



# OPENING HORIZONS TOGETHER



**NICIE**  
Annual Report  
2014-2015

# Contents

## Section One: NICIE Personnel

Chairperson's Foreword .....	2
Chief Executive Officer's Report .....	3
NICIE Board of Directors .....	5
NICIE Staff 2014-2015 .....	7

## Section Two: NICIE 2014-2015

Growth and Area-based Planning .....	10
Excellence in Integrated Education .....	13
Inform, Influence and Promote Integrated Education.....	14

## Section Three: NICIE Standing Committees and Other Forums

APTIS Committee Report 2014-2015 .....	20
Teachers' Committee Report .....	21
Vice Principals' Forum .....	21
Special Education Needs Coordinators' (SENCO) Committee .....	22
Integrated Schools' Finance Association (ISFA) .....	22

## Section Four: Financial Information

Treasurer's Report .....	24
Schedule to the income and expenditure account for the year ended 31 March 2015 .....	25

## Section Five: Governance

Arrangements for Governance in NICIE .....	27
Policy and Planning Committee Annual Report .....	28

## Appendices

Patrons of NICIE .....	29
Integrated Schools in Northern Ireland Enrolments .....	30

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1

# NICIE

## Personnel







# Chairperson's Foreword

I was privileged to take up the position of Chair of the Board of Directors of NICIE in December 2014. I want to pay tribute to the outgoing Chair Ian McMorris for his leadership of the Board and his contribution to the cause of integrated education. I am pleased to report that Ian McMorris has been appointed to the Education Authority. NICIE was delighted that its calls for representation on the Board of the new body were recognised. We acknowledge the importance of the EA in shaping the educational landscape and urge it to accept its role in the planning of new integrated schools.

In the draft budget published in December, NICIE was shocked to see a proposed cut of 15% to our budget. An intense period of lobbying followed and we are grateful to all the schools, individuals, groups and politicians who supported NICIE in fighting this proposal. The budget reduction, when it came, was significant, but not as swingeing as originally proposed.

An organisational review of NICIE, commissioned by DE and carried out by Deloitte, reported on the strong governance and effective management of NICIE. This was a tribute to the effectiveness of the Board and of the Staff of NICIE. This Deloitte report also recommended changes in the staffing structure, which are now being considered.

I have been pleased, as chair of NICIE, to meet with our colleagues in the Integrated Education Fund to share strategies in our joint work for integrated education.

This is a busy time for NICIE. An increasing number of schools are interested in the process of transformation, the NICIE initiative on Positive Partnerships for Integration is being piloted in a number of schools, demand for integrated schools grows, and many of our schools are or are planning to expand. NICIE will continue to lead and support those seeking an integrated education and to support the 63 schools which hold integrated status.

**Alan Henry OBE**  
Chairperson

# Chief Executive Officer's Report



"Peace is a daily, a weekly, a monthly process, gradually changing opinions, slowly eroding old barriers, quietly building new structures."

**John F. Kennedy**

**T**he history of integrated education illustrates the truth of President Kennedy's words. Over a period of 34 years, the supporters of integrated education have slowly, school by school, parents group by parents group, area by area, worked to challenge the status quo of segregation.

They worked to implement a vision of education where the historic divisions of our society are replaced by the simple concept of educating children together, Protestant and Catholic, those of different faiths and none, boys and girls together, all classes and all abilities. They established new schools in the face of many barriers and much opposition, and in these schools they pioneered a model of diverse and inclusive education which has been emulated in divided societies globally.

The success of these schools changed opinion on the ground. The argument for educating children together has been won. Integrated education is now accepted as the preferred model of education, both by many locally and by political leaders and governments internationally. Our own political leaders agree that our education system mirrors and reflects historic division and have accepted the argument that children should be educated together. The policy on shared education has been developed to ensure that all children at some time in their school career will have the opportunity to learn with children from the 'other side'.

It is appropriate, as I reflect on my final year as CEO of NICIE, that I pay tribute to those founder parents who made this change possible and who, through their vision and commitment, impacted positively on the lives of so many children and young people and created a model of education which serves the needs of a future inclusive, cohesive and prosperous society.

Despite this progress in thinking, the forces of inertia and the power of vested interests continue to inhibit the growth and development of integration.

The year past, 2014–15, saw this resistance illustrated in some remarkable ways. The enquiry into shared and integrated education undertaken by the Education Committee attracted a wide range of submissions, the vast majority speaking out for and supporting integration. In the light of such wide-ranging support, the call from CCMS and the Catholic Commission for the rescinding of Article 64, which places a statutory duty on DE to encourage and facilitate integrated education, was remarkable and surprising. The DUP echoed the call of CCMS, suggesting an implacable opposition by both to education reform and an inability to recognise the societal change happening around them. The public debate created by this opposition underlined public support for integrated education and illustrated a deep understanding of why a commitment to integration is both protected by statute and is included in the Good Friday Agreement.

The year was dominated by this ongoing debate. It was marked by two seminal judgements through judicial review. The first, in May 2014, in a case taken by Drumragh Integrated College, emphasised the importance of Article 64 and reminded the Department that it had to be alive to its responsibility under the Article at all levels, including the strategic. Justice Treacy noted the flaws in the 'needs model' as a mechanism for area planning and provided an important definition of what characterises an integrated school: the equality of respect for all traditions, which contrasts to the dominant ethos to be found in single-identity or faith schools, however mixed. This was an important affirmation of the concept of integration. A further judgment by Justice Treacy in March,

in relation to Clintyclay PS, now under further review, quashed the Minister's decision to close the school and noted the potential 'galvanising' impact for the integrated movement of a Catholic school, the first ever, seeking to transform. No one would suggest that educational planning is best achieved through judicial review; that such reviews have been taken is indicative of the remaining barriers to integration and the frustration of parents and schools.

NICIE has long argued that area planning, based on the needs of families and communities, offers a means to shape our education system to ensure a quality and inclusive education for all. For that reason we welcomed the changes to the area-planning process, we have created a team of associates to ensure the voice of integrated education is heard in every area, and we have brought forward proposals which would ensure the mechanism of local strategic review, piloted successfully during the year in two areas at the direction of the Minister, to determine the best educational provision in any area. NICIE has also developed a proposal to restructure the 'needs model', which suggest a simple and robust method for determining parental preference as a starting point for planning. We look forward to debating this proposal with our colleagues in area planning. During the year, NICIE initiated contact with the new district councils to ensure the voice for integrated education is heard in community planning. Through listening to and connecting with local communities, NICIE plans to ensure an integrated choice in every area and sufficient places in integrated schools to meet parental demand.

This year past saw a significant development in the passing of the Education Bill, which has ushered in the Education Authority. NICIE is pleased to have nominated a representative of integrated education to the Board and urges this new body to accept its responsibility for planning for integrated education, shifting this discriminatory and unequal burden from parents to the EA, as the body with responsibility for educational planning.

In this year's annual report NICIE provides an overview of the important work taking place in the areas of NICIE's strategic aim. Within the Growth and Area-based planning, the report highlights progress on area planning, expansion of schools, judicial reviews and transformations. With regards to excellence in integrated education, this report underlines the work of schools achieving the EIEA and the work of the development team providing training and professional development for integrated schools. And NICIE's work to inform, influence and promote integrated education is outlined in the Events and

Responses to Public Consultations sections and more general in advocacy work.

Work continued in supporting the collegiate of integrated schools. The announcement, as part of the Stormont House Agreement, that there would be a £500 million capital injection over ten years in integrated and shared education, was welcomed. For the first time, significant monies were promised to support the development of integrated education and to redress the historic inequalities in school building for integrated schools. NICIE has developed plans to ensure full use of this money over the coming ten years, if and when it is released.

As I step down from the role of CEO of NICIE, I want to record how privileged I have been to hold this post. I want to pay tribute to the NICIE Board of Directors, who drive the organisation, determine policy and monitor practice. I wish to acknowledge the support of DE, particularly our colleagues in IMIE branch. I want to recognise the work of the panel of associates who have added so much to NICIE, bringing to its work a wealth of expertise and specialist knowledge.

The work of NICIE is made possible by the work of its staff. This past year has seen some changes in staff, most notably the departure of SDO Frances Donnelly, who continues her contribution to education as a member of the Shared Education Team. Her significant role in the development of integrated education is recognised and applauded. It has been my privilege to work with staff who have played their part, through hard work and commitment, to changing the educational landscape. I thank them for this contribution.

