

# Teach In



The magazine for EIS student members

Over 80% of all teachers and lecturers in Scotland are EIS members



EIS Campaigns

6



Student Voices

8



Going on Placement

14



eis

Student Teachers

**Scotland's  
largest and  
most effective  
education  
trade union**

**As a member you can:**

- Access advice & assistance from a local EIS Rep while you're on placement
- Be active in EIS campaigns
- Learn about CPD opportunities with EIS Learning Reps
- Be part of an EIS student group in your university

**FREE  
Student  
Membership**

**&**

**FREE  
NQT  
Membership**

*join the Union*

[www.eis.org.uk/join](http://www.eis.org.uk/join)

## Reasons to Join



4

## EIS Campaigns



6

## Student Voices



8

## Your Employment Rights



10

## Better than Zero



11

## NUS Scotland



12

## What to expect on Placement



14

## EIS Reps



16

## Get Involved



18



### Welcome to the EIS Student Magazine.

It is designed specifically for student teachers to give you some advice on matters that will be important to you like going on placement, your employment rights as a student worker and how you can get involved with the union and contribute to shaping Scottish Education for the better.

We are always looking for feedback and ideas, so please get in touch if you have any suggestions for improving what's included.

### Contact Us

#### EIS Organisers

**Annie McCrae:** [amccrae@eis.org.uk](mailto:amccrae@eis.org.uk)

**Louise O'Hara:** [lohara@eis.org.uk](mailto:lohara@eis.org.uk)

**Twitter:** @eisstudents

**Facebook:** Educational Institute of Scotland



# Reasons to Join

At the EIS we're dedicated to looking after our members

## The Biggest and the Best

The EIS is the largest and most effective teacher trade union representing over 80% of Scotland's teachers (8 out of 10 teachers and lecturers in Scotland are members of the EIS).

## Improving your Pay and Conditions

The EIS campaigns actively to secure and maintain professional salaries and improve conditions of services for all its members (the EIS has the overwhelming majority of members on the Scottish Negotiating Committee for Teachers – SNCT).

## Campaigning on the Things That Matter to You

The EIS is a campaigning organisation that takes a lead on the big issues for education and teachers. The EIS runs major campaigns to protect education, deliver better opportunities for learners, and defend the pay and conditions of teachers.

## Scotland's Most Affordable Teaching Union

Because of its size the EIS is also the most efficient and affordable union to join. You can save up to £100 per year compared to the cost of other teaching unions.

The EIS is free for all student members and remains free throughout your probation year and beyond.



Leading  
on key  
issues for  
education



## The Best Legal and Professional Advice

The EIS offers free professional advice and support to all members whenever they are needed, including student members while on placement in schools. Our solicitors and our network of EIS Representatives, Local Association Secretaries and Area Officers are available to provide the highest quality support and advice when it is needed. We also provide EIS members with FREE legal advice on non-employment matters through our dedicated 24-hour, 7 days a week EIS legal helpline staffed by qualified lawyers.



## Supporting Your Career Development

As a professional organisation the EIS is committed to promoting opportunities for quality professional development for ALL teachers throughout their careers. The EIS is the only Scottish teaching union with Learning Representatives to support members' CPD.

## Insurance Covering all EIS Members

The EIS provides four insurance policies to all members covering: Personal Effects, Malicious Damage to Motor Vehicles, Third Party Insurance and Personal Accident Insurance.

## Leading on the Key Issues for Education

A commitment to quality and equality across our education service is a hallmark of the EIS and its work in developing policies covering: Education, The Equality Agenda, Pay and Conditions of Service and all other areas of trade union work.

## Professional Financial Advice

EIS Financial Services provides independent financial advice, a comprehensive range of insurance and other financial planning products exclusively to EIS members.

# The EIS runs major campaigns to protect education



[www.eis.org.uk/join](http://www.eis.org.uk/join)

# EIS Campaigns



Larry, teaching at Hillhead High School

**THE EIS is the largest teacher trade union in Scotland, with over 55,000 members. We have over 80% of the country's teaching professionals as members, which gives the EIS the strength to defend Scottish education and protect the interests of its learners and teachers.**

Regardless of the sector in which you work, the EIS can provide you with the advice, support and back-up you will need throughout your career – including legal advice and protection, should you ever need it.

