



EDUCATION NEWSBRIEF

May 2013

"May you live in interesting times" - ancient Chinese proverb. It is both a curse and a blessing! The education world is certainly living in interesting and challenging times at the moment.

Value for Money Review of "small" Schools

The budgetary measures of the last few years are impacting strongly on all schools and in particular small schools. The reduction in the numbers required for teacher retention in small schools will result in a number of Protestant schools becoming one teacher schools from September 2013. At the INTO Conference on Easter Monday, Minister Quinn announced that the Value for Money Review of "small" schools would be published in the short term. The Minister indicated that the Report will advise that a four teacher school is to be considered the "optimum" size for primary schools. Although the Minister stressed that it would not be policy to close small schools, this development is a cause of concern for the Church of Ireland.

Approximately 120 Church of Ireland/Protestant primary schools comprise four teacher schools or less, representing 60% of the total number of Church of Ireland/Protestant schools.

At a meeting in Government Buildings on Friday 19th April 2013, a delegation of the Church of Ireland led by Archbishop Michael Jackson, with An Taoiseach Enda Kenny and Minister Ruairí Quinn was assured that the recommendations of the VFM Review would be fully reflected upon with Minister Quinn stating that "there will be no rush to implementation."

Croke Park II

Schools were circulated with a Briefing Note from the Board of Education in relation to Croke Park II at the end of March. There was intense media coverage of the reception received by Minister Quinn at The INTO, ASTI and TUI Conferences in the week after Easter. The subsequent ballot of INTO and ASTI members saw the proposed "Croke Park II" agreement defeated.

It is important to emphasise that school management bodies (Church of Ireland Board of Education; CPSMA; Educate Together; NABMSE; An Forás Patrúnachta and na Gaeilge) were not a party to the discussions or negotiations which resulted in the Croke Park II agreement. The negotiations were carried out by Union representatives and the Department of Education and Skills.

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**CHURCH OF IRELAND
BOARD OF EDUCATION (RD)**



Proposed education legislation and amendments to legislation:

The National Vetting Bureau (Children and Vulnerable Persons) Act 2012 has been enacted but is not yet commenced. This legislation will place the obligation to vet new employees on a statutory footing. It is hoped that the new legislation will provide that existing vetting procedures may be replicated. The Department of Education and Skills has recognised that it will need to issue comprehensive guidelines to schools to ensure that they are aware of their obligations under the Act. As soon as the legislation is commenced, the Board of Education will be in contact with Church of Ireland schools.

Minister Quinn has also announced his intention to introduce legislation on school enrolment, the: "Education (Admission to School) Bill 2013." The aim of this legislation is to regularise the practices used by schools for selection on enrolment. It is understood that among the practices under review are "1st come/1st served", compulsory open days, priority entry to the children of past pupils and the practice of charging a non-refundable application fee. The Minister has given assurances that he will engage in full consultation on this issue with all education stakeholders and will be seeking the views of both patrons and schools on the proposed Bill. The Minister has also indicated it is not his intention to interfere with the right of denominational schools to give preference on enrolment to children of the denomination of that school.

The Department of Education and Skills has also announced that it will publish a White Paper in 2013 regarding "Greater inclusiveness in Irish Primary Schools." The Board of Education, as a recognised education Partner, will make a submission to the DES when the White Paper is published.

The Employment Equality (Amendment) Bill 2013, if enacted, will prohibit discrimination, taking action against an employee or giving more favourable treatment to one employee over another on the basis of that employee's "civil status, gender identity or sexual orientation." Minister Quinn told INTO members that "our Programme for Government, made it very clear, that LGBT people should not be deterred from employment, as teachers in this state."



It has been announced by Minister Quinn that it is his intention to commence Section 30 of the Teaching Council Act on the 1st November 2013. This will bring into force the requirement for all teachers to be registered with the Teaching Council in order to be paid.

Any teacher who is not currently registered should contact the Teaching Council immediately to ensure that they will be paid after the 1st November 2013.

Induction for Newly Qualified Teachers (NQTs)

The Teaching Council has recently announced a pilot programme (called Droichead) which the Teaching Council describes as "a reconceptualised model of induction and probation" for NQTs. Currently induction and probation operate as two distinct processes for NQTs. Droichead seeks to connect both induction and probation into one experience of 'ex praxis' entry into the teaching profession. Under Droichead, responsibility for "sign off" on the induction and probation of NQTs will move from the principal and Inspectorate, to teaching colleagues and is viewed as another step on the road of self-regulation in the teaching profession. The Teaching Council is seeking up to 300 schools to participate in piloting Droichead and bursaries are available to schools taking part of up to €1,000.