It has been another busy year for NICIE, notwithstanding the challenge to the organisation from a reduced budget. It has been a year where the importance of educating children together has never been far from public debate, one where, despite continuing falling student numbers, the demand for integrated education has continued to grow. The advocates for integrated education recognise, as Chomsky said: "Changes and progress very rarely are gifts from above. They come out of struggles from below." As we enter the 35th year of integrated education, we are determined that we will see the change and progress our children are entitled to, progress that the development of a diverse, equal and shared society depends upon.

**Noreen Campbell**  
Chief Executive  
Northern Ireland Council  
for Integrated Education



# NICIE Board of Directors

**Alan Henry, OBE is Chair of the NICIE Board of Directors.**

Alan has spent 25 years working as an HR professional. He is currently the Independent Assessor of Complaints for the Public Prosecution Service. He is a lay panellist for Industrial Employment Tribunals. Alan is a former Commissioner of the Equality Commission, the Human Rights Commission and the Civil Service Commission. He is a governor in the South East Regional College and a governor in Blackwater Integrated College. Alan was appointed chair of NICIE Board of Directors in December 2014.



**David Burgess** represents the Teachers' Committee at NICIE Board of Directors. He obtained a BSSc in Philosophy and Scholastic Philosophy from Queen's University Belfast, and a Master of Education from the University of Durham. He also studied at Canterbury Christchurch University College, Kent, where he obtained a PGCE, specializing in Religious Education. In 2000, he returned to Northern Ireland, and began to work in Hazelwood IPS. In subsequent years, he became a member of Middle Management with special responsibilities for Social and Moral Education. In 2009, he joined the Senior Management Team as Coordinator of Discipline, and also of Inclusion and Diversity.



**Brendan O'Loan** is a representative of the Teachers' Committee at NICIE Board of Governors. Brendan is Head of RE in Hazelwood Integrated College and Leader on Integration and Diversity. He has been involved in developing and sharing good practice in the promotion of integration. Brendan is a member of the NICIE Policy and Planning Committee.



**Tim Webster** joined the NICIE Board of Directors in 2012 as a Trust Representative for Foyle Trust for Integrated Education. He has been a Foundation Trust Governor on the Board of Governors for Oakgrove IPS and Nursery since 1991 and has chaired the board since 1992. Now retired, Tim worked as a landscape architect, graphic designer and illustrator in the Northern Ireland Civil Service from 1973-2013.



**David Clement, OBE**, is a co-optee. He was awarded the OBE in 2006 for his voluntary work in the local community in Northern Ireland, reflecting his varied interests in helping others to develop their skills and knowledge. David was a Founder Governor of the Integrated Education Fund from 1992 to 1998. He is currently Chair of NICIE's Audit and Risk Assurance Committee.



**Dermot MacCann (Treasurer)** is a representative of the BELTIE Trust. He joined the NICIE Board in 2012. He worked for the Northern Ireland Authority for Utility Regulator (NIAUR), 2002-2012. He is now retired. Prior to 2002 he worked as a senior economist in OFMDFM, DETI and DFP. He is also a Director of BELTIE.



**Dr Helen McLaughlin (Vice Chair)** joined the NICIE Board in November 2010. She has almost 25 years' experience working in the community, voluntary and public sectors as an independent consultant. Her areas of expertise are facilitation and training in areas related to organisational development, including strategic planning, leadership and negotiation. Helen currently chairs NICIE's Policy and Planning Committee.



**Nigel Frith** has been privileged to be the principal of Drumragh Integrated College in Omagh for approximately 10 years. He is a strong supporter of integrated education and, equally, believes passionately in the importance of excellence in all dimensions of school life. Before taking up his current post, he worked in four different schools in England, having trained first at the University of Ulster in Coleraine.



**Martin Stroud** is a Trust representative. He grew up and was educated in Newport (Mon), went to university in Reading and Warwick and moved to Belfast in 1975. He has been actively involved in the Integrated Schools movement since 1985 and was a founder parent of Hazelwood IPS. He was on the Hazelwood College Board of Governors from 1989 and secretary from 1991 until 2003. He is chair of the Belfast Charitable Trust for Integrated Education (BELTIE). He was actively involved in establishing NICIE in 1987/9. After a break he returned in 1994 as a Director, becoming the Chair in 1997 for four years. Martin returned again to the Board of Directors in 2010.



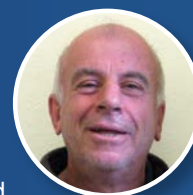
**Heather Watson** is the APTIS Primary School representative. She is currently the Principal of Phoenix IPS which marked its 10th year of development in 2014-15 with a major building expansion programme and new nursery unit. In addition she spent time working as a Field Officer with NEELB Primary Team and then with NEELB.tv to establish ESAGS.tv (Every School a Good School Television). Heather is actively involved in the team who organise @Teachmeet across NI and, more recently, @NIEdcamp, creating spaces for teachers to network and share good practice.



**Eamon Quinn** joined the NICIE Board in December 2014. He has over twenty years' experience as a manager, fundraiser and consultant within the arts and charities sectors in Northern Ireland. He has worked for organisations including Tinderbox Theatre Company, Queen's University Belfast, Arts Care and War on Want NI. Eamon teaches on the Arts Management MA at Queen's University Belfast.



**Ian McKay** is a Queen's University Belfast graduate and worked for 25 years in the LPG industry. In 2001, he joined NICIE as an outreach officer and worked there for seven years. He was involved in the setting up of five integrated primary schools and one integrated college in that time. Ian currently serves as a governor in Phoenix IPS, Cookstown and Braidside IPS, Ballymena.



**Stephen Peover** was born in Belfast and educated at St Mary's Christian Brothers Grammar School and at Queen's University Belfast from which he has a first degree in Philosophy and a Master of Social Science degree in Irish Studies. He joined the NICS in 1975 and worked in DHSS until 1988 when he transferred to the Department of Education where he remained for 14 years, being closely involved with the development of integrated education throughout that time. He is Chair of the Irish-medium Education Body, Comhairle na Gaelscolaíochta.



**Helen Hamilton** is currently the Early Years representative on the Board of Directors, having served on it previously as a Principal Director. She is an Associate of the Regional Training Unit and has played a significant role in its Leadership programmes. Helen was the Founding Principal of Cranmore IPS until her retirement in June 2013. She has won the prestigious Ted Wragg Teaching Award for Lifetime Achievement in Teaching, sponsored by the DfES Innovation Unit.



**Stuart Marriott** was a teacher in London and then worked for many years as a lecturer in primary education at the University of Ulster. He was involved in the foundation of Mill Strand IPS, Windmill IPS and Phoenix IPS, where he is currently a member of the Board of Governors.



**Colm Murray Cavanagh** is NICIE's President and has devoted many years to the promotion of integrated education, both in Derry/Londonderry and on a regional basis and as a long term member of the Board of Directors of NICIE and Chair of NICIE. Colm is continuing to support the work of NICIE and integrated education in this role, both locally and internationally.





# NICIE Staff 2014-2015

## **Noreen Campbell**

Chief Executive

## **Carole Stapleton**

PA to Chief Executive

## **Development/Support Team**

### **Frances Donnelly**

Senior Development Officer (to May 2015)

### **Clodhna Scott-Wills**

Senior Development Officer

### **Bernie Kells**

Senior Development Officer

### **Denise Morgan**

Development Officer

### **Andrea Bingham**

Development Officer (to end of October 2015)

### **Alexandra De La Torre**

Development Officer (to end of October 2015)

## **Finance and Administration**

### **Maureen Johnston**

Finance Officer

### **Margaret Irvine**

Office Manager

## **NICIE Staff**

This year we were pleased to welcome Brock Bergum from the USA to undertake an internship post at NICIE. He has helped to maintain our website and social media and has been involved in various development projects.

We bid farewell to our Senior Development Officer, Frances Donnelly, who served NICIE for 20 years. Alison Matthews also left at the end of May. We wish them well in their new posts. This year we also welcomed Andrea Bingham and Alexandra De La Torre, who were employed until the end of October to take the posts of Development Officers until Lorna McAlpine, Senior Development Officer (on secondment to DEL until November 2015) and Paula McIlwaine, Development Officer (on secondment to IEF until November 2015) return to their posts.

## **Noreen Campbell**

MA, Dip Ed, DASE

Chief Executive Officer



Noreen Campbell is the Chief Executive Officer of the Northern Ireland Council for Integrated Education. She was appointed to this role in September 2009. Noreen has a long history in integrated education. She was a founder parent and teacher of Hazelwood Integrated College, an 11-18 school in a divided area of North Belfast, where she served as Vice Principal from 1986 to 1996 and as Principal from 1996 to 2006. Hazelwood Integrated College is an all-ability school, open and welcoming to all with a school ethos based on inclusive and democratic principles.

