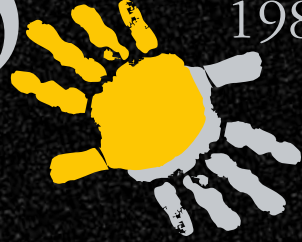


We've come a long way...

25 years of
Integrated Education
1981 - 2006





We've come a long way...



The Belfast Giants Stars, J.P. Morin and Marc Levers, with Cranmore IPS pupils and Principal Helen Farrimond at the launch of Integrated Education Week 2007 on 5 March 2007

Contents

Chair's Foreword.....	5
Chief Executive	7
Development.....	9
Communications and Lobbying.....	12
Integrating Education Project.....	16
Christian Ethos.....	18
Community Relations.....	19
Conference.....	20
Buildings.....	21
APTIS – Association of Principal Teachers in Integrated Schools.....	22
Teachers' Committee.....	23
ISFA – Integrated Schools Finance Association.....	25
The Entitlement Framework E2S.....	27
Research.....	28
Treasurer.....	30
Glossary.....	32
Appendices	
NICIE Staff, Directors, Partners, Patrons.....	33
Representation.....	34
Enrolments in Integrated Schools.....	36



We've come a long way...

Chair's Foreword

Education is going through tumultuous times in Northern Ireland



Colm M. Cavanagh

Within the Government's overall 'A Shared Future' policy, educational change (including the Bain Review, the move from academic selection, and the Review of Public Administration) will ensure that every child has the best, most supportive and challenging school system that international research and analysis can devise. Every school will share the difficulties of moving to this better system - and also has the opportunity to help design the new world of education.

But changes to the structures are of no use if the vital classroom work by our teachers is not better facilitated and resourced. Our teachers and Principals are the key to successful schools. I thank the parents, teachers and governors for their vital inputs to their schools. I also wish all pupils in integrated schools a challenging and fruitful year ahead.

I thank especially our friends and colleagues in the Integrated Education Fund (IEF) who make possible our ongoing work with crucial financial support. Fundraising work is arduous - turning non-involvement into sympathy, and then turning sympathy into pounds sterling - so we wish Geraldine Tigchelaar OBE, Chair of the Fund, and her Trustees well in the coming year and offer any assistance we can.

We offer a special word of encouragement to the two independent schools which the IEF is financing this year - Clogher Valley Integrated Primary School (IPS) and Rowallane Integrated College (IC). Let the example of such earlier schools as Ulidia IC, Carrickfergus, and Oakwood IPS, Derriaghy, be a model and encouragement for you.

We welcome the unique contribution to the inter-denominational school scene by Foyle Trust for Integrated Education - the world's first ever "Directory of Joint Protestant-Roman Catholic Schools, Colleges and Universities". Another excellent initiative made possible by the IEF. This directory is available on the websites of both the IEF www.ief.org.uk and NICIE www.nicie.org.

We wish a fond and sad farewell to Dean Pittman, the US Consul General to Northern Ireland, who has left for another posting. Since the opening of Lagan College in 1981, we have had the active, personal support of the US Consuls General often - as in the case of Dean Pittman and his predecessor Barbara Stephens, because they had personal experience of the negative impact of segregation in their schools and their communities.

Lastly, of course, I thank and pay tribute to our tireless and committed NICIE staff headed by Michael Wardlow. You make NICIE what it is and we are proud of the work you do.

In 1831 Lord Stanley, Chief Secretary of Ireland, wrote "The Stanley Letter" which led to the creation of the National School system throughout this island. The government 170 years ago wanted all children to attend one single school system. In 1980 parents created this new movement which has defied sceptics as we get bigger and better every year. As we celebrate 25 years we hope that Dr Ian Paisley and Martin McGuinness as First and Deputy First Minister can now, in the spirit of 'A Shared Future', help draw all schools into a more inclusive and unifying system for the sake of all our children.

I look forward with eagerness to the coming years.

Colm M. Cavanagh
Chairperson



Chief Executive

A Shared Future – Gift or Millstone?



Michael Wardlow

I wonder how many of you could name the year these events happened? Greece entered the European Community, women were admitted to Holy Orders in the Anglican Church, Pope John Paul II was shot in Rome, an assassination attempt was made on President Regan, the heavy metal band Metallica was formed, the first De Lorean rolled off the production line in Dunmurry and Lagan College opened.

It was, of course, 1981, the year in which the first integrated school opened. It was truly a different world. Road charging was unheard of, digital technology was a thing of science fiction, global warming yet to be discovered, neither iPods nor texting had entered our vocabulary and - believe it or not - even Big Brother was decades away from its first viewing!

Northern Ireland's population was still under 1.5m, with only a few hundred residents from minority ethnic communities and 1,042 primary schools educating 190,000 pupils with no mention of rationalisation. It was a year in which "the ballot box and the armalite" was coined, one in which Margaret Thatcher sent us two Secretaries of State, and one dominated by the "Hunger strikes" on one hand and over three dozen violent deaths on the other.

It is a world far away from the one which we inhabit today – where we are preoccupied with demographic downturn, the RPA, the Bain Review, 'A Shared Future' and how to lobby a restored power sharing executive.

One thing has not changed over that period of time, however – the need for meaningful reconciliation between the two major traditions.

We no longer kill one another because of difference – perceived or real. We are infinitely more subtle now and move around in the murky waters of "polite encounter". We have witnessed the creation of a culture at ease with avoidance and separation. Belfast is more segregated now than when the first cease fires were declared in 1994 and plays host to 29 of the 37 physical security measures erected by the Northern Ireland Office since 1969. Somewhat ironically, the newest "wall" is to be erected beside an integrated school in North Belfast. Over a third of Census Output Areas in Northern Ireland are segregated (90% or more people are from one community background). 30% of Protestants live in mainly Protestant areas and 44% of Catholics live in mainly Catholic areas. Catholic schools draw 0.6% of their pupils from Protestant backgrounds with controlled schools enrolments indicating less than 5% of pupils designate "Catholic".

Despite this somewhat depressing situation, more than half of the population (55%) believe that better relations will come about through more mixing, a small majority of adults believe that community relations have improved over the past

five years, with the vast majority of people (79%) preferring to live in a mixed community background neighbourhood and almost two thirds of people indicating that they would prefer to send their children to a mixed school. However, the majority of people believe that generally schools are not yet fully effective at preparing pupils for life in a diverse society or at encouraging understanding of the complexity of our history (All statistics drawn from OFMDFM Good Relations Indicators Baseline Report, 2007).

We are now facing a new way of "doing education", in the context of devolved accountable politics and 'A Shared Future' where (in rhetoric at least) "equal but separate" is no longer considered an option. One in which we should only do apart what we cannot achieve together.

Integrated schools have been pioneers in exemplifying sharing in education and as long as parents continue to demand places for their children, the drive for Integrated Education will be sustained.

We need to see this new shared future as a gift rather than a millstone, if we are to maximise the possibility of quality sharing for our children. For me, at least, this includes considering how we might re-envisage Integrated Education, as both an outcome as well as a school type, and if so, to reflect on how this outcome might be capable of being delivered through mechanisms other than formally integrated schools. Could we envisage, for example, supporting the development of a "kitemark" for sharing which could become a standard or benchmark of quality, sustained sharing both within and between schools?

The advent of 'A Shared Future' presents all of us with a challenge and offers no place for complacency. It is my firm belief that we will rise to the challenge and by drawing on our 25 years experience, we will produce the creative energy which drove the members of All Children Together to realise their dream in establishing Lagan College all those years ago.

Michael Wardlow
Chief Executive Officer

Rowandale IPS, Moira,
pupils and Principal Frances
Hughes with the Lisburn City
Councillor Trevor Lunn



Development

New developments in 2007

It is hard to believe that an entire year has passed since the last annual development report. The unprecedented demand witnessed last year has continued, and in a climate of uncertainty in education we have been dealing with a high level of requests from schools seeking information about transforming to integrated status.

This year has seen the now familiar pattern of highs and lows with regard to developments; it has also seen the opening up of new possibilities of working with schools which may never become integrated but which potentially offer their young people an integrated experience within a mixed setting.

For the first time in a number of years the then Minister for Education, Maria Eagle, made a pre-Christmas announcement giving a very welcome second time around approval for a new grant maintained integrated primary school in the Moira area as well as the transformation of Tyrella PS, Ballykinlar. A subsequent announcement in late January signalled approval from September 2007 for the independent Clogher Valley IPS. Meanwhile Tyrella PS is undergoing a name change and will become Kindle IPS for its first term as an integrated school.

Disappointments

The Minister's announcements, while bringing good news for some, brought disappointment for others. In December parent groups in Ballymoney and Strabane learned that their proposals to open GMI primaries had been rejected; likewise Collone PS, Armagh, and Knockbreda PS, Belfast, were turned down for transformation. Two months later the independent Rowallane IC was refused funding as a GMI school and Conlig PS, Newtownards, was rejected for transformation. It is with sadness that we learnt of the closure of Groomsport CIPS at the end of the 06/07 school year. We send our good wishes to everyone connected with the school.