Further information is available from www.teachingcouncil.ie/teachereducation
In addition, the Teaching Council is running a series of consultation meetings for education stakeholders around the country over the next few weeks



Holy Trinity National School, Dunfanaghy hoists its Green Flag
www.dunfanaghys.ie

Patronage at primary level

Surveys regarding parental preferences on future patronage have now been completed in 38 areas across the country (details of which are published on www.education.ie).

It appears that the results of the surveys indicate that there is a level of interest for schools of a different type of patronage than that which already exists in 23 out of those 38 areas. The Minister has given Roman Catholic bishops in the relevant areas three months to advise him of which schools they will divest in those areas. It is unclear as to what action the Minister will take (or can take) if the local Catholic bishop is of the view, having conducted his own research and consultations, that schools do not wish to be divested to another patron body.

We note that 27 Church of Ireland primary schools are listed in the Report as follows:

Area	School	Address
Ballina	St Michaels NS,	Church Road, Ballina, Co. Mayo
Ballinasloe	The Glebe NS	Aughrim, Ballinasloe, Co. Galway
Bandon	Bandonbridge NS	Clancool, Bandon, Co. Cork
Birr	Oxmanstown NS	Birr, Co Offaly
Donegal	Buncrana NS	Donegal, Co. Donegal
Carrigaline	Templebreedy NS	Crosshaven, Co. Cork
Carrigaline	St Mary's NS	Waterpark, Carrigaline, Co. Cork
Celbridge	Primrose Hill NS	Celbridge, Co Kildare
Clonmel	St Mary's Parochial NS	Clonmel, Co Tipperary
Cobh	Cobh NS	Bellvue, Cobh, Co Cork
Edenderry	Edenderry NS	Edenderry, Co Offaly
Enniscorthy	St Mary's NS	Parnell Ave., Enniscorthy, Co Wexford
Fermoy	Fermoy Adair NS	Fermoy, Co Cork
Kells	Kells NS	Kells, Co Meath
Longford	Longford NS	Battery Road, Co Longford
Malahide	St Andrews NS	Malahide, Co Dublin
Monaghan	Drumacrutin NS	Drumraymond PO, Monaghan, Co Monaghan
Monaghan	Billis NS	Glasslough, Co Monaghan
Monaghan	Monaghan Model	Monaghan, Co Monaghan
Nenagh	St Mary's NS	Nenagh, Co Tipperary
Palmerstown	St Laurence's NS	Chapelizod, Dublin 20
Roscrea	St Cronin's NS	Rosemount, Roscrea, Co Tipperary
Shannon	Shannon Airport No 2 NS	Shannon Airport, Shannon, Co Clare
Skerries	Holmpatrick NS	Skerries, Co Dublin
Westport	Holy Trinity NS	Westport, Co Mayo
Wicklow	Wicklow No 2 NS	Wicklow, Co Wicklow
Youghal	South Abbey NS	Youghal, Co Cork

It is important to stress that the Minister is seeking the **Roman Catholic** Bishop to divest patronage and **not** the Church of Ireland Bishop. Inclusion should **not** be taken to indicate that the Minister is putting pressure on the Church of Ireland Patron to divest a listed school.

Anti-bullying

The tragic deaths of young people arising from cyber bullying has focused the minds of all involved in education on the issue of bullying and in particular, cyber-bullying. Schools will be aware of the recently launched "Action Plan on Bullying." Its key message is "that bullying is never acceptable, that it is wrong, that it is not a normal part of growing up needs to be upheld." A key question for schools is: 'what are schools already required to do in relation to bullying?' The Action Plan states: "every school must have a policy in place, which has specific measures to deal with bullying behaviour." Schools are already required to have a Code of Behaviour and an anti-bullying policy should form part of this Code of Behaviour. The NEWB Guidelines should be followed in this regard. It is understood that the Department of Education and Skills intends to provide CPD programmes for school leaders on the area of anti-bullying and also that it intends to launch a new website during 2013, focused on providing support to teachers and Boards of Management in relation to dealing with bullying issues.