## **Clodhna Scott-Wills**

BEd, MEd

Senior Development Officer



Clodhna started with NICIE in 2001, her main focus of work is supporting integrated schools in the development of their integrated ethos; managing the Excellence in Integrated Education Award; supporting the Association of Principal Teachers in Integrated Schools (APTIS) and the Vice Principals' Forum; organising the training suite; coordinating visitors to NICIE and integrated schools; and overseeing the governance support and advice to schools.

## **Bernie Kells**

BA, PGCE, MEd

Senior Development Officer



Bernie was appointed by NICIE in June 2011 to manage the SCDL project until its completion in December 2013. She currently has responsibility for transforming schools and for the Positive Partnerships for Integration initiative.



**Denise Morgan**  
MSc, BA (Hons)  
Development Officer

Denise has a Bachelor of Arts Honours (BA Hons) degree in Early Childhood Studies as well as a Master of Science in Education (MSc). She has a broad range of expertise in the field of education, Early Years and SEN. She has an extensive background in community relations, good relations, conflict mediation/transformation, diversity awareness and training delivery. She is a member of the Development team which supports existing integrated schools that wish to grow and expand, pre-school development, those wishing to transform to become formally integrated and parents wishing to develop new integrated options in their area. Denise has been involved in integrated education for 25 years as a parent and governor. She has served as a NICIE Director from 1998 to 2004.



**Andrea Bingham**  
MSc, MA, PGCHET,  
BSc (Hons), HDip  
Development Officer

Andrea has worked as a Paediatric Nurse, Researcher, Teaching Fellow in Paediatric Nursing in QUB, Detached Youth Worker and Training Officer in Civic Youth Work. She has completed an MSc in Nursing and an MA in Youth and Community Work with Applied Theology. Andrea started with NICIE in November 2014 as a Development Officer working in a range of areas including, responding to policy consultations, delivering training pertinent to the integrated education sector, managing and coordinating the work of steering groups, supporting schools to develop their integrated ethos, and working on international events.



**Alexandra De La Torre**  
PhD, MSc, BA (Hons)  
Development Officer

Alexandra is a Sociologist with a Master's Degree in Peace Process and International Conflict, and has a PhD from Queen's University Belfast in Peace Studies. For three years she worked as Community Cohesion Officer for NIHE on the development and implementation of the Shared Neighbourhood Programme. Since November 2014, Alex's role in NICIE has included coordinating the teachers' committee, supporting schools in the transformation process, delivering training, responding to policy consultations, as well other areas of development work with schools.



**Maureen Johnston**  
DipHE, BSc (Hons), FCA  
Finance Officer

Maureen Johnston joined NICIE in 2012 as Finance Officer. Maureen is a qualified Chartered Accountant with a wealth of experience in both the private and public sector. Maureen is responsible for managing the overall operational budget and all the finance functions of NICIE. She is part of the Audit and Risk Assurance and Finance and General Purposes Staffing Committee and sits on a number of committees, including the Integrated Schools Finance Association and the Department of Education Fraud Committee.

## **Noreen Campbell retires from NICIE**

The NICIE President, Board of Directors, Trustees and staff wish to pay tribute to Noreen's immense contribution to integrated education, on the occasion of her retirement in October 2015. Noreen has devoted a lifetime's work to the promotion of integrated education, as a founding parent and teacher, and most recently, in her roles as Principal of Hazelwood Integrated College and Chief Executive of NICIE. We are indebted to her

vision, passion and unrelenting energy in the pursuit of making integrated education the norm for our society. Her belief in the transformative power of children learning with, from and about each other, on a daily basis, is well known within and beyond the integrated family. We have no doubt that Noreen will continue to speak loudly in support of integrated education, and for change, generally, in the education system.



2

# NICIE

2014-2015





# Growth and Area-based Planning

## Area-based Planning

NICIE has fully engaged with the DE, EA and the other school sectors in establishing common approaches to area planning. Initially, strategic area plans, to be updated every three years, were produced; annual action plans detailing proposals to be taken forward in the coming year are now published by the EA.

NICIE represents the interests of integrated schools within the planning process structures:

**Area Planning Steering Group** (NI wide) - develops policy, supports DE strategy and agrees common approaches to issues arising.

**Area Planning Working Group** (NI wide) - brings together those in the planning authorities and the sectoral bodies to agree the operational aspects of area planning.

**Area Planning Local Groups** (each EA area) - brings together local stakeholders, planning authorities, FE and sectoral bodies. Revises existing area plans and considers proposals for the area.

In a separate development, the newly formed 11 district councils are creating community planning forums, and NICIE is working with council officers to ensure integrated schools have a voice on the new bodies.

## Judicial Reviews

### Drumragh Integrated College Judicial Review

For the second time, the Education Minister has rejected a development proposal to allow expansion at the popular and over-subscribed college. Three years ago, a judicial review was taken by the college against the ruling by the Minister, and in his judgement Justice Treacy reminded the Department of Education of its duty under legislation to “encourage and facilitate integrated education”. Justice Treacy also stated the need for the Department “to be alive to this duty at all levels including the strategic level”.

Following this judgement, it was a shock that the Minister could state, whilst deciding to refuse the second development proposal, “it would not be right for me to make a decision that benefits one school and which also carries a strong risk of negatively impacting on other nearby schools unduly.”

Nigel Frith, Principal of Drumragh, commenting on the decision said, “The judgement of the high court means that consideration of wider school enrolments ought not to overrule the Department’s statutory duty to integrated education. Yet this – the impact on neighbouring schools – is exactly what the Minister says is behind his decision.”

The college has been granted leave to have a further judicial review on the Minister’s decision.

### Clintyclay Primary School Judicial Review

Clintyclay’s transformation to integrated status would represent the first ever move of a Catholic maintained school to become a formally integrated school.

Responding to two separate development proposals to either close the school or transform it to integrated status, the Minister choose the former proposal. At judicial review, both decisions were quashed with Justice Treacy, stating that the move to integrated status would have been a “ground-breaking boost for integrated education”, which could have had a “galvanising impact on the integrated sector”. Subsequently, the Department has appealed the findings of the judicial review and a full hearing will be held in 2016. Meanwhile, Clintyclay parents are as determined as ever to transform to integrated status. A ballot of the school’s parents showed them to be 100% in favour of integration and their steering committee is moving ahead with plans to transform.

## Increased Enrolment

During 2014 to September 2015, a number of schools have had successful proposals to expand their enrolments. Rowandale Integrated Primary – increase from single to double class intake.



Millennium Integrated Primary school – increase from single to double class intake. Enniskillen Integrated Primary – increase from single to double class intake. Forge Integrated Primary – increase from 250 to 420. Shimna Integrated College – increase from 480 to 620. Ulidia Integrated College – increase from 500 to 620.

### Pre-school Developments

NICIE continues to support the interests of integrated pre-school provision, through representation on the Pre-school Education Advisory Groups and at the Childcare Partnership.

In September 2015, the first-ever newly established nursery unit opened its doors at Phoenix IPS in Cookstown to 26 pre-school-aged children. The Ministerial approval for the unit is an historic development – this is the first time that integrated education has achieved approval for a nursery unit without having first to establish a playgroup and then transfer to nursery status. NICIE was delighted to support the school, from the monitoring of opportunities to progressing the successful

development proposal. The opening celebrations were enjoyed by all involved in Phoenix IPS and they are rightly proud in now being able to offer integrated provision from the ages of 3 to 11 in the Cookstown area.

Millstrand IPS in Portrush has opened an independent pre-school playgroup in addition to their existing 26-place nursery unit to accommodate the 16 children who could not gain a place in their integrated setting of choice. NICIE officers supported the school throughout this process.

### Transformation

NICIE's work in transformation continues to grow, as schools display increased levels of interest and engagement in the process. There are currently five schools at different stages on their journey to transform to integrated status. NICIE is working strategically within the challenging arena of area planning in order to maximise and successfully manage opportunities for increasing integrated provision through the transformation process.



Internally, significant training and development work has been carried out by the NICIE team to review and strengthen arrangements to support schools in raising and processing their development proposals. NICIE offers a clear route map with associated training and resources to assist schools at every stage in their journey.

**Mallusk Integrated PS, Newtownabbey, Co. Antrim**

On 16th June 2015, Mallusk Primary School was granted approval to transform to integrated status with effect from September 2015, or as soon as possible thereafter. The positive decision came after several years of hard work and dedication by the school and its parents' group, and a stressful delay between the submission of their proposal in September 2014 and the Minister's decision. Staff and parents, now refreshed and invigorated by the summer break, are going full steam ahead to implement their transformation action plan and ensure that Mallusk young families and parents have access to quality integrated education for their children.