Opportunities

As indicated the integrated education movement has had its fair share of disappointments this year. However, together we have a reputation for seeking out and pursuing any opportunity that will deliver on integrated provision in regions where parents have shown an interest. This has been manifest in a number of areas this year. In Ballymoney for example, following the activity of the parent group, the local Ballymoney Model PS took a decision to move forward in an exploration of integration. As a result the school will ballot its parents on the issue early in autumn 2007. Meanwhile in Strabane, the parent group, taking on board the Minister's comments that there were 'effectively integrated' schools already in

the town, approached a local school with the result that it is now working with NICIE to see how it can further develop as a school for the whole community. Similarly in Limavady the Development Team hopes to continue to build on the relationships established by the Integrating Education Team with Limavady High School, a pivotal member of the high profile Limavady Learning Partnership.

For Rowallane IC a unique opportunity was presented by the Minister in the form of an invitation to the school, the integrated movement and the South Eastern Education and Library Board to come together and produce a proposal for 'integrated provision to meet the needs' of the mid-Down area. Months of hard work have ensued and our local Minister of Education, Caitríona Ruane, can now look forward to receiving a proposal which will see the controlled integrated school Down Academy, and the independent Rowallane IC come together to create a new and distinctive integrated college in the Crossgar area.

Transformation

Experiences of schools being turned down for transformation after a successful parental ballot are rare, but this year saw the Minister reject three schools on the grounds of inability to meet enrolment criteria and religious balance. In a post-Bain environment there is wide spread concern about pupil numbers and falling rolls but, in the absence of any move towards area based planning or any strategic planning across the education sectors, it would appear that some schools will continue to see integration as a means to improve their viability. It is clear that integrated status should not be pursued purely as a means of staving off closure or rationalisation. However, where parents have balloted for integration and the Minister rejects a proposal then careful consideration should be given to how young people in the area might be given an opportunity to be educated together.

For Development Officers who worked closely with Conlig and Knockbreda primary schools it has been most encouraging that both schools, having already begun to make changes and move towards a more identifiable integrated ethos, took the decision to try again for integrated status from September 2008. Following successful ballots, with Yes votes of over 90%, both schools are determined to achieve integrated status this time round.

Interest in transformation has increased in the greater Belfast area as shown by the announcement in July that Suffolk PS parents had voted 100% in favour of transformation. Also, another Belfast primary school, Cliftonville came forward this year to explore transformation and will ballot its parent body in the autumn.

Antrim town has been a hive of activity recently in regard to Integrated Education. The Antrim parent group, which has worked with NICIE for a number of years to develop second level integrated provision for the town, saw its proposal rejected by the Minister on the grounds that 'other options for developing integrated provision for this area are currently being explored'. When it became known that the local Parkhall College was considering transformation the steering group agreed that parents in that school should be given the time and space to look at integration and to make an informed choice about its appropriateness for their school. In June, after a second ballot the parent body in Parkhall College decided against transformation. While it is important that the decision of these parents is respected, Antrim remains a priority for NICIE and the Development Team will be continuing to work with the parent group.

The Development Team is pleased that recognition has been given to the need for additional staff resources to deal with the increasing demand for transformation. A part time Transformation Officer, funded through our sister organisation the IEF, has recently been appointed within the team and this will help us meet the needs of schools which are seeking support in their exploration of integration.

Development officers have also been working closely with the two 'transformation practitioners', Ivan Arbouhnot (Principal of Priory CIC) and John Houston (former

Principal of Glengormley CIPS) whose experience and expertise have proved invaluable in assisting those schools embarking on the transformation process.

Pre-School Development

The pattern of high and low points to the year also continued in the Early Years sector. In October NICIE staff were involved in an innovative joint venture with NIPPA (the Early Years organisation) where a package for encouraging young children to understand and embrace diversity called the 'Media Initiative For Children' was delivered to 15 schools across Northern Ireland from three different nursery school sectors; maintained, controlled and integrated. Grateful thanks are due to the Integrating Education Team which funded the resource packs for this development.

A low point for integrated pre-school development came in the spring when Oakwood IPS had its application to transfer its fully-funded and over-subscribed playgroup to nursery status refused by the department. This outcome dismayed both the school community and NICIE as the same process had been followed successfully not less than 12 times before for other integrated schools. A proposal for a nursery unit had been lodged by Millennium IPS and we await the outcome of this with interest.

More positively the Anti-Bias Curriculum (ABC) document which was first published in 1998 is receiving an update to reflect the changes in our community and will be published later in the year. The value of this publication for all phases of education, not just pre-school, will be reflected in this new edition. In addition an exciting new training course based on the ABC is planned for the autumn term.



Two new pupils at the opening of Rowallane IC at Belvoir Park Hospital in September 2006.

Training

The NICIE Board of Governor training packages continue to be well received by integrated schools which appreciate the fact that NICIE is the only organisation providing training specifically for integrated schools. Development Officers, along with other colleagues, have delivered programmes in 'Roles and Responsibilities', 'Recruitment and Selection' and the 'The Integrated Governor' to over 60 governors from both integrated primaries and colleges. The latter session, devised by the NICIE Governance Officer, Clodhna Scott-Wills, has been especially well received, offering a unique opportunity for individuals to consider the impact of integration on their role as Governor.

Development Officers have also been significantly involved in the delivery and facilitation of training packages to schools in the process of transforming, as well as existing schools which have committed the time and resources to re-visiting their values and ethos. NICIE continues to grow its expertise and experience within this unique element of support to integrated schools; our work here is a constant reminder that the vision of integration in practice must be one that is shared by the entire school community.

Review of the NICIE Statement of Principles

Written in 1991, the NICIE Statement of Principles has been the bedrock on which all new integrated schools have been built. During the last year; and in response to comments raised within a number of forums throughout the integrated sector; a small working party of Principals and Governors, representing a cross-section of integrated schools was established. Members were asked to collectively share their thoughts and ideas on how the Statement of Principles might be modified in such a way as to create a document that all integrated schools, whether new-build or transformed, might subscribe to and which would clearly define the uniqueness of Integrated Education. The work of this group was endorsed by the NICIE Board of Directors and by delegates at the NICIE Conference in April 2007. A comprehensive consultation process is now under way and all NICIE officers will be working with schools during the first term of the new year to ensure that participation is as full and informed as possible.

NICIE Support Programme for existing schools.

The Development Team's involvement with existing integrated schools covers a range of activities, the main areas of which are summarised below.

- Telephone advice service
- Board of Governor training
- Bespoke staff training
- Distribution of information and documentation
- Recruitment and selection training
- Participation in recruitment panels
- Induction day for teachers new to Integrated Education
- Support for NICIE Standing Committees: Teachers' Committee, APTIS, Early Years Committee
- Co-ordination of Staff Care Services (Knockbracken Health Trust)
- Appointment of external advisors for Principal's Performance Review & Staff Development (PRSD)
- Co-ordination of indemnity insurance for teachers

Thanks

This year has seen six new principals join the integrated family, the Development Team would like to welcome the new arrivals to their posts and extend our thanks and best wishes to those colleagues who have retired or moved on to other things. In addition we would like to thank all those Principals, Governors and staff of integrated schools who have assisted NICIE with functions ranging from advice and representation to support and training.

Finally the Senior Development Officers wish to record our personal appreciation of the hard work and commitment demonstrated by colleagues from within our own team as well as from other sections within NICIE. Their determination and enthusiasm have ensured that at the end of this year more children than ever before now have access to an integrated education.

Lorna McAlpine and Frances Donnelly
Senior Development Officers



Adrian Dunbar at the official opening of Clogher Valley IPS, Fivemiletown, on 8 November 2006



Communications and Lobbying

The changing landscape of the educational and political environment presented complex and fresh challenges to the Communications and Lobbying Team members in their quest to influence government policy, increase the integrated school population and win more support from political and government representatives both in Northern Ireland and Westminster. The 25th Anniversary of Integrated Education provided a focus to plan events, raise the media profile of Integrated Education and celebrate the significant achievements of parents, teachers and children within the movement.

We've come a long way...

Policy

The Review of Public Administration trundled ahead with the appointment of Gavin Boyd as Head of the new 'Education and Skills Authority'. Lobbying for sectoral support for the movement is of critical importance, ensuring that NICIE is represented in the new education administration. At every opportunity we have continued to press for the implementation of 'A Shared Future' policy. Former Secretary of State, Peter Hain, informed us that 'A Shared Future' is the future and that all schools should be encouraged to participate in the proposed development of a kitemark for sharing.

The Department of Education has consulted on the 'Sustainable Schools Policy', the results of which have not yet been published. Meanwhile, Sir George Bain delivered his eagerly awaited 'Independent Strategic Review of Education' and we were delighted that many of the recommendations that we put forward during the consultation process were adopted.

Once all of these policy developments had taken place, devolution was restored and focus shifted from Westminster to Stormont. NICIE and the IEF have submitted oral and written responses on behalf of the movement to civil servants, politicians and other educational partners. We have had numerous meetings with influencers and decision-makers and continue to press for the parental right to choose integrated schools.

Westminster Lobbying

Support from parliamentarians at Westminster, the national media, and more widely in Great Britain can do much to strengthen the position of the integrated education movement.

