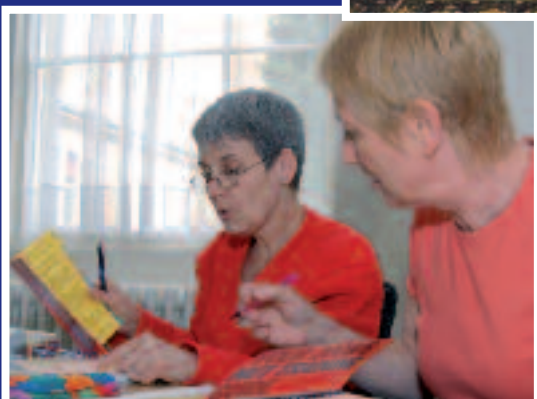


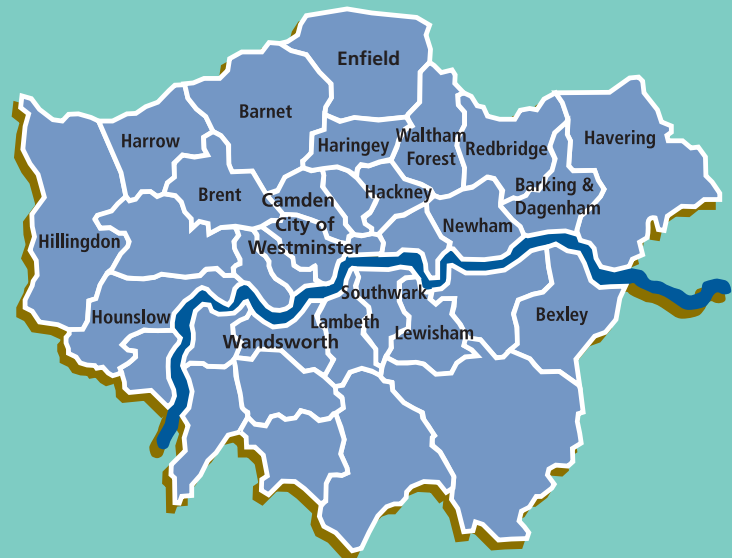
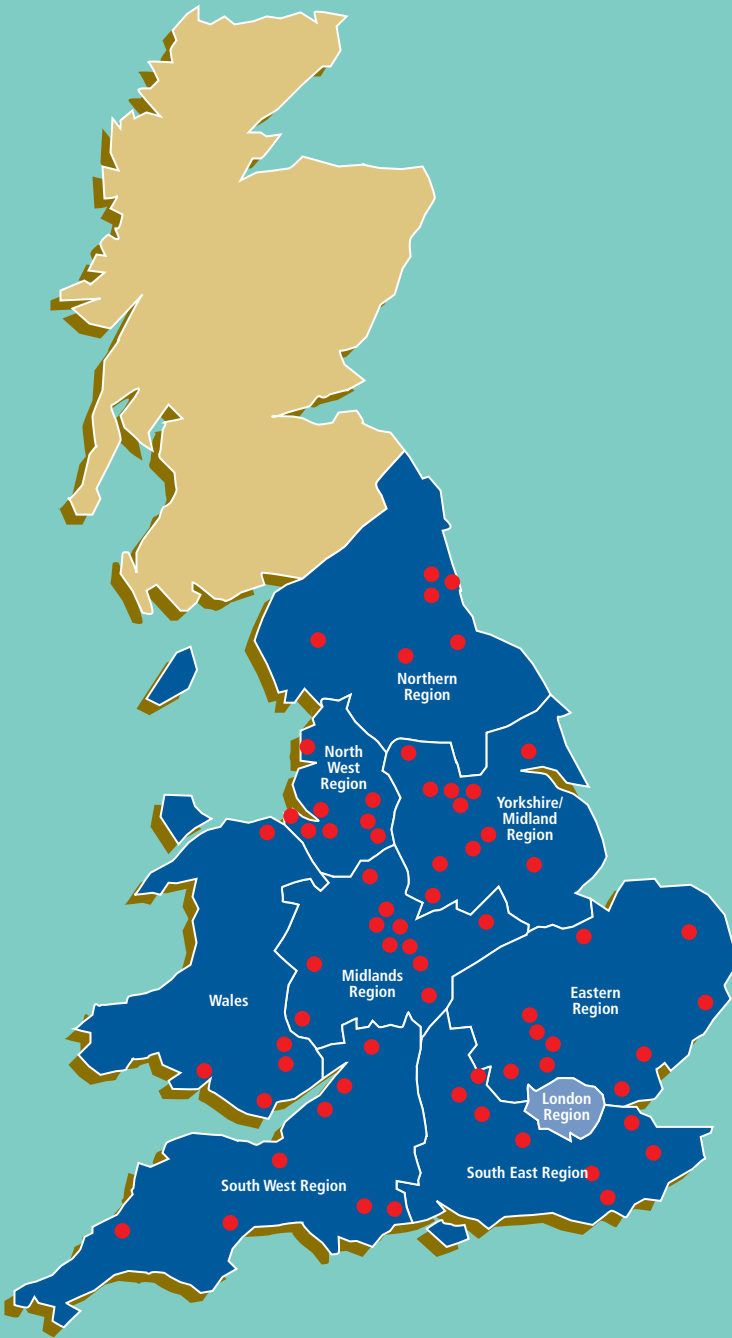
LEARNING REPort 2007/8



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Summary of accredited NUT learning representatives



Local Authority	No of Reps	NUT Region
Barnsley	2	Yorkshire/Midland
Bath & NE Somerset	1	South West
Bedfordshire	1	Eastern
Birmingham	1	Midlands
Blackburn with Darwen	1	North West
Blackpool	1	North West
Bournemouth	1	South West
Bradford	1	Yorkshire/Midland
Bristol	1	South West
Calderdale	1	Yorkshire/Midland
City of Derby	2	Yorkshire/Midland
City of Leicester	1	Midlands
Cornwall & Isles Of Scilly	12	South West
Coventry	2	Midlands
Cumbria	1	Northern
Derbyshire	2	Yorkshire/Midland
Devon	4	South West
Doncaster	3	Yorkshire/Midland
Dorset	1	South West
Dudley	2	Midlands
Durham	1	Northern
East Riding of Yorkshire	1	Yorkshire/Midland
East Sussex	2	South East
Essex	1	Eastern
Gateshead	1	Northern
Gloucestershire	3	South West
Halton	1	North West
Herefordshire	1	Midlands
Hertfordshire	1	Eastern
Kent	2	South East
Lancashire	4	North West
Leeds	1	Yorkshire/Midland
Lincolnshire	1	Yorkshire/Midland
Luton	1	Eastern
Medway	1	South East
Milton Keynes	1	Eastern
Newcastle Upon Tyne	1	Northern
Norfolk	4	Eastern
North Yorkshire	1	Northern
Nottingham City	1	Yorkshire/Midland
Nottinghamshire	1	Yorkshire/Midland
Oldham	2	North West
Oxfordshire	1	South East
Peterborough	1	Eastern
Rotherham	1	Yorkshire/Midland
Sandwell	1	Midlands
Shropshire	1	Midlands
Solihull	1	Midlands
Somerset	2	South West
South Tyneside	1	Northern
Staffordshire	1	Midlands
Stockport	1	North West
Stoke-on-Trent	2	Midlands
Suffolk	1	Eastern
Surrey	2	South East
Tameside	2	North West
Thurrock	1	Eastern
Trafford	1	North West
Walsall	2	Midlands
Warwickshire	2	Midlands
West Sussex	2	South East
Wirral	1	North West
Wokingham	1	South East

