



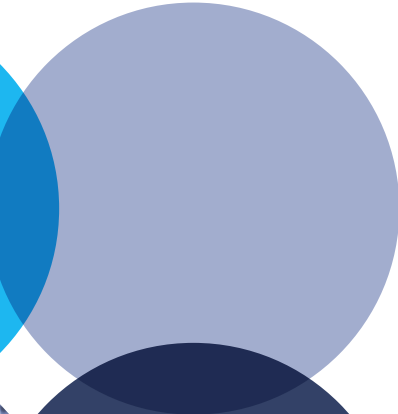
nicie

NORTHERN IRELAND COUNCIL FOR
INTEGRATED EDUCATION

Educating
all children
together



Growth
Support
Promote
Organisation



30
years
since NICIE
was formed



Are
you
in?



Big
small
stories



Annual Report
2017-18

Personnel

NICIE Board of Directors

Chair Alan Henry OBE	Martin Stroud Tim Webster Nigel Arnold
Vice Chair Dr Helen McLaughlin	Eamon Quinn Maeve Marnell Denise McIlwaine
Treasurer Dermot MacCann	Dr Anne Marie Telford Patricia Douglas Jacqueline Maginnis
Secretary Michael Arlow	Cathy McIver Robert Magee Ewa Szlachta

NICIE Staff 2017-2018

CEO

Roisin Marshall

Finance Officer

Maureen Johnston

Senior Development Officers

Lorna McAlpine
Clíodhna Scott-Willis

Development Officers

Paula McIlwaine
Denise Morgan

Development Officer and Big Small Stories Coordinator

Lynn Johnston
Alexandra De La Torre (left Jan 2018)

CEO PA/Office Manager

Áine Rogan (left Aug 2018)
Ciarnan Helferty (temporary staff from Sep 2018)

Office Administrators

Margaret Irvine
Gemma Sheerin
Florence McCaw (temporary staff from Aug 2018)

Patrons of NICIE

Sir Kenneth Bloomfield, KCB

(Head of the NI Civil Service 1984-91)

Sir Kenneth Branagh (Actor and Film Director)

Polly Devlin (Writer)

Barry Douglas, OBE (Pianist)

Lady Dorinda Dunleath

Very Rev Dr John Dunlop, CBE

(Moderator of the Presbyterian Church in Ireland, 1992-3)

Carl Frampton, MBE

(First Northern Irish boxer to win a world title in two weight divisions, and current Interim WBO Featherweight Champion)

Sir James Galway (Flautist)

Holly Hamilton

(Award winning Television and Radio Presenter)

Neil Hannon (Singer/Songwriter)

Professor Áine Hyland

(Founder of 'Educate Together' in the Republic)

Jennifer Johnston, FRSL (Novelist)

Marie Jones (Playwright, Charabanc Theatre)

Sister Ethna Kelly, RSM

Dr Brian Lambkin

(Director of the Centre of Migration Studies and the Ulster-American Folk Park)

Cecil Linehan, MBE

(Co-Founder, All Children Together)

Rev Professor Enda McDonagh

(Former Professor of Moral Theology, Maynooth)

Barry McGuigan, MBE

(Former European and WBA Featherweight Champion of the World)

Mairead Corrigan Maguire

(Nobel Peace Prize Recipient)

Liam Neeson OBE (Actor)

Dame Mary Peters, DBE

(Former Olympic Pentathlon Champion)

Connor Phillips

(Award winning Television and Radio Presenter)

Sean Rafferty (Broadcaster)

Lord Diljit S Rana, MBE (Hotelier)

Rev Dr Norman Taggart

(President of the Methodist Church in Ireland 1997-98)

Patrick Yu

(Former Director of NI Council for Ethnic Minorities)

Dr. Maurice Hayes sadly passed away in 2017. We are grateful for the decades of support Dr. Hayes gave us and for the significant public service contributions he made during his life.

Chair's Report

This year NICIE has continued to support, promote and grow Integrated Education, with a team of committed and enthusiastic people in both our directors and staff.

I am delighted that the number of pupils in integrated schools continues to grow. We are about to embark on reviewing our strategic plan. We have had 3 new directors join us this year and have said farewell to four directors, David Burgess, Stuart Marriott, Dr Gareth McGrath and Fiona Darrah. Our thanks to them for their support for Integrated Education.

NICIE managed to stay within budget this past year despite the cut in the budget last year. Our directors have worked extremely hard to ensure good governance in NICIE throughout the year. Training has been provided both for individual directors and for the directors as a group.

