



nicie

NORTHERN IRELAND COUNCIL FOR
INTEGRATED EDUCATION





Our Mission is to promote **reconciliation** in Northern Ireland through **Integrated Education**

We have a **vision** of a society where all children are:

- **educated together;**
- confident to **express their own identity** and culture; and
- respectful of, and **prepared to engage with, the identity and culture of others.**

NICIE Statement of Principles of Integrated Education:

Equality - Faith and Values - Parental Involvement -
Social Responsibility

“Integration isn’t about dumbing down anyone’s identity, it’s about enabling people to have conversations which are sometimes about not agreeing with each other, but actually learning to live with the differences that we hold as part of our core being.”

Roisin Marshall,
NICIE CEO



Support Integrated Education

Aim: Ensure that existing Integrated schools receive the support for integration they require

Workshop facilitation



7 themes:

- Anti-Bias Approaches in Education
- Grant Maintained Integrated Governance
- Integrated Ethos
- Marketing & Promotion
- Recruitment
- Religious Balance
- Transformation

Who attended NICIE workshops?

School phase	%	Role	%
Nursery	5	Teaching	38
Primary	66	Governors	28
Post primary	29	Principals	25
		Parents	7
		Other	2



9 schools were supported with the **Excellence in Integrated Education Award** self-evaluation toolkit, with **3** achieving the Award.


'It is not our differences that divide us, it is our inability to recognise, accept and celebrate those differences'

Audre Lorde

American Civil Rights activist



Conversation and collaboration

Group	Activity
APTIS (Association of Principal Teachers in Integrated Schools)	6 meetings and one conference with most Integrated schools engaging. (Spring 2020 conference was cancelled). During the pandemic, APTIS began to meet via Zoom – around 35 schools engaged in weekly sessions.
VP Forum (Vice Principal)	Met 4 times in the past year. 74 attendances from 28 schools. Themes: addressing boys' underachievement; raising attainment in Mathematics; Anti-Bullying legislation and KS3 curriculum and sixth form.
Teachers' Committee	Met three times, with 12 schools represented. The group developed a promotional resource for teachers in schools to use during Integrated Education Month, March 2020. The theme this year was 2020 vision. 
Early Years' Forum	A focus group organised a good practice/sharing event in October 2019 for early years practitioners – 45 schools were represented at the event from across all sectors.
SENCO Forum (Special Educational Needs Coordinators)	Met in October 2019 and revisited the purpose and vision of the group.
Integrated Schools Finance Association (ISFA)	Met 3 times and was well attended. They hosted a bespoke NILGOSC training event for GMI schools and a review of the new IT solution for all schools.

Collaborations. NICIE staff engage with **13** external ongoing partnership groups to represent our interests and contribute to wider educational sector activities.



Promote Integrated Education

Aim: Effectively promote and advocate for Integrated Education



Oliver Jeffers is a past pupil of Hazelwood Integrated College and an award-winning visual artist and author. His critically acclaimed picture books have been translated into over forty-five languages and sold over 12 million copies worldwide.



Holly Hamilton and her husband, Connor Phillips are both multi-award-winning journalists, broadcasters and presenters. Holly regularly presents across a BBC portfolio and Connor is best known locally for his BBC Radio Ulster mid-morning show.



Carl Frampton MBE has won two weight world championship titles in Boxing. His old school, Glengormley High School, held a parental ballot for Transformation, which was successful in February 2020.



Grow Integrated Education

Aim: Increase opportunities for Integrated Education to meet parental demand for children to be educated together

On the up! - We need more Integrated schools

- A total of 637 additional new pupils joined Integrated schools in 2019/20 across all school phases.
- Post-primary Integrated schools experienced high levels of demand in 2019/20 year, welcoming 468 extra new pupils across NI. Despite this additional capacity, we still cannot meet parental demand: there are 722 applicants for year 8 who were not able to get a place in an Integrated post-primary school.
- At least 50 schools across Northern Ireland are currently exploring the possibility of becoming Integrated.

Almost a quarter of pupils who applied were not offered a place.

Of a total of 3032 applicants, **only 2310** got offered a place for September 2020

On the up! Integration Works

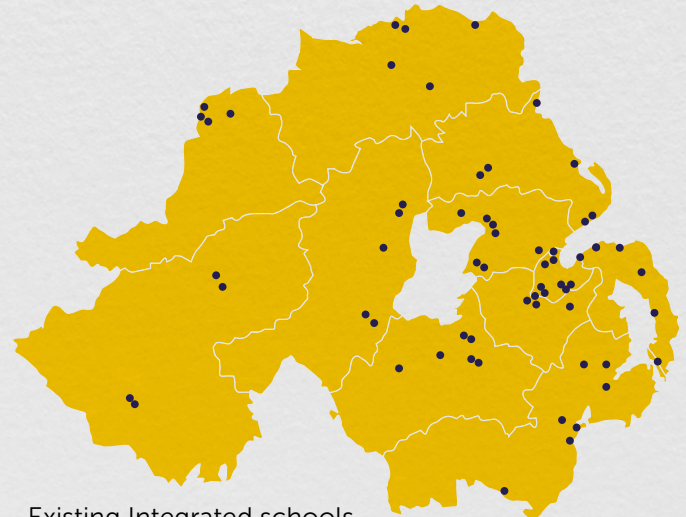
Did you know that any school (apart from special and hospital schools) can transform to become an Integrated school?

8 schools are presently actively engaged in this legal process and 6 schools held official ballots of their parents this year. All of them voted yes to integration!