The EIS is free for all student members and remains free throughout your probation year and beyond. You can join the EIS online at [www.eis.org.uk/joinfree](http://www.eis.org.uk/joinfree)

The EIS is an organisation for all teachers, led by teachers and with all policy priorities set by teachers. Teaching is a profession where levels of trade union membership

remain extremely high, with real benefits for teachers, for education and for learners across the country. Join us today and get involved.

Although we have no affiliation to any political party, the EIS is a highly active political organisation which campaigns vigorously on the issues that matter to teaching professionals. We campaign on pay and conditions, pensions, education and equality matters and you can read more about some of our current campaigns on this page.

I hope that you will join up with your future teaching colleagues and become a member of the EIS. I would also like to take this opportunity to wish you all the best for your course and for your future career in teaching.

*Larry Flanagan*

**Larry Flanagan**, EIS General Secretary

## The Workload Campaign

The Make Time for Teaching Campaign was launched to address the problem of increasing teacher workload in Scotland's Schools.

The aim of the campaign is to achieve a meaningful and sustainable reduction in the workload burden of teachers. Specifically, the EIS is calling for a significant reduction in the unnecessary administrative burden that has grown up around all sectors of education.

We believe that our focus must always be on learning and teaching - on delivering the best possible learning experience for pupils and students – rather than on repeatedly measuring, assessing, recording and reporting on every aspect of the learning and teaching process.

The continued workload burden associated with National Qualifications has resulted in 95% of EIS Secondary School members voting to support Industrial Action short of strike from June 2016. The target of this industrial action is both SQA bureaucracy and excessive internal unit assessment, with its associated workload burden for teachers and unacceptable assessment pressures on students.





# FACE UP TO CHILD POVERTY

Poverty can have a devastating impact on the educational achievements of children and young people. By the age of three, children in poverty are thought to be 9 months behind the average development and school readiness.



The EIS Equality Committee is committed to a campaign which will highlight the causes and consequences of such disadvantage. We aim to influence key decision makers in Scottish society to improve the life chances of our children and young people in Scottish schools.

The Face up to Child Poverty Campaign is raising awareness of the consequences of inequality in society and highlighting poverty and inequality issues, specifically in relation to the impact on learning and teaching.

A notable success of this campaign has been the Scottish Government's acceptance of our request for universal

provision of school meals from primary 1 to primary 3. Our long-term aspiration is for this entitlement to be extended to all children in Scottish schools.

Alongside Child Poverty Action Group Scotland we have recently published a Face Up to Child Poverty booklet which offers EIS members advice on how to poverty proof their classrooms and a School Costs video which focuses on the struggle of families on low incomes to meet the costs associated with their children attending school.

## Equal Pay in FE

For over two decades EIS-FELA has been calling for Equal pay in FE. Following a day of strike action on the 17th March 2016 and negotiations that went on to 3am Scotland's FE employers agreed to equal pay for all FE lecturers at the level of the highest paid.

There remains a lot of work to be done, both to sort out outstanding details of the pay settlement, and to harmonise conditions of employment, but there is no doubt that this is a major victory. There are key lessons to be learned from this campaign, not least the effectiveness of collective action.



The EIS Campaigns to ensure both educational professionals and students alike receive the very best opportunities

# Student Voices

## Erin McAuley



**University of Stirling  
(Politics, History and  
professional Education)  
and EIS Student  
Member**

My desire to follow a teaching career came from the influence my own teachers had on me. I was guided to see how education can be the golden ticket for any young person in any situation to become anything they want to be. I want to ensure every young person gets this opportunity and guidance. I want to help shape, develop, and influence young people to discover themselves and their abilities. The

pressure of teaching may be challenging but that's why I want to do it because I want to challenge these challenges.

I have enjoyed my course so far. It's interesting to be in a class with student teachers who aren't all from Scotland and who have gone through different educational experiences. It's been interesting to listen to their opinions on our education system and how it differs. At the moment we are focussing upon the purposes of education and the development of the curriculum for excellence.

I have had my placements in my home town. I am a member of the Scottish youth parliament for North Ayrshire and I can take back information and youth concerns to the youth parliament. I think having a

strong connection with my local authority helps a lot and makes me feel a little bit more at ease. I have also really enjoyed learning from teachers who have been in the job for years, watching them and asking questions about their experiences. However, as a student teacher it's demotivating to see your role models (current teachers) stressed and unhappy because of excessive workloads and growing class sizes.

As a student member of the EIS I have had the opportunity to connect and network with people who have been in the profession a long time which has made me feel protected and prepared to enter the teaching profession. It is important for Student Teacher members of the EIS to have their voices heard as they can bring a new outlook and fresh ideas to the debates on education in Scotland.