NICIE is working closely with the Integrated Education Fund and has collaborated well with other educational

bodies. We are delighted to see that some of the recommendations from the Independent Review into Integrated Education published on the 3 March 2017 have been put in place.

One of the key pieces of work has been to produce the Integration Works document to guide schools through Transformation to integrated status. NICIE are looking forward to many more schools exploring integration as a way to intentionally invite many different religious and cultural communities in, some of whom would not have historically viewed that school as an option.

I want to thank all the directors, staff and stakeholders of NICIE for all their support throughout the year as we navigated the new context that education found itself in with budgetary constraints and challenges in terms of Area Planning. We firmly believe that Integrated Education has a lot to offer in terms of solutions.

Alan Henry OBE

Chair, NICIE Board of Directors

The reports that follow refer to the period 1st October 2017 to 30th September 2018



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

In July 2017, NICIE presented a paper to the Department of Education about the effect of pre-school policy on the development of Integrated Education. This prompted the Deputy Permanent Secretary in October 2017, to clarify the importance of 'demonstrated parental demand' as evidence to support the growth of Integrated Education.

In order to grow Integrated Education, NICIE support schools through the process of submitting a Case for Change to the Education Authority and then we write additional commentaries to support these cases. In the past year, we supported 11 schools: 7 were supported to submit Cases for Change and we wrote an additional 5 commentaries.

Whilst we are still awaiting decisions on several outstanding proposals, decisions have been taken on three Cases for Change this year:

- Drumragh IC was granted 65 new places,
- Forge IPS was granted permission to relocate,
- Oakwood IPS received approval for 26 nursery places.

Support to schools submitting Case for Change (2017/18)

11

Schools Supported

7

Cases for Change submitted

5

additional commentaries

Based on a data collection exercise in September 2018, at least 40% of Integrated schools have sought or are currently seeking a permanent and/or temporary increase in their enrolment numbers in this past year.

Area Planning Meetings attended by NICIE officers between October 2017 and September 2018.



Area Planning Steering Group	4
Area Planning Working Group	4
Area Planning Local Group (APLG)	14
APLG subgroup meetings	10
Pre-school Education Group	5

In this past year we have also worked to build sustainability, writing two papers to the Department of Education, working to support schools with marketing and planning for future growth. In December 2017, nine schools came together for this purpose and in April 2018, we had 47 representatives from 31 schools attend workshops about marketing.

Area Planning is the name given to the mechanism used in NI to plan education provision for the future across NI. NICIE have engaged fully with this process and welcome the opportunities to plan for the future that it provides.

In September each year NICIE asks schools to give us their total enrolment figures, including statemented children, nursery/pre-school children and any privately funded playgroup provision they have.

In September 2017, this figure was 22828 and in September 2018, it was 24214, indicating a **growth in numbers of children in Integrated schools of 1386, representing 6% growth.**

This is an astonishing figure for two reasons: firstly, because the numbers of children in the population is in decline, school enrolments are generally decreasing and secondly, no new Integrated schools have opened in the past year.

It may be as a result of the potential for an additional 1210 places that were approved in the previous two years. Above all, especially with the level of over-subscription in many schools, it is strong evidence of parental demand for Integrated education.



Support

Strategic Aim

2

There is high quality Integrated Education provision across Northern Ireland

Excellence in Integrated Education Award (EIEA) was awarded to...



Cranmore Integrated Primary School and Integrated College Dungannon

8

Integrated Schools engaged in NICIE's Principal Mentoring Scheme



over 70%

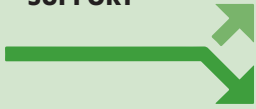
Integrated Schools are participating in shared education projects

Training

38

Participants

TRANSFORMATION SUPPORT



58

Participants

THE ANTI-BIAS APPROACH



16

Participants

PEER MEDIATION



76

Participants

INTEGRATION IN PRACTICE



70

Participants

ROLES & RESPONSIBILITIES FOR SCHOOL GOVERNORS



4

Participants

VISIONING FOR RECRUITMENT



24

Sessions

324

Participants

NICIE Committees

Number of Schools Represented

Association of Principal Teachers in Integrated Schools (APTIS)

6 Meetings

25

Vice Principals' Forum

4 Meetings

34

Teachers' Committee

3 Meetings

15

Special Educational Needs Coordinators' (SENCO) Committee

2 Meetings

13

Early Years Committee

1 Meeting

13

Integrated Schools Finance Association (ISFA)

