



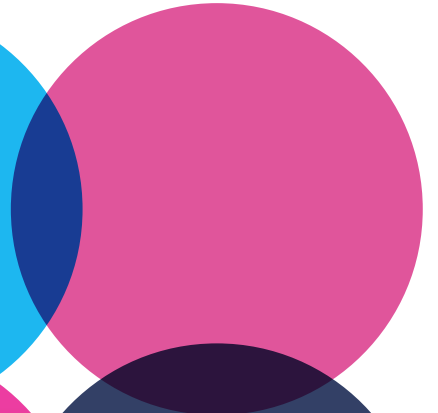
nicie

NORTHERN IRELAND COUNCIL FOR
INTEGRATED EDUCATION

Educating
all children
together



Growth
Support
Promote
Organisation



35
years
of Integrated
Education



Are
you
in?



Big
small
stories



Annual Report
2016-17

Personnel

NICIE Board of Directors

President Colm Cavanagh	Martin Stroud Tim Webster
Chair Alan Henry OBE	Nigel Arnold Fiona Darrah Eamon Quinn
Vice Chair Helen McLaughlin	Stuart Marriot Maeve Marnell Denise McIlwaine
Treasurer Dermot MacCann	Dr Ann-Marie Telford Patricia Douglas Jacqueline Magennis
Secretary Michael Arlow	

NICIE Staff 2016-2017

CEO Roisin Marshall
Senior Development Officers Lorna McAlpine Cliodhna Scott-Wills
Development Officers Paula McIlwaine Denise Morgan Lynn Johnston (started 1 st November 2017) David Gardiner (left in February 2017)
Project Coordinator Big Small Stories Project Alexandra De La Torre
Finance Officer Maureen Johnston
CEO PA Aine Rogan Carole Stapleton (left in January 2017)
Office Administrators Margaret Irvine Gemma Sheerin

Patrons of NICIE

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)
Lady Dorinda 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, Charabanc Theatre)
Neil Hannon (Singer/Songwriter)
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 Dr John Dunlop, CBE (Moderator of the Presbyterian Church in Ireland, 1992-93)

Chair's Report

This has been another exciting year for NICIE and a big thank you to all staff and directors for the development of the new strategic direction, plan and vision for integrated education.

NICIE managed to stay within budget this past year despite another cut in funding and that was in no small measure due to the conscientious staff. This year also brings a further reduction and that is disappointing.

Changes in the staffing structure have been considered since the organisational review of NICIE, commissioned by DE and carried out by Deloitte, which reported on the strong governance and effective management of NICIE.

I am pleased, as chair of NICIE, to report that our relationship with the Integrated Education Fund to share strategies in our joint work for

integrated education is going from strength to strength.

An increasing number of schools are interested in the process of transformation. The IE Review into Integrated Education has been completed and many of our schools are or are planning to expand. NICIE knows that more schools will desire to become integrated and NICIE will continue to lead and support those seeking an integrated educational experience. NICIE continues to support the 65 schools that hold integrated status.

As chair of NICIE, I am very proud of our collective achievements promoting integrated schools and therefore modelling the kind of society most people wish to see. Reconciliation is not the easiest path to tread but integrated schools are contributing in a monumental way to reconciliation and social cohesion whilst at the same time providing quality education.

Alan Henry
Chair



A Message from the **Chief Executive Officer**

“Are you in?”

This year we celebrated 35 years of the journey of integrated education for Protestants and Catholics, people of other beliefs, cultures and communities learning together in the same school.

This year is about remembering the big small stories... the stories of people striving to make integrated education a reality in Northern Ireland where we have, undisputedly, a divided society. Diversity exists in all schools but in reality less than 1% of Protestants attend Catholic schools and just over 6% of Catholic children who attend Controlled Schools excluding the Controlled grammar, Controlled special, Controlled Integrated and Controlled Irish Medium.

Over 35 years we have managed to develop an average of two schools per year that are integrated. That is quite an achievement.

So what are our hopes for the next 35 years?

We would like to see all schools, where at all possible, to be educating Protestants and Catholics, children of other beliefs, cultures and communities together. We would like to see all schools with an integrated ethos. We believe this is possible and our experience tells us that it has got to come from parental choice, from the communities and ultimately they will influence our politicians – the people who govern us. NICIE are clear that educating children together all day every day in the one school is the ultimate desire. NICIE cannot do this alone and so our ability to partner and form relationships, influence and advocate for this goal is what we need to put our energy into.