**Loughries PS, Newtownards, Co. Down**

On 20th May 2015, Loughries Primary School was granted approval, with modification, to transform to integrated status with effect from September 2016. During the coming year, the principal, the transformation sub-committee, governors and parents in the Loughries area will carry on working to develop their school environment in preparation for September 2016. NICIE is continuing to support them and the wider school community, in anticipation of their acquisition of full integrated status.

**Crumlin Integrated College, Crumlin, Co. Antrim**

On 16th June 2015, Crumlin Integrated College received confirmation that it will remain open and

thereby maintain integrated provision for the local area. This vindicates the dedication and hard work of the school staff, pupils, parents and local community, who campaigned vigorously for their school's survival. Educational provision in Crumlin Integrated College was recently rated by the Education and Training Inspectorate as "Good", a judgement also demonstrated by the college, achieving excellent GCSE results and exceeding 5A\* - C school targets.

**Killyleagh Primary School, Killyleagh, Downpatrick, Co. Down**

On 9th September 2015, a development proposal from Killyleagh PS to acquire integrated status was published on the Department of Education website. Comments in relation to the proposal were received by the Area Planning Policy Team until 10th November 2015. Killyleagh Steering Group for Transformation are confident that their proposal will be successful, such has been the level of preparatory work and confidence building which they have undertaken with the entire community and local schools. NICIE

looks forward to continuing to support this extremely dedicated staff, the parents and its wider school community.

**Clintyclay PS, Dungannon, Co. Tyrone**

Parents' commitment and efforts to secure integrated status for Clintyclay PS is continuing whilst the judicial review process takes its course.

NICIE's work with and support to the disappointed, but undefeated, steering group remains ongoing. Staff and parents have attended training sessions to deepen their understanding and vision for integrated education in Clintyclay. A range of events, designed to raise awareness and engagement with all the community, are planned throughout the autumn and winter months. NICIE will be providing practical and moral support to the school and the parents' steering group in the months ahead.





## Positive Partnership for Integration (PPInt)

For the second year in a row, a grant from the Department of Foreign Affairs in Dublin has enabled NICIE to continue its pilot with Positive Partnerships for Integration (PPInt). NICIE is indebted to DFA for its continuing support and belief in this initiative, which aims to increase access to integrated education in schools that are not, or cannot be, integrated in law. This year, the project worked with 11 schools on a number of levels and received expressions of interest from a further 67 schools. Regrettably, NICIE is currently unable to meet this need due to lack of funding and limited capacity. NICIE intends to make a significant application for Peace IV funding to extend PPInt, backed now as it is with substantial evidence of interest and need.

Outcomes from work this year include PPInt facilitation to Cookstown and Shared Education Partnership for staff from Phoenix Integrated Primary School, Cookstown Primary School and Holy Trinity Primary School. The project also



produced a promotional and training DVD featuring seven young people from the different school sectors in Northern Ireland, talking about their experiences of integrated education and general issues of diversity and inclusion. Most importantly, through PPInt, NICIE has established a cohort of trainers, teachers and learners who can advocate for the benefits integrated education.

# Excellence in Integrated Education

## Development Report

### The Excellence in Integration Award (EIEA)

The EIEA continues to provide integrated schools with an assessment tool through which they can review, develop and strengthen their approach to delivering education within an integrated school. This tool allows schools to audit their implementation of 'integration in practice' against set criteria. This helps them to identify areas which they need to address. NICIE offers support, advice and training to schools participating in this self-evaluative process. Since 2010, 8 schools have achieved the award and over 20 schools are in the process of completing it. We would like to congratulate Portadown IPS who received the award this year. The award was presented to them at the launch of International Integrated Education Week 2015, a special ceremony hosted by Oakgrove IPS (last year's recipients) in February.

## Training and Professional Development

NICIE continues to support schools in their professional development of staff, governors and parents. There have been several training events for governors, including Roles & Responsibilities, with over 50 governors from 11 schools attending. There was an even greater uptake for the Roles & Responsibilities and Integration Ethos for Parents' Councils training event.

A number of staff from integrated schools took part in NICIE OCN Accredited Anti-bias Approaches in Education training. This year teachers from integrated schools also had the opportunity to attend a series of seminars organised by NICIE about the Forgiveness Education programme. In August, NICIE delivered the Training for Teachers and Staff New to Integration at Parkhall CIC. Support training and facilitation of visioning integration sessions were delivered to schools which are in the process of transformation to become integrated.

# Inform, Influence and Promote Integrated Education

## Events



### Opening Horizons Together

#### Celebrating International Integrated Education Week 2015

**T**his year the integrated education family celebrated a very successful International Integrated Education Week. This is an annual event which praises the ethos and the successes of all 63 integrated schools across Northern Ireland, and is also celebrated internationally in integrated schools in other divided societies, such as Macedonia, Israel, Cyprus and Croatia.

During this week, children and young people from integrated schools in Northern Ireland explored how being educated together has opened new horizons for them. The week was launched on 27 February 2015 at Oakgrove Integrated Primary and Nursery School. The Oakgrove IPS community welcomed visitors from other schools to celebrate their achievement of the Excellence in Integrated Education Award (EIEA), which they won last year in recognition of their work in educating children together. This year's successful school was Portadown IPS, who received their award in front of an enthusiastic audience in Oakgrove IPS. Portadown IPS will host the launch of IIEW-2016 next year.

The launch was followed by schools organising their activities and events for the week. Pupils and teachers from integrated schools produced original and creative pieces of art to illustrate their understanding of this year's IIEW theme: 'Horizons'. We were also delighted to receive a great number of photos, some of which were displayed at the celebration event at the Long Gallery at Stormont on Thursday, 5th of March. This event closed the IIEW 2015 and was hosted by Trevor Lunn, Alliance MLA. During this celebration event, friends and supporters of integrated education joined integrated schools in praising the work of integrated education and in showcasing the talents of students from a range of integrated schools.



## APTIS/NICIE conference

The annual APTIS/NICIE conference took place in April this year in the Maiden City. Over 30 integrated schools were represented, and for the keynote address we were joined by principals from other Derry/Londonderry schools. The conference programme included external speakers and integrated principals, sharing information and good practice. The key note address was given by Jonny Mitchell (Educating Yorkshire), who gave a challenging and thought-provoking presentation on leadership in a school context. Throughout the two days, workshops were delivered by principals from integrated schools who shared what works in their schools. Topics included, 'A whole school approach to improving teaching and learning', 'Connecting with the local community' and 'Shared education partnerships'. Karen McCullough, from DE, delivered a presentation on integrated education standards. The closing session was led by Mark Jennett, who delivered a very powerful session on homophobic bullying. We were delighted to invite students from the local schools to perform and show off their exceptional talents. The APTIS/NICIE conference is a good time for principals to come together to meet, share good practice, get advice and make connections. It is also a time to reflect on the uniqueness of integrated education and to take time to explore the local area and its history.

## All Children Together and QUB Dunleath Lecture

On Wednesday, 11th of March, Professor Alan Smith, holder of the UNESCO Chair in Education at the University of Ulster, was invited as a guest speaker to the All Children Together and QUB Dunleath Lecture, where he presented a provoking paper, titled "Shared Future or Separate Development? The Political Economy of Education Policies in Northern Ireland". In this lecture, he questioned the context, motives and intended outcomes of shared education and, by consequence, raised implications for integrated education. He identified a range of unresolved issues, including changes to teacher education and the proposed Irish Language Act, as evidence of resistance to change and barriers to real transformation. Most importantly, he threw down a challenge to DE and government about what he saw as 'unequal priority and support' being given to shared education at the expense of integrated education. The proposed bill for shared education will include a stronger duty upon government to promote shared education as opposed to its current duty to integrated education: to facilitate and support. Integrated education needs to press government to also promote integrated education, not simply facilitate and support.

## Governance Seminar

In October 2014 and September 2015, NICIE held two governance seminars. These events brought together principals, governors and bursars from grant maintained integrated schools to discuss various issues key to the good governance of schools. Areas covered included presentations from the schools' insurance company, Joint Legal Services, and NICIE's solicitor, Johns Elliot, the Health and Safety Executive and our own officers. Topics covered included the importance of notifying the insurance company in the event of anything that could possibly lead to a claim, the role of Joint Legal Services, the responsibility of schools in terms of health and safety, specifically around Legionella and asbestos. Due to the nature of grant maintained integrated schools, we revisited the subject of company law and encouraged schools to review their Memorandum and Articles of Association to bring them into line with new company law and in preparation for a call-up from the Charities Commission NI. Both events were well attended with more than half of the GMIs represented. We also were delighted to welcome representatives from the controlled integrated schools and from our colleagues in Comhairle na Gaelscolaíochta.