3 Meetings

20

NICIE Conferences for Integrated school staff:

APTIS November conference

35

Participants

APTIS Spring Conference

83

Participants

Early Years Conference

87

Participants

25

Integrated schools engaged in the event Transformation Works

3

Communities in Dialogue Days



Promote

Strategic Aim

3

Integrated Education is advocated and well promoted

We were delighted to welcome Carl Frampton, MBE as a NICIE patron in 2018. To celebrate this, Carl took time out to visit Integrated schools to meet staff and pupils. This made television news on the day and had a substantial impact on our social media reach.



The Teachers' Committee produced guidelines this year for Integrated Education Month in March 2018, with the theme 'Everybody Outstanding' and including an art competition.

This led to increased participation of integrated schools throughout the month.



Megan Pagendam, Portaferry IPS, winner of the Primary School Art Competition

THE BIG SMALL STORIES

65

Integrated schools have contributed over 3000 items, which will be available to the public via Public Records Office NI by 2019.

24

personal stories of key figures in Integrated Education will be published in a book in November 2018

3

films and accompanying resource for schools to learn about the History of Integrated Education



4

NICIE responses to Government Consultations



7

Joint promotional stands with IEF 'Integrate my school' campaign [integrate my school.com](http://integratemyschool.com)



4

Political Parties Conferences attended

107 Overseas Visitors

Groups from Luther College, Iowa; Foreign and Commonwealth Office visitors; University of San Diego, California; Chadron State University and Nebraska Elizabethtown College, Pennsylvania.

Individual researchers from Austria, Belgium, Vietnam, Copenhagen and North Carolina.

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Publications

The Irish News Supplement on Integrated Education in November 2017 enabled Integrated schools across NI to showcase their schools and their children's achievements.

This past year has seen a substantial increase in our on line, social and print media presence, with patrons and staff being profiled in The Mirror on Line, Belfast Live, The Irish News and Local Women (South Down)



Organisation

Strategic Aim

4

NICIE is an effective organisation

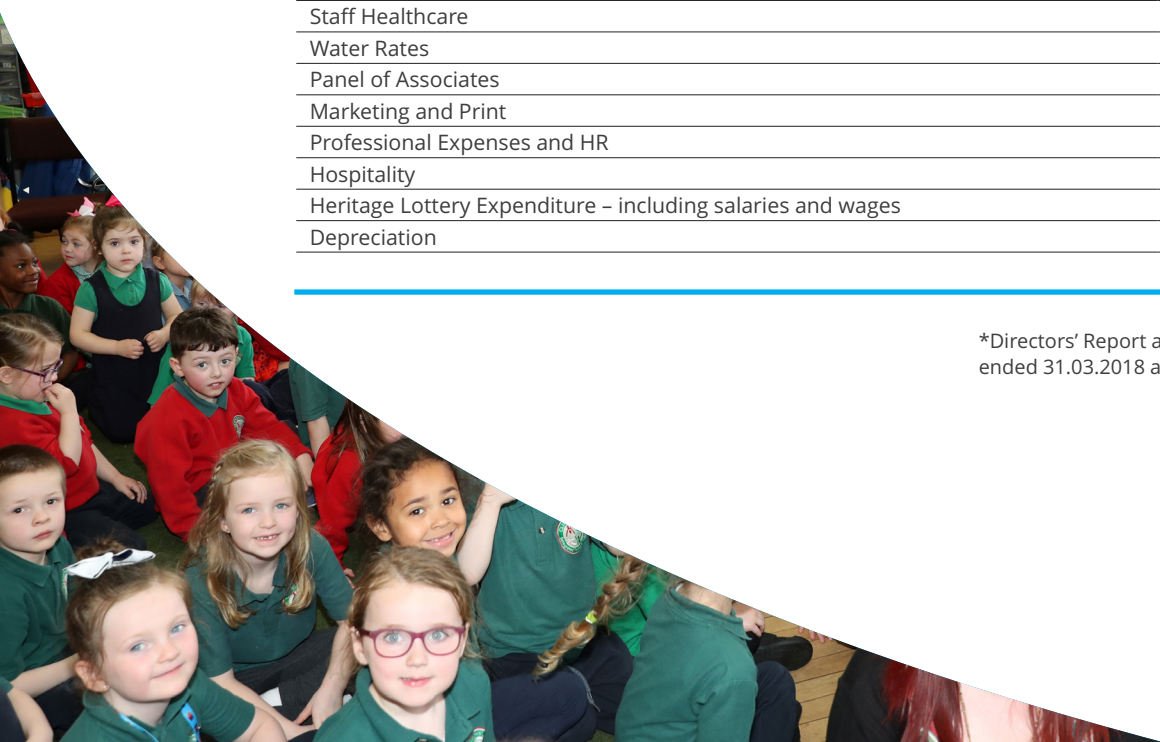
The Northern Ireland Council for Integrated Education (Company limited by guarantee)

