

TUC Education Update

November 2014 issue

In this issue:

- **NEW! Out at work**
 - **NEW! TUC Education - Still making a difference**
 - **Keep in touch with eNotes**
 - **Getting on at Work**
 - **New look TUC Education website**
 - **Developing the next generation of women leaders**
 - **2014 Women Officers' Summer School**
 - **Goodbye to the two Pete's**
 - **Welcome to Ade and Tony**
 - **Highland safety reps**
 - **Stoke on Trent 40 year celebration**
 - **Union professionals on the move**
 - **Silvana Pennella**
 - **ETUI project management**
 - **Coming soon**
 - **Who to contact**
-

TUC Education Update

Welcome to the November edition of TUC Education Update, which is mailed three times a year to union education officers, TUC course co-ordinators and tutors, and everyone with an interest in union education and training, with news and views from TUC Education. The

Update is also available as an e-bulletin, register via the TUC *unionlearn* website at www.unionlearn.org.uk/register or www.unionlearn.org.uk/changedetails

Over 7,500 people have subscribed to the Update, receiving up to date news as soon as it is published.

NEW! Out at work

This second edition of *Out at work* A TUC Education workbook for union reps is about the lives of lesbian, gay, bisexual and trans people at work and in the trade union movement.



It has a mixed format - easy to read information, a mix of facts and comments on the experience of lesbian, gay, bisexual and trans people, things to find out and activities for groups. It can either be used as a resource to stimulate discussion, a source to dip into on issues you are not sure of, or of course, read it from cover to cover.

Order it or download a copy now from TUC publications
<https://www.tuc.org.uk/publications/out-work>

NEW! TUC Education - Still making a difference

Still making a difference: The continuing impact of trade union education on Britain's workplaces. A union reps survey report has now been published.



The report presents the results of extensive research into the profile and activity of trade union reps who had recently undergone courses in the TUC Education programme, including those provided in association with affiliated unions. It builds on previous research, *Making a difference: The impact of trade union education on Britain's workplaces*, published in 2010.

The results of the survey are impressive. Almost two in three union reps took the trouble in this survey to give concrete examples of what they have done back at work as a consequence of being trained. The message is clear – Britain is better for the

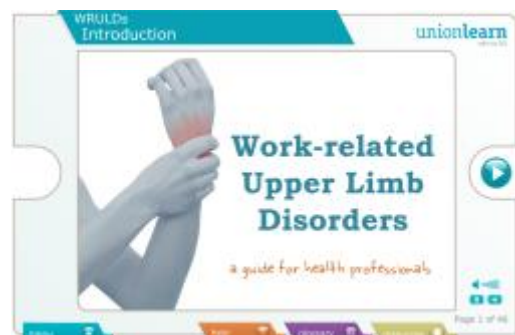
work of unions and their reps who continue to make a difference.

Copies can be ordered or downloaded from the unionlearn website
<http://www.unionlearn.org.uk/publications>

Keep in touch with eNotes

eNotes are a great resource to help reps keep up to date on key workplace issues. Each eNote is a short online self-contained module that has a mixture of text, video and quizzes. They last between 20 and 45 minutes and can be returned to as many times as you like. eNotes are available at
<https://www.tuceducation.org.uk/>

TUC Education has produced three new eNotes for union reps. The first eNote, produced with SCP, looks at Work-related upper limb disorders and raises awareness amongst union members of the risks and impact of WRULDs. Although chiefly aimed at health professionals, the eNote provides a wealth of advice and information that many union reps will find invaluable.



The WRULDS eNote:

- Explains what a WRULD is and what types of disorders can occur
- Describes the signs, symptoms and causes of WRULDs
- Identifies strategies that employees, employers and union reps can put in place to minimise the risk of WRULDs.

Our second eNote is Domestic violence. This eNote aims to raise awareness among union reps of the issue of domestic violence; help them understand the role they need to play in the process; and encourage them to put together a suitable workplace policy to deal with such issues.