## NICIE Presentation at the Joint Oireachtas Committee on the Implementation of the Good Friday Agreement

NICIE was invited by the Chairman of the Joint Oireachtas Committee on Implementation of the Good Friday Agreement, Frank Feighan, TD, to attend a meeting of the Committee on 16 July 2015. At this meeting, the Committee discussed proposals for current and future integrated education initiatives. NICIE and the Integrated Education Fund (IEF) gave a joint presentation.

NICIE representatives highlighted how the Northern Ireland educational system reflects and reinforces

division in a divided society. Integrated education provides an avenue to start a strategy to address community divisions. In addition, the duplication and triplicating of resources is expensive and not sustainable in an era of austerity. The presentation was concluded with an overview of the opportunities that an integrated education system offers to society in terms of economic development, human rights and education and area-based planning.

## NICIE Places Integrated Education Firmly on the Agenda of the UN Committee on the Rights of the Child

For the past year, NICIE has been working to raise awareness of the issues surrounding integrated education within the relevant United Nations mechanisms in an effort to bring international pressure to bear on the UK and NI Governments to do more to support integrated education.

The United Nations Convention on the Rights of the Child, to which the UK is a signatory, sets out what states must do in order to protect the rights of children within their jurisdiction. States are examined approximately every five years by the United Nations Committee on the Rights of the Child (UNCRC) on their record under the Convention.

The UN Committee considers the detailed state report together with the information contained in shadow reports they receive from non-governmental organisations (NGOs) in the relevant state. These shadow reports critique the government report and may counter some of the state assertions and statistics.

The UNCRC made recommendations to the UK regarding integrated education in NI during the previous examinations in 2002 and 2008.

These recommendations have not been fully implemented. In order to capitalise upon this, NICIE decided to contribute a section on the inadequacy of government support for integrated education to the NI NGO Shadow Report to the UNCRC, endorsed by 58 organisations and academics. (see p.36, [www.childrenslawcentre.org.uk/images/NI\\_NGO\\_Alternative\\_Report\\_to\\_the\\_UN\\_Committee\\_on\\_the\\_Rights\\_of\\_the\\_Child\\_150615.pdf](http://www.childrenslawcentre.org.uk/images/NI_NGO_Alternative_Report_to_the_UN_Committee_on_the_Rights_of_the_Child_150615.pdf))

To enhance the effectiveness of our written submission, we met with Professor Kirsten Sandberg, Chair of the UN Committee on the Rights of the Child, in Belfast in March 2015.

Two pupils from integrated schools were among a group of only seven young people from NI who met with Professor Sandberg on her return visit to NI in September 2015. Following a period of intense preparation and training over the summer period, these two young people, Lucie Giaccardi and Nathan Potts, travelled to Geneva in early October to attend the pre-sessional meeting of the UN Committee and to lobby committee members on issues surrounding integrated education in NI.

## Youth Parliament

In the light of the Education Committee inquiry, over 90 students from 30 integrated schools came together on Wednesday, 3rd December 2014, in the Stormont Hotel to discuss integrated and shared education. Young people, from years 6, 7, 10 and post 16, mixed in groups to explore the various elements in the consultation. This was a dynamic event that enabled the young people to think critically about integrated education and discuss and debate the key issues. The Education Committee members were invited to join the young people for part of the day and we were delighted to welcome Michelle McIlveen, Sandra Overend and Robin Newton to join the young people in their discussions. This allowed young people to express their views on their experience of integrated education and some of their thoughts included: 'IE is about cooperation and joining young people

together'; 'It promotes understanding, equality, respect and strength and helps to break down walls and therefore helps to promote young people's rights'; 'The voice of young people is not only heard in IE but others also listen and it matters what is said.' They were also clear on their hopes and concerns for shared education: 'Proper planning needs to take place to enable shared programmes to be beneficial and effective,' and it was felt that shared education does not embrace other cultures and that sharing lessons in a predominately single-identity school makes students feel like a visitor. The young people are passionate about their education and were delighted to have an opportunity to discuss their experiences with students from other schools and with the MLAs present.

## 'Voyage of Discovery'

The pupils of Crumlin Integrated College performed an exciting new play as a result of a Connected Learning Project, called 'The Voyage of Discovery' in June 2015. The play, which explored the voyage of Crumlin Integrated College from its recent past to its much anticipated future, was specially commissioned for the school by NICIE. The cast was made up of all the Year 8 pupils.



## Holocaust Memorial Day

On Tuesday, 27th January 2015, the Belfast Synagogue, in Partnership with Hazelwood College, Lagan College, NICIE and the Nitty Gritty Theatre Company, hosted an integrated education event to commemorate Holocaust Memorial Day. Rabbi Singer welcomed a 300-strong crowd to the Belfast Synagogue to gather in an act of respect, reflection and remembrance.

## Annual Service of Prayers for Christian Unity

The annual Service of Prayers for Christian Unity took place on Sunday, 18th January 2015 at Slemish College. This year Slemish Integrated College and Braidside Integrated Primary School jointly hosted the Service, which is the culmination of a week, celebrated worldwide, that explores our oneness in Christ.

# NICIE Responses to Public Consultation



## DE Shared Education Policy

During March 2015, the Department of Education launched a consultation of the Shared Education Policy. NICIE responded by submitting its position through the consultation booklet and by an additional paper summarising the main points of its response. In addition, NICIE's CEO, a senior development officer and one of NICIE's associates attended a meeting with the Stormont Education Committee with regards to the public inquiry on shared and integrated education.

## DE Addressing Bullying in Schools

In February 2015, the Department of Education opened a policy consultation to address bullying

in schools. The aim of the policy was to propose legislation that will provide a common definition of bullying, introduce a requirement for all grant-aided schools to centrally record complaints of bullying, and introduce a requirement for each Board of Governors to identify and designate one or more members with responsibility for the development and implementation of its anti-bullying policies.

## DE Community Relations, Equality and Diversity in Education

In July 2015, NICIE submitted a response to the Department of Education's public consultation on community relations, equality and diversity in education. NICIE welcomed this consultation, as equality is at the heart of integrated education, as stated in NICIE's Statement of Principles. NICIE has always acknowledged that schools and their teachers have a crucially important and extremely challenging role to play in the promotion for good relations, equality and respect for diversity in Northern Ireland.

## DE Deferring Compulsory School-starting Age in Exceptional Circumstances

In March 2015, NICIE submitted the organisational response to this consultation highlighting the need for a flexible approach to the school-starting age that meets the needs of parents and children.

## Visitors

This year we have welcomed many international visitors interested in integrated education to our offices and arranged visits for some of them to integrated schools. Presentations were made to delegates from the Centre for Health & Unification (South Korea), peace study students from Luther College, Framingham University (USA) and Bradford University (England). We also hosted a French journalist who was making a programme on integrated education for Euro News and a group of teachers from Belgium and the Netherlands who wanted to know about the role of integrated education in peacebuilding.

## NICIE Development Team Representing Integrated Education in External Forums and Committees

Once again, members of the Development Team represented integrated education on external committees: Education Authority Pre-School Advisory Groups, the Southern Childcare Partnership, Anti-bullying Forum, General Teaching Council NI. NICIE was also involved in the contingent of adults and young people from Northern Ireland attending the 72nd pre-session of the United Nations Convention for the Rights of the Child in Geneva on the 6th and 8th of October 2015.



3

# NICIE Standing Committees and Other Forums



# APTIS Committee Report 2014-2015

**T**he work of APTIS is instrumental in offering support to principals within integrated schools, and this year has been no exception with much work being done at APTIS Steering Committee level on the delivery of two conferences at Riddel Hall in Queen's University Belfast and the City of Derry Hotel in Derry/Londonderry.

'Sharing' has always been central to our work, be that in our engagement with young people as learning and teaching practitioners, promoting the ethos and principles of NICIE and our schools, or as a professional body offering support, advice and good practice to one another.

This year, we have been pleased to engage with a number of leading experts in their field, including Michele Berry of Charis Consultancy Services, who shared understanding of people leadership & management; Mark Jennett, who created an anti-homophobic culture within schools; Jonny Mitchell from Thornhill Academy in Yorkshire, who shared his experience of leading change in the school in the glare of the television cameras for the 'Educating Yorkshire' series, and Karen McCullough from the Department of Education's Statistics and Analysis Branch, who highlighted many positive data trends attributed to integrated schools – not least improving admissions data, improving results data and highlighting the opportunity for integrated schools to further improve the learning potential of a child holistically.

APTIS was dismayed by the Department of Education's second failure to support the development of Drumragh College, Omagh. However, we were delighted by the positive support for schools wishing to transform, and look forward to welcoming them into the integrated family.