Schedule of the income and expenditure for the year ended 31 March 2018*

	2018	2017
Income	£	£
The Department of Education	637,137	653,101
Heritage Lottery Fund	16,913	6,998
Department of Foreign Affairs	36,694	13,900
Other	4,923	5,701
	695,667	679,700

Administrative expenses	£	£
Salaries and wages	375,495	394,155
Temporary staff	33,359	19,349
Travel expenses	9,372	10,230
Postage and stationery	11,821	7,488
Telephone	6,500	5,927
Photocopier	7,388	5,110
General expenses	4,550	3,312
Heat and light	4,798	4,704
Cleaning	8,672	8,987
Rent	17,500	17,500
Insurance	12,841	12,181
Training and conferences	14,431	14,453
Repairs	2,405	2,321
Computer maintenance	16,063	14,899
Bank charges	940	999
Department of Foreign Affairs expenditure	16,913	13,855
Other non DE expenditure	2,787	-
Subscriptions - including press clippings	7,116	2,135
Staff Healthcare	1,011	895
Water Rates	214	241
Panel of Associates	54,056	84,392
Marketing and Print	9,894	5,894
Professional Expenses and HR	23,004	25,724
Hospitality	2,249	3,640
Heritage Lottery Expenditure - including salaries and wages	36,694	6,999
Depreciation	2,081	1,203
	682,155	668,567

*Directors' Report and financial statements for the year ended 31.03.2018 are available at www.nicie.org.uk



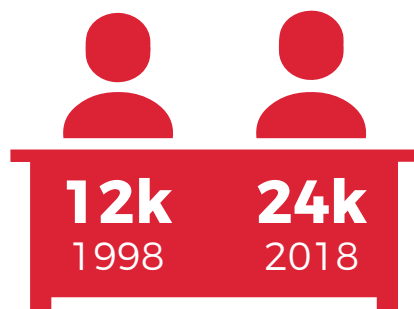
A Message from the **Chief Executive Officer**

Integration Works

In 2017 NICIE was 30 years old and 2018 marked 20 years of the Good Friday Agreement.

The inclusion of Integrated Education in the Good Friday Agreement was one of the most important developments for Integrated Education since the 1989 Education Reform Order. 1989 was also the year that NICIE began to receive funding from DE.

The number of children attending integrated schools has doubled since the Good Friday Agreement of 1998 from almost 12,000 in 1998 to over 24,000 in 2018.



The growth of Integrated Education

It was never the intention of Integrated Education to create a third sector. In fact, I prefer not to use the term 'sector' when referring to Integrated Education but I know that for convenience that is sometimes how we are referred to. Our mission, however, is to work with the planning authorities EA and CCMS and the other educational support bodies to encourage and facilitate any school that feels it could, to become integrated. It is a formal legal process and that's a good thing because it means the school has shown a commitment to becoming integrated and by that we mean that they have actively sought to intentionally invite the minority community, both adults and children, into their school.

Every school I have ever worked in or visited is a diverse community but that's not what we're talking about when we talking about Integrated Education. What we are talking about is a school in the community reaching out to all communities in its area. In particular, reaching out proactively to the minority community (either Catholic or Protestant).

Does your school reflect both main traditions and others in your Board of Governors, in your staff team, in your pupil population? Are the communities reflected in the sports, the language, the literature, the assemblies, the perspectives on history, the RE Curriculum, the events you celebrate. If so then you are ripe for declaring openly to your communities that you are integrated. Why would you do all the assessments and exams and not get the qualification? If this is not what you do but you would like to, then why not go on the journey? What is the worst that can happen...your school population remains the same? Integrated Education is the biggest, most successful, most cost effective and most sustainable community relations project that we have in Northern Ireland. To truly change our education system to reflect the true diversity of our population, then it makes sense for schools to openly declare that they are integrated. That is my challenge to schools in Northern Ireland.

