

A Million Voices for Public Services say – ‘defend FE jobs’

These are difficult and worrying times for all those working in further education colleges.

There are cuts in adult funding for 2010/11 in England; the prospect of more cuts next year and the Tories calling for even deeper immediate cuts in public spending.

But despite these worrying times there is absolutely no justification for colleges rushing in to make cuts. In England colleges are still waiting to hear what their overall funding settlement for 2010/11 will be and the national budget for 16–19 learners has actually increased.

So now is the time for cool heads not knee-jerk reactions.

False economy

Colleges need to understand that most spending cuts are a false economy – the redundancy costs and knock-on effect on employment, growth and tax revenue will weaken our economy.

On average, every redundancy creates £16,000 additional costs to

the public sector. Economic research also shows that for every pound spent on local public services, 64 pence goes back into local economies supporting jobs and businesses.

Cuts in college funding, jobs and courses simply don't add up.

What UNISON is doing

UNISON has launched its Million Voices for Public Services campaign to put the case against public services cuts (supported by the union's general political fund). As

part of this work we will be campaigning with the other FE unions to protect jobs and courses.

Difficult times are ahead but the stronger we are and the more people there are in the union, the more powerful our voice will be and the better chance we will have of defending jobs and courses.



N G O L L E G E S

a million voices for public services

add your voice

UNISON campaigning for a fairer society

unison.org.uk/million



Contact

Telephone
0845 355 0845

Email
education@unison.co.uk

Join UNISON online today at unison.org.uk/join or call 0845 355 0845

UNISON to fight college and prison education cuts

Manchester College has announced plans to cut 300 jobs; 250 across their national offender learning teams and 50 from the college itself. UNISON is committed to fighting these cuts. The reps at the college, including Nixon Tod, vice-chair of the national committee, have been campaigning against the cuts. Dave Prentis, general secretary of UNISON spoke out against the cuts:

“This will be a heavy blow to hundreds of staff who do a very vital job in the College and across offender learning.

“Our prisons hold many offenders, who may have missed out on the opportunity of a real education. Many prisoners around the country already have huge problems with literacy and numeracy. An education would put them on the path to a better life and help them get a job on their release.

“Cutting hundreds of staff will hit prison learning hard and will most likely result in reoffending. At a time of economic hardship and lack of space in prisons, we need a commitment to preventing crime.”

- If you are facing threats of cuts at your college tell us at: education@unison.co.uk
- For the latest on UNISON’s campaign against funding cuts and redundancies see: unison.co.uk/education/further/redundancies.asp



Dave Prentis

Spotlight on the hidden workforce

Around two million workers in the UK are trapped in low-paid, insecure jobs where being badly treated is a normal part of working life. An estimated 1.2

million hidden workers are employed by private contractors, but provide essential public services – and the number is growing.

In the education sector they are employed in cleaning, catering, maintenance staff and administration. The ‘hidden workforce’ helps to deliver mainstream services to the public but are the most vulnerable among public sector workers.

UNISON’s new Hidden Workforce Project will highlight the problems these workers face and provide support to branches for organising and training, encouraging union participation and ensuring that these workers play a crucial role in addressing their workplace issues.



thehiddenworkforce

For more information about this project visit: unison.org.uk/hiddenworkforce

or contact Greg Thomson
g.thomson@unison.co.uk
020 7551 1379

There is also a hidden workers in UNISON group on Facebook.

LGBT equality in FE and sixth form colleges

UNISON continues to play an active role in the Forum on Sexual Orientation and Gender Identity Equality in post-school education. Now in its third year, this body brings together unions that organise in post-school sectors, with partners including LLUK, LSIS, ECU, AoC and the NUS, to make sure we have a co-ordinated approach to LGBT equality.

The forum is far more than a talking shop. It has produced: groundbreaking guidance on trans-equality; the Visible and Valued DVD training materials on sexual orientation; a website of shared resources; a quarterly newsletter; and published 12 steps to tackling discrimination and promoting equality.

The forum is currently promoting a series of interactive workshops on trans-equality, which will be developed into an online learning tool using dramatised scenarios. A research project in FE and HE to explore the interface between sexual orientation and faith for staff and learners will also develop practical guidance in an under-reported area. To find out more, visit: lluk.org/3487.htm



Saving the planet, one college at a time

UNISON rep, Frankie Murphy, tells us how her sixth form college in Colchester has been fighting against climate change and addressing environmental issues by signing the 10:10 agreement.

10:10 is an ambitious project to unite every sector of British society through one simple idea: by working together to achieve a 10% cut in the UK's carbon emissions in 2010.

We now have euro carts (large wheelie bins) for paper and cardboard, a waste compactor and three large compost bins where we recycle waste from the grounds maintenance team and kitchen. The college stationary is printed on recycled paper and all paper for general use has been reduced in weight until we are able to source a viable recycled alternative. To increase bio diversity the campus has two wildlife areas to encourage wildlife. An allotment and greenhouse are situated in the college grounds, which have produced a harvest of vegetables which we will use in biology experiments. Our recently completed mid site building uses solar power (PV cells), recycles rain water and has automatic lighting. Currently in excess of 40% of water used for toilet flushing is recycled.

The union has been involved in these campaigning initiatives and while the changes might seem small we hope that they will make a difference to the college's carbon footprint. I believe that UNISON, its members and reps should get involved in fighting climate change in colleges. As the Native American quote says: 'We do not inherit the world from our ancestors, but borrow it from our children.' To find out what UNISON is doing to tackle climate change and how you can get involved in greening your workplace go to: unison.org.uk/green



DIARY DATE

9-10

APRIL 2010

FE and sixth form college seminar

Herriot Watt University, Edinburgh.

