1987 No. 267

EDUCATION

Teachers' (Terms and Conditions of Employment) Regulations (Northern Ireland) 1987

Made	*25th June 1987*
Coming into operation . .	*1st August 1987*

The Department of Education, in exercise of the powers conferred on it by Articles 70(1) and 134(1) of the Education and Libraries (Northern Ireland) Order 1986(**a**) and of every other power enabling it in that behalf, hereby makes the following regulations:

Citation and commencement

1. These regulations may be cited as the Teachers' (Terms and Conditions of Employment) Regulations (Northern Ireland) 1987 and shall come into operation on 1st August 1987.

Interpretation

2. In these regulations—

"Board of Governors" means the Board of Governors of a controlled school appointed under Article 10 of the Order;

"employing authority" in relation to a teacher means the board which employs the teacher or, in the case of a teacher employed in a grant-aided school which is not under the management of a board, the managers of that school;

"the Order" means the Education and Libraries (Northern Ireland) Order 1986;

"principal" and "vice-principal" mean the teachers appointed to those posts in a grant-aided school;

"qualified teacher" means a teacher who has such qualifications as are approved by the Department under regulation 5 of the Teachers' (Eligibility) Regulations (Northern Ireland) 1987(**b**);

"teacher" means a qualified teacher.

Application

3. These regulations shall apply to teachers employed in grant-aided schools and to peripatetic teachers and supply teachers.

(**a**) S.I. 1986/594 (N.I. 3). Article 70 was substituted by Article 8 of S.I. 1987/167 (N.I. 2)
(**b**) S.R. 1987 No. 266

Terms and conditions of employment

4. The terms and conditions of employment of all principals and vice-principals shall include the terms and conditions set out respectively in Schedules 1 and 2; and a teacher designated second master or second mistress in a school shall be deemed for the purposes of this regulation and regulation 5 to be a vice-principal.

5. The terms and conditions of employment of all teachers other than principals shall include the terms and conditions set out in Schedule 3, save that the terms and conditions set out in paragraph 4 of that Schedule shall not apply to vice-principals.

Sealed with the Official Seal of the Department of Education on 25th June 1987.

(L.S.) *R. T. Holmes*
Assistant Secretary

SCHEDULE 1 Regulation 4

TERMS AND CONDITIONS OF EMPLOYMENT OF PRINCIPALS

General functions

1. A principal shall be required to carry out his professional duties in accordance with the school's policy and objectives as determined by the employing authority and, in the case of a controlled school, the Board of Governors and shall obey the reasonable directions of the employing authority and, in the case of a controlled school, the Board of Governors.

2. Subject to paragraph 1 the principal shall be responsible for the internal organisation, management and control of the school.

Consultation

3. In carrying out his duties the principal shall consult, where this is appropriate, with the employing authority, the staff of the school and, in the case of a controlled school, the Board of Governors.

Professional duties

4. The professional duties of a principal shall include—

School aims

(1) formulating the overall aims and objectives of the school and policies for their implementation;

Appointment of staff

(2) participating in the selection and appointment of the teaching and non-teaching staff of the school;

Management of staff

(3) (*a*) deploying and managing all teaching and non-teaching staff of the school and allocating particular duties to them (including such duties of the principal as may properly be delegated to the vice-principal or other members of the staff), in a manner consistent with their terms and conditions of employment, maintaining a reasonable balance for each employee;

(*b*) ensuring that the duty of providing cover for absent teachers, as set out in paragraph 3(9) of Schedule 3 is shared equitably among all teachers in the school, taking account of their teaching and other duties;

Liaison with staff unions and associations

(4) maintaining relationships, as appropriate, with organisations representing teachers and other persons on the staff of the school;

Curriculum

(5) subject to the provisions of paragraph 1 determining, organising and implementing an appropriate curriculum for the school, having regard to the needs, experience, interests, aptitudes and stage of development of the pupils and the resources available to the school;

Review

(6) keeping under review the work and organisation of the school;

Standards of teaching and learning

(7) evaluating the standards of teaching and learning in the school, and ensuring that proper standards of professional performance are established and maintained;

Management information

(8) providing information about the work and performance of the staff employed at the school where this is relevant to their future employment;

Performance review

(9) (*a*) participating in any scheme of staff development and performance review of teachers who teach in the school;

Training and development of staff

(*b*) ensuring that all staff in the school have access to advice and training appropriate to their needs, in accordance with the policies of the employing authority for the development of staff;

Pupil progress

(10) ensuring that the progress of the pupils of the school is monitored and recorded;

Pastoral care

(11) determining and ensuring the implementation of a policy for the pastoral care of the pupils;

Discipline

(12) determining, in accordance with any written statement of general principles provided for him by the employing authority and, in the case of a controlled school, the Board of Governors, measures to be taken with a view to promoting, among the pupils, self-discipline and proper regard for authority, encouraging good behaviour on the part of the pupils, securing that the standard of behaviour of the pupils is acceptable, and otherwise regulating the conduct of the pupils; making such measures generally known within the school, and ensuring that they are implemented;

(13) in accordance with the policy of the employing authority having responsibility for good order and discipline on the school premises whenever pupils are present, including the mid-day break;

Relations with parents

(14) making arrangements for parents to be given regular information about the school curriculum, the progress of their children and other matters affecting the school, so as to promote common understanding of its aims;

Relations with other bodies

(15) promoting effective relationships with persons and bodies outside the school as may be approved by the employing authority;

Relations with Board of Governors

(16) in the case both of a controlled school and a voluntary school (other than a school referred to in Article 11(8) of the Order), advising and assisting the Board of Governors in the exercise of their functions, including attending meetings of the Board of Governors and making such reports to it in connection with the discharge of his functions as it may properly require either on a regular basis or from time to time;

Relations with employing authority

(17) in the case of both a controlled school and a voluntary school referred to in Article 11(8) of the Order, providing for liaison and co-operation with the employing authority; making such reports to the employing authority in connection with the discharge of his functions as it may properly require either on a regular basis or from time to time;

(18) maintaining liaison with other schools and institutions of further education with which the school has a relationship; — Relations with other educational establishments

(19) allocating, controlling and accounting for those financial and material resources of the school which are under the control of the principal; — Resources

(20) making arrangements in co-operation with the employing authority, for the security and effective supervision of the school buildings and their contents and of the school grounds; and ensuring (if so required) that any lack of maintenance is promptly reported to the employing authority or, in the case of a controlled school, the Board of Governors; — Premises

(21) (*a*) participating in any scheme of staff development and performance review of principals; — Performance review of principal

(*b*) participating in the identification of areas in which he would benefit from further training and undergoing such training;

(22) arranging for a vice-principal or, if the vice-principal is not available, another suitable person to assume responsibility for the discharge of his functions as principal at any time when he is absent from the school; — Absence

(23) participating, to such extent as may be appropriate having regard to his other duties, in the teaching of the pupils at the school, including the provision of cover for absent teachers; — Teaching

5. Without prejudice to his duties under paragraph 4(13) and (22), a principal shall be allowed a break of at least 30 minutes between the hours of 12 noon and 2.00 p.m. — Daily break