The Domestic violence eNote:

- Explains what domestic violence is and its impact at home and in the workplace
- Explains the role of the rep in supporting members who disclose that they are survivors of domestic violence
- Offers guidance on how to develop workplace policies and agreements on domestic violence.

The third new eNote looks at supporting mid-life development. It explains how union learning reps can conduct mid-life development reviews with their colleagues.



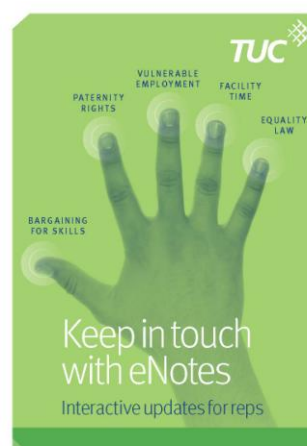
The Mid-life development review eNote:

- Explains the benefits of mid-life development reviews
- Helps reps understand the issues faced by mid-life workers
- Explains how to conduct a mid-life development review
- Gives guidance to where reps can refer colleagues for further information and guidance.

To access for these eNotes and more, register at www.tuceducation.org.uk/login

Other eNotes available include:

- Building a stronger workplace union
- Facility time
- Bargaining for Skills
- Equality Law
- A Living Wage
- Apprenticeships
- Additional paternity leave
- Understanding Universal Credit
- The Climbing Frame
- Supporting learners
- Vulnerable employment
- The Sick Note
- European Works Councils.



eNotes coming online soon include:

- Supporting learners into HE
- Industrial partnerships.

Getting on at Work

TUC Education has taken on the redesign, maintenance, re-launch and promotion of the Getting on at Work qualifications and materials. These work-based qualifications are separate from union reps qualifications and are for adults who wish to progress in the workplace or are seeking new employment. The Getting on at Work qualifications can support the needs of a range of learners including:

- Workers accessing union learning
- Workers who want to develop skills for progressing at work
- Workers facing change at work including redeployment
- As well as learners looking to enter or re-enter employment.

Getting on at Work is able to support learners who are working to progress towards a range of qualifications. The programme has two levels of qualification, Entry Level 3 and Level 1. There are a number of pathways with credits attached that are flexible to learners' needs.

There are 4 mandatory units totalling 6 credits:

- Approaches to learning
- Managing study
- Getting the most out of training
- Planning for progression.

Followed by 7 credits from units in one of the following pathways:

- Adapting to change
- Equality and diversity
- Financial capability at work
- Working with others
- Writing at work
- Progressing at work.

Current funding for providers for the two qualifications is through the adult skills budget. Materials for the qualifications are available from the unionlearn website <http://www.unionlearn.org.uk/campaigns/english-maths-ict/functional-skills/getting-work-course-materials>

Further information about the qualifications and accreditation is available through the awarding organisation NOCN on their website www.nocn.org.uk

New look TUC Education website

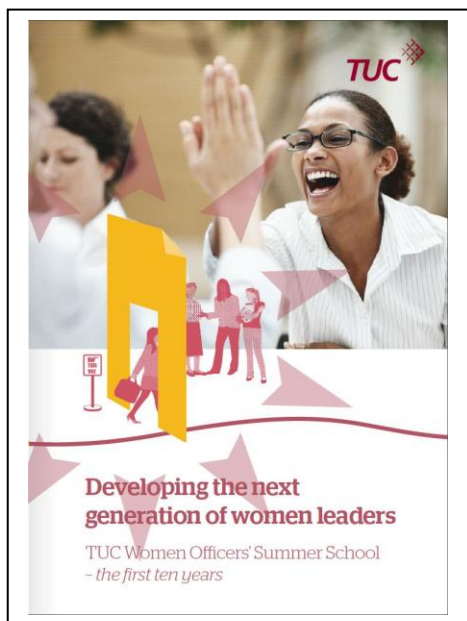
Big changes to the TUC Education website – www.tuceducation.org.uk – have taken place over the last few months to improve the look and feel of the website, making it easier to navigate and more user-friendly. The site now offers more and better functions with lots of new features that will aid learning and will become a one-stop-shop for all trade union reps and tutors.



