the President, Stephen McCord, for his contribution to Conference.

73. Alison Steen, Vice-President, read a poem in tribute to Stephen McCord.

74. The President, Stephen McCord, expressed thanks to Alison Steen and wished her all the best for her year as President. He expressed thanks to all the speakers, delegates and guests and also to Tony McCabe for his IT work behind the scenes. He thanked the sponsors, Platinum Financial and Cornmarket Insurance, for their continued support. He invited delegates and guests to join him in a social online session after the close of conference.

75. The President, Stephen McCord, brought Annual Conference 2021 to a close at 3.38pm.



11. SPONSORS AND EXHIBITORS

- Allied Irish Bank
- Cool for School
- Cornmarket Insurance Services
- Fluid AV
- Harper Collins
- IMEX
- Integrated Education Fund
- Membership Plus
- Platinum Financial Planning
- Rahmqvist
- Steve Sinnott Foundation
- Synchronised Cabling Solutions
- IDMCD - Innovation Design
Manufacture Certify & Distribution
- Creative Activity

12. REGISTRATION AND SIGN IN

All delegates must register initially at the UTU Conference desk and then at the hotel reception.

It is important that resident delegates and guests wear their Conference lapel badges, particularly in the dining room.

COVID MITIGATIONS

A COVID-19 Risk Assessment is available to anyone who wishes to review it. The latest advice will be available at www.nidirect.gov.uk

Delegates and guests are asked to take a Lateral Flow Test before arrival.

We request that if you have Covid-19 symptoms or have had a positive test result please do not attend Conference.

Facemasks are required within the hotel and delegates and guests are asked to bring one along. Facemasks and hand sanitiser will be provided to all delegates and guests.

Should you take ill during Conference we ask that you contact the hotel reception and also a member of the UTU staff.

GENERAL INFORMATION

SLIEVE DONARD
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BT33 0AH

T: +44 (0) 284 372 1066

Free car parking is available on site.

Please register with the UTU reception which is located outside The Ballroom.

Hotel Check-In Times: Check in 3.00pm / Check out 11.00am

The Hotel has free Wi-Fi. Password will be on display.

Photography and Filming will be taking place. These will be used in UTU publications and social media (UTU Website, Facebook, Twitter, Instagram, YouTube).

Delegates and guests who do not wish to have their image used should inform karen.taylor@utu.edu before Thursday 31 March 2022.

COMPLAINTS

All complaints regarding the hotel should be made to Karen Taylor, Executive Officer or Lindsay Osborne, Operational Officer.



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