## Alistair Clarke



**Aberdeen University  
Year 2 MA Primary Ed  
EIS Student Member**

I first considered becoming a Primary Teacher when I was seventeen. I had known that I wanted a career working with young people for some time but had struggled when it came to choosing a specific course to pursue. I chose Primary Teaching because out of all the work experience opportunities I had in Secondary School - all of which involved working with children - Primary Teaching stood out.

This year, on my course, there has been a greater focus on schools themselves. In First Year we spent a lot of time understanding different learning techniques, in order to identify not only how pupils learn but also the ways in which we prefer to learn as individuals. However, this year we have been considering the type of teacher we would like to be and the ways in which we could achieve this. As we are in Second Year, we have been given placement schools. We are paired up and attend these schools once a week, with a two week block in May.

I have loved being on placement. It's incredibly rewarding to actually go into a School and get to work with pupils who see you as a teacher - even though this can simultaneously be quite a daunting thing. It

is also very interesting to see the dynamics within a school and how it operates. Child Policy has been a prominent feature of this year and it is interesting to see the approach which a school has taken to cover all the areas they need to.

I think that the key issue that I have as a student teacher is perhaps a lack of awareness of the broader picture. I believe that the EIS supports student teachers by providing an easily accessible supply of information.

I am excited by the prospect of becoming a qualified teacher and spending time in a classroom working with young people.





## Simon Taylor



### University of the West of Scotland Year 2 MA Primary EIS Student Member

I had a really inspirational primary school teacher and ever since then I've always wanted to be a teacher. It's such a privilege to play a formative role and I want to encourage and inspire children to be the best they can be.

We've spent a lot of time on our course developing ourselves and our own skills as communicators and learners, not just as teachers. One of the best experiences has been a 10-day placement in a primary school in Spain. It was so humbling.

Placement has been fantastic because it contextualises all the theory. It brings relevance to what we're learning but most of all, being out in a classroom and in the midst of learning and teaching reminds me every day why I wanted to get into this vocation. School experience becomes the catalyst to propel me through the exams!

I think it's important as student teachers that we understand it's how we teach that is important, and not just what we teach. Our interactions with pupils will leave a footprint and I want to make sure I know how to be an inspiration that will encourage my pupils long after they've left my classroom.

The EIS is a fantastic support because it's made up of people who are active in the profession. We can really benefit, as students, from drawing on the experience of people in the field and getting to know other professionals so we can share resources and experiences, and offer the best we can to children in Scotland.

I have worked with the EIS in launching a CPD society at UWS. The EIS has been really supportive right from the start.

The Government needs to do more to help every single child achieve everything they can, regardless of their background. It's not good enough that children from deprived areas are leaving primary school without basic numeracy and literacy skills. As a society, we need to do much better. I support the EIS Face Up to Poverty Campaign.

**“As a student member of the EIS I have had the opportunity to connect and network with people who have been in the profession a long time which has made me feel protected and prepared to enter the teaching profession”**

# Your Employment Rights

The University experience for some students is clouded by employers who take advantage of their lack of workplace knowledge. Some employers try to impose working practices on students that more experienced staff would not accept. As Scotland's fourth largest trade union, the EIS works with the NUS and the STUC to campaign for better terms and conditions for young workers.

Here is a brief guide to employment law so that you can be aware of your rights at work.

## Pay, Tax and National Insurance

Both full and part-time workers in the UK are entitled to earn the national minimum wage (under 25) or the national living wage (25 or over), and this must not include any tips, gratuities or service charges.

**From the 1st April 2016 wage levels have been set at:**

- £7.20 (for workers aged 25 and over)
- £6.70 (for workers aged 21 to 24)
- £5.30 (for workers aged between 18 and 20)
- £3.87 (for workers aged under 18)
- £3.30 (Apprentice)

## Holidays and Annual Leave

There is a minimum right to paid holidays. Some employers will offer more than the legal minimum of 28 days per year if you work 5 days a week. Part time staff are entitled to the same holidays as full time staff on a pro rata basis. The facts to remember are:

- You start to accrue leave as soon as your employment commences.
- While on leave you will receive your normal rate of pay.
- Public and bank holidays can be included in your minimum holiday entitlement.
- On leaving an employer, you must be paid for any leave you have not taken.