Local Authority	No of Reps	NUT Region
Barking & Dagenham	1	London (East)
Barnet	1	London (West)
Bexley	2	London (East)
Brent	1	London (West)
Camden	1	London (West)
Enfield	1	London (West)
Hackney	2	London (East)
Haringey	1	London (East)
Harrow	1	London (West)
Havering	1	London (East)
Hillingdon	1	London (West)
Hounslow	1	London (West)
Lambeth	2	London (West)
Lewisham	1	London (East)
Newham	1	London (East)
Redbridge	1	London (East)
Southwark	2	London (East)
Waltham Forest	2	London (East)
Wandsworth	1	London (West)
Westminster	1	London (West)

Local Authority	No of Reps	Wales
Cardiff	2	Wales
Flintshire	1	Wales
Monmouthshire	1	Wales
Tawe Afan Nedd	1	Wales
Torfaen	1	Wales

A Message from the NUT General Secretary



I am delighted to introduce this celebratory edition of Learning Report; it marks the fifth anniversary of the launch of the NUT learning representative role.

In 2002, when we launched the NUT's learning representatives' project, the role was yet to be defined. Then, there were some who even questioned whether teachers needed learning representatives, asserting that learning wasn't union business and that teachers already had more than enough training! Now we all know that learning is union business – it is core union business.

Guidance on learning and the provision of continuing professional development are now mainstream union activities. The dual role of the NUT as a trade union and a professional association is exemplified by the growth of these activities. The NUT is now a learning organisation and NUT learning representatives are key to the Union's success.

Teachers want to turn to their union, to their union learning representative, for guidance and support in their learning needs. They can be confident that their concerns and aspirations will be treated in confidence and with a 'no threat, no blame' approach.

The NUT learning representatives network continues to grow and to go from strength to strength. There is now an NUT learning representative in over 60 per cent of local authorities in England and Wales and it is the NUT's aim to have an accredited NUT learning representative in every local authority.

The NUT is proud to be involved with other unions engaged in the broader lifelong learning agenda. I am delighted to represent the NUT on the *unionlearn* Board, and to be working with the *unionlearn* team to ensure that *unionlearn* is and continues to be the 'union voice on learning at work.' The NUT supports and is helping *unionlearn* to achieve its admirable target to recruit 22,000 union learning representatives and to have 250,000 learners accessing learning and skills through the union route, by 2010.

The network of NUT learning representatives has been a tremendous success story for the Union. Their commitment, enthusiasm and hard work is helping teachers across the country with their learning and continuing professional development needs.

"The NUT is now a learning organisation and NUT learning representatives are key to the Union's success."

"The NUT is proud to be involved with other unions engaged in the broader lifelong learning agenda. I am delighted to represent the NUT on the unionlearn Board."

*Steve Sinnott,
NUT General Secretary*

Steve Sinnott

**Steve Sinnott
General Secretary
National Union of Teachers**



Meet the unionlearn Board





"The network of NUT learning representatives is strong and vibrant... As we celebrate now what has been achieved to date, we look forward to the next five years and beyond."

Arthur Jarman, Assistant Secretary, Membership & Communications

The New Face of Teacher Trade Unionism

Arthur Jarman, NUT Assistant Secretary, Membership & Communications and Project Manager for the NUT Learning Representatives Project

In 2002 when the NUT launched the learning representative role we recognised that becoming a learning representative would change the lives of those teachers who took on the role. It has brought many teachers new to union activism into the Union for the first time.

This has been great for them as individuals and it has been highly beneficial to the NUT. At the same time it has offered other experienced activists the opportunity to take on a new role; a different, less traditional role but a role that is equally challenging and very rewarding.

Impact of union learning in the NUT

NUT learning representatives are having a huge impact. Every year thousands of teachers benefit from union learning – either from attending local NUT ICT skills courses or from attending NUT CPD events or from attending union courses at our national training centre, Stoke Rochford Hall. This year many teachers have found out about these NUT learning opportunities from their local NUT learning representatives.

NUT learning representatives are further promoting a wide range of local recreational opportunities which are helping to ensure a healthy work/life balance for their colleagues. Many learning representatives supported the Campaign for Learning and organised local 'Learning at Work Day' events with funding from their regional development agency. These local events demonstrate the dual role of learning representatives in promoting personal as well as professional development.

'Hearth'

The development of 'Hearth' continues to revolutionise the way the Union supports learning representatives. It provides a virtual office for NUT learning representatives and facilitates greater networking. Already around 70 per cent of learning representatives are registered users.

Local successes

Increasingly, NUT learning representatives are working collaboratively with colleagues in other unions on local activities and when negotiating local agreements with their local authority. In Cornwall and Somerset, the NUT is leading multi-union projects to develop local networks of school based learning representatives. Both these projects are to be commended.

A first in Tameside

NUT learning representatives are developing close working relationships with their local authorities, in particular with the CPD co-ordinators. They are beginning to embed support from their local authority in learning agreements. We can be proud that Tameside NUT took a leading role in negotiating the first learning agreement between a teacher trade union and a local authority.

'Making the Most of Your Money'

The NUT has started working with the Financial Services Authority to promote a new series of free seminars on 'Making the Most of Your Money' to help improve teachers' financial capability. These seminars will be jointly organised with local NUT learning representatives and will be of great benefit to teachers.

Celebration

The NUT has much to celebrate. The network of NUT learning representatives is strong and vibrant. The network is a success for the Union.

Lifelong learning has become a key issue for the 21st century. It is a key issue for the Government and it is a key issue for unions. It is a key issue for the NUT. Learning representatives are changing the landscape of local union activity and having an immense impact on the lives of their colleagues. As we celebrate now what has been achieved to date, we look forward to the next five years and beyond.

West Sussex: Weblogs and 'Moodle' Forums

Derek McMillan, West Sussex NUT learning representative

As the West Sussex NUT learning representative, Derek McMillan finds an ideal use for the latest developments in ICT.