The Action Plan on Bullying is available on www.education.ie

Second level: Update on new secondary school

In September 2012 Minister Ruairí Quinn announced that the patronage of the proposed new secondary school at Blacklion, Greystones, Co. Wicklow would be awarded to the Archbishop of Dublin and Glendalough. The new secondary school will be called Temple Carrig Secondary School and will be non-fee charging. Temple Carrig Secondary School will open in September 2014, with building work to commence in Autumn 2013. Planning permission has already been received from Wicklow County Council and recruitment of the first principal of the school is underway. At full capacity, it will accommodate over seven hundred students. While the new school will be under the patronage of the Archbishop of Dublin and Glendalough, in practice. It will be a co-educational and Christian multi-denominational school. Provision has been made in the plans of the new school for a "quiet room," chaplain's office and designated religious education teaching rooms. Archbishop Jackson appointed the first Board of Management of the school in February 2013.

Temple Carrig Secondary School will be the first newly founded secondary school under Church of Ireland patronage (albeit multi-denominational) since the foundation of the State.



**Architect's Impression of Temple Carrig Secondary School, Greystones, Co. Wicklow
(building to start in autumn 2013)**

Reminder Note to Boards Regarding Child Protection Procedures:



Child Protection Procedures for Primary and Post Primary Schools (the Procedures) were updated in 2011.

Boards of Management are required by the Procedures to:

- Adopt the Procedures formally at a meeting of the Board and Minute this action.
- Fully implement the Stay Safe programme (see www.staysafe.ie)
- The DLP is normally the principal. However this must be named, along with the DLP, on the schools child protection policy.
- The name of the DLP must be displayed clearly near the main entrance to the school.
- The Procedures place a requirement on the principal to report to each meeting of the Board on reports made to the HSE by the DLP and/or where advice was sought by the DLP since the last meeting (see chapter 3 of the Procedures in this regard).
- The child protection policy should be accessible and available to all school staff, parents association and all parents if requested.
- The Board of Management must review the schools child protection policy annually, which means:
 - > Reviewing the schools implementation of the Child Protection Procedures in accordance with the checklist in Appendix 2 of the Procedures.
 - > Putting in place an action plan to resolve or improve issues identified in the review. A timeline for this must be agreed also.
- A protocol must also be put in place by the Board of Management to deal with a situation which requires a staff member to be put on administrative leave (see Appendix 6 of the Procedures for further information).

The Criminal Justice (Withholding of Information on Offences Against Children and Vulnerable Persons) Act 2012

Schools also need to be aware of their obligations under The Criminal Justice (Withholding of Information on Offences Against Children and Vulnerable Persons) Act 2012 which came into operation on 1 August 2012.

Under this Act a person shall be guilty of an offence if he or she knows or believes that an offence which is listed in the Act has been committed by another person against a child or vulnerable person and he or she has information which he or she knows or believes might be of material assistance in securing the apprehension, prosecution or conviction of that other person for that offence and fails without reasonable excuse to disclose that information as soon as it is practicable to do so to a member of An Garda Siochana.

While compliance with the Child Protection Procedures enables schools to fulfill their obligations to comply with the National Children First Guidelines - the main focus of which is on reporting to the HSE, the above Act places additional obligations for any person in a school in relation to reporting to An Garda Siochana. Guidance will be issued by the Department Education and Skills to schools in due course to remind them of their obligations under this Act.

RE Certificate

Notice to All Graduates of CICE

In recognition of the important role the religious education curriculum Follow Me plays in the life of Church of Ireland and Protestant Schools, CICE has decided that, in the first instance, all teachers who hold a B.Ed. awarded by the Church of Ireland College of Education are eligible to receive a separate Certificate in Religious Education regarding the Follow Me RE Curriculum.

The Certificate recognises the course of study undertaken in respect of the theological content of Follow Me and the appropriate methods for teaching that programme as a discrete subject as part of the B. Ed from CICE and is provided free of charge to all past graduates of CICE. Graduates of other teacher training colleges teaching in a Church of Ireland and Protestant Primary School and who have been teaching Follow Me and completed the relevant in-service will also be eligible to receive the Certificate following completion of a course of study, details of which will be advised to schools in due course.

The Church of Ireland Board of Education is very grateful to CICE for its decision to award this Certificate to recognise the role of Follow Me as part of the B. Ed for CICE graduates and strongly encourages all CICE graduates to apply to receive the Certificate.