NICIE are not the council for diversity in schools.

All schools are diverse communities but when we talk about integration we are talking about the practice and the ethos within the school. Transforming to become an integrated school is a legal process and there are certain principles and standards within Integrated Education that are crucial to good quality integrated provision.

NICIE works towards making sure that schools, in terms of their leadership and management, in terms of their ability to deal with controversial issues, in terms of reflecting both major traditions and other cultures and communities within the school, do so with an intention to have a positive impact on the experience that the children and young people have. They deliberately strive to give opportunities to children, young people and adults to get to know and understand each other through time spent together.

Integration is an intentional, proactive process which enables differences to be celebrated, understood and accepted.

Integration is not just about the balance between Protestants and Catholics.

Of course we would argue that balance is important as in if you're the only person from a perceived Catholic/Protestant background in your school, you're probably more likely to keep your head down whereas the research would suggest that a school having at least 10% from the minority community enables people to have a voice.

Poll after poll would suggest that people, over 65% of people, would like their children to experience Integrated Education but yet when it comes to it, they don't send their children to integrated schools. We would suggest that there aren't enough integrated schools for people to make that choice!

In Integrated Education everyone gets to participate, no one gets to dominate.

Integration works!

We have consistently proved that. Try it. It might just work for your school! Be the change you want to see. Don't wait for someone else to do it.

