

transforming education

Employment Mobility of Teachers and the FETO Exception

01

Policy and the Sectoral Division of Teachers

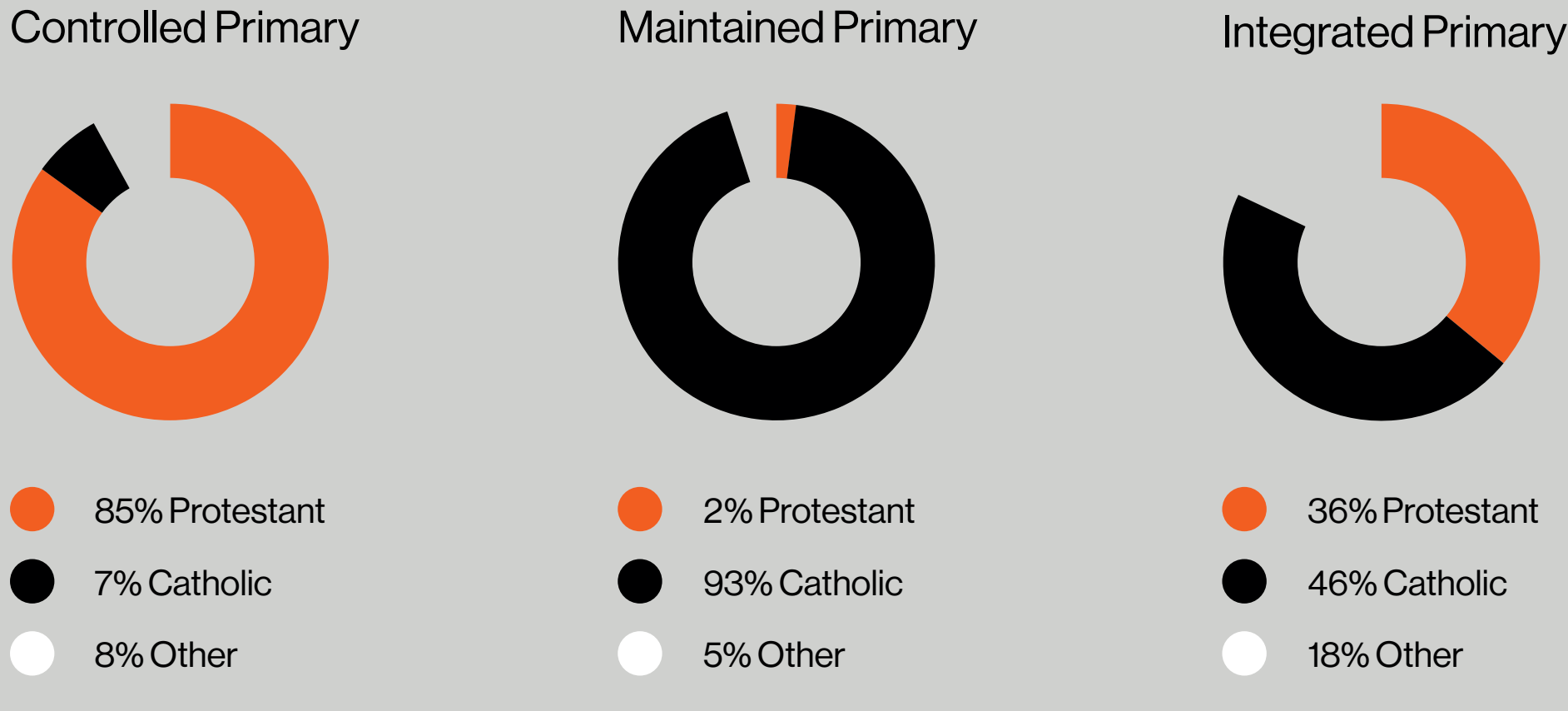
Three factors restrict teachers from moving freely between school types; trainee teachers are separated - i.e. at St Mary's and Stranmillis University Colleges; Catholic Maintained primary schools require all teachers to complete a special RE certificate; and teachers are excluded from Fair Employment laws (FETO 1998) - it is perfectly legal to use a teacher's religion to discriminate in appointments.