As principals leading integrated schools, we fully support NICIE's development work to promote positive partnerships (PPInt) for other schools to engage in inclusive and integrated practice.

APTIS also sees the value of the Department of Education's Shared Education programme, but only in the context that it is accompanied by a longer-term strategic vision by government as to the central role that education must play in building a peaceful shared society for all our children to enjoy and flourish within.

Going forward we expect to see more evidence of the Department of Education fully endorsing and promoting the **Education Reform (Northern Ireland) Order 1989** and inviting integrated schools to share our practice with others in the advancement of a shared, integrated experience for staff and children in a school environment across Northern Ireland/the North of Ireland.

We look forward to the new academic year and I wish to acknowledge and thank NICIE Development Officer Clíodhna Scott Willis, NICIE Administrator, Carole Stapleton and the APTIS members for their work, commitment and collegiality this year.

**Amanda McNamee**  
APTIS Chairperson

## Teachers' Committee Report

This year (2014–15) on the Teachers' Committee there have been many changes, firstly, with the departure of Clodhna Scott-Wills, to our new Development Officer, Alexandra De La Torre.

Committee meetings also took on a new format of which the first half was dedicated to in-house discussions with both primary and post-primary schools sharing ideas and thoughts, while the second half took on a 'sharing of good practice' approach in which both teachers and a range of outside agencies presented to the committee. Themes covered throughout the year included forgiveness education, teaching controversial issues and a presentation from Barnardo's on the experiences of newcomer pupils in Northern Ireland.

In addition, a project for the committee in developing NICIE's anti-bias training resource was set up as a useful framework to address controversial issues. Possible themes for next year include culture, religion and ethnicity (September 2015), gender and sexual orientation (November 2015), pupils with additional needs (March 2016), and working with parents through an anti-bias approach (May 2016). The creation of an online database and a directory of resources and contacts for integrated schools was also added to and will be further promoted in the next academic year.

IIEW 2015 was yet another success. The theme this year was under the headline of 'Horizons'. The majority of integrated schools took part in a range of exciting and innovative themes around



the theme of horizons with a PowerPoint exhibition of displays within the Long Gallery at Stormont. The theme agreed for IIEW 2016 is 'Harmony', which has been suggested to be left open for schools to decide how to plan and develop their own activities.

As in many years, the teachers' committee has faced problematic issues centring on attendance. In September, it was decided that meetings would be held in different venues and geographical locations, as well as regular reminders sent to Integrated Principals of the importance of the release of teacher/s to attend such meetings throughout the year. Meetings have now been reduced to four with an increase in hours per meeting to cover our new and improved structure change and set agendas.

**Denise McCann**

Chair of the Teachers' Committee

## Vice Principals' Forum

Over the past year, the VP Forum has met several times. Vice Principals from integrated primary schools and colleges have come together to share good practice, develop a deeper understanding of the work going on in each other's schools and to listen to presentations from external agencies. In February this year, the Forum met in Crumlin IPS and began a conversation with Dr Paddy Shevlin (ETI) regarding self-evaluation; they hope to continue this exploration during this school year. They welcomed speakers to Malone College from Archways (Dublin), who presented on their Mentoring for Achievement Programme (MAPs) in

March. Damian Harvey delivered a workshop on SIMs at their May meeting in Brownlow College. This school year started in Lagan College with a presentation and workshop from Hope4life, who looked at building resilience in staff and students. Members of the Forum also delivered workshops on the practice within their schools.

This Forum is a great opportunity for VPs to network and to offer support to colleagues from other integrated schools. Thank you to all those schools who hosted the meetings and for those who contributed to the meetings.



# Special Educational Needs Coordinators' (SENCO) Committee

This Committee meets to share ideas and practice, to learn from agencies and advisors, and to explore and influence province-wide developments in special needs education from an integrated perspective.

Cedar IPS hosted the November meeting in 2014. The committee thanked Cliodhna Scott-Wills of NICIE for her dedicated support over the years, and welcomed Andrea Bingham as their new NICIE member of staff who will be coordinating the committee activities. This meeting included a session led by 'Parents' Education as Autism Therapists' (PEAT) led by Lead Behaviour Analyst Nichola Booth, and their Educational Inclusion Project Officer, Cormac McReynolds. Our SENCOs appreciated the chance to make contact with and learn about the work of this group.

Paul Oakes from the Equality Commission discussed the impact of equality legislation and the Special

Educational Needs and Disability Order with the Committee at our March meeting, hosted by Cranmore IPS. This was a valuable chance to update ourselves on legal aspects of our work as SENCOs.

Next year, the SENCOs' Committee will be looking in detail at new guidance and legislation for educating young people with special needs in Northern Ireland (one likely impact of which will be a renaming of the Committee as the Learning Support Coordinators). SEN reform garnered the biggest public response to a consultation in Stormont's history. We will look to ensure the integrated voice is heard through this ongoing process and that integrated schools continue to build on their expertise in this area of education so vital to so many.

**Matt Kirkham**  
Chair of the SENCOs' Committee

# Integrated Schools' Finance Association (ISFA)

The Integrated Schools' Finance Association has had a productive year, holding meetings in various venues attended by a growing number of bursars and school finance staff. ISFA representatives also attended seminars organised by the Department of Education and Northern Ireland Local Government Officers Superannuation Committee (NILGOSC).

The important issues for bursars this year were the new NILGOSC pension scheme, changes to the way VAT is claimed from the Department and the annual pay remit. Supporting each other as members of ISFA was a valuable means of working through these challenging issues.

NICIE has been working towards a formal arrangement of 'buying in' HR training and guidance, as we feel there is a real need for such support in our sector. We encounter a range of HR issues on

a regular basis, such as recruitment, staff contracts, policies and redundancies. With the formation of the Education Authority this year, we are hopeful that an arrangement can be worked out.

All school bursars and finance personnel are encouraged to attend ISFA meetings, which are always very informative, as well as being an occasion to chat informally and share ideas.

I would like to extend my thanks to Maureen Johnston of NICIE, who facilitates and attends our meetings, and to fellow members who willingly share their expertise and help to make ISFA such a valuable Forum.

**Dorothy Moore**  
Chairperson

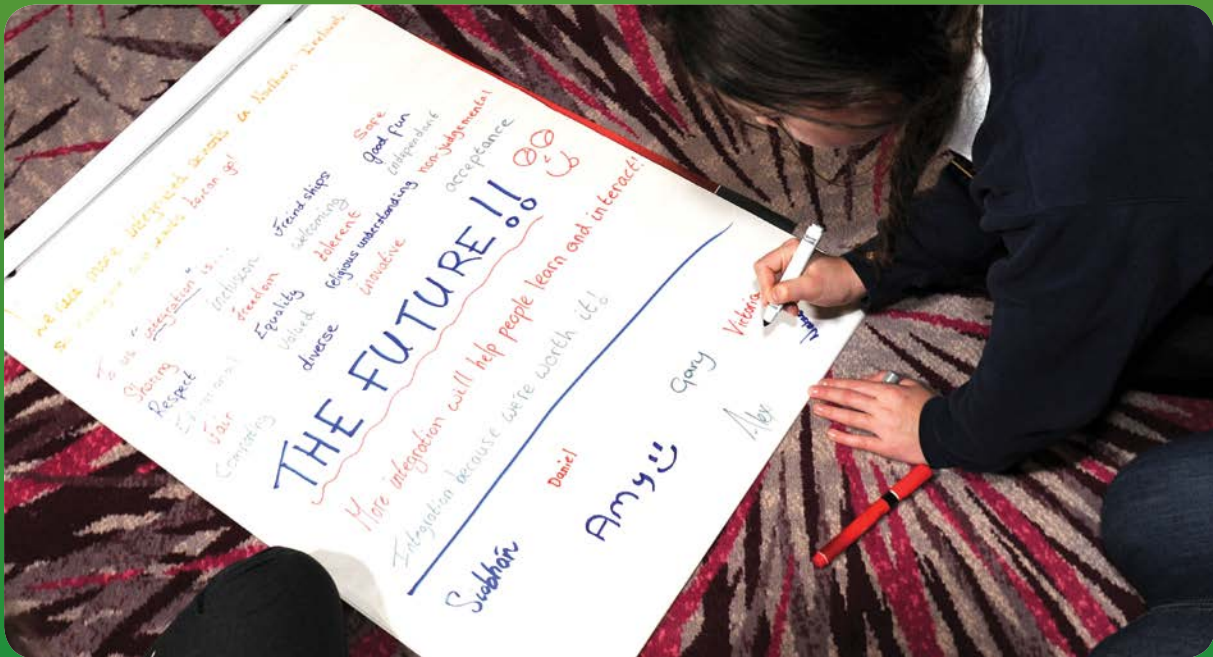
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# Financial Information



# Treasurer's Report

The Northern Ireland Council for Integrated Education (NICIE) is a non-departmental public body (NDPB) of the Department of Education (DE). NICIE, a non-statutory body, was established in 1989 under Article 64(2) of the Education Reform (Northern Ireland) Order 1989. NICIE was set up as a company limited by guarantee with charitable status.



