

# transforming education

## Employment Mobility of Teachers and the FETO Exception

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### Policy and the Sectoral Division of Teachers

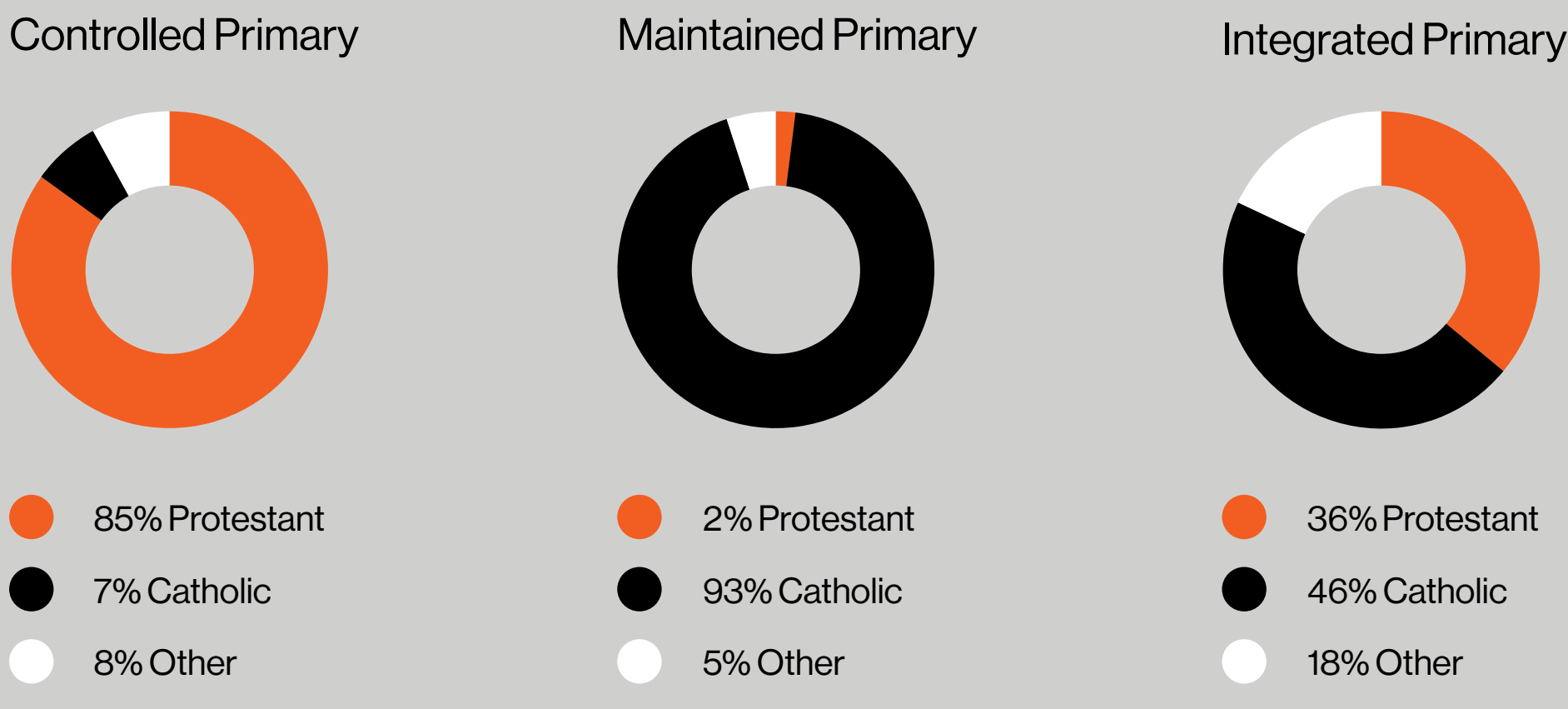
Three factors restrict teachers from moving freely between school types; trainee teachers are separated - i.e. at St Mary's and Stranmillis University Colleges; Catholic Maintained primary schools require all teachers to complete a special RE certificate; and teachers are excluded from Fair Employment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