Applications for the Certificate should be directed to Dr. Anne Lodge, CICE, 96 Upper Rathmines Road, Dublin 6. All applications for the certificate should supply the following information;

1. Graduate's full name as recorded on the CICE register
2. The years in which the graduate was registered as a student at CICE
3. All Correspondence should be marked **RECertificate**

Finance

Payment of Independent Assessors for Selection Boards

Following a meeting between Management Bodies and the Revenue Commissioners, the Revenue Commissioners confirmed that the payment of Patron's Assessors for Selection Boards cannot be deemed to be a gift or an honorarium and such payment must be taxed. Revenue advise that Independent Assessors for Selection Boards can be paid in either of the following ways:

1. The Assessor pays tax on the fees as a PAYE person, or
2. The Assessor is paid on invoice as a self-employed person.

If an Assessor is being paid as a PAYE person and the Board of Management does not hold a certificate of credits and allowances for the Assessor, the Board of Management must operate the higher rate of tax in addition to other statutory deductions such as the USC and PRSI.

If the Assessor is being treated as self employed, each Assessor must complete a TR1 form and send it to the local Inspector of Taxes. The Board of Management should obtain confirmation that the Assessor is registered with Revenue as a self-employed person (for the avoidance of doubt, a copy of the letter from Revenue to the self-employed Assessor would so confirm). The Assessor then can supply the Board of Management with an invoice for services and the Board of Management may pay the Assessor on that basis.

Where payment is made to Patron's assessors, it is suggested that the payment rates should be based on public service rates of €46.98 for one hour stand alone period and €40.63 for each hour in one day subject to a maximum payment of €203.16 in any one day. There is an assumption that Assessors will be offered a meal/coffee/sandwich depending on the length of time involved. Where such a meal cannot be provided the payment of subsistence is permitted at the civil service rates. If a Board of Management needs to pay expenses for travel, the public service rates also may be deemed to apply. The payment of subsistence and/or travel expenses is not subject to tax.

The Church Education Society for Ireland Bursaries for Third Level Degree & Diploma Courses

Closing date for first time applications in respect of courses beginning in September/October 2013 is 31 May 2013.

A wide range of college and university courses may be eligible. Examples include diploma and degree courses in areas such as religious education, theology, educational management, psychology, educational psychology, special education.

To be considered for an award, an applicant must be •currently employed in a full-time teaching capacity in a recognised primary school or a recognised special school under sole or joint Church of Ireland patronage in the Republic of Ireland and either

•registered or intending to register as a student of a university or third-level college to pursue a course leading to the award of a primary degree other than Bachelor in Education or the Higher Diploma in Education (Primary) or equivalent

or

•registered or intending to register as a post-graduate student of a university or third-level college to pursue a course leading to the award of a diploma or a degree of master's level or above.

For more information and application forms please email ces@ireland.anglican.org.

Joint Oireachtas Committee and Small Schools

The Board of Education will appear before a Joint Committee on Education and Social Protection on the 19th June 2013.

The Joint Committee wishes to examine the impact of the increase in pupil teacher ratios on small primary schools, and issues relating to the funding and costs of such schools.

The Board welcomes any observations or comments which schools or Boards of Management would like the Board to make on their behalf at the Committee meeting.

Comments can be emailed to the Secretary at ken.fnelly@rcbdub.org.

Redeployment 2013

Staffing Circular 0013/13 was issued by the DES in February 2013. The purpose of this Circular is to inform all primary school management and staff of the staffing arrangements for primary schools for the 2013/14 school year. The FAQ section of this Circular also set out the arrangements which would apply for the year in respect of redeployment. Similar to 2012, the DES made provision in the Circular for limited cross patronage redeployment as a contingency measure if required. The relevant section of the Circular is copied below.

"If no other viable option is available then a temporary assignment to a vacancy in a school of a different type of patronage will be made.

This temporary assignment will be for the duration of the relevant school year. Any teacher on a temporary assignment in this manner will retain their existing panel rights for the relevant redeployment panel for their original school. Such teachers will not acquire panel rights in respect of the redeployment panel associated with the school of temporary assignment. Such teachers will be required to adhere to the requirements of the Board of Management in relation to its obligation to uphold the ethos of the school, consistent with law."

The Board of Education would like to make it clear that neither the Board nor any Church of Ireland Patron agreed to the inclusion of the provision in relation to cross patronage redeployment in the Circular.

The Main redeployment panels issued on 16 April 2013 and the panel list has been circulated by the Panel Operator to Church of Ireland schools with vacancies. At the same time as issuing the Panel list, the DES issued an FAQ document regarding the operation of the redeployment panels. It is the intention that this document will supersede the arrangements set out in the Panel Rights for Teachers Booklet issued by the DES in 2005. It is important that schools familiarise themselves with the procedures set out in this document, the link to which is set out below.

www.education.ie/en/Schools-Colleges/Services/Teacher-Allocations-Staffing/Teacher-Allocation/ta_redeployment_primary_surplus_permanent_cid_teachers.pdf

Relevant Contracts Tax (RCT) and VAT

The Board of Education circulated a briefing note to schools in 2012 in relation to its new obligations in relation to RCT and VAT returns.