West Sussex Teachers Association Weblog

West Sussex Teachers Association has made extensive use of the internet to publicise union learning activities, including the NUT's 'ICT Skills for Teachers' programme. Blogs such as wsta1.org.uk are an effective way for NUT local associations to create a website as they can be updated instantly and without any knowledge of website design or HTML. They are also very cheap. If anyone is keen to start one, contact me on wsta_addresses@yahoo.co.uk

Using 'Moodle'

I have made some use of the virtual learning environment 'Moodle' to spread information about ICT and lifelong learning opportunities. 'Moodle' forums are an ideal way for teachers to share problems and solutions online and in a county the size of

West Sussex they are a practical solution to the problems of communication.

Local training on ICT and assertiveness

I have made use of the NUT's copyright-free learning materials for ICT to run our own local ICT workshops on a small scale. This will be developed further next year.

We ran an assertiveness training course which was great fun and proved to be a useful activity for supply teachers who are usually excluded from CPD or lifelong learning. We have taken up with West Sussex County Council the lack of funding for CPD for supply teachers. The growth of agencies has tended to sever the link between supply teachers and schools and thus cut off a possible funding stream.

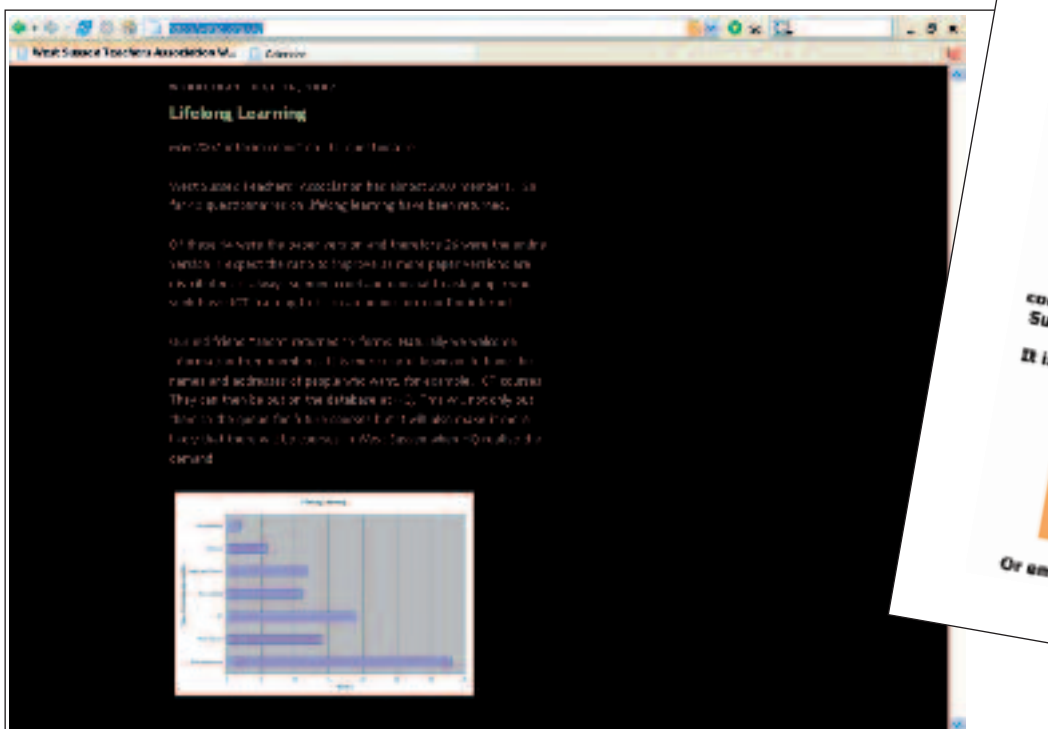
Winning facilities time

The co-operation of the local NUT Executive has been great and as a result we have won some facilities time for union learning representative work.



" 'Moodle' forums are an ideal way for teachers to share problems and solutions online."

Derek McMillan, West Sussex NUT learning representative



West Sussex Lifelong Learning Weblog





Organised by the Campaign for Learning as part of Adult Learners' Week, this year's 'Learning at Work Day' (LAW Day) was held on 24 May 2007. The theme was "Live Long and Prosper".

LAW Day draws attention to the importance of workplace learning and skills. Each year, thousands of organisations take part in LAW Day and stage fun and business-related learning activities.

The Campaign for Learning offers support for organisations wishing to run LAW Day events, including planning packs, activity ideas, promotional materials, conferences and seminars, and regional assistance.

Several NUT learning representatives took advantage of the funding opportunities available to trade unions in the London area this year and organised 'Learning at Work Day' activities in their schools.

Over the next pages, NUT learning representatives in Bexley, Brent and Wandsworth report on the events they organised.

Brent: Planning a Positive Retirement

Lesley Gouldbourne, Brent NUT learning representative

Brent teachers identified a need for advice about preparing for retirement. Chris Harris, Brent School Workforce Development Adviser, and I decided to make retirement planning the focus for 'Learning at Work Day' in May 2007.

A special grant was available from the London regional trade union 'Learning at Work Day' fund. I applied and was successful in getting £400 to support the day.

This money was used to publicise the event, to buy materials – each course member received a book called "Choices in

Retirement" – and to provide a very welcome buffet on the day! Everyone attending the event rated it very good or excellent and noted that they had received very timely advice that they needed to act on.

Chris and I agreed that planning for retirement would be built into the local authority's CPD programme. Many of the teachers attending this course have given over 20 years' service to Brent's children. It is only fitting that the local authority should make sure that they have every support to be able to plan and prepare for an active and financially secure retirement.



"[it was] agreed that planning for retirement would be built into the local authority's CPD programme."

Lesley Gouldbourne, Brent NUT learning representative



Brent teachers considering their "Choices in Retirement"

BEXLEY: F.L.U.F.F? It's Serious Stuff!

Jan Hoggan, Bexley NUT learning representative

Date: 24 May 2007

Time: Lunch hour and after school

Venue: Belmont Primary School in Bexley

Purpose: Activities for school staff for 'Learning at Work Day', as part of Adult Learners' Week: Salsa dancing, yoga, belly dancing, aromatherapy massage, floristry or - as our own Arthur Jarman has referred to and had to defend – "Fluff!"

Background: Imagine my concern to hear my daughter say that staff in her school were stressed.

They needed some F.L.U.F.F! That is, an injection of Fun, Laughter, Unity, Fellowship and Food.