NICIE, in partnership with the Integrated Education Fund (IEF), works tirelessly to support integrated schools. They are the ones who have taken the biggest risk. We support them by fundraising, training and development, area planning, governance and representation, to name a few areas. In short, we are the voice for integration in the wider educational world.

They deserve our best efforts. We promise them that we will do that to the best of our ability... NICIE and the IEF together.

NICIE has played a key role in the Area Planning Process with 1,210 new opportunities for children and young people to avail of an integrated education being created in the past 18 months. NICIE has supported schools either in the process of capital build or about to embark on capital build through Fresh Start Funding over the last year. There has been very positive feedback from schools about this crucial and timely support.

A substantial task for NICIE has been to ensure schools that have transformed and need extra support, and those who have recently transformed, benefit from advice and guidance from NICIE staff. It requires schools to be creative in how to attract pupils from the minority tradition, changing the perception of the school in the mindset of parents.

Educating children together requires schools to think about what they need to do differently, not taking anything away, not diluting anyone's identity but acknowledging and respecting different perspectives, different cultures, different religions and different abilities. Every school can be a good integrated school... inclusive of everyone including those from Protestant and Catholic faith backgrounds respecting everyone's culture and tradition.

This is about educating for the present. Integrated education can and does contribute to social cohesion in this part of the world. It would be remiss of a school to ignore the fact that a child has a disability. Equally it would be remiss of a school to ignore the fact that a child has a very strong faith background or set of beliefs that construct their identity.

These things need to be celebrated, acknowledged, accepted and understood.

- Religion matters
- Culture matters
- Ability matters
- Disability matters
- Sexual orientation matters
- Age matters
- Gender matters
- Race matters
- We all matter

When it comes to education, teachers support each child to be comfortable in their own skin and to be comfortable with other skins.



We owe it to the founder governors to keep their vision alive, to continue to be the change they wanted to see, to keep the dream of children being educated together alive. We need to keep inviting people to consider integration for their school, for their community, for their children and young people, for our society.

Parents are signing up to the Integrated Education Fund Parental Engagement Campaign through the Integrate My School website. The time has come to really encourage parents to have their say so that their children experience others in a meaningful way in their school.

This 35 year journey has seen parents choose schools with limited resources, with not fit-for-purpose buildings because they wanted their children to be educated with people of different faith backgrounds, with children who have no faith, with children and adults reflecting what they would consider to be a normal and better society.

Are you in?

**Roisin Marshall
Chief Executive Officer**



Growth

Strategic Aim

1

We have increased the opportunities for Catholic, Protestant, and children from other beliefs, cultures, and communities to be educated together in the one school

1,210 New integrated school places in the past 18 months



Pre-school provision in integrated schools:



16
Nursery units in grant maintained integrated schools
546
places



4
Nursery units in controlled integrated schools
104
places

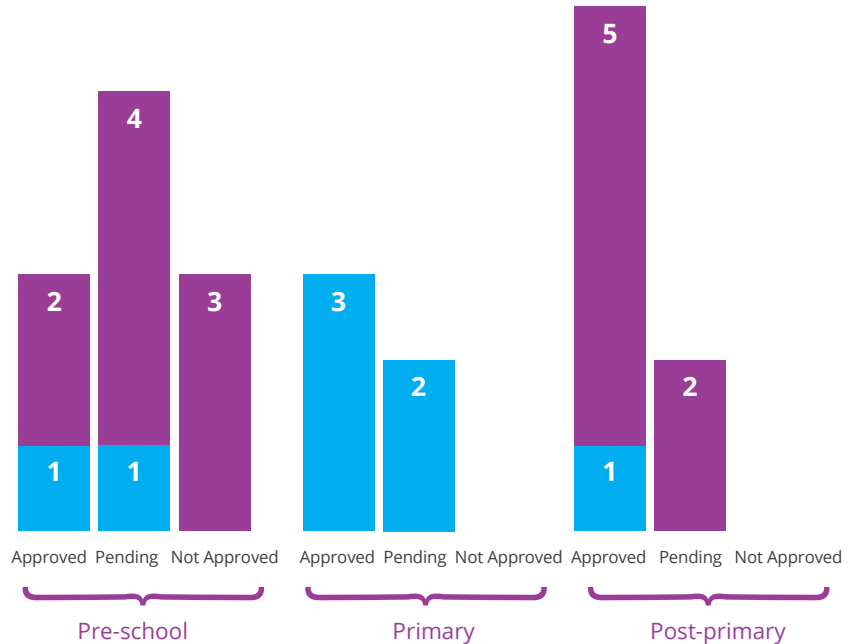


12
Play groups in integrated schools (7 funded by PEG, 5 Independent)
201
places in the 7 PEG funded schools

Support to schools preparing Development Proposals (2016/17)