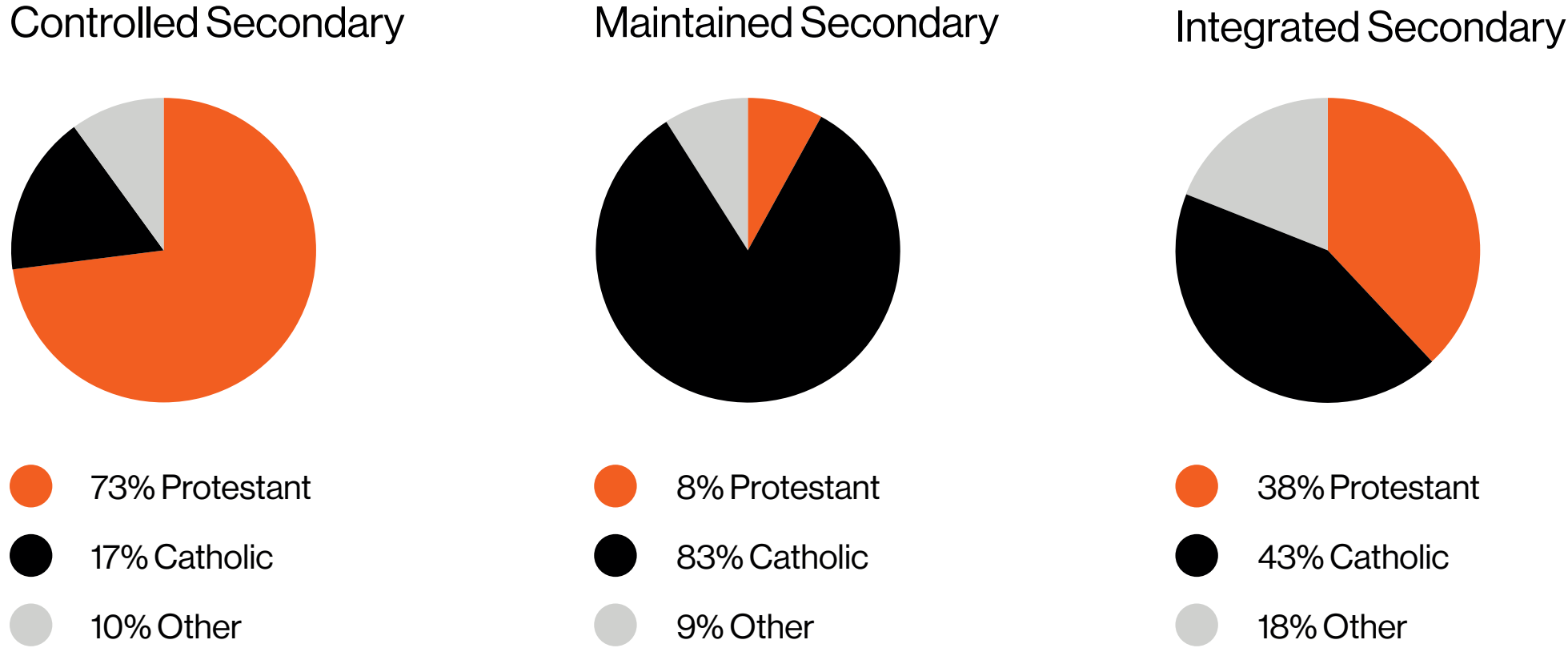
Deployment of Teachers

It had been thought that a 'chill factor' also stopped teachers from moving across sectors - but new research has identified that there is increasing movement between sectors - particularly in grammar schools.