This is personal development that is anything but fluffy – it is serious stuff. Enter the F.L.U.F.F. team – Chris (school rep), myself, Trish (*unionlearn*), Marion, Lesley & Pauline (Bexley Adult Education) and Billy & Tina (Yoga/Salsa/Belly dancing experts)

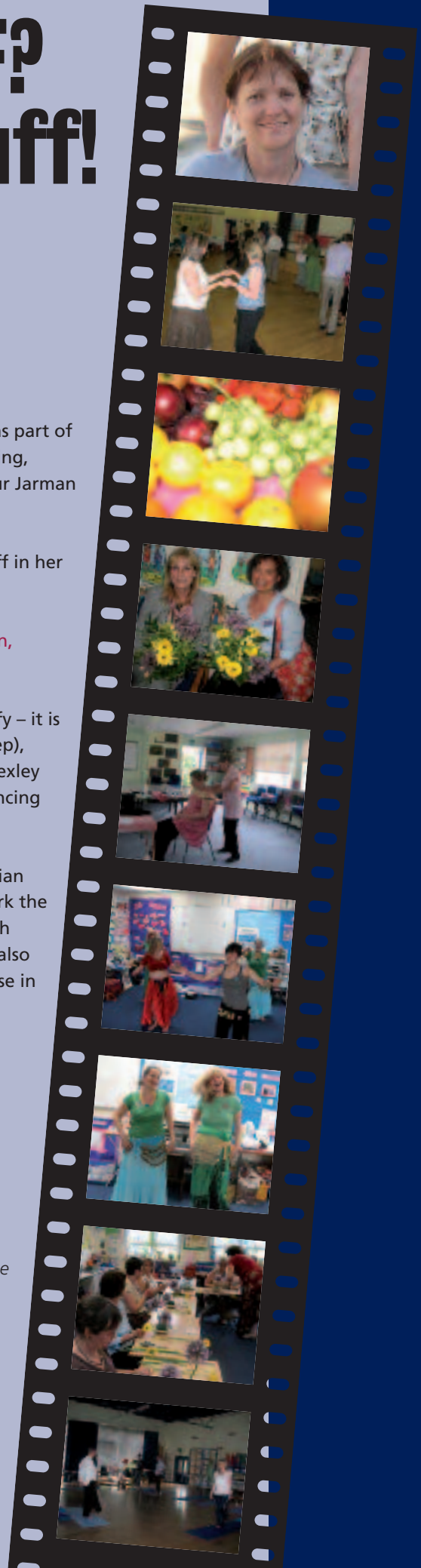
Action: Salsa dancing for everyone over lunch (Indian vegetarian food, water, fruit), repeated for those who had to work the lunch hour. After school, the other activities, for which members of the Ethnic Minority Achievement Service also attended. The Marriot Hotel provided VIP passes to use in their Leisure club and swimming pool.

Verdict: "Superb, needed it, thanks".
Alan

"Loved the Salsa dancing - has made me consider doing it. Nice to have again sometime".
Elaine

"It has made me realise that work must not become my whole life – relaxing and thinking about myself for a change made me much more able to face the strains of the next school day."
Chris

Thank you Belmont, you deserved it – Live Long and Prosper!





"I consulted with the staff and chose to do four taster sessions after school, following a buffet in the staffroom."

Kathryn Healey, Wandsworth NUT learning representative

Wandsworth: Helping

Kathryn Healey, Wandsworth NUT learning representative

My first year as learning representative

This was my first full year as learning representative and was also the first time I would be organising a 'Learning at Work Day', so I decided to start with my own place of work – Falconbrook Primary School. Many of the staff at Falconbrook (teachers, nursery nurses, teaching assistants and office administrators) rarely have the opportunity of meeting and they are often overwhelmed by reams of paperwork, or new educational initiatives, and so need out-of-school activities to help them de-stress.

Consulting and organising

I consulted with the staff and chose to do four taster sessions after school, following a buffet in the staffroom. The buffet included a variety of sandwiches, French sticks, cheeses, cakes and crisps spread out on a party cloth with flowers in the middle and a helium balloon announcing 'Learning at Work Day'.

The week before 'Learning at Work Day', I put up a list of activities on the staffroom board so that the staff could sign up to two workshops, each workshop being repeated after an hour. The activities were: line-dancing, an introduction to genealogy, gospel choir singing and art (using inks and reed or bamboo pens).

A fun day

Most people seem to have enjoyed the activities. They certainly looked cheerful whilst taking part, thanked me afterwards and asked for follow-up information. Many expressed the wish that the workshops could continue in school regularly – especially the line-dancing – so I think it was successful!



Art class on the roof



Teachers putting their best foot forward

Teachers De-stress

I have made a display of the photographs taken throughout the activities to remind everyone how much fun they had.

Looking forward to 2008

I will certainly be confident about

organising another 'Learning at Work Day' next year, although finding some of the tutors was a problem and I didn't have a definite gospel choir teacher until a few days before the event, despite having already advertised the workshop!

"Many of the staff ...rarely have the opportunity of meeting and they are often overwhelmed by reams of paperwork so need out-of-school activities to help them de-stress."

Kathryn Healey, Wandsworth NUT learning representative



Auditioning for the Gospel Choir



Tucking into the buffet



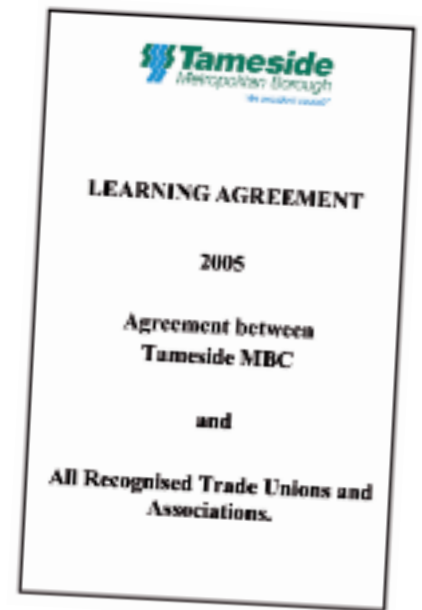
Researching family history

"The Learning Agreement aims to promote and support lifelong learning for all council employees and to advise staff on how to access learning opportunities."

Mike Custance, Tameside NUT learning representative

Tameside Launches Learning Agreement

Mike Custance, Tameside NUT learning representative



This year was Tameside's best 'Learning at Work Day'. Over 240 staff attended at two brilliant sessions with renowned motivational speaker and author, *Steve McDermott*.

Steve gave tips on how to get into the right state of mind for learning. He dramatically demonstrated this by teaching volunteers how to break a solid piece of wood with their bare hands in two minutes.

The meeting also marked the *launch of the Learning Agreement* between the local authority and the recognised unions/associations. The Learning Agreement aims to promote and support lifelong learning for all council employees and to advise staff on how to access learning opportunities.

At the meeting a competition was launched for a logo for the Learning Forum, now known as *Learn4Life*.

There were stands from different learning bodies and the trade unions to advise staff on how to access learning opportunities and support.