In its sixth year, the All-Party Parliamentary Group (APPG) has held regular meetings with representatives of the main Northern Ireland political parties and the Education Minister. The highlight of our work was a highly successful visit to Northern Ireland in November 2006 by leading APPG supporters, Lord Alf Dubs, Baroness May Blood MBE, Baroness David, Baroness Harris and Lord Ken Baker - himself a former Education Secretary. They visited Rowallane IC and Priory CIC where they met a wide range of pupils, Principals and supporters of the movement.

Dave Anderson MP and former Northern Ireland Education Minister Jane Kennedy are also key members of the group. They have taken the lead in tabling cross-party Commons motions and Parliamentary Questions in support of Integrated Education. These motions have gathered support from across the political spectrum and from senior politicians.

Our stalwarts Baroness May Blood MBE and Lord Alf Dubs have also raised Integrated Education at meetings of the British-Irish Inter-Parliamentary Body. The team has flown the flag at Irish Embassy and US Embassy receptions in London, Edinburgh, and Dublin. Contacts have been forged with trade unions and our concerns have been aired in front of senior diplomats, academics and opinion-formers.

Northern Ireland Lobbying

In February 2007, we were delighted to welcome Pam Tilson as the full time Lobbying Officer. Her role involves co-ordinating meetings with MLAs, organising visits of politicians to schools, attending political party conferences and keeping an eye on Assembly business, including the work of the Education Committee.

Since February 2007 numerous meetings have been held with MLAs and Party Policy teams across the range of political parties, and many other opportunities have arisen to engage with decision makers on a more informal basis. 12 written and two oral questions have been tabled at Stormont on issues related to Integrated Education. In this period 60 politicians have visited integrated schools on 25 separate occasions.



Caitríona Ruane with integrated school pupils at the Short Film Competition awards presentation in the Queen's Film Theatre on 25 April 2007

Since the devolution of power back to the NI Assembly on 8 May 2007, the Education Committee has met weekly. The Lobbying Officer has attended most of the meetings, and briefed NICIE and IEF staff and Board members on issues raised. NICIE was asked to give evidence to the Committee on 15 June 2007 on the three issues they are currently debating - selection, the Review of Public Administration and the Bain Review.

Events

A series of events to mark the 25th Anniversary of Integrated Education took place throughout the year. The programme was launched at Lagan College on 19 September 2006 was well attended by representatives from the integrated schools and Peter Hain, Secretary of State, added a high profile presence with a keynote address.

To give senior pupils from integrated schools an opportunity to engage with politicians in the run up to the Northern Ireland Assembly elections, a First Time Voters event was held at Lagan College on 27 February 2007. Over 180 students attended the question time session with representatives from six political parties.

The 25th Anniversary Gala Dinner was held in the Armagh City Hotel on 3 March 2007. Over 400 guests enjoyed a superb and memorable evening which reflected the growth and development of Integrated Education with speeches from founder members and pupils from the integrated sector; and two musical performances from Saints and Scholars IPS and Armagh IC. During the evening, which was hosted by radio presenter George Jones, tributes were paid by Tony Blair, Prime Minister; and by our patron, James Galway, the internationally acclaimed flautist.

Integrated Education Week kicked off at Cranmore IPS on 5 March 2007 with the help of the Belfast Giants ice hockey team members. Many of the integrated schools took part in the celebratory week organising cross community events, planting trees and burying time capsules.

The Short Film Competition entitled 'What Integrated Education Means to Me' was held at the Queen's Film Theatre, Belfast, on 25 April 2007. The first prize for the College category was awarded to Rowallane IC for their ingenious animated film, 'Len and Ken'. Cedar IPS, Crossgar, won the Primary category for their humorous story of an alien landing from outer space to investigate Integrated Education. We were very pleased to welcome the incoming Education Minister, Caitríona Ruane, who made one of her first speeches since taking up her new position. We are indebted to our sponsors; including Tipperary Crystal for supplying magnificent Louise Kennedy designed trophies as prizes, Cinemagic for film tickets and the QFT for hosting the event.



First Time Voters event at Lagan IC on 27 February 2007 with Dawn Purvis (PUP), Naomi Long (Alliance Party), Niall O'Donoghue (Sinn Fein), Mark Durkan (SDLP), Michael Copeland (UUP), Simon Hamilton (DUP) and Seamus McKee (BBC), pictured alongside integrated pupils and the Principal Helen McHugh

One of the main disappointments during the year was the cancellation of the 25th Anniversary Exhibition. Despite an enormous amount of work by the Exhibition Working Group, we were unable to produce a touring exhibition due to circumstances outside of our control. However, a smaller exhibition of Integrated Education memorabilia was mounted for the Gala Dinner and the NICIE conference.

Media

Once again the Communications and Lobbying Team have had a very busy year in terms of media activity surrounding Integrated Education. With a total of 832 stories in the NI regional press, in one month alone there were 18 news releases issued. These stories highlighted the many events which the CAL team had organised to commemorate the 25th anniversary of Integrated Education. The press coverage also helped support the work of parent steering groups within their communities, raised issues on policy and reinforced the funding work being initiated by the IEF. This year we had the opportunity once again to uphold the name of Integrated Education by responding to a series of misrepresentations in the NI media.

We contributed to 73 stories relating to Integrated Education in the National Press, including notable papers such as The Financial Times, The Independent, The Observer, The Irish Times and The Daily Telegraph. Integrated Education was also highlighted in the broadcast media with an increased presence of 53 radio interviews and televised stories. There was also a feature on BBC NI 'The Politics Show' in February 2007.

Internationally Integrated Education has been a source of much interest, in particular since devolution. In September 2006 an interview with NICIE Development Officer Denise Morgan was shown on Television Espanola in Spain. Film crew from California State University came over to film Forge CIPS for an International Peace Film in the same month. Le Monde, the famous quality French magazine, published a feature article on Integrated Education in their education supplement in the October 2006 edition. In Vetrina, an Italian magazine also published an article in April 2007. On 27 March 2007 CNN International broadcasted interviews in relation to the 25th anniversary of Integrated Education. In March 2007 Braidside IPS was featured in a programme for French National TV Channel Three. These combined international articles and stories have ensured that the profile of Integrated Education has increased worldwide during this year.

Other avenues where the profile of Integrated Education has been raised include Slugger O'Toole, an online discussion forum on Northern Ireland politics and culture, where 14 responses were posted to Michael Wardlow's comments on 'The Other Education Divide.'

Publications

Three copies of the 'Learning Together' joint NICIE and IEF newsletter were published and each was distributed to a mailing of around 3,000 people. Each newsletter highlighted the work being done by the teams within NICIE, notable achievements in integrated schools and was complemented by reports on the fund raising work done by the IEF.

On 23 April 2007, 90,000 copies of a 16 page full colour supplement to celebrate the 25th Anniversary of Integrated Education were printed and distributed with The Irish News and the Newsletter, with a combined daily readership of over 260,000 adults. This supplement recorded the many achievements of the integrated education movement over the past 25 years, and also helped inform the public about Integrated Education in a clear concise manner.

A Timeline, a commemorative A1 double sided poster tracking the development of Integrated Education alongside 25 years of history in Northern Ireland and world events, was published in March 2007. The Timeline was given as a souvenir at the Gala Dinner and also distributed as an accurate source of historical information to many supporters of Integrated Education, both at home and abroad.



Fabiana Vito and Leonie Gracey from Brownlow CIC, Craigavon, at the 25th Anniversary Gala Dinner on 3 March 2007



Jody Hughes, Tipperary Crystal NI Manager, presenting the First Prize in the Primary Category of the Short Film Competition to Shannon Hiscutt and Lauren Glendinning of Cedar IPS, Crossgar, on 25 April 2007

Website

The NICIE website – www.nicie.org - has continued to attract and inform a large number of interested parties from inside and outside the United Kingdom. The introduction of a monthly e-newsletter subscription has proven popular and has grown to over 480 subscribers. The website has established itself as an accurate and informative representation of the work that NICIE is undertaking and as a forum for the schools to showcase their own achievements. The Poll on the Homepage received showed 87% in agreement that the government should do more to promote Integrated Education.

Training

The CAL Team has had two very successful training events this year. The first event was a 'Learn to Lobby' Day on 22 February 2007 at Stormont. This training session informed 25 integrated senior school representatives about the internal procedures of the Northern Ireland Assembly, the role of the Education Committee, and practical tips on lobbying local MLAs. The event included a question and answer session with the Education Minister Caitríona Ruane, and also with the Education Spokespersons. There was a special luncheon with the MLAs from each of the school areas invited, and the day concluded with a tour of Stormont.

The second training event was a 'Marketing your School' session held at NICIE on 14 June 2007. This event proved very popular from the outset with initial numbers exceeding the capacity of the training facilities. This training day included an overview of marketing, practical strategies for marketing, developing a marketing plan and the importance of branding. Jon Beattie, Vice Principal of Glenraig CIPS, led an interesting case study on balance and enrolments. The day also offered an opportunity for the schools to network and share models of good practice.