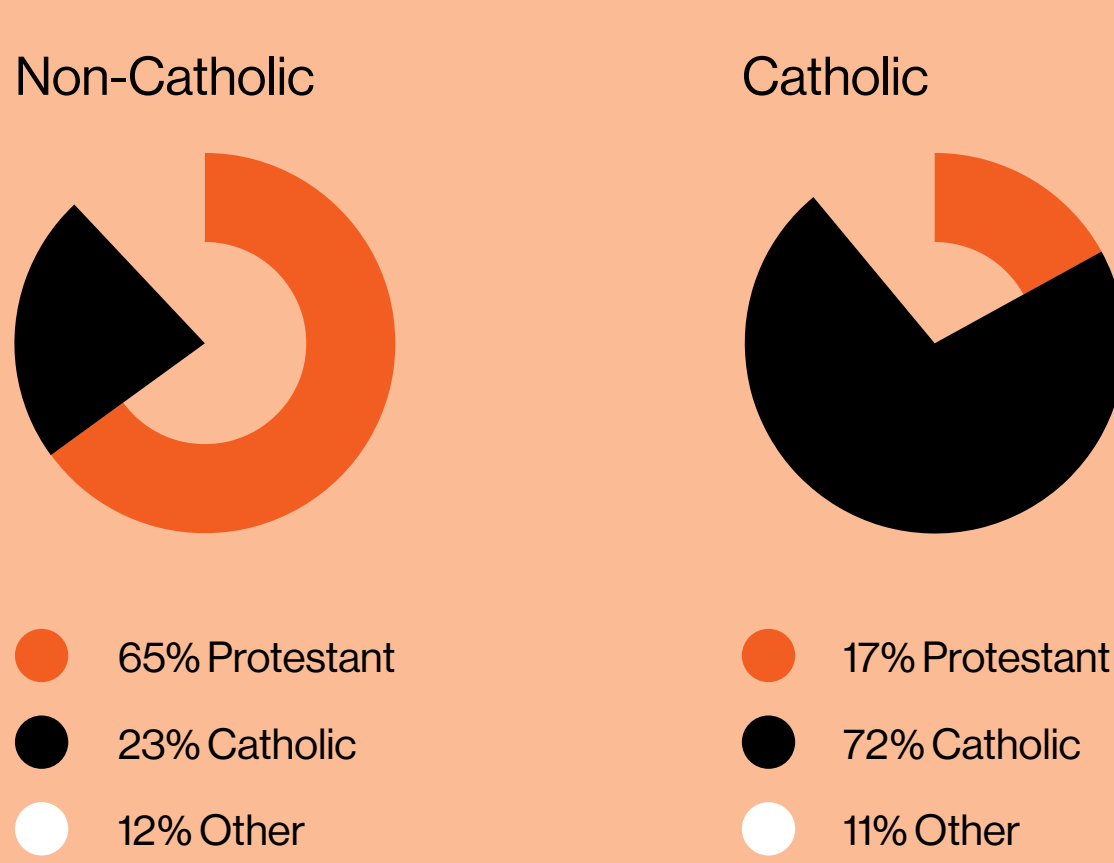
Primary



Secondary

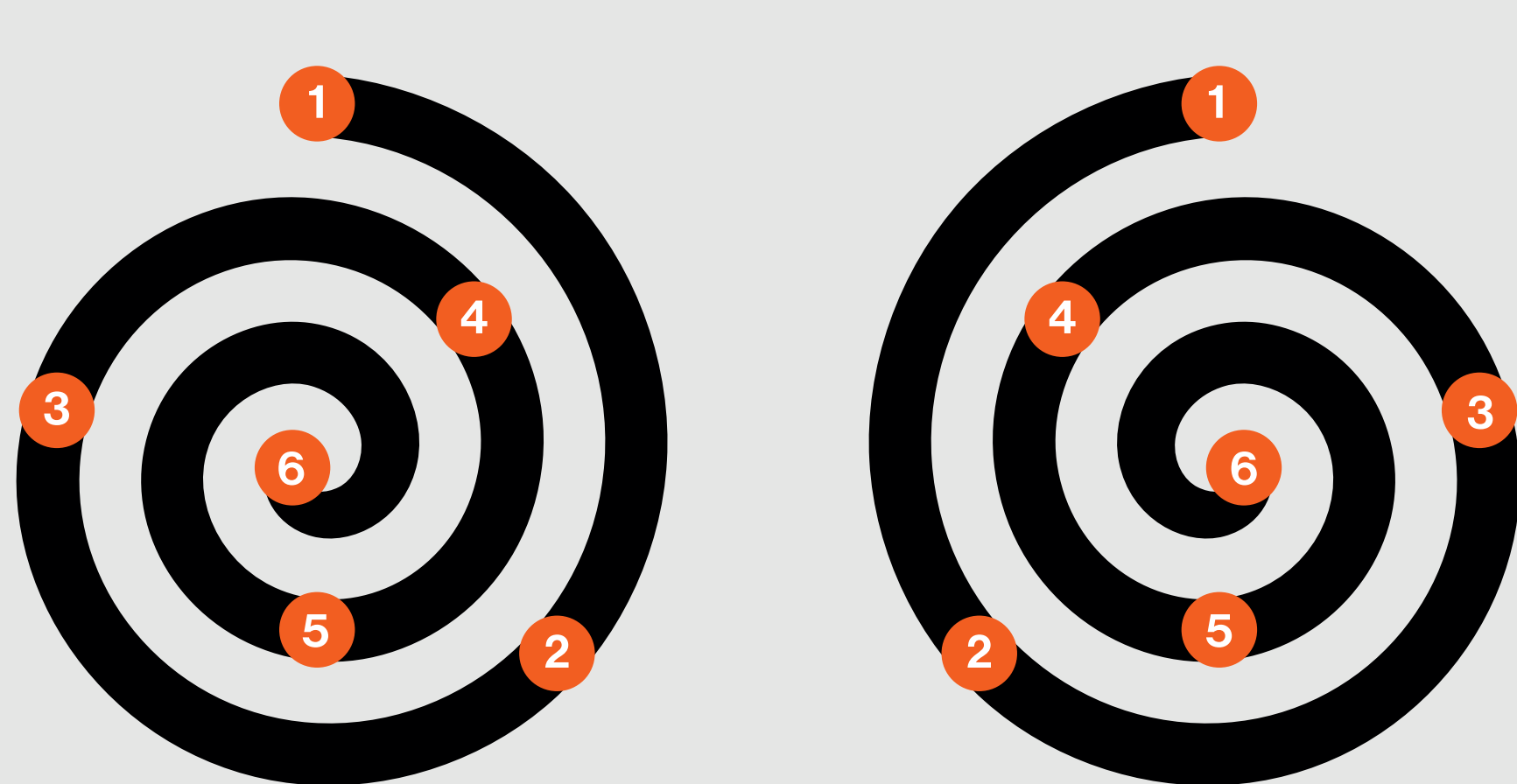


Grammar



There is still a significant number of teachers who have had no experience of education outside of their own community at any stage; they have followed a community consistent path from primary school to post primary to teaching college in NI, have undertaken no teaching practice outside their community and have never been employed in a school that wasn't compatible with their identity.

This is the case for **33%** of Catholic teachers (48% of those employed in Maintained primary schools) and **22%** of Protestant teachers (38% of those employed in Controlled primary schools).



1. Born into a **Protestant** family
2. Attends **Controlled Primary**
3. Attends **Controlled Post Primary**
4. Attending **Stranmillis University College**
5. Teaching Practice in **Controlled Schools**
6. Teaches in **Controlled Sector**

1. Born into a **Catholic** family
2. Attends **Maintained Primary**
3. Attends **Maintained Post Primary**
4. Attending **St. Mary's University College**
5. Teaching Practice in **Maintained Schools**
6. Teaches in **Maintained Sector**

Whilst many teachers are not deterred from looking for posts across the divide, a significant proportion of teachers still stay rigidly within their own communities (particularly in primary schools).

Teachers are in a unique position to build community bridges - Shared Education policy and legislation requires it! Yet many teachers have had very limited professional experience of working with the 'other side'.

The FETO exception allows 'institutional sectarianism' and separation that would be unacceptable in any other job!

FETO exception removal would provide a signal of change.