It was the first time the day had been planned in partnership with the trade union learning representatives and planning will start in September for next year's event.

Tameside local authority is also to make a bid for a *GO Award*, and the Learn4Life group will be involved in the planning of this application and the monitoring of its progress.



At the Tameside launch (l-r) Andrew Parry Williams (NUT HQ), Pat Davies and Mike Custance (Tameside ULRs)

No High Street Blues in NUT CPD Land

John Bangs, NUT Assistant Secretary, Education and Equal Opportunities and Richard Stainton, Co-ordinator, NUT CPD Programme

"I filled in an online questionnaire about CPD for the TES yesterday. One of the questions was, 'what do you consider to be the most recent effective CPD?' I wish I'd filled it in tonight – this is definitely the best course I have been on recently!"

High quality with affordability

When you get that kind of evaluation following an NUT CPD Performance Management seminar you know you have provided a great learning opportunity! For NUT members, participation was also free! The Union has combined high quality with affordability. In NUT CPD land, it's as if John Lewis has combined with Primark (without any exploitation)!

The NUT CPD programme has, of course, been designed to do just this. All its learning opportunities are kept as low cost as possible whilst quality is maximised. We set out to provide a good financial deal for teachers and schools.

We do this by focusing on what works for teachers in professional development and cutting out waste associated with passing gimmicks or short-term initiatives. We also minimise bureaucracy and put our resources into providing CPD for teachers.

Customer service

NUT's union learning representatives provide customer service and help to ensure that our targeted learning opportunities get to the teachers who will benefit from them.

'Profit' and motivation

The Union also recognises that:

- satisfaction of teacher participants;
- advancement of teachers' careers;
- contributing to knowledge about teaching and learning;

- beneficial impacts on young people and schools;
 - improved pupil behaviour; and
 - more effective leadership
- are all very valuable returns on its investment in being a CPD provider. These outcomes are our 'profit' and motivation.

This was concisely expressed by a teacher completing the recent ~~teacher~~together course 'Using Restorative Approaches to Conflict':

"This has enhanced my daily practice. An excellent and informative course, well organised and well run. This has been the most effective CPD I have attended; very enjoyable, interesting and stimulating."

And again by a participant in the NUT/University of Cambridge project: *"The Learning Circle has reinvigorated my attitude towards teaching."*

We hope that feedback like this from participants will inspire union learning representatives to encourage even more teachers – members and others – to take up the NUT CPD opportunities open to them.

NATIONAL UNION OF TEACHERS

professional development
meeting teachers' needs

"NUT's union learning representatives provide customer service and help to ensure that our targeted learning opportunities get to the teachers who will benefit from them."

John Bangs and Richard Stainton, NUT Education & Equal Opportunities Department



Benefiting both teachers and children

The First Five Years

NUT learning representatives gather

"Learning Rep panel especially good"

"Practical experience from others is always invaluable"

"Very good, informative and useful"

"Hearth – excellent, full of relevant information"

"Well planned, friendly and accessible"

Question time at the NUT learning representatives' forum

Forty-one NUT learning representatives from across England and Wales attended their third annual forum at NUT Headquarters in London on 14 June 2007. The forum provided learning representatives with the perfect opportunity to meet and network with colleagues. Exchanging experiences and sharing best practice is a key aim of the forum.

This year's forum was an extra special occasion, as it marked the fifth anniversary of the launch of the learning representative role in the NUT. There was a lot to celebrate and the NUT had even organised a birthday cake! NUT Vice-President, Bill Greenshields and Liz Smith, Director of *unionlearn*, cut the cake during lunch and everyone had a slice.

Keynote speakers

Welcoming the learning representatives, NUT General Secretary, Steve Sinnott, applauded NUT learning representatives for making the role their own and said how proud he was of all the work that they were undertaking. Steve stated that learning had become core union business. He concluded by saying that the network of NUT learning representatives had been a real success story for the NUT.



Arthur watches as Liz and Bill cut the cake!

During the day those attending heard from a range of speakers from *unionlearn* and the Campaign for Learning as well as from the NUT. Liz Smith, Director of *unionlearn*, spoke about the trade union contribution to the learning and skills agenda. The success of the Union Learning Fund was evidence of unions' success in supporting their members' learning and skills needs and would convince the Government to continue to support the Fund. She commended NUT learning representatives for supporting teachers' professional development as well as providing a valuable contribution to teachers' work/life balance. Tricia Hartley, Joint Chief Executive for the Campaign for Learning, talked about the annual Adult Learners' Week and the 'Learning at Work Day' activities. She also highlighted the 'learning to learn' schools project and spoke about how the teachers who had been involved reported a boosting of their morale.



rs – A Celebration

er to celebrate their anniversary

John Bangs, head of the NUT's Education and Equal Opportunities department, explained that the NUT's CPD programme was unique among teacher trade unions and was highly rated by teachers, local authorities and by the Government. He emphasised that the NUT was at the heart of meeting teachers' professional aspirations through its CPD programme.

Local experiences – the ULR panel

The highlight for many was hearing the experiences of other learning representatives. A panel of learning representatives recounted their local experiences.

- **Mike Custance from Tameside** had negotiated a learning agreement between Tameside local authority and all recognised trade unions. Other achievements included establishing a Learn4Life group and organising a 'Learning At Work Day' event at Tameside Town Hall.
- **Colin Eynon, Val Kelynack and Margaret Pearce from Cornwall** talked about the challenges they had faced and the successes they had had as school-based NUT learning representatives in Cornwall.
- **Steve Pritchard-Jones from Shropshire** promoted national and local NUT training in a half-termly newsletter and had created a local website. He had organised a rolling programme of short training sessions across Shropshire on topics such as classroom observation protocols, CPD, and health and safety. Although Steve found the role hard work, he said that the benefits to members made it very rewarding.

NUT learning representatives – enduring success

Arthur Jarman, head of the NUT's Membership and Communications



The NUT learning representatives panel meet the NUT President

department, closed the forum. In his closing remarks, Arthur spoke of the success of the NUT learning representatives' network and the huge impact they were having on teachers' lives.

The third forum proved to be as successful as previous forums, with everyone looking forward to the next one in 2008. The forums help strengthen the growing network of NUT learning representatives, embedding the role within the NUT and ensuring that the network continues to go from strength to strength.



"Everyone has the right to learn" – Tricia Hartley

"An inspiring day – a great help in terms of ideas to take home"

"Provided good opportunities to network with other ULRs"

"I have really enjoyed myself and feel quite energised"

"A very interesting day that covered a lot of areas well"

"Speakers were excellent and varied"



"As an NUT learning representative for Lancashire, I was keen to alert members to the college and to encourage them to take part in some of the courses on offer."