Outreach

The central remit of the three Outreach Officers is to raise awareness of Integrated Education in local communities in each of the five Education and Library Board areas and to support integrated schools and parent groups with

their marketing and PR strategies. Over the past year, Outreach Officers have worked relentlessly to raise the profile of new developing schools and encourage parents from these local areas to enrol their children in these schools.

Throughout the past year the Outreach Officers have distributed leaflets in shopping centres, community events, the Ideal Home Exhibition, information days, and at fundraising events throughout Northern Ireland. Presentations to community groups and information stands at crèches and nursery schools also form an important part of Outreach work, as do radio interviews and the contribution of articles to local newspapers.

The new Immersion Projects, which formed part of the growth and development strategy, involved Outreach Officers working in two designated areas – East and North Belfast and Lurgan. This work has resulted in two schools coming forward to transform to integrated status.

Conclusion

It has been an exceptionally busy year for all members of the CAL Team. We would like to thank our colleagues in NICIE and the IEF for their help and support, the schools for taking part in our initiatives and Atlantic Philanthropies for funding the CAL Team.

Deborah Girvan
Communications and Lobbying Manager

We've come a long way...



The Integrating Education Project

In 25 years of Integrated Education, one of the major achievements that NICIE is very proud of is the establishment of the Integrating Education Project, which was funded from September 2005 to October 2007 by the International Fund for Ireland.

We've come a long way...



The Integrating Education team: Clodhna Scott-Wills (Governance Officer), Dean Lee (Good Relations Officer), Roisin Marshall (Project Manager), Kelly McKeaveney (Secretary), Terry Macklin (Ethos and Culture Officer) and Judith Searle (Peer Mediation Officer)

This pilot project focussed on three key aims:

1) To assist schools to realise integration in practice

Sixty seven schools of various management types have availed of the services of the Integrating Education Project to realise integration in practice. (38 integrated schools, 14 controlled schools, 10 Catholic maintained schools, one Irish medium unit and one special school). The intensity of support has varied from school to school but the important fact is that this number of schools felt that integration in practice is an important part of their school development. The team worked with Council for Catholic Maintained Schools, the five Education and Library Boards (ELBs) and Comhairle Na Gaelscolaíochta to identify the schools. This project has for the first time opened up the support for integration in practice to all schools.

2) To develop and disseminate examples of good policy and practice in Integrating Education

In total 155 schools were visited and offered support in terms of developing integration. As well as this, schools were asked to share any developments that may occur through their involvement with the project as well as any practice that they felt has worked to proactively and positively encourage integration. These examples have been recorded for a booklet giving guidance for integration which will be available to all schools in the autumn term 2007.

3) To work with other educational providers to facilitate the development of relevant models of "Integrating Education"

The team have worked hard to develop relationships with all sectors both on a statutory and voluntary level as well as with the schools themselves. These relationships have helped to broaden the concept of integrated education. Integrated schools have led the way in terms of offering parents a choice to have children and young people from Protestant and Catholic backgrounds educated together in the one school. Where it is not possible to achieve a balance in numbers within the pupil population, the Integrating Education Project has highlighted ways of ensuring voices are heard from the minority groups in any school that wishes to integrate. The principles, policies, practices and resources to do this have been collated and shared across the sectors.

Key events and Highlights:

- 'Getting Back To Where We Came From' exhibition launch
- 'Media Initiative For Children' - Respecting Difference training and resources introduced into the statutory sector
- 'Integrating Governor' Training Pack developed and piloted
- Conference on 'Leading and Sharing into the Future'
- Peer Mediation cluster groups established
- Integration Committee cluster groups established
- Peer Mediation established in eight schools
- Staff trained to manage integration
- Useful methods to support integration in education recognised and described
- Positive relations between educational bodies and schools of different management types
- Requests for training and support from schools, ELB officers and Irish medium sector

- Positive relationships developed with statutory bodies
- Curriculum support resources to support integration/inclusion
- Pupil-led audit of schools
- Teacher mobility in schools of different management types
- Presentation to Sir George Bain
- Conflict Management training for staff and pupils
- Whole school development of integrated ethos
- Research paper on leadership in integrated schools
- Research on cultural diversity in schools of different management types-due to be published by December 2007

The vision for this project was for more 'integrating' to take place and it has helped schools to reflect and take action on things that they can do to promote integration in their own context. Working with our educational partners has been key to this.

There are examples, in this project, of schools that are formally integrated; schools that are mixed; schools with a range of different religions and cultures; schools that have mainly Catholic pupils and schools that have mainly Protestant pupils. All of these schools would say they are 'open to all'. The challenge for schools is to proactively encourage those from minority faiths and traditions to come to their schools. This project has helped to collate and disseminate some principles, practices, policies and resources to support schools to do just that. It has also helped schools to manage conflict, take risks, and deal with difficult issues in a safe way.

An underlying premise of the project was to build capacity with staff, governors and parents to support integration, and in turn staff, governors and parents to work with young people building their inclusive environment together. The principles, policies, practices and resources developed through this project have all been underpinned by sound, ethical social research conducted by our research officer in partnership with a consultant from Queens University Belfast. This research has, and will in the future, inform integrating practice.

The Integrating Education Project has made a significant contribution to promoting the concept of 'integrating education'. It is hoped that funding can be secured to support the further development of the project from the pilot stage to a robust, cross-sector, inter-board and departmental project managed by an organisation which has experience and expertise in integration. The employees in NICIE will continue to offer support to those in schools who want to develop 'Integration in Practice'. As the manager of this project, I want to take this opportunity to thank the International Fund for Ireland and NICIE for their support. Finally, a word of thanks to the Integrating Education Team, who have managed to do so much in so little time.

Roisin Marshall
Project Manager



Clogher Valley IPS pupil

Integrated Education and Christian Ethos

In 1981 Lagan College was set up by All Children Together (ACT) as a Christian rather than a secular integrated school. The NICIE Statement of Principles (1991) explicitly stated that all integrated schools 'should be Christian rather than secular in character'. The intention in both these actions was to create in integrated schools a model of a shared school with a Christian ethos, open to Catholics and Protestants and to those of other or no religion. To an extent this decision to opt for Christian rather than secular was to pre-empt any criticism from the churches that integrated schools are 'godless' institutions. It recognised also the part the churches have played in education and invited their interest and involvement. Primarily though the adoption of a Christian character for our schools has been in order to develop an ethos 'animated by a spirit of liberty and charity based on the Gospel' (Declaration on Christian Education, Vatican 2, 1965).

In the 25 years since the opening of Lagan a number of initiatives have underpinned this commitment to a Christian ethos, both in Lagan and in the sector as a whole:

- The appointment of two full time chaplains to Lagan in 1992 gave witness to the importance and diversity of the different Christian traditions in Northern Ireland. The work of the present chaplains, Sister Anne Kilroy and Helen Killick, is an impressive model for a joint chaplaincy, noted for the breadth of its care of the whole college community and significant in the space created for the children of all religious faiths and those of none
- Denominational care in integrated primary schools has been provided via NICIE for the sacramental preparation of Catholic pupils through a specially commissioned adaptation of the 'Alive O' catechetical programme. A resource looking at the Christian faith from a Protestant perspective, called 'Delving Deeper', was produced for Protestant pupils. A challenge for the movement now is to make equally effective provision for an understanding of world faiths other than Christianity

- Movement towards jointly managed church schools, originally the model of sharing favoured by ACT, has with NICIE's encouragement led to the current serious exploration by the churches of its feasibility in a Northern Ireland context. The determination of the chair of NICIE, Colm Cavanagh, and the Foyle Trust for Integrated Education led to research for and recent publication of, with IEF funding, the first Directory of all jointly managed church schools in the world
- Some of the original members of ACT continue to be active through their membership of a focus group established within NICIE to look at Christian ethos and relations between integrated schools and the churches. The group is also overseeing research into these two issues, funded by ACT. It is hoped that the group's wisdom will help to inform debate within the movement about the Statement of Principles
- Throughout the last 25 years the fidelity of individual Principals, staff and governors of our schools to the original vision has of course been critical in the maintenance of a Christian ethos

Key questions remain. *How valid is an explicitly Christian ethos for our schools in today's increasingly diverse Northern Ireland?* and *What should be the substance of that ethos?* And a vital question for the movement is *How can we ensure that other faiths and belief systems will experience real acceptance in our schools?* NICIE will welcome the views or queries of readers on these issues or any aspect of this report.

Terry McMackin
Ethos and Culture Officer

Community Relations

This time last year, I didn't think I would have been writing my report against a political back drop which saw Martin McGuinness and Ian Dr Ian Paisley working in partnership.

It seems to me that such a visible demonstration of partnership, together with our new institutions offers us the potential to build on our expertise and experience of integration.

We must prepare ourselves to work towards creating a vision of a truly shared future, one in which we deal positively and openly with our shared past - a past built largely on violence and distrust.

Imagine a place where people are confident about change and the benefits it brings, where people are not threatened by others, a place where people are able to welcome newcomers and offer them the support they need. A space where people themselves are the catalysts for change in their own local communities - working to bridge the gaps between divergent groups, and to mediate through tensions and conflicts. A place where people recognise that while there will always be difference, it need not always be divisive.