The seminar will discuss a range of issues affecting members in FE and sixth form colleges.

Contact your local branch for further information.

Points of view

- Do you want to share your experience with other members in colleges?
- Raise issues?
- Share your local organising successes?

Send in your stories

(not more than 200 words, and they may be edited).

Email: education@unison.co.uk



Learning about apprenticeship programmes

Elaine Matthews of Kingston College tells us about the Apprenticeship Programmes good practice event UNISON held recently.

UNISON general secretary Dave Prentis and Lord Tony Young (minister with responsibility for public sector apprenticeships) addressed the good practice event. Lord Young confirmed Labour's intention to increase the number of apprenticeships in local authorities and Dave Prentis welcomed this initiative. Two local authorities presented best practice information: Justine Brooksbank (assistant chief executive for North Yorkshire County Council) and Pat Penniston (corporate director for Luton Borough Council). Pat also brought successful Luton scheme apprentice, Natalie Palmer. There was some concern from the audience regarding the possible growth of apprenticeship schemes during a downturn, when experienced staff are being made redundant. However, the general conclusion was that apprenticeships do have an important role to play and UNISON will continue to support them alongside campaigning to protect jobs.

UNISON believes apprentices should be paid for all the hours they work, be treated fairly and be covered by the national minimum wage. For £10 a year apprentices can become protected and have a say in the workplace by joining UNISON: unison.org.uk/join



Get active!

Want to get involved?

UNISON's website gives plenty of advice on how and why members should get involved with the union. As well as supporting your colleagues and improving working conditions for all, the experience can lead to a lot of satisfaction and personal development for you. Here Leroy Bravo, health and safety rep at New Castle Nottingham tells us how he has been getting active as a rep at his college.

When I become a rep I decided to look at equality and diversity as there were not enough Black reps. I wanted to be a leader and inspire other colleagues from ethnic minorities to become active in the union. I found that I was able to gain the confidence of black members. To date, I have gone from strength to strength, resolving issues and suggesting initiatives, which have been acted upon from a directorate level. The members see me as someone who can help them and

management see me as someone they are willing to listen to as I speak on behalf of our members and want to help the organisation.

I became involved and active as a health and safety rep and with help from the union I have gained the IOSH diploma which allows me to sit on the health and safety committee.

There has been a strong health and safety revival at our college and this says a lot about the union: it's the reps who have the drive, determination and will power to lead from the front. Health and safety and being a good rep is not about self-glory. It is about making a contribution to the health, welfare and safety of all and to have the courage to speak out.

Becoming a rep has changed me and I hope many others will get involved. Most important is people's safety and the union helps achieve this.



Stress in the workplace

Fiona Wright of Northbrook College tells us how in this economic climate, stress is one of the main reasons for people being off work.

UNISON can help support members who are suffering from stress, by campaigning and negotiating to ensure that members are not being put under intolerable pressure.

Reps campaign to ensure that working area risk assessments take place, for example looking at work station, computer and display screens in addition to noise and distractions.

The college should carry out termly assessments and a workable stress management policy should be created. There is a pdf file available on the UNISON website called Guidance on work-related stress in FE unison.org.uk/file/a10314.doc, which includes a Stress: Causes and Solutions checklist to assess if your workplace is a stress-free zone.



To get active as a rep, contact us at:
education@unison.co.uk

Join UNISON – your friend at work

PLEASE FILL IN THIS FORM IN BLOCK CAPITALS USING BLACK INK AND GIVE IT TO YOUR UNISON REP OR SEND TO THE ADDRESS BELOW
UNISON EDUCATION, FREEPOST WC5652, LONDON WC1H 9BR

1. YOUR PERSONAL DETAILS

Please tick or fill in the boxes below

Mrs Ms Miss Mr Other

First name Other initials(s)

Surname/Family name Date of birth / /

Home address

Postcode

National insurance number (from your payslip)

How would you describe your ethnic origin?

Bangladeshi Asian Other Black UK Black Other
 Chinese Black African White UK
 Indian Black White UK
 Pakistani Black Irish
 Asian UK Caribbean White Other

Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you – indicate if work or home

Contact tel/voice/text/email

2. YOUR EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

Postcode Payroll number (from your payslip)

3. WHAT YOU WILL PAY – FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions.

Weekly pay	Annual pay	YOUR SUBSCRIPTION—WHAT YOU PAY		Band
		per week	per month	
Up to £38.47	Up to £2,000	£0.30	£1.30	A
£38.48–£96.16	£2,001–£5,000	£0.81	£3.50	B
£96.17–£153.84	£5,001–£8,000	£1.22	£5.30	C
£153.85–£211.53	£8,001–£11,000	£1.52	£6.60	D
£211.54–£269.23	£11,001–£14,000	£1.81	£7.85	E
£269.24–£326.92	£14,001–£17,000	£2.24	£9.70	F
£326.93–£384.61	£17,001–£20,000	£2.65	£11.50	G
£384.62–£480.76	£20,001–£25,000	£3.23	£14.00	H
£480.77–£576.92	£25,001–£30,000	£3.98	£17.25	I
£576.93–£673.08	£30,001–£35,000	£4.68	£20.30	J
£673.08+	over £35,000	£5.19	£22.50	K

Please tick the appropriate box to indicate how often you are paid
 Weekly
 Fortnightly
 Four Weekly
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Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices).
 Your subscription is £10 per year.

4. POLITICAL FUND

UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
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- I authorise deduction of the following Political Fund payment as part of my subscription: Tick one box only
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Now please sign and date below

Signature

Date

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(please tick if appropriate)

If you have been a member of a trade union before, please state which one:

DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes.

We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they, may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

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