24

Development Proposals



Controlled
GMIs



Support

Strategic Aim

2

There is high quality Integrated Education provision across Northern Ireland

Excellence in Integrated Education Award (EIEA)

EIEA Schools since April 2016

Round Tower IPS..... 2016
 Crumlin IPS 2016
 Forthill IPS 2016
 New-Bridge IC..... 2016
 Cedar IPS..... 2017

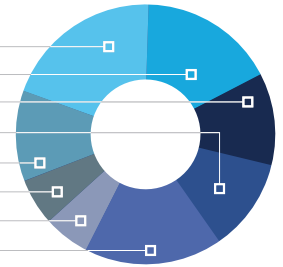


Training 2016-17



Topics covered include

- Anti-bias (10)
- Integration in Practice (7)
- Peer Mediation (4)
- Roles and Responsibilities Governors (4)
- Big Small Stories Framework (4)
- Visioning for Recruitment (2)
- Religion Education Policy and Good Practice (2)
- Other (6)



25

Integrated schools engaged in Shared Education Signature Project

3

Transformation Support Programme for recently transformed schools

6

Schools engaged in Principal's Mentoring Scheme



50 Integrated schools visited by CEO



NICIE committees

Association of Principals Teachers of Integrated Schools (APTIS)

APTIS AGM
 November 2016 – 30 participants
 APTIS Spring Conference
 March 2017 – 53 schools
 6 APTIS meetings – 42 participants

Teachers' Committee

October 2016 – 9 Teachers, 9 Schools
 February 2017 – 9 Teachers, 9 Schools
 April 2017 – 11 Teachers, 11 Schools

Vice-Principals Forum

Nov 2016 – 20 Schools, 25 VPs and Senior Leaders
 Feb 2017 – 15 Schools, VPs and Senior Leaders
 May 2017 – 13 Schools, 16 VPs and Senior Leaders
 Sept 2017 – 29 Schools, 33 VPs and Senior Leaders



2 Special Education Needs Coordinators Committee (SENCo) meetings

17 Schools trained by NILGOSC, organised by Integrated Schools Finance Association (ISFA)

Promote

Strategic Aim

3

Integrated Education is advocated and well promoted

Integrated Education Month, March 2017

500

Celebratory Walk to Stormont on 3rd March marking 35 years of Integrated Education in Northern Ireland with over 500 children, teachers, parents and supporters from integrated schools and colleges across Northern Ireland.



THE BIG SMALL STORIES
CELEBRATING 35 YEARS OF INTEGRATED EDUCATION

65

Integrated schools involved in the Big Small Stories Project of Integrated Education and the Exhibition at the Ulster Museum

25

Big Small Stories Performances

900+

The Integrated Education Archive: records of images, documents, photos, and heritage material of integrated education



5

Political Parties Conferences attended



4

NICIE promotional stands in public events



4

NICIE responses to Public Consultations

142 Visitors

Foreign & Commonwealth Office ambassadors (12)

European Teachers Network (12)

Bristol University (25)

University of St Thomas Houston, Texas (14)

Hanshin University, South Korea (1)

University of San Diego (25)

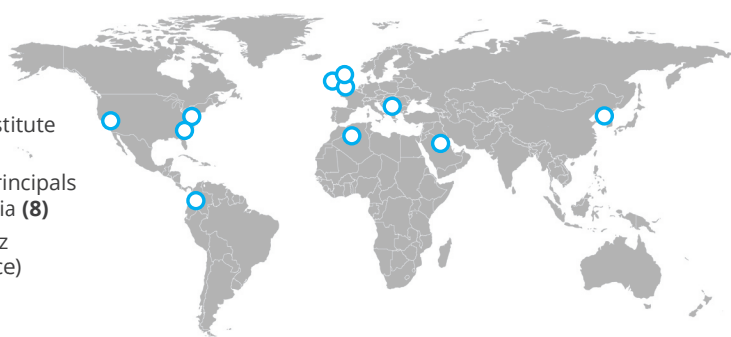
Arcadia University, USA (22)