Developing the next generation of women leaders

Developing the next generation of women leaders TUC Women Officers' Summer School – the first ten years survey. Ten years ago, TUC Education launched the Women Officers' Summer School (WOSS), with the express purpose of developing the next generation of women trade union leaders. WOSS offered unions the opportunity to select women officials with talent and promise for a unique experience.

The feedback from participants and their unions has always been very positive. But we wanted to find out if our aim – to help develop the next generation of women leaders – was being met. To mark the tenth anniversary Summer School, we conducted this short survey of past participants to find out from the women themselves whether the course had helped them make progress in their union.



The results are impressive. Sixty-six per cent said that since the course they had taken on greater responsibility in their union and of those, 88 per cent said the course had been “very helpful” or “of some help”. The full survey results are contained within the report which is available to download from the unionlearn website
<http://www.unionlearn.org.uk/publications>

2014 Women Officers' Summer School

The 10th Women Officers Summer School took place from 7 to 11 July. There were 12 women from 8 trade union organisations including two international delegates from the Greek trade union organisation, GSEE, and from JUSEK in Sweden. Equity, Unite, GMB, Unison,

TSSA and UCU also nominated officers to attend the course. The highlight of the week was the parliamentary celebration for the 10th anniversary Women's Summer School. The event was hosted by Gloria De Piero, MP and 14 women MPs attended the event and networked with the women officers. TUC guests also attended the event and were welcomed by the General Secretary.

The reviews from the week were excellent and expressed the empowerment and commitment that women officers gained from the week.

Goodbye to the two Petes

TUC Education say goodbye to two Regional Education Officers this year.

Pete Try, REO for the Midlands, retired at the end of August.



Pete Holland, REO for the North West, retires at the end of the year.



TUC Education without the Petes (Try and Holland) is hard to imagine. Both have been REOs for fifteen years, joining the TUC during the first Blair administration, seeing the arrival of fee remission in 2001, the reshaping of the programme, the advent of qualifications, several iterations of the Stage 1 union reps course (one written by Pete T). Both made outstanding contributions to the work of ETUI Education, which Pete H will continue through his work on the Young Leaders course 2015-17.

Both helped steady the ship in 2010 and assisted in maintaining the programme during turbulent austerity years. Responsible for the training of thousands and thousands of union reps, both as Course Coordinators (Bolton and Sandwell Colleges) and REOS, they will be sorely missed.

TUC Education Update wishes them every good wish for the next stage.

Welcome to Ade and Tony

Ade Toomey joined the TUC last month as TUC REO for the Midlands region. Ade comes to TUC Education from the role of TUC Course Coordinator at East Riding College and is already doing a great job as REO.



Tony Saunders will be joining as TUC REO in the North West region in January. Tony comes to TUC Education from the unionlearn delivery team and has previously been a Course Coordinator in the North West Region.



Highland safety reps

Earlier in the year trade union safety reps drawn from several trade unions were presented with their NOCN Diploma in Occupational Health and Safety as part of a Highland Council event to celebrate their achievements. The reps are based in several organisations and locations across the Highlands and their tutor, George Waldren, has been supporting them throughout their studies.



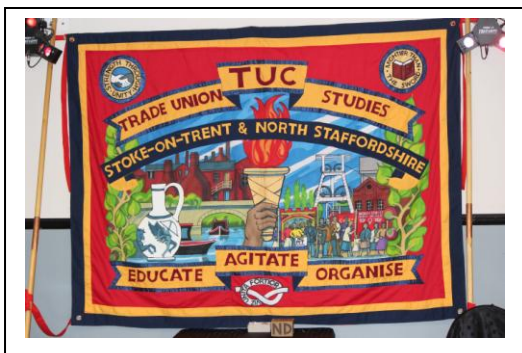
The agreement to train Highland safety reps is an innovative agreement that ensures that reps get TUC training over a three year period and takes them through Stage 1 to Stage 2 and then onto the TUC Diploma in Occupational health and safety. George is pictured above with the successful reps after being presented with a gift from them for all his help, advice and support over the three years George has been working with them.

Well done to all.