- Ballyhackett Primary School, Castlerock – April 2019
- Harding Memorial Primary School, Belfast – June 2019
- Bangor Central Nursery School – June 2019
- Seaview Primary School, Glenarm – June 2019
- Brefne Nursery School, Belfast – September 2019
- Glengormley High School – March 2020
- Carrickfergus Central Primary School (ballot previous year)
- St Mary's High School, Brollagh (ballot previous year)

The [Integration Works](#) guidance issued to all schools by DE in Autumn 2017 continues to spark a huge interest from schools considering changing their status to become an Integrated school.

50 different schools across NI have engaged with IEF and/or NICIE initiatives, exploring what it might mean for their school to become Integrated.



Existing Integrated schools

Between April 2019 and March 2020, NICIE staff met with the Board of Governors of 13 schools to help them begin to explore what becoming Integrated might mean for them.


There are two main organisations in NI that support the growth of Integrated Education: [The Integrated Education Fund](#) (IEF), which is a fundraising charity and [NICIE](#), which is a charity and a Non-Departmental Public Body, receiving funds directly from the [Department of Education](#) to assist them to carry out their duty to encourage and facilitate Integrated Education.

The IEF engages with schools and parents to explore and support integration. If you are a parent of a child at school in NI and want your school to become Integrated, go to www.integratemyschool.com. NICIE and the EA Shared Education and Sectoral Support Team work to guide schools through the process of transformation.

"We are trying to create spaces where we are comfortable with our own identity, whatever that may be. We're also willing to not just respect, but also engage with, the cultural and religious identities of others. And that goes right across all the identities and differences that there are in our society."

Roisin Marshall, NICIE CEO

NICIE, IEF and/or EA have jointly hosted 5 events, engaging schools and stakeholders in an exploration of becoming Integrated.



If your school is considering joining the Integrated Education movement, you will be allocated a NICIE Development Officer who can guide the whole school community through this exciting journey.



NICIE's work with transforming schools includes:

meeting with the Principal and Board of Governors for informal and/or formal conversations;

helping the school set up a Transformation Action Group to begin to explore the possibilities;

collaborating with EA and IEF to identify and provide the support your school needs;

facilitating discussions with parents, staff and other members of the school community;

guiding the school through the legal process, including the parental ballot;

supporting the Board of Governors to submit of a Development Proposal and Action Plan for Transformation to the DE.

On the up! Other opportunities

- NICIE supports Integrated schools and those seeking to become Integrated, to write and submit Development Proposals. Eleven of these were decided on in the 2019/20 year, resulting in an increase of 178 additional Integrated places. Five nursery unit proposals were turned down and these are being reviewed carefully. NICIE will continue to support any Integrated school wishing to grow in response to local parental demand.
- NICIE is supporting a **parent group and the Blackwater Integrated College BoG**. Their aim is to create a new school which will meet the growing parental demand for post-primary Integrated Education in the Mid-Down area. By way of proving this demand, the group had collected over 500 Expressions of Interest from parents in the local area prior to the March 2020 lockdown.
- NICIE is involved in an exciting project in the Coleraine area, alongside the EA and the Controlled Schools Support Council (CSSC). We hope to realise the potential for a new Integrated post-primary school in this area.

Be an effective Organisation

Aim: Ensure that NICIE is a highly effective organisation

As a charity and a Non-Departmental Public Body, the administration of our work is considerable. We met all required financial and reporting deadlines in this financial year. A copy of our Board of Directors' Annual Report can be found [here](#):

The NICIE team 2019/20:

Carol Black	Executive Assistant to CEO & SMT (from August 2019)
Emma Hume	Development Officer (from October 2019)
Lynn Johnston	Development Officer
Maureen Johnston	Finance Officer
Roisin Marshall	Chief Executive Officer
Lorna McAlpine	Senior Development Officer
Florence McCaw	Administrative Officer
Denise Morgan	Development Officer
Michael Nicholl	Administrative Officer (from June 2019)
Mark Roberts	Office Manager (from June 2019)
Alastair Rowan	Development Officer
Clíodhna Scott-Wills	Senior Development Officer

NICIE has a broad reach across Integrated Education and we have a passionate, dedicated and skilled staff team. Our administrative staff are exceptionally adaptable and at times in the past year have been website designers, statisticians, graphic designers, researchers, Covid 19 risk assessors, writers and tech gurus!

NICIE's role during the Coronavirus pandemic

This review covers the period April 2019 to March 2020. In mid-March 2020, with the rest of the population of NI, we entered the lockdown as result of the pandemic. NICIE staff began working from home and adapted as required over the coming months.

As with almost every other workplace, NICIE workload and meetings all went on-line in the space of a few short days. We built our confidence online and have hosted workshops, facilitated meetings between groups of teachers, the Vice Principal Forum and APTIS, the Principals' Forum. We have continued to support Boards of Governors and Principals to write proposals for school growth and transformation and we have represented Integrated Education at the cross-sectoral groups that DE have put in place to work on the issues in these unprecedented times.

We believe that the pandemic will help us all to re-evaluate our priorities. NICIE and the IEF, our patrons and supporters and all other members of the Integrated Education movement are optimistic that there will be a renewed focus on the importance of reconciliation in our communities in the post-pandemic Northern Ireland. We know that Integrated Education must take centre stage in our collective push for a lasting peace.

If you want to be part of the change, please talk to someone in your nearest school about transforming to becoming an Integrated school or give NICIE, the IEF or EA a call.

Together, we can do this!



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EA Shared Education and Sectoral Support Team: frances.donnelly@eani.org.uk