Leverhulme - via Uni Birmingham (1)

Democratic Progressive Institute London (20)

NDC Skopje, Principals from Macedonia (8)

Escuelas de Paz (School of Peace) Colombia (2)



Publications

- Irish News Supplement, November 2016
- Annual Report, 2016-2017
- Papers: "Valuing and Respecting Diversity in the formally Integrated Pre-School in Northern Ireland." Published in the Child Care in Practice Journal, July 2017
- Independent Review of Integrated Education, November 2016



Representation in external committees

- General Teaching Council NI
- Project Board Review of Education Welfare Services
- Pre-school Education Group
- Anti-bullying Forum
- Performance Review and Staff Development Coordinators
- Education Authority Area Planning Working group, Steering Group and Local group co-ordinators
- Local Management of Schools
- Joint Practice Development Group

Organisation

Strategic Aim

4

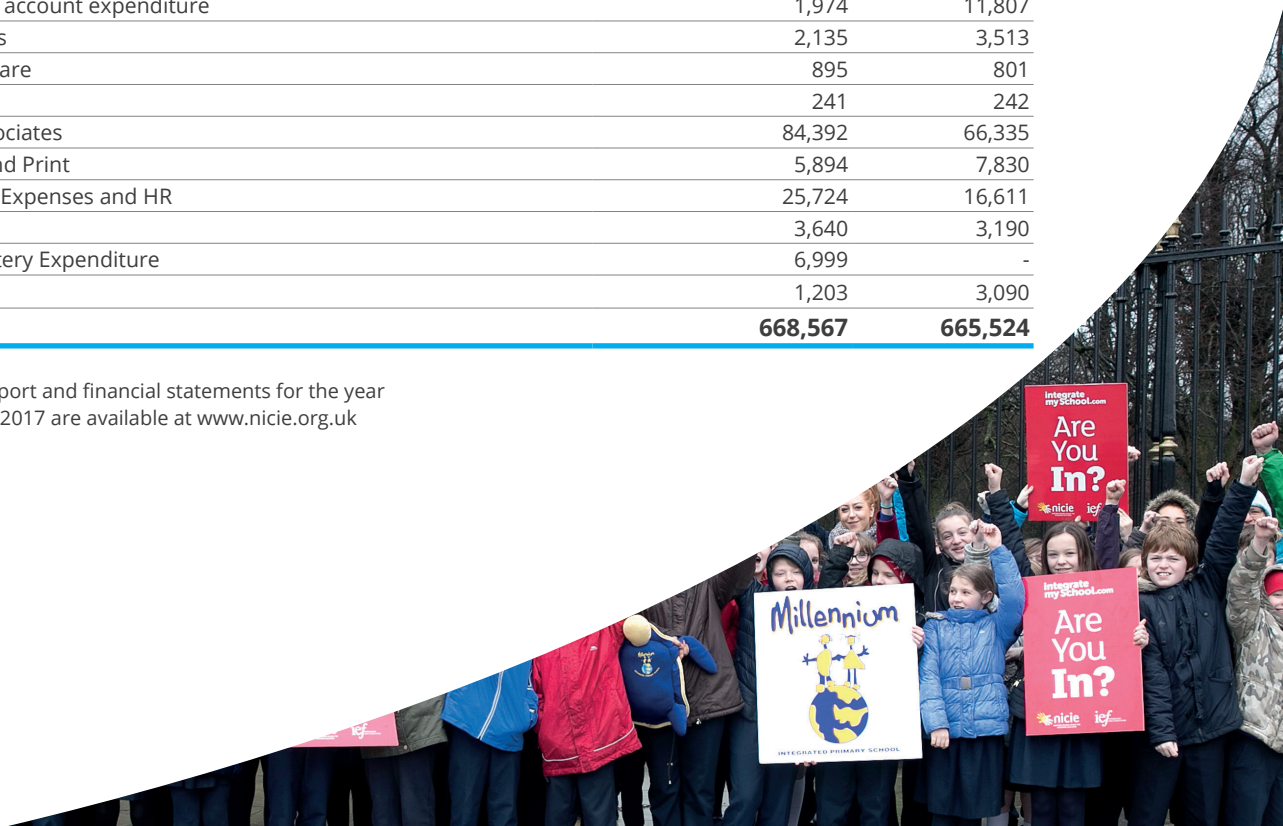
NICIE is an effective organisation

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

Schedule of the income and expenditure for the year ended 31 March 2017*

	2017 £	2016 £
Income		
The Department of Education	653,101	638,000
Heritage Lottery Fund	6,998	-
Department of Foreign Affairs	13,900	28,123
Other	5,701	2,754
	679,700	668,877
Administrative expenses	£	£
Salaries and wages	394,155	388,460
Temporary staff	19,349	26,892
Travel expenses	10,230	10,105
Postage and stationery	7,488	8,838
Telephone	5,927	6,824
Photocopier	5,110	4,251
General expenses	3,312	3,885
Heat and light	4,704	4,815
Cleaning	8,987	7,850
Rent	17,500	17,500
Insurance	12,181	10,586
Training	14,453	15,206
Repairs	2,321	2,170
Computer maintenance	14,899	14,580
Bank charges	999	744
Department of Foreign Affairs expenditure	13,855	28,123
Other Council Grant expenditure	-	1,276
Number one account expenditure	1,974	11,807
Subscriptions	2,135	3,513
Staff Healthcare	895	801
Water Rates	241	242
Panel of Associates	84,392	66,335
Marketing and Print	5,894	7,830
Professional Expenses and HR	25,724	16,611
Hospitality	3,640	3,190
Heritage Lottery Expenditure	6,999	-
Depreciation	1,203	3,090
	668,567	665,524

*Directors' Report and financial statements for the year ended 31.03.2017 are available at www.nicie.org.uk