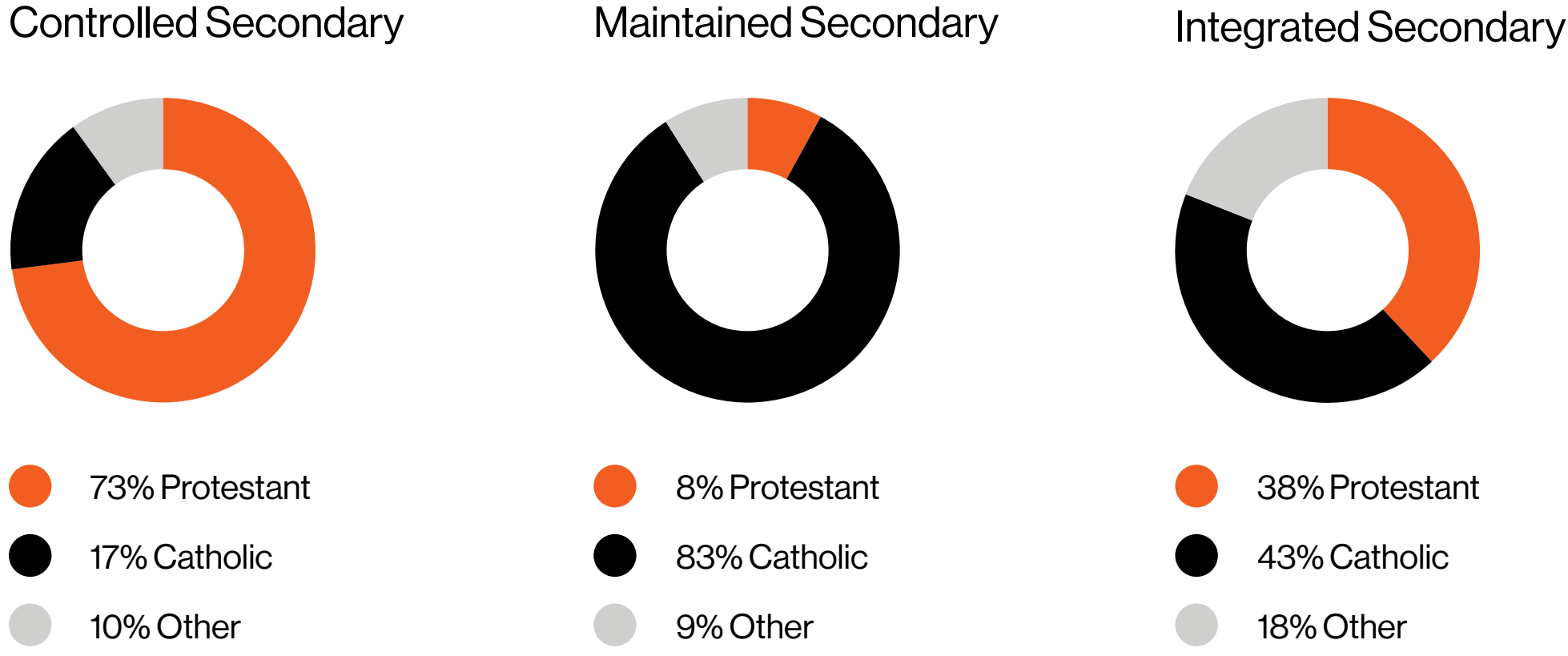
### Deployment of Teachers

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.