## Working Hours

Adult workers cannot be forced to work more than an average of 48 hours a week over a 17 week period. If you are 18 years of age or over and wish to work more than 48 hours a week, you can opt out of the 48 hour limit. This must be voluntary and be put in writing and this must not form part of an agreement with the whole workforce.

## Breaks

Most employers have their own policy on breaks, so it is best to ask your manager or colleagues what these are before you start work. The legal minimum requirement, under the Working Time Directive, is for a 20 minute rest break if you are expected to work for more than 6 hours. This time can comprise of a lunch or coffee break and your employer can specify when you take it.

**Part time staff are entitled to the same holidays as full time staff on a pro rata basis**



## Trade Union Membership

As well as being a member of NUS and a student teacher member of the EIS you have a legal right to join an appropriate union for your part-time employment. Some unions have special reduced rates for student members or for part-timers.

For more information on your Employment Rights as a student part-time worker check out [www.worksmart.org.uk](http://www.worksmart.org.uk) and use their union finder to find the most appropriate union for you.



# Because we're Better than Zero



**JOIN** >ZERO to fight against the zero hour culture in workplaces and be part of a campaign supported by the STUC, run for young people by young people to tackle insecure and low paid work.

We're a group of young trade unionists, zero hour workers and creative campaigners and we're fed up of bad bosses who think they're beyond reproach. We want to fight back against the bad bosses giving young workers zero hours, zero rights and zero respect.

Our campaign is less than a year old, but what we have achieved has been quite staggering. We began by targeting Scotland's largest hospitality employer who are notorious for underpaying staff, deducting wages for uniforms and training to bring staff under the minimum wage (never mind a living wage), not caring about staff safety with no transport provided even when staff work until 5 or 6am in their nightclubs, being sued for discriminating against disabled people and, of course, the infamous two way mirror in Shimmy club's women's toilets.

Our campaign depends on young activists who wouldn't necessarily be introduced

to the trade union movement if it wasn't for campaigns like Better than Zero. The activists use creative ways to get their point across to bad bosses including using flash mobs (inside and outside venues!), demonstrations and choirs!

Since the campaign began, we have been inundated with young workers telling us their own horror stories. They receive free advice from our helpline and are encouraged to take part in the campaign which aims to empower young workers to stand up for themselves in work.

We have taken action against other employers like Sports Direct, McDonalds and Las Iguanas – where, following our short speeches inside their restaurant one busy Saturday, they reversed their policy of forcing staff to use some of their own tips to pay the company's credit card admin fees!

We have been all over the country to speak to trades councils, union branches and were delighted to be invited to speak at the STUC's rally against austerity in December and the STUC Congress in April. Our short film depicting what life is like on a zero hours contract was played at this year's May Day rally in Glasgow.

The response we have received has been outstanding, and is a testament to the hard work and dedication of all the young workers involved in Better than Zero.

**However, in order to continue the campaign we need the ongoing support from people like YOU!**

As Student teachers many of you may have a part-time zero hours contract job to support your studies. If you would like to join our campaign to stand up for the rights of young workers – please get in touch!

We look forward to hearing from you!

**t:** 0141 556 6875

**w:** [betterthanzero.org](http://betterthanzero.org)

**e:** [betterthanzero@stuc.org.uk](mailto:betterthanzero@stuc.org.uk)

[@betbetterthanzero](https://www.facebook.com/betbetterthanzero)

[www.facebook.com/betbetterthanzero](http://www.facebook.com/betbetterthanzero)



# Welcome from **nus** scotland

national union of **students**



Hello, my name is **Vonnie Sandlan** and I'm the President of NUS Scotland. I want to welcome you to NUS Scotland, and to the start of your time as a student in Scotland.

As you start your journey to become a teacher I want to wish you the best of luck. Teaching is one of the most rewarding and challenging careers you can have. It is a profession that forms one of the most important pillars of our society. While at university I studied the BA Childhood Studies, which is an early years-focused education course. I loved this course and felt that it was the greatest privilege to be responsible for supporting children to explore their knowledge - a privilege that few get to be a part of - but that I share with student teachers alike. The role that teachers play in shaping the world view of their pupils for the better has played a pivotal role in my life, the lives of my children, and the lives of so many of our members that I speak to.

## About NUS Scotland

The work of NUS Scotland has also been crucial to shaping the Scotland that we want to see, and an education system, albeit the tertiary education system, to work for students and for students to be supported during their time at college or university.

NUS Scotland represent over 500,000 students at college and university in Scotland through our member Students' Associations. We promote, defend and extend the rights of students, and work to develop and champion strong Students' Associations. We are a collective movement working to make students' lives better.