Enrolments

Integrated Schools in Northern Ireland

School/College	Location	Opened/ Transformed	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Lagan IC	Belfast	1981	1124	1150	1150	1200	1222	1200	1243	1249	1262	1270	1200	1265	1261
Forge IPS *	Belfast	1985	213	230	250	249	254	287	264	313	340	304	377	379	401
Hazelwood IC	Belfast	1985	740	804	810	845	871	869	863	868	893	917	900	900	936
Hazelwood IPS *	Belfast	1985	455	455	454	456	457	461	459	472	416	468	471	470	459
All Children's CIPS	Newcastle	1986	211	199	203	203	211	211	215	203	214	227	226	223	209
Bridge IPS	Banbridge	1987	414	408	413	409	409	411	413	408	411	411	416	416	413
Mill Strand IPS *	Portrush	1987	210	190	196	192	188	193	189	207	207	211	187	216	245
Windmill IPS *	Dungannon	1988	231	230	228	234	232	231	231	241	233	252	246	246	248
Braidside IPS *	Ballymena	1989	351	346	351	370	365	358	366	370	360	349	317	317	314
Enniskillen IPS *	Enniskillen	1989	261	235	239	240	244	244	246	233	272	299	294	317	337
Omagh IPS *	Omagh	1990	276	291	300	325	339	343	347	362	383	369	379	381	372
Portadown IPS *	Portadown	1990	218	220	228	234	231	231	231	234	271	289	331	332	359
Brownlow CIC	Craigavon	1991	410	434	439	450	423	418	385	347	334	312	270	270	259
Carhill CIPS	Garvagh	1991	42	44	55	40	32	26	32	53	64	66	67	67	71
Corran IPS *	Larne	1991	189	201	212	208	205	209	212	204	194	194	167	166	159
Oakgrove IPS *	L'Derry	1991	445	467	451	441	444	453	445	447	450	447	442	445	452
Acorn IPS *	Carrickfergus	1992	229	230	254	260	258	259	253	259	232	250	258	228	224
Oakgrove IC	L'Derry	1992	849	846	800	850	850	801	842	847	870	857	801	819	787
Cranmore IPS *	Belfast	1993	215	208	223	209	221	206	185	212	224	232	232	231	206
Lough View IPS *	Belfast	1993	415	437	435	420	430	430	433	444	438	452	449	447	467
Saints and Scholars IPS *	Armagh	1993	275	272	274	258	253	236	224	213	220	217	233	234	239
Erne IC	Enniskillen	1994	362	375	419	415	417	415	423	427	421	411	418	414	412
Shimna IC	Newcastle	1994	514	511	509	510	521	515	531	548	548	572	597	597	594
Cedar IPS *	Crossgar	1995	211	217	220	225	220	217	211	209	220	221	217	217	215
Drumragh IC	Omagh	1995	493	525	610	580	637	647	658	658	672	664	651	649	652
Integrated College Dungannon	Dungannon	1995	467	462	467	430	458	484	492	528	537	541	539	539	577
New-Bridge IC	Loughbrickland	1995	502	504	500	500	520	518	540	547	569	585	600	597	612
Portaferry CIPS *	Portaferry	1995	86	83	80	73	70	65	54	63	63	63	57	68	63
North Coast IC	Coleraine	1996	512	534	535	495	476	495	455	462	458	446	425	427	443
Oakwood IPS *	Derriagh	1996	224	230	231	232	232	227	204	233	234	232	231	199	225
Six Mile CIPS	Antrim	1996	101	94	84	82	82	69	69	78	77	89	89	92	105
Slemish IC	Ballymena	1996	690	720	710	720	720	720	761	796	797	777	757	756	773
Annsborough CIPS *	Castlewellan	1997	50	55	62	54	48	59	59	42	57	55	50	42	39