All Boards of Management should be registered with ROS Revenue's online service. The Board is organising seminars in respect of RCT in connection with the Revenue and upcoming dates and locations will be circulated to schools.

Further information in respect of RCT can be referenced at:-
www.revenue.ie/en/tax/rct/guidance-boards-rct-vat.pdf.

Primary Staffing Appeals Board

Section 4 of Circular 0013/2013 sets out the provisions relating to the Primary Staffing Appeals Board. The Appeal Criteria are set out at section 4.4.

The Board of Education welcomes the introduction of an additional appeal criterion in 2013 in relation to small schools. This criterion is set out under Section 4.4 (e). Schools that are losing a post as result of Budget 2012 measures should establish if they fall within the appeal criteria set out in this Circular. The Staffing Appeals Board holds its meetings in March, June and October.

Section 29 Appeals – Update

Where a school refuses to enrol a student, the parent of the child may appeal the refusal under Section 29 of the Education Act 1998. This procedure is commonly referred to as Section 29 Appeal. The Appeal Committee may uphold the complaint or make a recommendation to the Secretary General as to the action to be taken. In 2011, the Board of Education advised schools that a number of High Court decisions had issued in respect of Section 29 Appeals. The effect of these High Court judgements was to confine the scope of a Section 29 Appeal Committee to reviewing whether a Board of Management applied its policies lawfully and whether it did so in a reasonable and rational manner. In the case of the Board of Management of St Molaga's National School v Secretary General of the Department of Education and Science and others, the Department appealed the decision of the High Court to the Supreme Court. The Supreme Court judgement makes it clear that a Section 29 Appeal Committee is entitled to conduct a full appeal rather than being confined to merely reviewing the Board of Management's decision. In essence a Section 29 Appeal Committee is now entitled to substitute its own decision for that of the Board of Management.

2013 Circulars

Please refer to the actual circular as the following are necessarily abbreviated.

www.education.ie/en/Circulars-and-Forms

NCSE Circular 01/13

Submission of Applications for Resources for the 2013/14 School Year

January 2013

Circular 0001/2013

Combined Post-Graduate Diploma Programme of Continuing Professional Development for Teachers involved in Learning Support and Special Education – 2013/2014

January 2013

Circular 0002/2013

Post-Graduate Certificate/Diploma Programme of Continuing Professional Development for Teachers working with Students with Special Educational Needs (Autistic Spectrum Disorders)

January 2013

Circular 0003/2013

Graduate Certificate in the Education of Students with Autistic Spectrum Disorders (ASDs) for teachers working with Students with ASDs in Special Schools, Special Classes or as Resource Teachers in mainstream Primary and Post-Primary Schools – 2013/2014

January 2013

Circular 0004/2013

Occupational Health Strategy For Registered Teachers and Special Needs Assistants

January 2013

Circular 0007/2013

The Single Public Service Pension Scheme for Teachers and Special Needs Assistants employed in Primary and Secondary/Community/Comprehensive Schools

January 2013

Circular 0008/2013

Budget 2012 – Public Service-Wide Review of Allowances and Premium Payments

January 2013

Circular 0009/2013

Maternity Protection Entitlements for Registered Teachers in Recognised Primary and Post Primary Schools

February 2013

Circular 0010/2013

Scheme of Grants towards the Purchase of

Essential Assistive Technology Equipment for Pupils with Physical or Communicative Disabilities
February 2013

Circular 0013/2013

Staffing arrangements in Primary Schools for the 2013/14 school year
February 2013

Circular 0014/2013

Budget 2012 – Public Service-Wide Review of Allowances and Premium Payments for Teachers: Supervision Allowance in Primary schools, Supervision & Substitution Allowance in Post-Primary Schools
February 2013

Circular 0016/2013

Teacher Fee Refund Scheme for 2012
February 2013

Circular 0017/2013

Revised Maternity Protection Entitlements for Special Needs Assistants
March 2013

Circular 0018/2013

Adoptive Leave Entitlements for Registered Teachers in Recognised Primary and Post Primary Schools
March 2013

Circular 0019/2013

Adoptive Leave Entitlements for Special Needs Assistants
March 2013

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