Patricia Wildig, Lancashire NUT learning representative

Lancashire Teachers Prepare for Retirement at Alston Hall

Patricia Wildig, Lancashire NUT learning representative

Alston Hall

Set in the beautiful Ribble Valley in the heart of Lancashire, Alston Hall has been a centre for adult education for over 50 years. The Victorian building offers a wonderful environment in which to learn and to enjoy learning. The college runs a wide range of courses during the day and has several residential courses on offer.

As an NUT learning representative for Lancashire, I was keen to alert members to the college and to encourage them to take part in some of the courses on offer. With this in mind, I arranged a meeting with Bob Tidman, course co-ordinator at Alston Hall.

Discussing local courses

In February 2006, we held our first meeting; Christine Marshall, another NUT learning representative for Lancashire, was also involved. Over lunch, we discussed our ideas and highlighted some of the courses we thought would interest NUT members. The pre-retirement course won and with a great deal of help from Bob and his team the planning began.

Information was then circulated to schools in Lancashire area South. The course was planned over consecutive Mondays – 12 and 19 June – and ran as part of the college's new twilight training programme, offering choice and opportunity for anyone unable to take up learning during the day.

The challenges of retirement

The main intention of the course was to consider the challenges of retirement, changes in lifestyle, finances and health issues. Leisure and spare time opportunities were also discussed.

Experts in pensions, taxation and investments, writing a will, and inheritance tax supported the course tutor.

The course fees were very affordable – £64 for the two days including refreshments and dinner, with a 25% reduction for partners attending the course.

Alston Hall has an excellent reputation for the quality of its catering and we were not disappointed.

The course was well attended, all places filled and was enjoyed by all those who attended.



Alston Hall – A wonderful environment in which to learn and to enjoy learning

Brent Supply Teachers' Network

Lesley Gouldbourne, Brent NUT learning representative

Addressing CPD needs

Chris Harris, Brent School Workforce Development Adviser, and I were concerned that the professional development needs of Brent supply teachers were possibly not being met.

We were concerned that supply teachers might find it difficult to find out about the courses on offer and also that there might be issues around time and finances.

A local survey

Along with Andy in Recruitment, we devised and sent out a joint Brent Council and Brent Teachers Panel *Supply Teachers' Continuing Professional Development Survey*.

The survey was sent to some 200 supply teachers and a good response was received. The response showed that the main CPD needs of supply teachers were ICT, subject updating, pupil management and career development. The main barriers to CPD were lack of information (most did not know about the Borough CPD programme or about the work of the NUT learning representative) and timing of CPD events. The main support asked for was more information about CPD and a training network for supply teachers.

Brent Supply Teachers' Network

As a result of this survey, an initial meeting of the *Brent Supply Teachers Network* took place in October 2006 and courses on 'behaviour management', 'crossing the

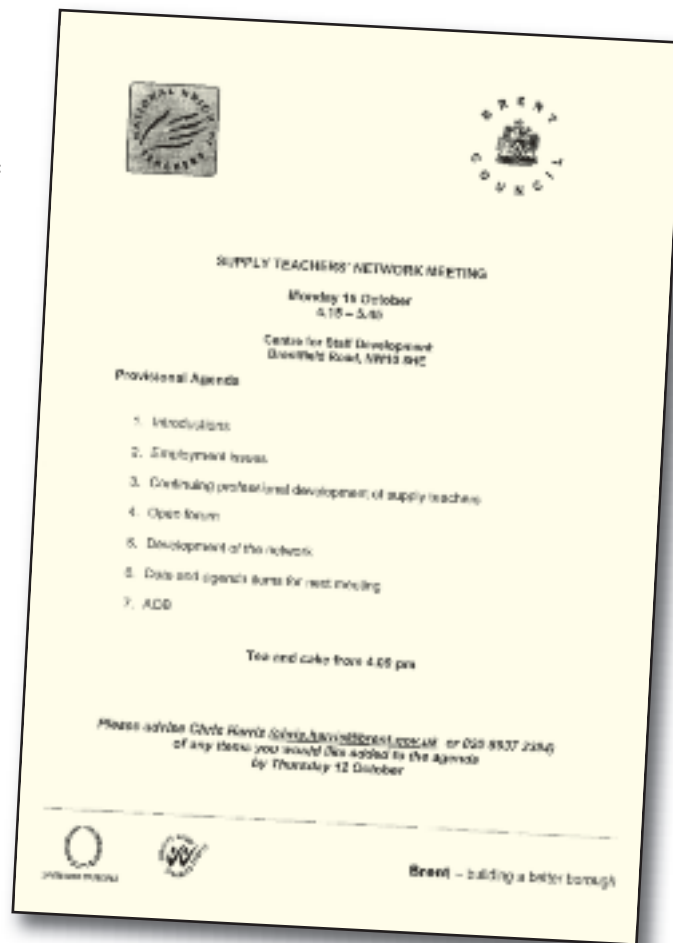
threshold' and 'applying for new posts' were included in the Brent CPD programme. Supply teachers were also told about the NUT CPD Programme and the NUT 'ICT Skills for Teachers' courses.

As Chris said, "The challenge for Brent is to meet the CPD needs of all its teachers. This is an equalities issue and we need to make sure that none of our teachers are disadvantaged. We value our supply teachers and we believe that improving our service to them can only benefit Brent children."



"The challenge for Brent is to meet the CPD needs of all its teachers. This is an equalities issue and we need to make sure that none of our teachers are disadvantaged. We value our supply teachers and we believe that improving our service to them can only benefit Brent children."

Chris Harris, Brent School Workforce Development Adviser





Robin Head, Somerset NUT learning representative

"The upshot of all this activity is that staff around the county are becoming increasingly exposed to training which will further their professional understanding and development and support their career aspirations."

Robin Head, Somerset NUT learning representative

The Launch of the 'Somerset'

Bringing quality professional and career de

Robin Head, Somerset NUT learning representative

Having successfully bid for funds from *unionlearn* in summer 2006 and matched the funds already made available to us by Somerset County Council, Somerset NUT have led the multi-union *Somerset Union Learning Alliance (SULA)* project during its first year, providing learning opportunities for many members in the county.

Appointing a Project Manager

The top priority for the SULA project steering group was to appoint a Project Manager. The appointment had to fit in with Somerset County Council's aims and objectives as well as the wants and needs of all the trade unions. The person would have to be flexible enough to both counter some of the possible conflicting positions of the organisations involved and "sell" the concept itself to individuals. As an interim measure, I acted in a co-ordinating role until the Project Manager was appointed.

Susannah Billeter from Devon NUT was appointed as the Project Manager early in 2007. She works on a part time basis, two days per week, and has an office at County Hall. She quickly got to grips with her daunting task.