In the last year the project has supported work with a number of schools - Lagan IC; Drumragh IC; Strangford IC; Portadown IPS; Spires IPS; Phoenix IPS; Priory CIC; New Bridge IC; Oakwood IPS; Hazelwood IC; Brownlow CIC; Oakgrove IC; Rowallane IC; Enniskillen IPS; Erne IC; Saints and Scholars IPS. The support has been wide, covering work involving governors, parents, young people and whole school staff.

We use a variety of methodologies to engage with participants and on one occasion, we were able to visit the Maze prison before some of it is demolition - a fascinating experience for all involved.

Again we have continued our partnership with the YMCA and delivered the Living with Diversity Programme, which was a great success with 26 participants completing the course. Many of the teachers who completed the programme now have the confidence to take on the role of delivering the school's Inset day on the theme of integration, putting the new skills into practical action. I have found working in this area in particular to be a personal privilege.

NICIE was successful in securing further funding for another three years from the Department of Education community relations branch and this has provided much needed security for the project and leaves us in a position to continue the support we have been able to offer. We are still continually sharing our learning and expertise with other educationalists and this has continued to be exciting.

Nichola Lynagh
Community Relations Officer



Forge CIPS, Belfast, pupils supporting the Football for All Anti-Racism Campaign at the Setanta Cup Final, Linfield vs Drogheda, on 12 May 2007

We've come a long way,

Integrated Education

Helping to build a shared future for Northern Ireland



Roisin Marshall (Project Manager) and Dr Claire McGlynn (Queen's University, Belfast) at NICIE's Conference on 26 April 2007



Conference

NICIE Conference Celebrates and Challenges Integrated Education

An education conference on 'Leading and Sharing into the Future' organised by NICIE took place on 26 and 27 April 2007 at the Park Plaza Hotel, Antrim.

This conference was designed to give integrated schools an opportunity to discuss some of the changes, challenges and implications for them in this new era for education in Northern Ireland.

Caitriona Ruane, the incoming Education Minister, attended the conference and said: 'One of the challenges facing me as future Minister for Education will be to take forward the idea of sharing within and between schools. Integrated schools offer one such model of sharing and it is appropriate in the 25th year of the movement that the schools take an opportunity to reflect on the past and celebrate their many achievements. It is, however, also important that the integrated movement challenges itself by listening to others and discussing possible future opportunities.'

The conference focused on three areas; sharing, leadership and the future. The session on sharing explored the Bain Report with Sir George Bain. He commented: 'The goal of A Shared Future, and a commitment by all school sectors, and by each school, to play their part in working towards that goal, suggests a more pervasive and inclusive strategy, focused on the dynamic process of integrating education across the school system.' Professor Tony Gallagher from Queen's University also looked at sharing and collaboration in the Northern Ireland educational context.

On leadership, Marion Matchett, the Education and Training Inspectorate, and Charlie Sproule, CCEA, highlighted key changes in education- specifically the implications of Educational Reform for School Leadership. Workshops included one by Dr Claire McGlynn, Queen's University, on leadership approaches to school development.

Robson Davison, Deputy Secretary from the Department of Education, and Dr Tom Hesketh, the Regional Training Unit, were the key note speakers on the theme of the future. Other notable speakers at the conference included Professor Maurice Stringer, University of Ulster, and Professor Tony Booth.

The conference was well received by the integrated education movement as an opportunity to reflect on the three issues of sharing, leadership and the future. It was also an opportunity for the movement to come together in this special 25th year of Integrated Education and look to the future, with all the implications that recent education changes will bring.



Sandy Smith (IFI), Michael Wardlow (NICIE), Caitriona Ruane (Education Minister), Alderman Sam Dunlop (Mayor of Antrim), Sir George Bain at NICIE's conference on 'Leading and Sharing into the Future' on 26 April 2007



Sperrin Integrated College

Buildings

"To build or not to build that is the question"

This year finding sites for schools has been extremely difficult; with several of the schools moving to new sites, others moving on to new temporary sites, and in some cases their third temporary site.

I congratulate Clogher Valley IPS and Rowandale IPS, Moira, who both received conditional governmental approval this year. The search for sites for these schools has been going on since late 2005 and these schools will open on temporary sites. The acquisition of land is currently extremely difficult as much of the available land bank is sold at auction for prices well above the estimated value, purchasers hoping to secure planning for housing in the future. If land is located, then it is usually outside the development limit of a town and the requirements of planning and roads necessitate much expensive work to secure approval. During the year I have met with senior officials of Roads and Planning to impress on them that we need a listening ear to assist in developing new approved schools in the province.

On the current school developments we have just purchased sites for Phoenix IPS, Cookstown, and Roe Valley IPS, Limavady, and we hope to commence school developments within the year.

Our existing schools Drumlins IPS (Ballynahinch), Maine IPS (Randalstown), Roe Valley IPS (Limavady), Armagh IC and Phoenix IPS (Cookstown) will all receive additional accommodation for the new academic year; a process that has taken a lot of time and effort to secure. Our newly approved schools will also be opening in September and we wish them well for the future.

Lawrence Rowan
Buildings Officer

We've come a long way...



Alan Dalton (Principal, Strangford IC) and Jon Beattie (Vice-Principal, Glenraig CIPS, Holywood) at the 8th International Confederation of Principals Conference in New Zealand in April 2007

APTIS

Association of Principal Teachers in Integrated Schools

Whether working in Transformed or GMI schools, Principals face opportunities and challenges which are unique to the integrated sector. APTIS provides a forum where common issues can be explored and where expertise is shared.

A number of speakers have addressed our meetings this year. We have received information from other organisations involved in education and Michael Wardlow, Chief Executive Officer of NICIE has kept us well informed about the implications of the Bain Review and the Review of Public Administration.

We would like to acknowledge the support given by Frances Donnelly, Senior Development Officer, and other NICIE staff in helping to plan meetings and in providing a venue.

Bert Scott
APTIS

We've come a long way...

Teachers' Committee



Jennifer Smyth (Principal of Portaferry CIPS), Mary Roulston (Principal of Millennium IPS, Saintfield) and Joyce McMeekin (Principal of All Childrens CIPS, Newcastle) at NICIE's Conference on 26 April 2007

As we celebrate 25 years of Integrated Education, perhaps we should place on record that the first meetings of the Teachers' Committee were held in 1996. Many of those who attended continue to teach within the sector and are still involved in the development of good practice and supporting others.

The remit of 'Integration in Practice' is no less important today than it was then. We need to be able to identify, promote and develop those things which make an integrated school unique in its planning and approach, and we need to extend the focus of our integration practice to address the wider issues of an increasingly multicultural society where racism is on the increase.

Some members of the Teachers' Committee contributed their reflections on working in an integrated school as resources for NICIE's 'Staff New to Integration' day in November 2006 and helped to facilitate this training. A group of teachers - Paulette Gallagher, Leah McBride and Cynthia Currie - designed resources to promote integration in practice in the Revised Curriculum, to be piloted in the incoming year and distributed to all schools. Teachers had the opportunity of a visit to the Maze Prison complex in the spring term and feedback from those who attended was positive.

At the final meeting of the academic year, hosted in Belfast, Sean Murphy of Erne IC and Leah McBride of Strangford IC delivered some assemblies they had used in their schools and generously offered to share these resources with other members of the committee.

It is proposed that the committee returns to its original structure with all members coming together in Belfast. It has also been suggested that representatives on Teachers' Committee should also be the school's integration coordinator or a member of the integration committee, where possible. This is in the interest of continuity and commitment to the goals of the committee and to maximise capacity for developing the work within schools.

There is a lot of energy for the work of the committee among those who attend regularly and a number of areas for future work have been highlighted. These include practical issues around denominational provision in schools, Parents Councils, Staff Councils, teaching of Irish language in schools and Gaelic sports. It would be great if more schools would engage with the committee and make their contribution to the support of staff involved in the sector.

There is now a Teachers' Committee page on the NICIE website and all of the minutes of the meetings for the academic year 2006/7 are available on it. We would hope to further develop this page in the incoming year.

We would also like to thank NICIE, and in particular Anne Moreland, Development Officer, for the support that we have received.

Cynthia Currie
North Coast Integrated College



We've come a long way...



ISFA Integrated Schools Finance Association

The ISFA continued to provide a much needed forum for Bursars and other staff involved with administration in integrated schools, to discuss problems and share ideas.

Among the subjects discussed were policies and procedures, Review of Public Administration, pension disclosures in financial statements, and employment issues.

One of our guest speakers was Margaret Reid from Integrated Schools Finance who outlined some of the important tasks that schools need to address to ensure they remain within their budgets. She answered many questions which we had about funding and we all learnt something that day.

We also had some invaluable training on employment issues by Tom McComb from the Labour Relations Agency. This included looking at aspects of terms and conditions of employment, temporary contracts, new age discrimination laws, and how these affect redundancy policies and grievance issues.

To end the year we had some training from Eoin McGinn from C2K, who helped many of us with the reporting side of our financial reporting software, FMS.