Malone IC	Belfast	1997	800	791	790	797	751	754	710	708	655	620	620	591	535
Strangford IC	Carrowdore	1997	469	488	505	526	525	517	538	529	530	554	575	576	637
Ulidia IC	Carrickfergus	1997	529	530	540	540	534	540	554	575	573	570	583	581	590
Bangor Central CIPS	Bangor	1998	537	561	561	560	563	571	578	604	606	601	601	602	607
Fort Hill CIC	Lisburn	1998	867	867	873	880	878	895	895	904	890	866	858	854	843
Kilbroney CIPS	Rostrevor	1998	93	93	105	105	108	92	92	99	111	125	129	129	155
Kircubbin CIPS	Kircubbin	1998	111	103	102	121	123	116	123	152	179	199	203	203	204
Priory CIC	Holywood	1998	489	418	420	445	473	482	507	494	500	550	582	580	603
Spires IPS	Magherafelt	1999	188	201	200	202	205	202	202	203	203	197	190	188	193
Millennium IPS *	Carryduff	2000	155	195	208	218	220	224	227	261	255	301	325	325	337
Carnlough CIPS	Carnlough	2001	41	41	52	48	44	47	40	40	42	28	36	36	32
Sperrin IC	Magherafelt	2002	268	353	403	442	475	482	496	493	500	499	496	492	521
Glengormley CIPS *	Glengormley	2003	160	155	155	167	182	250	217	296	346	384	392	386	375
Maine IPS *	Randalstown	2003	48	86	104	117	124	134	127	114	135	144	113	135	144
Round Tower CIPS *	Antrim	2003	195	187	216	245	261	265	273	280	281	280	280	319	310
Drumlins IPS	Ballynahinch	2004	22	37	61	83	101	115	135	152	160	171	173	173	183
Glencraig CIPS *	Craigavad	2004	210	225	230	253	220	227	219	222	219	211	211	236	241
Phoenix IPS*	Cookstown	2004	42	54	80	105	127	149	161	174	169	176	215	216	215
Roe Valley IPS	Limavady	2004	44	72	101	126	138	157	155	175	168	162	162	170	188
Groarty CIPS	L'Derry	2005	43	40	36	31	32	42	41	40	40	32	36	36	41
Ballycastle CIPS *	Ballycastle	2006		100	124	129	142	151	161	177	184	188	204	203	202
Crumlin CIC	Belfast	2006		352	350	400	300	234	233	169	142	107	97	100	100
Rowandale IPS	Moirea	2007			18	34	64	101	132	193	212	222	216	246	243
Blackwater IC	Downpatrick	2008				340	342	334	320	274	257	211	217	213	212
Cliftonville CIPS *	Belfast	2008				182	185	180	193	225	254	299	330	313	332
Ballymoney CIPS	Ballymoney	2009					284	267	285	301	300	330	352	354	355
Crumlin CIPS *	Antrim	2009					194	180	180	179	180	150	142	168	190
Fort Hill CIPS *	Lisburn	2009					233	234	239	235	236	240	235	234	231
Parkhall CIC	Antrim	2009					679	681	684	702	698	667	673	674	690
Mallusk CIPS	Newtownabbey	2016											12	12	21
Loughries CIPS	Newtownards	2016												75	71
Killyleagh CIPS *	Downpatrick	2016												123	99
Total			17811	18733	19183	19589	21047	21131	21252	21747	21966	22133	22140	22509	22828

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: 5 Schools, 15 Grant Maintained Integrated Colleges, 5 Controlled Integrated Colleges, 23 Grant Maintained Integrated Primary Schools, 22 Controlled Integrated Primary Schools.

* Designates a pre-school unit, including reception classes and nurseries.



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