These financial statements have been prepared in accordance with the Companies Act 2006, the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities", published in March 2005, and the principles of the 2012-13 *Government Financial Reporting Manual (FRM)* issued by the Department of Finance and Personnel.

NICIE receives its core funding from the Department of Education to carry out its activities of developing, supporting and promoting integrated education in Northern Ireland. In addition, NICIE has also received continued support from the Department of Foreign Affairs. Throughout the year, NICIE also actively pursued grants from other sources in this ever-challenging economic environment.

NICIE continues to ensure that effective governance and accountability arrangements are in place to ensure the proper financial management and control of NICIE and that NICIE adheres to its Management Statement

and Financial Memorandum, updated in 2014. The Directors are responsible for the implementation of a risk management strategy which confirms that all risks, financial and non-financial, are identified and mitigated as appropriate.

An historic debt has now been waived and reported accordingly in the Financial Statements.

The balance sheet at 31.3.2015 shows that NICIE is in a net liability position; this is due to a net pension liability.

Invaluable support has also been received from our external auditors, PricewaterhouseCoopers, and our solicitors, Johns Elliot, throughout the year.

The Director's Report and Financial Statements for NICIE for the year ended 31.3.2015 are available on our website at [www.nicie.org](http://www.nicie.org).

**Dermot McCann**  
Treasurer



# Schedule to the income and expenditure account for the year ended 31 March 2015

## The Northern Ireland Council for Integrated Education (Company limited by guarantee)

	2015	2014
	£	£
<b>Income</b>		
The Department of Education	683,000	646,000
International Fund for Ireland	-	165,670
Department of Foreign Affairs	40,293	13,101
Other	11,077	24,145
	<b>734,370</b>	<b>848,916</b>

	2015	2014
	£	£
<b>Administrative Expenses</b>		
Salaries and wages	418,020	361,364
Temporary staff	60,425	32,300
Travel expenses	7,835	8,086
Postage and stationery	6,509	10,447
Telephone	6,807	4,906
Photocopier	4,847	4,162
General expenses	3,545	7,026
Heat and light	4,157	5,119
Cleaning	7,321	6,833
Rent	17,500	17,500
Insurance	6,867	3,928
Training	15,105	13,516
Repairs	2,058	4,126
Computer maintenance	15,091	14,268
Market research	-	17,920
Bank charges	782	540
Department of Foreign Affairs expenditure	40,293	10,170
Other council grant expenditure	4,461	3,430
Number one account expenditure	4,845	11,373
International Fund for Ireland wages and salaries	-	53,655
International Fund for Ireland other expenditure	-	112,003
Subscriptions	4,802	3,526
Staff healthcare	745	3,129
Water rates	229	229
Panel of Associates	58,084	67,033
Marketing and print	8,181	17,319
Professional expenses and HR	33,107	25,956
Hospitality	1,534	3,692
APTIS	-	521
Depreciation	2,172	4,428
Bad debt expense	-	4,666
	<b>735,322</b>	<b>833,171</b>

# 5

# Governance



## Equality

...principle of Integrated Education

The integrated school promotes equality in sharing between and within diverse groups who compose the school community.

# Arrangements for Governance in NICIE

**T**he Board of Directors (BoD) has a membership of 14 non-executive members representing the different stakeholder interests. The Board of Directors meets monthly throughout the year and met eight times during 2014/15.

The role of the Board is to provide leadership to NICIE during the financial year within a framework of prudent and effective controls which enable risk to be assessed and managed; to set NICIE's strategic aims, ensuring that the necessary financial and human resources are in place to meet its objectives; to set NICIE's values and standards; and to ensure its obligations to its stakeholders and others are understood and met.

Directors sit on various panels including recruitment panels, as appropriate, and are trained to undertake these duties.

A number of committees serve and report to the Board of Directors.

## **Audit and Risk Assurance Committee (ARAC)**

The NICIE Board of Directors has an Audit and Risk Assurance (ARAC) Committee chaired by David Clement; other members are Ian McKay and Stephen McAnee. The Accounting Officer/CEO and Finance Officer also attend these meetings.

In accordance with its terms of reference, the ARAC oversees financial reporting and the effectiveness of financial and regulatory compliance, controls and systems reporting. It also focuses on corporate governance and corporate risk management, which is reviewed and assessed at each meeting. The ARAC formally met on four occasions during 2014/15 and reviewed the Corporate Risk Register at each meeting and were satisfied that all risks were identified and corrective action taken where necessary. In addition, the committee reviewed the results of the internal audit review and assurance work and the implementation of internal audit recommendations. It also reviewed a number of policies to ensure best practice. A summary report was presented to the BoD at each quarter during the year.

The ARAC recommended the need for additional members to the Audit and Risk Assurance Committee. A representative from DE also sat on this committee for 2014/15, which assisted in giving additional assurance to the committee that all DE and DFP audit requirements were being adhered to.

## **Finance, General Purposes and Staffing Committee (FGPSC)**

This committee is chaired by the Treasurer to the Board of Directors, Dermot MacCann. Other members are Martin Stroud and Stephen Peover. The Accounting Officer/CEO and Finance Officer also attend the FGPSC.

This Committee normally meets prior to the meeting of the Board of Directors. It met 11 times during the current year. Its function is to focus in greater detail on the finance and personnel issues which are presented to the Board on a monthly basis (with the exception of July) throughout the year. This committee also deals with all issues relating to staff and premises.

The monthly management statements were carefully reviewed by the Accounting Officer prior to all FGPSC, and the Finance Officer presented a full report to the committee who then reviewed the financial and performance management of NICIE, ensuring that all budgets and internal controls were adhered to for the year, to 31 March 2015.

This committee was also responsible for ensuring that NICIE was fully compliant with business case approval process and adherence to proper procurement procedures, including awarding of contracts.

This year a subcommittee of the Board of Directors was established to implement the recommendation of the Deloitte report with regards to NICIE's governance and structure.



# Policy and Planning Committee Annual Report

**T**he focus of the Policy and Planning Committee is on seeking ways to expand integrated education and embedding and strengthening existing provision. This means working at a policy level, working with schools and developing practical solutions.



Work has continued this year on developing the fine detail of our Positive Partnerships for Integration initiative. To date, 11 schools are piloting this initiative. As interest grows, our focus has been on seeking ways to resource this important development.

The Policy and Planning Committee has also had inputs from staff this year about their important work supporting our existing integrated schools.

We have also spent time this year exploring the alignment between shared and integrated education and feel that NICIE has much to contribute to the shared education agenda.

We gave evidence to the Stormont Education Committee's inquiry into shared and integrated education, and will continue to support shared education projects, as we have for many years, always honouring our integrated education ethos.

I would like to thank all colleagues and stakeholders for their input throughout the year and look forward to another year working to consolidate and expand integrated education.

**Dr Helen McLaughlin**  
Vice Chair of NICIE

# Patrons of NICIE

## **Brian Friel – A Tribute**

In October, we mourned the loss of our patron, Brian Friel, who passed away at the age of 86. Brian Friel was one of Ireland's most noted dramatists and authors and wrote more than 30 plays throughout his career, many of which were performed on Broadway, and all of which were about Ireland. Brian Friel was a much-valued patron of NICIE, and we will miss his commitment to and vision of integrated education.