Thanks must go to Paula McLwaine, NICIE Development Officer, for providing central support and maintaining our growing list of members, and also to Bronagh McKibben for her secretarial duties. Finally thanks must go to the members for making the effort to attend meetings and share ideas so openly. New members are most welcome. Please contact Paula McLwaine at NICIE for further information.

Angela Ross
Strangford Integrated College



The Entitlement Framework E2S – entitled to succeed

The Entitlement Framework, as envisaged by the Department of Education, is designed to ensure that all pupils have access to a broad a range of accredited course options. The framework can give schools and their teachers greater flexibility in subject provision, which in turn will lead to curriculum innovation and greater opportunities for our young people.

As Entitlement Framework Development Officer I have been involved with all integrated colleges who have both Key Stage 4 and 16+ provision. Several integrated colleges have been directly involved in area learning communities by the Education and Library Board E2S Development Officers since September 2006.

Much of the work for NICIE has been working with Principals and senior leadership teams in schools, discussing the possible opportunities for increased course range for the 2007-2008 academic year, and examining existing schools links with Further Education Colleges. The problem of how to extend both these and similar potential collaborative partnerships with their neighbouring schools, their effective competitors for the past 20 years, was explored.

In some integrated colleges this has developed to involve curriculum leaders and timetablers meeting with similar personnel in neighbouring schools to consider possibilities. This in turn has led to integrated colleges bidding to the Department

of Education for E2S funding to promote inter school dialogue and partnership discussions. Already several colleges are planning to implement new shared courses between school campuses in September 2007.

Without exception all integrated colleges have embraced these proposals, to the degree that they are leading the development of innovative and vibrant learning communities.

Ivan Arbuthnot
E2S Officer



Research

Independent Academic Research Shows Views of Informed Parents

For the first time ever, a scientific random sample of parents in Northern Ireland deliberated about a serious public policy issue - their children's educational future. The occasion was a Deliberative Poll, held in Omagh on 27 January 2007. The random sample brought together Protestants and Catholics of all shades of opinion, who then deliberated in small-group discussions and plenary sessions with panels of experts representing different policy perspectives. This research was carried out by Newcastle University, Queen's University Belfast and Stanford University.

We've come a long way...

The polling firm Ipsos-MORI interviewed close to 600 parents in the Omagh area, of whom 127 attended the deliberations and were polled again at the end of the day. Their post-deliberation opinions provide a picture of what people would think about the future of education in Northern Ireland if they knew and thought more about it.

Community Perceptions: Deliberation changed the sample's perceptions of both communities. The percentage believing Protestants "open to reason" increased from 36% to 52%, and the percentage believing Catholics "open to reason" increased from 40% to 56%. The percentage viewing each of the two communities as "trustworthy" also increased dramatically. For Catholics, the percentage rose from 50% to 62%; for Protestants, it rose from 50% to 60%. The percentage believing that most Protestants support schooling with a balanced enrolment of Catholics and Protestants increased significantly from 21% to 43%, while the percentage believing that most Catholics do so increased from 26% to 40%.

Educational Sharing:

Support for shared education was initially substantial and generally increased. For example:

- Agreement that schools needing to partner to deliver the curriculum should "be required to partner with their closest neighbouring school, even if it is not of the same religious composition," increased from 60% to 72%. The increase was roughly the same for both Protestants and Catholics.
- Agreement that changes in the Omagh area's education system "can equally benefit both communities" increased from 40% to 51%. (The alternative was that "changes that are good for one community will necessarily be bad for the other community.") Among Protestants the percentage agreeing that changes "can equally benefit both communities" started and finished at close to 50%, while among Catholics, it rose from 34% to 51%.

- Agreement that "better relations will come about only through more mixing of the two communities" started high at 61% and moved to an even higher 69%, although in this case the change was not statistically significant.
- Support for increasing the number of Integrated Schools was high both before at 72% and after deliberation at 69%.

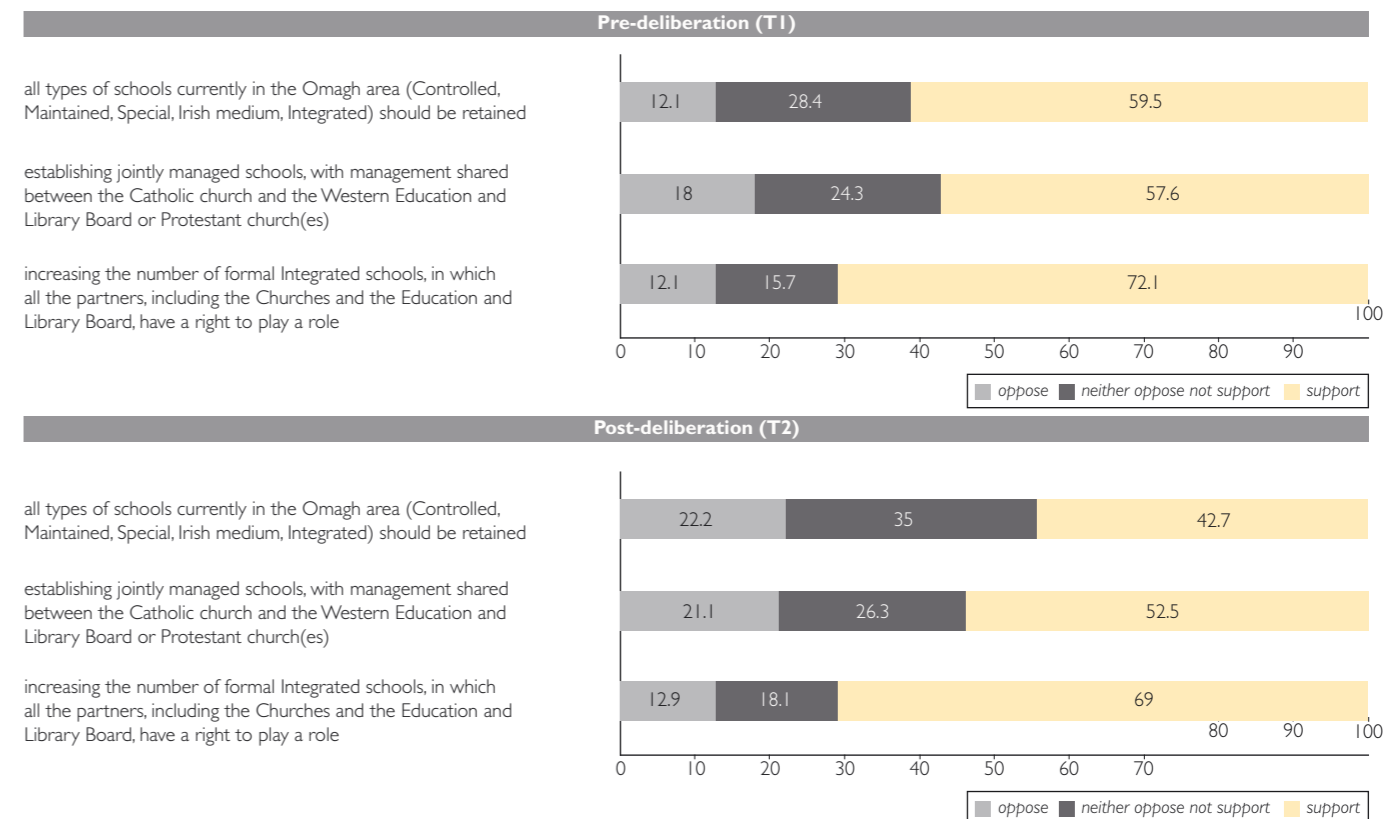
Openness to Change:

The participants clearly became more open to change. Support for "Retaining all types of schools in the Omagh area (controlled, maintained, voluntary, special and Irish Medium)" declined from 60% to 43%.

Knowledge:

There were massive gains in knowledge. On average, the sample answered only 22% of seven questions about Northern Ireland's education system correctly before deliberation but answered 50% correctly after deliberation. For example, the percentage knowing that schools receive more funding for older pupils increased from 21% to 79%, and the percentage knowing that the new entitlement curriculum requires that "every school provide all 14-year-olds with a choice of at least 24 subjects" increased from 21% to 74%.

Denominational Collaboration



Taken from 'A Deliberative Poll on Education' by J Fishkin et al.
<http://cdd.stanford.edu/polls/nireland/2007/omagh-report.pdf>



Two pupils from Rathenraw Controlled Integrated Primary School, Antrim.

Treasurer

The 2006-7 year proved to be another well managed year for NICIE's finances as our expenditure was again contained within the budgeted forecast (core funding from the Department of Education). This was achieved despite rising costs and limited resources. Recognition should be given to our General Purposes Committee for its able support and the time it gave to the regular scrutiny of our financial reports.

Grants income from non-government sources proved to be a valuable and welcome asset in NICIE's desire to achieving pioneering but essential work in new areas. Again the grants expenditure was also administered efficiently and successfully within budgetary constraints.

The demand for new integrated schools still continues with a number of new schools projects currently in the pipeline and consequently our rising capital expenditure puts pressure on our borrowings. However these are within the profiled expenditure and monitored on a structured timetable.