Roisin Marshall
Chief Executive Officer



Enrolments

Integrated Schools in Northern Ireland

School/College	Location	Opened/ Transformed	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Lagan IC	Belfast	1981	1150	1150	1200	1222	1200	1243	1249	1262	1270	1200	1265	1261	1364
Forge CIPS *	Belfast	1985	230	250	249	254	287	264	313	340	304	377	379	401	387
Hazelwood IC	Belfast	1985	804	810	845	871	869	863	868	893	917	900	900	936	1002
Hazelwood IPS *	Belfast	1985	455	454	456	457	461	459	472	416	468	471	470	459	458
All Children's CIPS	Newcastle	1986	199	203	203	211	211	215	203	214	227	226	223	209	207
Bridge IPS	Banbridge	1987	408	413	409	409	411	413	408	411	411	416	416	413	418
Mill Strand IPS *	Portrush	1987	190	196	192	188	193	189	207	207	211	187	216	245	371
Windmill IPS *	Dungannon	1988	230	228	234	232	231	231	241	233	252	246	246	248	257
Braidside IPS *	Ballymena	1989	346	351	370	365	358	366	370	360	349	317	317	314	292
Enniskillen IPS *	Enniskillen	1989	235	239	240	244	244	246	233	272	299	294	317	337	405
Omagh IPS *	Omagh	1990	291	300	325	339	343	347	362	383	369	379	381	372	307
Portadown IPS *	Portadown	1990	220	228	234	231	231	231	234	271	289	331	332	359	414
Brownlow CIC	Craigavon	1991	434	439	450	423	418	385	347	334	312	270	270	259	316
Carhill CIPS	Garvagh	1991	44	55	40	32	26	32	53	64	66	67	67	71	66
Corran IPS *	Larne	1991	201	212	208	205	209	212	204	194	194	167	166	159	210
Oakgrove IPS *	L'derry	1991	467	451	441	444	453	445	447	450	447	442	445	452	455
Acorn IPS *	Carrickfergus	1992	230	254	260	258	259	253	259	232	250	258	228	224	239
Oakgrove IC	L'derry	1992	846	800	850	850	801	842	847	870	857	801	819	787	686
Cranmore IPS *	Belfast	1993	208	223	209	221	206	185	212	224	232	232	231	206	256
Lough View IPS *	Belfast	1993	437	435	420	430	430	433	444	438	452	449	447	467	477
Saints and Scholars IPS *	Armagh	1993	272	274	258	253	236	224	213	220	217	233	234	239	276
Erne IC	Enniskillen	1994	375	419	415	417	415	423	427	421	411	418	414	412	342
Shimna IC	Newcastle	1994	511	509	510	521	515	531	548	548	572	597	597	594	634
Cedar IPS *	Crossgar	1995	217	220	225	220	217	211	209	220	221	217	217	215	225
Drumragh IC	Omagh	1995	525	610	580	637	647	658	658	672	664	651	649	652	681
IC Dungannon	Dungannon	1995	462	467	430	458	484	492	528	537	541	539	539	577	653
New-Bridge IC	Loughbrickland	1995	504	500	500	520	518	540	547	569	585	600	597	612	608
Portaferry CIPS *	Portaferry	1995	83	80	73	70	65	54	63	63	63	57	68	63	64
North Coast IC	Coleraine	1996	534	535	495	476	495	455	462	458	446	425	427	443	437
Oakwood IPS *	Derriaghly	1996	230	231	232	232	227	204	233	234	232	231	199	225	238
Six Mile CIPS *	Antrim	1996	94	84	82	82	69	69	78	77	89	89	92	105	160
Slemish IC	Ballymena	1996	720	710	720	720	720	761	796	797	777	757	756	773	810
Annsborough CIPS *	Castlewellan	1997	55	62	54	48	59	59	42	57	55	50	42	39	30
Malone IC	Belfast	1997	791	790	797	751	754	710	708	655	620	620	591	535	510
Strangford IC	Carrowdore	1997	488	505	526	525	517	538	529	530	554	575	576	637	706
Ulidia IC	Carrickfergus	1997	530	540	540	534	540	554	575	573	570	583	581	590	652
Bangor Central CIPS	Bangor	1998	561	561	560	563	571	578	604	606	601	601	602	607	604
Fort Hill CIC	Lisburn	1998	867	873	880	878	895	895	904	890	866	858	854	843	897
Kilbroney CIPS	Rostrevor	1998	93	105	105	108	92	92	99	111	125	129	129	155	156
Kircubbin CIPS	Kircubbin	1998	103	102	121	123	116	123	152	179	199	203	203	204	206
Priory CIC	Holywood	1998	418	420	445	473	482	507	494	500	550	582	580	603	650
Spires IPS	Magherafelt	1999	201	200	202	205	202	202	203	203	197	190	188	193	205
Millennium IPS *	Carryduff	2000	195	208	218	220	224	227	261	255	301	325	325	337	427
Carnlough CIPS	Carnlough	2001	41	52	48	44	47	40	40	42	28	36	36	32	27
Sperrin IC	Magherafelt	2002	353	403	442	475	482	496	493	500	499	496	492	521	531
Glengormley CIPS *	Glengormley	2003	155	155	167	182	250	217	296	346	384	392	386	375	408
Maine IPS *	Randalstown	2003	86	104	117	124	134	127	114	135	144	113	135	144	157
Round Tower CIPS *	Antrim	2003	187	216	245	261	265	273	280	281	280	280	319	310	300
Drumlins IPS	Ballynahinch	2004	37	61	83	101	115	135	152	160	171	173	173	183	200
Glencraig CIPS *	Craigavad	2004	225	230	253	220	227	219	222	219	211	211	236	241	217
Phoenix IPS *	Cookstown	2004	54	80	105	127	149	161	174	169	176	215	216	215	255
Roe Valley IPS	Limavady	2004	72	101	126	138	157	155	175	168	162	162	170	188	198
Groarty CIPS *	L'Derry	2005	40	36	31	32	42	41	40	40	32	36	36	41	42
Ballycastle CIPS *	Ballycastle	2006	100	124	129	142	151	161	177	184	188	204	203	202	195
Crumlin CIC	Belfast	2006	352	350	400	300	234	233	169	142	107	97	100	100	155
Rowandale IPS *	Moirá	2007		18	34	64	101	132	193	212	222	216	246	243	299
Blackwater IC	Downpatrick	2008			340	342	334	320	274	257	211	217	213	212	200
Cliftonville CIPS *	Belfast	2008			182	185	180	193	225	254	299	330	313	332	371
Ballymoney CIPS	Ballymoney	2009				284	267	285	301	300	330	352	354	355	400
Crumlin IPS *	Antrim	2009				194	180	180	179	180	150	142	168	190	188
Fort Hill CIPS *	Lisburn	2009				233	234	239	235	236	240	235	234	231	241
Parkhall CIC	Antrim	2009				679	681	684	702	698	667	673	674	690	808
Mallusk IPS	Newtownabbey	2016										12	12	21	58
Loughries IPS	Newtownards	2016											75	71	73
Killyleagh IPS *	Downpatrick	2016											123	99	133
Total			18733	19183	19589	21047	21131	21252	21747	21966	22133	22140	22509	22828	24214

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

NB: These figures were provided by Integrated schools in September 2018. They represent all children being educated in integrated schools, including all types of pre-school provision and those with statements of special educational needs, which explains any discrepancy with the official Department of Education figures.



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