SULA Project Manager, Susannah Billeter

First milestone: Young Teachers' Weekend

The first milestone, in terms of actual learning opportunities, was organising Somerset NUT's annual Young Teachers' Weekend. Fifteen young teachers from across Somerset gathered on the morning of Saturday, 13 January 2007 for a day of information, discussion and professional advice, in the comfortable, attractive surroundings of The Commodore Hotel near Weston-super-Mare. Sessions included:

- introduction to the role of the NUT;
- exploring the role of the NUT as a trade union and as a professional association;
- casework studies pertinent to teachers in their first few years of teaching; and
- dealing with pupils with challenging behaviour.

Learning opportunities: Performance management training

In February and March 2007, local Somerset NUT officers led training on the implementation of the new Performance Management system. Training took place in Yeovil, Taunton and Bridgwater and 32 NUT representatives were in attendance. Discussions about the new Performance Management system provided an



Young teachers gather in Weston-super-Mare

Somerset Union Learning Alliance'

Development to all staff in Somerset schools

opportunity to clear up many myths and misunderstandings and empowered members to address concerns in their schools.

More learning opportunities: Dealing with challenging behaviour

Another area identified as a training need was support in dealing with challenging behaviour in the classroom. At first a seminar-based approach was envisaged which offered a carousel of workshops. Somerset County Council wanted to come on board and include this training as part of its behaviour support programme, thereby hearing the voice of classroom teachers rather than relying on the views of the school senior management team. It is hoped that the original concept of a practical seminar programme may become entrenched as an annual training opportunity for all staff.

The upshot of all this activity is that staff around the county are becoming increasingly exposed to training which will further their professional understanding and development, and support their career aspirations.

Recruitment of union learning representatives

Recruiting non-teaching union learning representatives (ULRs) has proved very challenging for SULA. The original plan was to have 11 teaching representatives working alongside 11 non-teaching representatives in order to cover the learning needs of all people working in Somerset schools. Whilst there has been a healthy absorption of teachers into the ULR training programmes, support staff have not so readily responded to these opportunities. Susannah Billeter will be addressing the recruitment of non-teaching ULRs early in the autumn term 2007 as she seeks to lead the currently trained ULRs in continuing last year's successful efforts.



Young teachers enjoying a lively discussion

To date Susannah has chaired the steering group committee meetings and hosted an initial ULR meeting. She has liaised with both training providers and those representing the needs of potential beneficiaries of such training in order to most effectively bring the two groups together. Susannah has made great progress and the signs for the future seem very good indeed. Recently Somerset NUT have included Susannah as a bone fide member of their Association Executive in order that she may report back on new developments.

Future development

In the future it will be important to liaise closely with the Somerset Schools' Forum and Somerset head teacher organisations. Securing further funding will be another challenge, as the current *unionlearn* project funding runs out in October 2008.

The *Somerset Union Learning Alliance* has begun to grow into a vehicle to bring quality professional and career development to all staff in Somerset schools. SULA aims to provide relevant and locally accessible training. SULA aims to prove the positive role that unions can have in advancing the needs of staff, schools and local authorities. Susannah and her team have built a strong foundation on which to further these aims.

"SULA aims to provide relevant and locally accessible training ... to prove the positive role that unions can have in advancing the needs of staff, schools and local authorities."

Robin Head, Somerset NUT learning representative

"Feedback from satisfied course participants on the NUT National Training Programme indicates how the training programme goes from strength to strength."

Ruth Blunt, NUT Principal Officer, Recruitment & Training

NUT National T

Ruth Blunt, NUT Principal Officer, Recruitment & Training

- "I had a great time. I learned a lot and met like-minded colleagues."
- "The Stoke Rochford experience made me feel valued in my role."
- "Excellent. Just to be part of a group of aspirational and motivated individuals gives you more and more confidence."
- "I felt very jaded after a hectic year's teaching and this course has rejuvenated my interest in the job."
- "I have really enjoyed this course. It has made me, again, realise what an excellent union the NUT is."

This feedback from satisfied course participants on the NUT National Training Programme indicates how the training programme goes from strength to strength. Of the 14 courses organised during the summer term 2007, nine were fully subscribed.

More support for School Representatives

2007 saw the launch of a school representatives' second level training course.

This well-received course, attended by 24 representatives, covered:

- developing the NUT's influence in school;
- responding to emergencies;
- analysing policy for members' benefit;

Treasurers reflect!



Health and Safety matters: Stuart Cankett makes a point

- casework skills; and
- working with the association and division.

Coming soon for Academy Representatives

NUT representatives in Academies are invited to apply for a new course to be held Friday, 16 – Sunday, 18 November 2007.

Academies, as independent state schools, operate outside local authority control and can operate their own pay and conditions. They may have their own approaches to educational provision. Representatives in Academies have a responsible role in working to safeguard the pay, conditions and professional entitlements of their members and making representations about educational issues.

This course aims to:

- help academy representatives to represent and support members;
- negotiate with management; and
- find out about the NUT's professional support for its members in Academies

Coming soon for Officers

A new training course, *Casework Skills for Local Officers*, will take place Monday, 12 – Wednesday, 14 May 2008. The course will equip local officers with casework skills and relevant information in order to address:

- casework procedures and record-keeping;

Training News

- essential employment and discrimination law;
- dealing collectively with issues of concern; and
- using casework to build membership.

Why residential courses?

Stoke Rochford Hall, the NUT's residential training centre in the tranquil Lincolnshire countryside, offers members a chance to reflect and to advance outside the day-to-day demands of school and home.

Pat Davies, Tameside NUT learning representative, says:

"I really love going to Stoke Rochford. It's not just because the courses are great. It's the opportunity to meet NUT members from all over the country and to learn from each other. I can't count the number of contacts I've made through various courses! I still keep in touch when wanting advice on particular issues, say, workload."

Getting ready for E-learning

E-learning is learning facilitated and supported through the use of ICT. The interaction with other e-learners and a tutor is an alternative to classroom based learning. The NUT wishes to find out if e-learning is a method which NUT members would find suitable for them. A pilot of e-learners has been enlisted from the existing network of NUT local officers, including learning representatives. The pilot group will follow the TUC's *Getting Ready for E-learning (GREL)* operated through Moodle, *unionlearn's* virtual learning environment, accessed through the NUT's 'Hearth'.

After the module has been completed, the pilot e-learners will be asked to evaluate the effectiveness of e-learning methods for NUT members.

NUT learning representatives come up trumps

Do you ever feel downcast because your ULR work does not seem to be achieving as much and as quickly as you would like it to?



Training the trainers

Don't be downhearted!
Kent NUT learning representative, Gabrielle Hayes, says:

"I know that sometimes learning representatives feel that they're not getting anywhere. I sometimes feel that too. But just take a look at the list from headquarters of the members in your area who've been on NUT courses. I looked and found the names of members I'd contacted. They had never got back to me in person but their names were there on the list. They'd put themselves forward for union courses." Gabrielle added, "So we, as ULRs, do make a difference!"