Stoke on Trent 40 year celebration

Back in May the Trade Union Education Centre in Stoke celebrated its 40th anniversary with a celebration event. It was a traditional night; beer, sandwiches, speeches and trade union banners festooning the room. Working closely with partner colleges to organise union reps training was something TUC Education began in earnest following the Employment Protection Action 1975. Stoke on Trent College was in from the start and still is.

Guests included Pete Try (TUC REO for the Midlands), Roger Seifert (Wolverhampton University) and Peter Coyte, with the evening compared by Ron Foulkes (TUC Course Coordinator) from Stoke on Trent College.



Union professionals on the move

The TUC Union Professionals has a new homepage on the TUC Education website at www.tuceducation.org.uk where you can find details of all union professionals courses, together with details of other TUC information and services. In 2014 union professionals courses will include three blended online modular courses:

- Employment law
- Pensions
- Equalities strategies.

Blended learning combines the flexibility of online working with the invaluable opportunity to work with other union professional staff in a classroom environment. Also on offer are three class-room based courses:

- Managing union work
- Project management
- Employment law update.

For further information on the above details contact Martin Hegarty mhegarty@tuc.org.uk To apply for any of the above courses see the TUC Education site www.tuceducation.org.uk

Silvana Pennella

Earlier in the year Silvana Pennella, Education Officer at ETUI (European Trade Union Institute) in Brussels retired. Silvana has been a much respected colleague and friend to many in TUC Education and we wish her all the very best for the many plans and adventures Silvana has for the future.

Silvana's contribution to trade union education goes back many years and her work will continue to make an impact on workplaces and in trade unions across Europe and will continue to benefit countless workers and their trade union representatives throughout the EU.

Silvana is pictured below, left, at an ETUI workshop.



ETUI project management

Colin Arthur, TUC Education tutor from Edinburgh College, recently helped deliver a European Trade Union Institute four day training course on Project Management in Courcelle sur Yvette near Paris. The course is primarily designed to train trade union representatives in the use of project management techniques to build trade union capacity. The course was delivered in English and French and participants were drawn from across Europe. Kevin Duguid, Unison Scotland project worker, was the TUC representative on the course.



Further information can be obtained from Harry Cunningham, TUC Education Officer in Scotland hcunningham@tuc.org.uk

Coming soon

- eNotes on *Supporting learners into HE and Industrial partnerships*
- Handbook for all union reps

Who to contact

Regional

Harry Cunningham – REO in Scotland
t 0141 221 8545 e hcunningham@tuc.org.uk

Pete Holland – REO in the North West
t 0151 236 7678 e pholland@tuc.org.uk

Julie Cook – REO in Wales
t 02920 347010 e jcook@tuc.org.uk

Marie Hughes – REO in the South West
t 0117 947 0521 e mhughes@tuc.org.uk

Ian West – REO in Northern, Yorks & Humber
t 0191 232 3175 e iwest@tuc.org.uk

Adrian Toomey – REO in East & West Midlands
t 0121 236 4454 e atoomey@tuc.org.uk

Rob Hancock – REO in Southern & Eastern
t 020 7467 1369 e rhancock@tuc.org.uk

Phil Gowan – REO in Southern & Eastern
t 020 7467 1238 e pgowan@tuc.org.uk

Kevin Doherty – Northern Ireland ICTU
Education & Training Officer
t 02890 247940 e kevin.doherty@ictuni.org

National

Liz Rees – National Trade Union Education
Manager
t 020 7079 6923 e lrees@tuc.org.uk

Jackie Williams – Education & Training Officer
t 020 7079 6924 e jwilliams@tuc.org.uk

Martin Hegarty – Education & Training Officer
t 020 7079 6946 e mhegarty@tuc.org.uk

Craig Hawkins – Online Learning Officer
t 020 7079 6947 e chawkins@tuc.org.uk

Anna Kalsi – E-learning Support Officer
t 020 7079 6957 e akalsi@tuc.org.uk

Julie Lawrence – Administrative support
t 020 7079 6927 e jlawrence@tuc.org.uk