Like most other organisations we are heavily dependant on our IT infrastructure processes and procedures and we look forward to the implementation of Internet Banking for the start of the new financial year.

We welcomed the Vesting of two of our schools, Sperrin IC and Ulidia IC, despite some minor hiccups at the last minute these were successful transferred at the end of the financial year. Our best wishes to both schools with continued success for the future.

Like many other government supported agencies, our accounts presentation had to be changed this year to reflect the new regulations which require us to include our pension liability (FRS 17) and this has resulted in a major deficit being transferred in our balance sheet. This matter has been raised with the Department on behalf of the Board of Directors and a letter of comfort has been sought, given the nature of the accounting procedures involved.

In conclusion our best thanks to our small but decided finance team for their tremendous effort. Our congratulations to the CEO and Senior Management Team in securing outside funding, and finally welcome back to Ann Blackburn.

John Kissick
Chairperson

Income and expenditure account for the year ended 31 March 2007

	2007	2006
	£	(restated) £
Income		
Grants and donations received	1,250,892	969,292
Contribution towards PRCs	1,591,782	827,146
Other receipts	2,002	1,258
	2,844,676	1,797,696
Expenditure		
Administrative expenses	(1,260,435)	(1,002,793)
	(1,260,435)	(1,002,793)
Operating surplus	1,584,241	794,903
Other interest receivable and similar income	49	418
Interest payable and similar charges	(1,594,122)	(833,267)
Other finance costs	(11,000)	(13,000)
Deficit for financial year	(20,832)	(50,946)

Statement of total recognised gains and losses for the year ended 31 March 2007

	2007	2006
	£	(restated) £
Deficit for the financial year	(20,832)	(50,946)
Actuarial gain/(loss) recognised in pension scheme	46,000	(29,000)
Total recognised gains and losses relating to the year	(25,168)	(79,946)
Prior year adjustment - FRS 17	(386,000)	
Total gains and losses recognised since last annual report	(360,832)	

Balance sheet at 31 March 2007

	2007	2006
	£	(restated) £
Fixed assets		
Tangible assets	12,746	27,592
Investments in school buildings	11,753,303	16,768,870
	11,766,049	16,796,462
Current assets		
Debtors	87,526	46,377
Cash at bank and in hand	6,547,575	45,858
	6,635,101	92,235
Creditors: amounts falling due within one year	(6,526,668)	(46,735)
Net current assets	108,433	45,500
Total assets less current liabilities	11,874,482	16,841,962
Creditors: amounts falling due after more than one year	(11,797,457)	(16,795,105)
Net assets excluding pension liability	77,025	46,857
Pension liability	(391,000)	(386,000)
Net liabilities including pension liability	(313,975)	(339,143)
Reserves		
Accumulated surplus	(313,975)	(339,143)

We've come a long way...



Glossary

ABC	Anti-Bias Curriculum	IFI	International Fund for Ireland
ACT	All Children Together	INSET	IN Service Training
APPG	All Party Parliamentary Group	IPS	Integrated Primary School
APTIS	Association of Principal Teachers of Integrated Schools	ISFA	Integrated Schools Finance Association
CCMS	Council for Catholic Maintained Schools	NICIE	Northern Ireland Council for Integrated Education
CEO	Chief Executive Officer	NIPPA	Northern Ireland Pre school Playgroup Association
E2S	Entitled to Succeed	OFMDFM	Office of First and Deputy First Ministers
ELB	Education Library Board	PR	Public Relations
GMI	Grant Maintained Integrated	QFT	Queen's Film Theatre
IC	Integrated College	RE	Religious Education
IE	Integrated Education	SEN	Special Educational Needs
IEF	Integrated Education Fund	YMCA	Young Men's Christian Association

We've come a long way...

Appendices

Staff list

Michael Wardlow
Chief Executive Officer

Claire Adrain
Administrative Secretary

Stephen McCartney
Receptionist

Lawrence Rowan
Building Development Officer

Nichola Lynagh
Community Relations Officer

Lindsey Jackson
Secretary

Development Team:

Frances Donnelly
Senior Development Officer

Lorna McAlpine
Senior Development Officer

Anne Moreland
Development Officer

Denise Morgan
Development Officer

Paula McIlwaine
Development Officer

Mary O'Donnell
Development Secretary

Amanda Higgins
Development Secretary

Finance

Maurice Kennedy
Finance and Administration Officer

Ann Blackburn
Payroll Assistant

Deborah Crawford
Finance Assistant

Integrating Education Team

Roisin Marshall
Senior Development Officer

Cliodhna Scott-Wills
Governance Officer

Dean Lee
Good Relations Officer

Judith Searle
Peer Mediation Officer

Terry McMackin
Ethos and Culture Officer

Ruth Greenlees
Research Officer (until April '07)

Kelly McKeaveney
Secretary

Communications Team

Deborah Girvan
Communications and Lobbying Manager

David Russell
Policy Analyst

Gary Kent

Westminster Lobbyist

Ian McKay

Outreach Officer

Margaret Annett

Outreach Officer

Margery Magee

NI Lobbyist Consultant (until Nov '06)

Pam Tilson

NI Lobbyist (from Feb '07)

Nuala McAllister-Hart

Outreach Officer

Philip O'Sullivan

PR Officer

Sam Fitzsimmons

Communications Officer

Emma Hassard

Communications Secretary

Linda Buchanan

Communications Secretary (until Jan '07)

Partners

Integrated Education Fund

Belfast Trust for IE

Foyle Trust for IE

All Children Together

South Ulster Trust for IE

Western Area Charitable Trust for IE

Directors

Simone Bartlett

Bill Brown

Colm Cavanagh (Chair)

David Clement

Kierna Corr

Constance Connolly

Olwin Frost

Olwen Griffith

David Heyworth (left Dec 06)

Maurice Johnston (Deputy Chair)

Margaret Kennedy

John Kissick (Treasurer)

Kevin Lambe (left Sept 06)

Ian McMorris

Celine McStravick (Secretary)

Paul Madden

Michael Morrow

Ray Mullan

Sean Murphy

David Thompson

Geraldine Tigchelaar

Michael McKnight

Associates

Rudolph Steiner School

Lisnaskea Playgroup

Antrim Parent Steering Group

Ballymoney Parent Steering Group

Strabane Parent Steering Group

Limavady Parent Steering Group

Patrons

Sister Anna

(The Anglican Community of the Sisters of the Love of God)

Sir Kenneth Bloomfield KCB

(Head of the NI Civil Service 1984 - 1991)

Kenneth Branagh

(Actor and Film Director)

Polly Devlin

(Writer)

Barry Douglas

(Pianist)

Dorinda Lady Dunleath

(Moderator of Presbyterian Church in Ireland 1992 - 93)

Lady Faulkner of Downpatrick CBE

Brian Friel

(Playwright)

Sir James Galway OBE

(Flautist)

Very Rev Dean Victor G M B Griffin

(Retired Dean, St Patrick's Cathedral, Dublin)

Neil Hannon

(Singer/Song-writer)

Dr Maurice Hayes

(Permanent Secretary DHSS-NI 1984-87;

Ombudsman 1987-91)

Professor Dr Seamus Heaney

(Nobel Laureate for Poetry)

The Rt Hon Lord Holme of Cheltenham CBE

(Former Lib Dem Lords Spokesman on NI)

Professor Aine Hyland

(Founder of 'Educate Together' in Republic of Ireland)

Jennifer Johnston FRSL

(Novelist)

Marie Jones

(Playwright, Charabanc Theatre)

Sister Ethna Kelly R.S.M.

(Ulster-American Folk Park)

Cecil Linehan MBE

(Co-founder All Children Together)

Mairead Corrigan- Maguire

(Noble Peace Prize Winner)

Rev Professor Enda McDonagh

(Former Professor of Moral Theology, Maynooth)

Barry McGuigan MBE

(Former European and WBA Featherweight

Champion of the World)

Liam Neeson

(Actor)

Dr Mary Peters CBE

(Former Olympic Pentathlon Champion)

Sean Rafferty

(Broadcaster)

Diljit S Rana MBE

(Hotelier)

Rev Dr Norman Taggart

(President Methodist Church in Ireland 1997-98)

Patrick Yu

(Director of NI Council for Ethnic Minorities)