News from Stoke Rochford Hall

Since Stoke Rochford Hall hit the national headlines when it suffered a serious and damaging fire in January 2005, renovation and restoration of the historic mansion block has been underway.

Arthur Jarman, NUT Assistant Secretary, Membership and Communication says:

"It is great to see the mansion rising from the ashes. Although it's still a 'hard hat' site, you can see the new floors, ceilings and walls coming into place." Arthur adds, "Perhaps Stoke Rochford Hall will be even better than it was before!"

"Stoke Rochford Hall, the NUT's residential training centre in the tranquil Lincolnshire countryside, offers members a chance to reflect and to advance outside the day-to-day demands of school and home".

Ruth Blunt, NUT Principal Officer, Recruitment & Training

"We unveiled 'Harassment and Bullying – the Derbyshire version' ... which we hoped was effective, practical, and reasonably entertaining."

Terry Connerton and Deborah Turner, Derbyshire NUT learning representatives

Challenging Harassment and Bullying – Derbyshire version

Terry Connerton and Deborah Turner, Derbyshire NUT learning representatives

As Derbyshire NUT learning representatives, we try to respond to new needs from teachers as they arise. We have been alerted by casework and enquiries to our NUT Divisional Office of the growing demand for advice and support from teachers who are being harassed in the workplace, sometimes by their peers, but more frequently by their line managers or head teachers.

National NUT course on Challenging Harassment and Bullying

National NUT has an excellent course on Challenging Harassment and Bullying occupying three days at Stoke Rochford Hall, the Union's national training centre. However, we were concerned that this course was only held annually and that it could be out of reach for many colleagues because it entailed three days' supply cover and might not accord with the school's action plan and so not be thought relevant.



Deborah Turner, responding to the growing demand for support from teachers being harassed in the workplace

In particular, we were concerned that agreement for the course often appeared to depend on the application being supported by the line manager/head teacher who was involved in the harassment.

When we raised this matter at NUT Headquarters on one of our learning reps' visits there, the response was rapid. Ruth Blunt, Principal Officer for Recruitment & Training, suggested that, since we had both qualified from the NUT 'Training the Trainers' course, we should adapt the national three day course into twilight sessions which could be piloted in one of the four Derbyshire local association areas. If successful, the course could be further 'rolled out' into other parts of the Derbyshire division.

Challenging Harassment and Bullying – the Derbyshire version

Two or three days of feverish 'learning reppery' later, we unveiled "Harassment and Bullying – the Derbyshire version" with a structure which was undoubtedly a little Heath-Robinson – or perhaps Frankenstein because of the way we bolted bits together? – but which we hoped was effective, practical, and reasonably entertaining:

- two ninety-minute sessions, separated by a week;
- each session garnished before the start with refreshments and sandwiches to maintain the spirits of colleagues attending after a hard day at the educational mill; and
- timed for 5.00 – 6.30pm to allow people to return to the bosoms of their families for the evening meal, if a little later than they usually dined.

Harassment and Derbyshire Style

Course aims and content

The aims of the course are:

- to consider the forms that harassment and bullying can take;
- to provide an overview of NUT policy;
- to give information about the legal/policy framework for harassment and grievance procedures; and
- to give guidance and strategies on how colleagues can challenge and overcome workplace harassment and bullying.

The first session includes discussion of the different definitions of harassment, and of the various forms it can take. The teachers attending the course add to our existing list. Case studies are used to promote identification of the issues involved and possible actions which the victims could take.

The second section is more “bookish”. Copies of the NUT Guidelines, and of the Derbyshire County Council procedures “Dealing with Complaints of Harassment” are talked through, using a synopsis of the contents and recommendations.

The final discussion centres on what the bullied teacher can/should do about harassment. A number of possibilities are suggested including contributions from NUT policy, from the Derbyshire Personnel Handbook, and the December 2006 article in ‘The Teacher’ magazine.

Successful pilot in Matlock

We have successfully staged the pilot at Matlock in the Derbyshire County Offices, and the course held together – Frankenstein controlled, but not necessarily tamed, perhaps? – and we are now in the process of



Terry Connerton, challenging harassment and bullying Derbyshire style, with a twilight course for teachers

staging repeats of the course in other areas of the NUT Derbyshire division.

A surprising result?

P.S. One ironic, though not surprising result of the pilot course: after the first session we suggested to the teachers that all schools should have a procedure for dealing with harassment and so it would be a good idea, in the week before the second session, to obtain a copy of it. This is one of the suggestions at the end of the course in the section “What should I do about it?”

Members reported great difficulty in establishing whether the school had a policy and even more in securing a copy and seemed to be treated with more than a little suspicion for asking about it at all.

Perhaps the need for Challenging Harassment and Bullying courses is greater than we suspected?

“We have successfully staged the pilot at Matlock in the Derbyshire County Offices... and we are now in the process of staging repeats of the course in other areas of the NUT Derbyshire division.”

Terry Connerton and Deborah Turner, Derbyshire NUT learning representatives



"The NUT representatives' website has introduced a fresh perspective on how NUT officers work, share experience and access up to the minute information."

Fay Igbinnosa, 'Hearth' Web Editor

'Hearth': An invaluable resource

Fay Igbinnosa, 'Hearth' Web Editor

In this age of Information and Communications Technology (ICT) the NUT is aware of how paramount the internet is to all. Hence 'Hearth' has been developed with the latest technology.

A fresh perspective

The NUT representatives' website has introduced a fresh perspective on how NUT officers work, share experience and access up to the minute information.

Exclusive section for learning representatives

'Hearth' is available to all NUT officers with an exclusive section for learning



Learning Centre

'Hearth' has a learning centre where officers can view and book courses online. The CPD section contains details of NUT CPD events and guidance on how to promote them locally. There are also training modules and a handbook for training officers.

On 'Hearth', communication can be made using a number of available facilities such as instant messaging, forum / blog and email.

Don't miss out!

If you are an NUT learning representative and you missed the celebration forum in June, you can now read the full story and view pictures taken at the event on 'Hearth'.

NUT learning representatives can register on 'Hearth' by visiting www.hearthcommunity.teachers.org.uk.



representatives. The section for learning representatives offers information on the role of learning representative; it contains a directory of learning representatives in England and Wales with contact details, and answers to frequently asked questions. It has an invaluable resource centre which contains sample local learning surveys and promotional materials.

The site contains a news centre which includes information on NUT news, circulars and press releases. There is a workshop with downloadable newsletter templates, images and logos for use in newsletters, posters and leaflets.





***The NUT website, now more
informative, action-packed
and easier to use than ever...***

www.teachers.org.uk

**With special
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Make a difference!

Become an NUT learning representative.

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