## Our Previous Work

Over the past few years NUS Scotland has achieved some huge wins:

- Significant commitments to students in each of the main parties' Scottish election manifestos, including a commitment from the SNP to review FE and HE student support.
- Campaigning to ensure that 16 and 17 year olds were able to vote in the Scottish Parliamentary elections.
- Successfully campaigned in favour of the HE Governance Bill that will see students represented on university boards of governance and elected chairs.
- Securing a commitment from the Scottish Government to establish a Commissioner for Fair Access to tackle the problems that students from disadvantaged backgrounds face when accessing university.
- Increasing recognition of student mental health needs, with commitments from each of the main parties to look at what more can be done to improve support.
- Campaigning to ensure that care leavers who meet minimum entry requirements will be guaranteed a place at university and receive a full bursary.

## Our Plans for 2016/17

### Fairer support for students

Our Scottish Parliament elections campaign focused on three key demands from our membership: a right to Further Education (FE) support for those on FE courses; improved year-round support for Higher Education (HE) students and improved mental health support for all students.

We secured significant commitments toward each of these demands from each of the main parties. These included: a commitment from the SNP to review FE and HE student support; Greens and Lib Dems signing up to our campaign in full; Labour support for our calls for improved FE support and Conservatives backing for our calls for improved mental health support.

Over the next weeks and months, we will work hard to ensure each party keeps their promises to students, reminding each one of their commitments. As the SNP are a minority government, each party has the potential to play an important role in securing our demands and we will use this to our best advantage.



## Liberation and Learning

The courses that we study at university shape the way that we view the world and the actions that we take in the workplace. Yet, for too long universities failed to include diversity in the curriculum. Reading lists made up of all male authors and courses that don't reflect the experiences of black and minority ethnic people are all too common. We want to transform education so that students are receiving a diverse curriculum.

## Education and Work

We believe that education and work are often intrinsically linked, with a number of courses now including work placements as a crucial part of their course. We want to work to ensure that universities are considering all opportunities for students to gain experience in the workplace related to their course and to find out from students their expectations of a work placement, and take these forward to improve course related work placements.



## Widening Access

We believe that a student's access to university should be based on their talent and ability - not their ability to pay. Over the past few years we've made progress to ensure more students from disadvantaged backgrounds are able to access university. Last year we were part of the Commission for Widening Access, which produced a report detailing recommendations on widening access. This year, we'll be watching to ensure the Scottish Government implements these recommendations, and are pleased to see the First Minister's commitment to the establishment of a Commissioner for Fair Access. We also welcomed the Scottish Government's commitment to ensure that care leavers who meet minimum entry requirements will be guaranteed a place at university and receive a full bursary.



## Equality Campaigns

Equality issues span all areas of our work - from education and welfare, to sports clubs and societies. NUS has a long history of campaign for equality in Scotland, and continues the fight every day on campus and in Parliament to address prejudice and discrimination.

We have four officers who each lead on one of our liberation campaigns looking at the specific issues faced by students who define as disabled, LGBT, Black or Women. Over the past few years NUS Scotland liberation groups have:

- Successfully campaign for Equal Marriage legislation in Scotland
- Celebrated Black History Month
- Campaigned against cuts to the Disabled Students' Allowance in Scotland
- Launched a women in leadership programme

We also have elected officers that work specifically with mature, international and post-graduate students to tackle the different challenges that these students face.

## How to get Involved

Our campaign work to make students' lives better can only be successful with the help of students across Scotland. That means we need you to get involved!

Your local Students' Association has a tremendous amount of influences that means that they can have a really positive impact on the experience of students like you. Get involved with the campaigns that your students' association is working on, consider becoming a campaign representative - or run for a position in your students' association's elections.

University is a great opportunity to meet lots of other people from a wide range of backgrounds, take that opportunity by getting involved with clubs and societies. Your students' association will offer a wide range of opportunities from one day events to weekly volunteering commitments. Make sure you check out what else you can do whilst at university and make the most of your time.

You are now part of a union. That means there will always be someone to stand up for you - and always someone for you to stand up with.

You can keep track of the work that NUS Scotland is doing by liking our page on Facebook or by following us on Twitter



[www.facebook.com/nusScotland](http://www.facebook.com/nusScotland)



[@nusScotland](https://twitter.com/nusScotland)



# What to Expect While on Placement

Going on placement can be daunting, but it can also be a lot of fun. Placement gives you the opportunity to put into practice all of the skills you've learnt and find your feet in the classroom. Here are a few tips to help along in your placement.

