

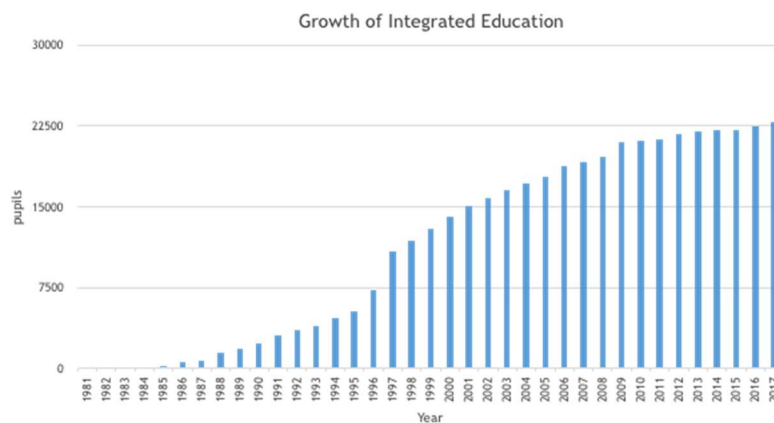
# The Northern Ireland Council for Integrated Education Strategic Plan 2019-2022



## Introduction

NICIE believe that Integrated Education is the biggest, most sustainable and most cost-effective community relations project that exists in Northern Ireland. Presently 24,000 children are experiencing Integrated Education in 65 schools.

Since the Good Friday agreement of 1998 the number of children and young people in integrated schools has doubled.



Integrated Education in the Northern Ireland context is about proactively and intentionally educating children from the two main traditional backgrounds (Catholic and Protestant) along with children of other cultures, beliefs and communities together in one school, all day, every day. The community relations impacts are also experienced by the adults within the school communities including staff, governors, parents and wider family circle.

This new strategic plan aims to further grow, develop and support existing integrated schools; increase the opportunities for children to be educated together; and influence the wider educational system.

There is consistent evidence that the majority of parents<sup>1</sup> in Northern Ireland want an integrated experience for their children to prepare them for a more pluralist society. In particular NICIE want to encourage parents and the wider public to influence their chosen school to develop an integrated ethos.

We believe that Integrated Education is crucial to peace-building in Northern Ireland and lifting the burden of past division off the shoulders of the next generation. NICIE wishes to work with any school that wants to encourage the minority community to be part of the school community.

NICIE wants to work strategically to ensure that there is a network of sustainable schools across Northern Ireland educating children together by promoting Integrated Education.

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<sup>1</sup> <https://view.publitas.com/integrated-education-fund/northern-ireland-attitudinal-poll-2018-summary-report/page/1>

## **Our Vision**

A society where all children are

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

## **Our Mission**

To promote reconciliation in Northern Ireland through Integrated Education

## **Core Values**

*We believe that:*

### *Integration*

Educating Protestant and Catholic children and those of other beliefs, cultures and communities together in one school all day everyday provides an inclusive learning environment and prepares them for adult life. Integrated education is crucial in creating a shared forward-looking society.

### *Respect*

Everyone is of equal worth and value and entitled to be treated with dignity and respect and to feel respected and safe in their own identity.

### *Diversity*

Differences add to the richness of society and deserve to be celebrated. We can learn much from those of different backgrounds, beliefs and cultures.

### *Forward-looking*

To achieve our vision of sustainable peace and reconciliation, NICIE will always be forward-looking and forward-thinking, providing transformational leadership in helping change society for the better.

# Strategic Aims

## 1. Support Integrated Education

Aim 1: Ensure that existing integrated schools receive the support for integration they require.

## 2. Promote Integrated Education

Aim 2: Effectively promote and advocate for integrated education

## 3. Grow Integrated Education

Aim 3: Increase opportunities for Integrated Education to meet parental demand for children to be educated together

## 4. Be an effective Organisation

Aim 4: Ensure that NICIE is a highly effective organisation

# Priorities for 2019 - 2022

## 1. Support Integrated Education

Aim 1: Ensure that integrated schools receive the support for integration they require.

Priorities for 2019-2022:

- Support integrated schools to continuously improve and strive for the best education possible
- Support integrated schools to enable all pupils to achieve their potential
- Support integrated schools to develop their integrated ethos and achieve Excellence in Integrated Education
- Support integrated schools in promoting effective parent involvement
- Develop a strong, effective partnership with DE, EA, IEF, APTIS and the integrated schools' Alumni and other educational stakeholders in support of schools
- Promote positive opportunities for integrated school leaders, governors, teachers and other staff to meet, learn and share good practice together

- Support the development of pupil involvement in decision-making in integrated schools
- Support the involvement of integrated schools in the Shared Education Initiative

## **2. Promote Integrated Education**

Aim 2: Effectively promote and advocate for integrated education

Priorities for 2019-2022:

- Increase public awareness of integrated education through a PR strategy defining what integrated education is and including the development and dissemination of the evidence-base on the benefits of integrated education
- Advocate for integrated education with DE, EA and other relevant decision-makers and stakeholders; provide them with timely advice; and respond to appropriate consultations
- Advocate for appropriate funding for the promotion of integrated education
- Advocate for a streamlined process to enable integrated schools to be created and existing integrated schools to grow
- Promote good integration practice in all integrated schools

## **3. Grow Integrated Education**

Aim 3: Increase opportunities for Integrated Education to meet parental demand for children to be educated together

Priorities for 2019-2022:

- Develop and maintain a network of sustainable integrated schools
- Increase the number, and geographical coverage of integrated schools by supporting the establishment and development of parental groups to work for the creation of a local integrated school
- Increase the number of pupils in integrated schools through increased enrolments and school expansions by supporting schools to access capital funding and assist in the development of capital projects
- Grow integrated early years and nursery provision

- Support and encourage sustainable schools with a significant 'minority' community of pupils to develop an integrated ethos and consider integrated status through transformation
- Co-ordinate local activity to assess parental demand

#### **4. Be an effective Organisation**

Aim 4: Ensure that NICIE is a highly effective organisation

Priorities for 2019-2022:

- Ensure strong and effective governance of NICIE by the board
- Ensure NICIE adheres to all its compliance requirements and effectively manages risk
- Agree and measure clear outcomes and demonstrate how these outcomes contribute to government outcomes (e.g. Children & Young Person's strategy; Programme for Government; and DE Corporate Plan)
- Ensure NICIE has the human resource capacity it requires
- Ensure staff are effectively inducted, managed and given the opportunity to develop
- Generate additional income for NICIE
- Ensure NICIE's finances are effectively planned, managed and reported on
- Ensure NICIE has appropriate premises and other physical resources and these are effectively and efficiently managed
- Ensure all NICIE work is regularly reviewed and evaluated to promote continuous improvement
- Develop annual business and operational plans to progress the strategic plan and regularly monitor their implementation.