**Barry Douglas, OBE** (Pianist)

**Barry McGuigan, MBE** (Former European and WBA Featherweight Champion of the World)

**Cecil Linehan, MBE** (Co-founder All Children Together)

**Dame Mary Peters, DBE** (Former Olympic Pentathlon Champion)

**Lord Diljit S Rana, MBE** (Hotelier)

**Dorinda, Lady Dunleath**

**Dr Brian Lambkin** (Director of the Centre of Migration Studies at the Ulster-American Folk Park)

**Dr Maurice Hayes** (Permanent Secretary DHSS-NI, 1984-87; Ombudsman, 1987-91)

**Jennifer Johnston, FRSL** (Novelist)

**Sir Kenneth Branagh** (Actor and Film Director)

**Liam Neeson, OBE** (Actor)

**Mairead Corrigan-Maguire** (Nobel Peace Prize Winner)

**Marie Jones** (Playwright, Charbanc Theatre)

**Neil Hannon** (Singer/Song-writer)

**Sister Anna** (Member of the Anglican Community of the Sisters of the Love of God)

**Patrick Yu** (Director of Northern Ireland Council for Ethnic Minorities)

**Polly Devlin** (Writer)

**Professor Aine Hyland** (Founder of 'Educate Together' in Republic of Ireland)

**Rev Dr Norman Taggart** (President Methodist Church in Ireland, 1997-98)

**Rev Professor Enda McDonagh** (Former Professor of Moral Theology, Maynooth)

**Sean Rafferty** (Broadcaster)

**Sir Kenneth Bloomfield, KCB** (Head of the NI Civil Service, 1984-91)

**Sir James Galway OBE** (Flautist)

**Sister Ethna Kelly, R.S.M.**

**Very Rev Dean Victor G B Griffin** (Retired Dean, St Patrick's Cathedral, Dublin)

**Very Rev Dr John Dunlop, CBE** (Moderator of Presbyterian Church in Ireland, 1992-93)

# Integrated Schools in Northern Ireland Enrolments

SCHOOL/COLLEGE	Location	Opened/ Transformed	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Lagan IC	Belfast	1981	1020	1040	1124	1150	1150	1200	1222	1200	1243	1249	1262	1270	1200
Forge CIPS *	Belfast	1985	212	226	213	230	250	249	254	287	264	313	340	304	377
Hazelwood IC	Belfast	1985	721	744	740	804	810	845	871	869	863	868	893	917	900
Hazelwood IPS *	Belfast	1985	456	452	455	455	454	456	457	461	459	472	416	468	471
All Children's CIPS	Newcastle	1986	211	208	211	199	203	203	211	211	215	203	214	227	226
Bridge IPS	Banbridge	1987	411	410	414	408	413	409	409	411	413	408	411	411	416
Mill Strand IPS *	Portrush	1987	180	181	210	190	196	192	188	193	189	207	207	211	187
Windmill IPS *	Dungannon	1988	217	222	231	230	228	234	232	231	231	241	233	252	246
Braidside IPS *	Ballymena	1989	336	345	351	346	351	370	365	358	366	370	360	349	317
Enniskillen IPS *	Enniskillen	1989	235	243	261	235	239	240	244	244	246	233	272	299	294
Omagh IPS *	Omagh	1990	239	232	276	291	300	325	339	343	347	362	383	369	379
Portadown IPS *	Portadown	1990	223	222	218	220	228	234	231	231	231	234	271	289	331
Brownlow CIC	Craigavon	1991	377	410	410	434	439	450	423	418	385	347	334	312	270
Carhill CIPS	Garvagh	1991	41	46	42	44	55	40	32	26	32	53	64	66	67
Corran IPS *	Larne	1991	199	190	189	201	212	208	205	209	212	204	194	194	167
Oakgrove IPS *	L'Derry	1991	460	452	445	467	451	441	444	453	445	447	450	447	442
Acorn IPS *	Carrickfergus	1992	229	229	229	230	254	260	258	259	253	259	232	250	258
Oakgrove IC	L'Derry	1992	852	876	849	846	800	850	850	801	842	847	870	857	801
Cranmore IPS *	Belfast	1993	211	193	215	208	223	209	221	206	185	212	224	232	232
Lough View IPS *	Belfast	1993	348	368	415	437	435	420	430	430	433	444	438	452	449
Saints and Scholars IPS *	Armagh	1993	240	250	275	272	274	258	253	236	224	213	220	217	233
Erne IC	Enniskillen	1994	341	332	362	375	419	415	417	415	423	427	421	411	418
Shimna IC	Newcastle	1994	495	492	514	511	509	510	521	515	531	548	548	572	597
Cedar IPS *	Crossgar	1995	213	216	211	217	220	225	220	217	211	209	220	221	217
Drumragh IC	Omagh	1995	489	519	493	525	610	580	637	647	658	658	672	664	651
Integrated College Dungannon	Dungannon	1995	563	483	467	462	467	430	458	484	492	528	537	541	539
New-Bridge IC	Loughbrickland	1995	498	514	502	504	500	500	520	518	540	547	569	585	600
Portaferry CIPS *	Portaferry	1995	84	84	86	83	80	73	70	65	54	63	63	63	57
North Coast IC	Coleraine	1996	527	522	512	534	535	495	476	495	455	462	458	446	425
Oakwood IPS *	Derriaghy	1996	206	192	224	230	231	232	232	227	204	233	234	232	231
Six Mile CIPS	Antrim	1996	111	105	101	94	84	82	82	69	69	78	77	89	89
Stemish IC	Ballymena	1996	677	681	690	720	710	720	720	720	761	796	797	777	757
Annsborough CIPS *	Castlewellan	1997	42	46	50	55	62	54	48	59	59	42	57	55	50
Malone IC	Belfast	1997	500	797	800	791	790	797	751	754	710	708	655	620	620
Strangford IC	Carrowdore	1997	466	486	469	488	505	526	525	517	538	529	530	554	575
Ulidia IC	Carrickfergus	1997	799	522	529	530	540	540	534	540	554	575	573	570	583
Bangor Central CIPS	Bangor	1998	498	531	537	561	561	560	563	571	578	604	606	601	601
Fort Hill CIC	Lisburn	1998	446	867	867	867	873	880	878	895	895	904	890	866	858
Kilbroney CIPS	Rostrevor	1998	88	96	93	93	105	105	108	92	92	99	111	125	129
Kircubbin CIPS	Kircubbin	1998	304	119	111	103	102	121	123	116	123	152	179	199	203
Priory CIC	Holywood	1998	891	477	489	418	420	445	473	482	507	494	500	550	582
Spire IPS	Magherafelt	1999	163	183	188	201	200	202	205	202	202	203	203	197	190
Millennium IPS *	Carryduff	2000	97	105	155	195	208	218	220	224	227	261	255	301	325
Carnlough CIPS	Carnlough	2001	27	37	41	41	52	48	44	47	40	40	42	28	36
Sperrin IC	Magherafelt	2002	115	196	268	353	403	442	475	482	496	493	500	499	496
Glengormley CIPS *	Glengormley	2003	185	150	160	155	155	167	182	250	217	296	346	384	392
Maine IPS *	Randalstown	2003	17	30	48	86	104	117	124	134	127	114	135	144	113
Round Tower CIPS *	Antrim	2003	120	134	195	187	216	245	261	265	273	280	281	280	280
Drumlins IPS	Ballynahinch	2004	12	22	37	61	83	101	115	135	152	160	171	173	
Glencraig CIPS *	Holywood	2004	186	210	225	230	253	220	227	219	222	219	211	211	
Phoenix IPS	Cookstown	2004	17	42	54	80	105	127	149	161	174	169	176	215	
Roe Valley IPS	Limavady	2004	25	44	72	101	126	138	157	155	175	168	162	162	
Groarty CIPS	L'Derry	2005			43	40	36	31	32	42	41	40	40	32	36
Ballycastle CIPS *	Ballycastle	2006				100	124	129	142	151	161	177	184	188	204
Crumlin CIC	Crumlin	2006				352	350	400	300	234	233	169	142	107	97
Rowandale IPS	Moire	2007					18	34	64	101	132	193	212	222	216
Blackwater IC	Downpatrick	2008						340	342	334	320	274	257	211	217
Cliftonville CIPS *	Belfast	2008						182	185	180	193	225	254	299	330
Ballymoney CIPS	Ballymoney	2009							284	267	285	301	300	330	352
Crumlin Primary IPS *	Antrim	2009							194	180	180	179	180	150	142
Fort Hill CIPS *	Lisburn	2009							233	234	239	235	236	240	235
Parkhall CIC	Antrim	2009							679	681	684	702	698	667	673
Mallusk IPS	Belfast	2015													12
<b>Total</b>			<b>16575</b>	<b>17149</b>	<b>17811</b>	<b>18733</b>	<b>19183</b>	<b>19589</b>	<b>21047</b>	<b>21131</b>	<b>21252</b>	<b>21747</b>	<b>21966</b>	<b>22133</b>	<b>22140</b>

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

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

Groomspoint CIPS closed in June 2006 due to decreasing enrolments

Kindle CIPS closed in August 2008

Hilden CIPS closed in December 2008

Blackwater IC came about as the result of a merger between Rowallane IC and Down Academy

Clogher Valley IPS (Independent Primary) closed in August 2009

Armagh Integrated College closed in August 2009

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

## 63 Schools

15 Grant Maintained Integrated Colleges (includes 1 with conditional approval)

5 Controlled Integrated Colleges (includes 1 with conditional approval)

23 Grant Maintained Integrated Primary Schools

20 Controlled Integrated Primary Schools (includes 2 with conditional approval)