Representation

Company and Description	NICIE Representation
Child Care Partnership (CCP) Multi-agency groups which exist to raise the quality of childcare within and across the early years sector in the Education and Library Board (ELB) areas. Meets Quarterly.	Margaret Annett Denise Morgan Ian McKay
Pre-school Education Advisory Group (PEAG) ELB-based, they decide how free pre-school places are distributed across the Board area.	NEELB & SEELB - Lorna McAlpine, WELB - Eric Bullick, Omagh IPS, SELB - Anne Makin, Saints and Scholars IPS, BELB - Jill Houston, Hazelwood IPS
Teachers Salaries & Conditions of Service (TSCOS) This forum comprises representatives of the employing authorities and Teacher Unions and determines annual and the conditions of service for teachers in Northern Ireland.	Anne Murray, Oakgrove IPS Frances Donnelly
Principal Qualification Headship (PQH) (Regional & Employers) Advising the Regional Training Unit on the management and implementation of its PQH training programme and responsible for the initial selection of applicants for the PQH training programme.	Frances Donnelly Lorna McAlpine
General Teaching Council GTCNI's role is to advise government on a range of education issues relating to teachers, enhance the status of the teaching profession and promote the highest standards of professional conduct and practice. The Council has 33 members comprising of teachers, representatives of advisory bodies and individuals from the field of industry and commerce.	Frances Donnelly
NOF (New Opportunities Fund) Groups that decide which schools receive funding from the New Opportunities Fund.	SEELB - Paula McIlwaine, NEELB - Paula McIlwaine, BELB - Paula McIlwaine, SELB - Margaret Annett, WELB - Ian McKay
Health Education Liasion Group	Paula McIlwaine
Health Promoting Schools	Paula McIlwaine
YESIP Youth Education Social Inclusion Parthership	Anne Moreland
Teachers Support Network Forum Teacher Support is a UK charity which exists to improve the health and well being of teachers. The advisory forum will provide advice and expertise on matters of teacher health and well being.	Paula McIlwaine
Teaching Awards National competition to reward excellence in practice. Member of the judging panel for the regional nominees.	Lorna McAlpine
Contin You Out of school hours support group	Anne Moreland
FOCUS Forum for Community Understanding - a networking organisation of groups interested in Education for Mutual Understanding and Good Relations.	Terry McMackin
Employers for Childcare Out of school hours childcare promotion group	Paula McIlwaine
ISFA Integrated Schools Finance Association	Paula McIlwaine
Human Rights Consortium Umbrella group within the community and voluntary sector working to campaign for a strong and inclusive Bill of Rights for NI.	Pam Tilson
NIGAG - NI Government Affairs Group Networking group of Public Affairs practitioners working across a range of sectors.	Pam Tilson
WACP Strategic Funding Panel	Ian McKay
Special Education and Inclusion Steering Group DE	Roisin Marshall
Review of Public Administration Steering groups	Senior Management Team
WATIE - Western Area Trust for Integrated Education	Nuala McAllister Hart

Company and Description	NICIE Representation
Integrating and partner services	Roisin Marshall
Black and Minority Ethnic Network	Dean Lee
Anti Bullying Forum Save the Children This Forum is reviewing initial research into bullying and will work towards a 3 year strategy plan	Dean Lee
CRC Shared Future Policy Group	David Russell
Northern Ireland mixed Housing Executive advice panel	David Russell
Teachers' Education Partnership Group This group is charged with advising the Department of Education on all aspects of the partnership model.	Anne Moreland
JEDI Group for the Youth service Joined in Equity Diversity and Independence Group aims to establish a creative partnership promoting a new vision of community through sectoral, organisational and personal transformation.	Nichola Lynagh
CCEA Advisory Group on RE Representing the integrated sector on the CCEA group which is advising on the delivery of the new RE Core Syllabus.	Terry McMackin
South Belfast Learning Partnership Board This involves education, higher education, community and business interests and focussing on the curriculum with regards to employment.	Margaret Annett
Community Relations Board The Community Relations Council exists to promote better community relations between Protestants and Catholics in Northern Ireland and equally, to promote recognition of cultural diversity.	Michael Wardlow
Mediation Northern Ireland Board An independent centre of excellence in mediation and other methods of conflict intervention.	Michael Wardlow
One Small Step Campaign A campaign encouraging people to work together in addressing the issues which cause pain and division in our society.	Michael Wardlow
Dept of Education Strategic Advisory Group for Post-Primary Education	Michael Wardlow
Forum for community in schools	Michael Wardlow
Joint Consultative Forum - Education sector Provides a framework for consultation on matters relevant to the statutory equality duties in the education sector in Northern Ireland.	Steering Group Dean Lee Forum Paula McIlwaine
South Belfast round table on racism education	David Russell

Integrated Schools in Northern Ireland

Enrolments							
SCHOOL/COLLEGE	Location	OPENED	2003	2004	2005	2006	2007
Lagan College	Belfast	1981	1020	1040	1124	1150	1150
Forge CIPS *	Belfast	1985	212	226	213	230	250
Hazelwood College	Belfast	1985	721	744	740	804	810
Hazelwood IPS *	Belfast	1985	456	452	455	455	454
All Children's CIPS	Newcastle	1986	211	208	211	199	203
Bridge IPS	Banbridge	1987	411	410	414	408	413
Mill Strand IPS *	Portrush	1987	180	181	210	190	196
Windmill IPS *	Dungannon	1988	217	222	231	230	228
Braidside IPS *	Ballymena	1989	336	345	351	346	351
Enniskillen IPS *	Enniskillen	1989	235	243	261	235	239
Omagh IPS *	Omagh	1990	239	232	276	291	300
Portadown IPS *	Portadown	1990	223	222	218	220	228
Brownlow CIC	Craigavon	1991	377	410	410	434	439
Carhill CIPS	Garvagh	1991	41	46	42	44	55
Corran IPS *	Larne	1991	199	190	189	201	212
Oakgrove IPS *	L'Derry	1991	460	452	445	467	451
Acorn IPS *	Carrickfergus	1992	229	229	229	230	254
Oakgrove IC	L'Derry	1992	852	876	849	846	800
Cranmore IPS *	Belfast	1993	211	193	215	208	223
Lough View IPS *	Belfast	1993	348	368	415	437	435
Saints and Scholars IPS *	Armagh	1993	240	250	275	272	274
Erne IC	Enniskillen	1994	341	332	362	375	419
Shimna IC	Newcastle	1994	495	492	514	511	509
Cedar IPS *	Crossgar	1995	213	216	211	217	220
Drumragh IC	Omagh	1995	563	519	493	525	610
Integrated College Dungannon	Dungannon	1995	489	483	467	462	467
New-Bridge IC	Loughbrickland	1995	498	514	502	504	500
Portaferry CIPS	Portaferry	1995	84	84	86	83	80
Hilden CIPS	Hilden	1996	69	69	60	47	35
North Coast IC	Coleraine	1996	527	522	512	534	535
Oakwood IPS *	Derriaghy	1996	206	192	224	230	231
Rathenraw CIPS	Antrim	1996	111	105	101	94	84
Slemish IC	Ballymena	1996	677	681	690	720	710
Annsborough CIPS *	Castlewellan	1997	42	46	50	55	62
Malone IC	Belfast	1997	799	797	800	791	790
Strangford IC	Carrowdore	1997	466	486	469	488	505
Ulidia IC	Carrickfergus	1997	500	522	529	530	540

Integrated Schools in Northern Ireland

Enrolments							
SCHOOL/COLLEGE	Location	OPENED	2003	2004	2005	2006	2007
Bangor Central CIPS	Bangor	1998	498	531	537	561	561
Down Academy CIC	Downpatrick	1998	304	297	300	300	240
Forthill CIC	Lisburn	1998	891	867	867	867	873
Kilbroney CIPS	Rostrevor	1998	88	96	93	93	105
Kircubbin CIPS	Kircubbin	1998	126	119	111	103	102
Priory CIC	Holywood	1998	446	477	489	418	420
Spires IPS	Magherafelt	1999	163	183	188	201	200
Millennium IPS *	Carryduff	2000	97	105	155	195	208
Carnlough CIPS	Carnlough	2001	27	37	41	41	52
Sperrin IC	Magherafelt	2002	115	196	268	353	403
Glengormley CIPS *	Glengormley	2003	185	150	160	155	155
Maine IPS *	Randalstown	2003	17	30	48	86	104
Round Tower CIPS *	Antrim	2003	120	134	195	187	216
Armagh IC	Armagh	2004		50	108	153	140
Lir IPS	Ballycastle	2004		17	26	0	0
Drumlins IPS	Ballynahinch	2004		12	22	37	61
Glencraig CIPS	Holywood	2004		186	210	225	230
Groomsport CIPS	Groomsport	2004		21	21	25	0
Phoenix IPS	Cookstown	2004		17	42	54	80
Roe Valley IPS	Limavady	2004		25	44	72	101
Groarty CIPS	L'Derry	2005			43	40	36
Ballycastle CIPS *	Ballycastle	2006				100	124
Clogher Valley IPS ⁺	Fivemiletown	2006				12	20
Crumlin CIC	Crumlin	2006				352	350
Rowallane IC ⁺	Belfast	2006				40	86
Rowandale IPS	Moirá	2007					18
Kindle CIPS	Ballykinlar	2007					36
		Total	16575	17149	17811	18733	19183

* designates a pre-school unit, including reception classes, nurseries and playgroups

⁺ schools independently funded by the IEF

Lir IPS closed in June 2005 following the successful transformation of Ballycastle PS

Groomsport CIPS closed in June 2006 due to decreasing enrolments

These figures include all children being educated in integrated schools, including pre-school provision, those with statements of special educational needs and schools independently funded by the IEF, which explains any discrepancy with the official Department of Education figures.

62 schools

16 Grant Maintained Integrated Colleges

5 Controlled Integrated Colleges

23 Grant Maintained Integrated Primaries

18 Controlled Integrated Primaries

25 years of
Integrated Education
1981 - 2006



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We've come a long way...