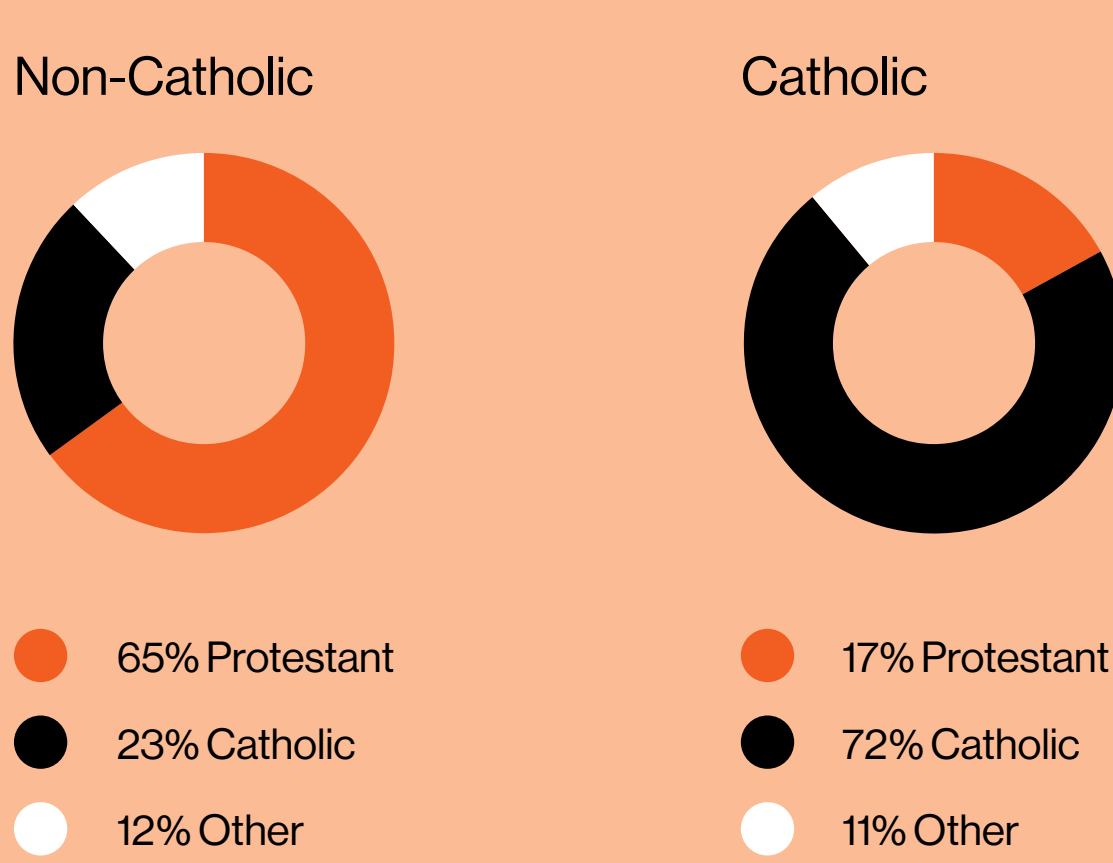
#### Primary



#### Secondary

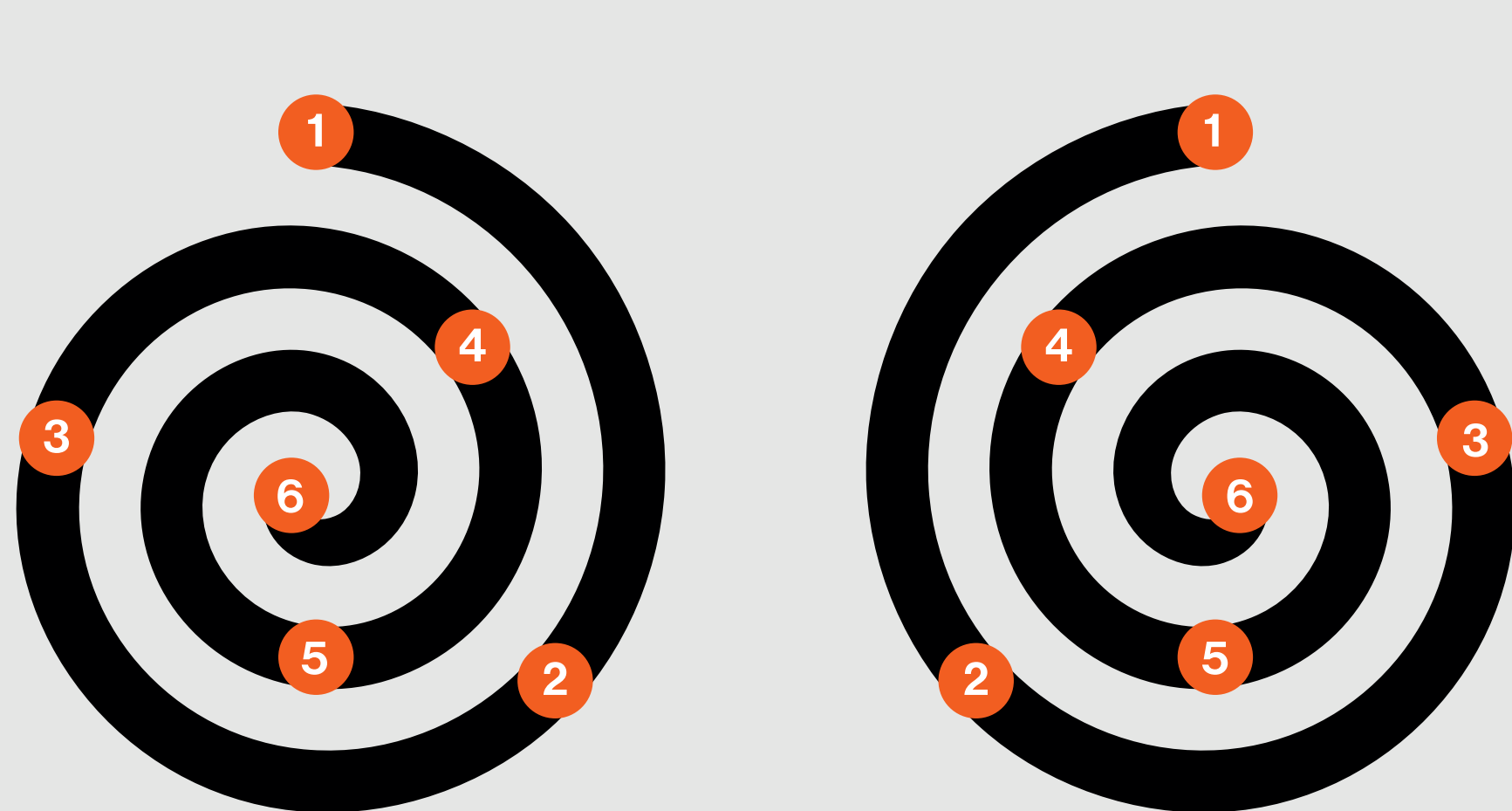


#### Grammar



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).



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|---|--|
| <ol style="list-style-type: none"> <li>1. Born into a <b>Protestant</b> family</li> <li>2. Attends <b>Controlled Primary</b></li> <li>3. Attends <b>Controlled Post Primary</b></li> <li>4. Attending <b>Stranmillis University College</b></li> <li>5. Teaching Practice in <b>Controlled Schools</b></li> <li>6. Teaches in <b>Controlled Sector</b></li> </ol> | <ol style="list-style-type: none"> <li>1. Born into a <b>Catholic</b> family</li> <li>2. Attends <b>Maintained Primary</b></li> <li>3. Attends <b>Maintained Post Primary</b></li> <li>4. Attending <b>St. Mary's University College</b></li> <li>5. Teaching Practice in <b>Maintained Schools</b></li> <li>6. Teaches in <b>Maintained Sector</b></li> </ol> |
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**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.**