## Before you Begin

- **Research** your school and find out as much about it as you can. Look at your school's website and talk to other students, lecturers and your Student Education Society to build up a picture of what to expect.
- **Visit** the Education Scotland website which contains all inspection reports and general information on education authorities.  
[www.educationscotland.gov.uk](http://www.educationscotland.gov.uk)

**Arrange** with your mentor or Headteacher to visit the school prior to commencing your placement. Use the opportunity to find out which classes you will teach and their level as well as the conventions and policies of the school. You should also ask how teachers should be addressed by pupils and when the break and lunch times are.

- **Get** a copy of the school's staff handbook and behaviour policy.
- **Make** sure you get your login details for the school's computer network.
- **Find** out how long it takes to travel to the school and what the best route is.

## First Day

- **First** impressions count so make sure you arrive on time and have your school and mentor contact details with you in case of an emergency.
- **Dress** appropriately. You should look smart but stay practical because you need to feel comfortable when you're working with children.
- **Smile** and introduce yourself to your new colleagues. This may seem difficult if you are nervous, but remember they have all been through the same thing before and will be happy to help you settle in.
- **Try** to learn your pupils' names quickly. One good way to help remember them is to create a seating plan.

If you are a happy and enthusiastic teacher, your class will also be happy and more productive





# Throughout Your Placement

## Keep a Good Work/Life Balance

Schools are busy places and it is important that you have some relaxation time. If you go to the gym or the cinema normally, then make sure you keep going. Organise your time effectively so that you don't get caught up in your work. If you are a happy and enthusiastic teacher, your class will also be happy and more productive.

## Always ask Questions

If you are unsure about how to set up equipment or how you should deal with a particular issue, your colleagues and your mentor will be able to help.

## Keep a Personal Diary

Record the skills and techniques you have used successfully during your placement. A diary is also an excellent way of enabling you to write about your experiences and self-evaluate.

## Remember to Behave Appropriately

If you find yourself socialising in a place where pupils at your school or their parents may be.

## Regularly Update Your School Experience File

And offer it to your tutor to review. If you keep this organised then you will avoid trying to remember old lesson plans and having to write last minute updates.

## If you Become ill

You should inform your school as well as your university tutor immediately.

**Introduce yourself to the School EIS Rep while you're on placement and be part of union activities in school.**

It's a good idea to find out who the EIS Rep is at the start of your school placement and make sure the rep knows that you are a student member. You may want to ask for advice or information. Take the opportunity to attend any school EIS meetings held during your placement.

## Join the EIS

It is FREE for students and for up to 16 months from the start of probation, and if you need advice we are always available. The EIS has a rep in most schools in Scotland so there is always someone local to help, and by becoming a member you will also be covered for any legal protection you need while on placement.

[www.eis.org.uk/joinfree](http://www.eis.org.uk/joinfree)

**Look out for EIS drop-in clinics at your university for advice on placements**

eis

# EIS Reps



## EIS Reps

EIS Representatives are fundamental to the effectiveness of the union and play a vital role for members including student members on placement.

Reps are elected by EIS members in a workplace. They keep members up to date with the latest EIS news and provide support and advice on workplace issues. In school negotiations or staff consultations they represent the collective interests of members, in particular when negotiating the annual working time agreement which establishes how teachers' contractual time is used every week and controls excessive workload. Reps promote the benefits of EIS membership to new and potential members. As the largest teaching union in Scotland, our strength lies in our numbers and our activity.

## Health and Safety Reps

The main duty of Health and Safety Representatives is to promote safe working practices within their educational establishments. They are responsible for identifying H&S issues and taking up any concerns relating to an employee's welfare with the employer.

H&S Reps investigate potential hazards and dangerous occurrences at work and carry out inspections on all or part of the workplace and log their findings in an inspection report.

Another important part of the H&S Reps' duties is to look into complaints from any employees they represent regarding their health, safety or welfare at work. They monitor the Health and Safety situation, keep employees' interests under review and update them on any H&S changes or developments.

## Equality Reps

The EIS is committed to the principles of equality, fairness and social justice. Equality Reps act as advisers on Equality issues to local associations and branches, give support to individual members and promote the equality agenda in the workplace.

They may offer advice on Equality legislation as it relates to discrimination, harassment, victimisation, reasonable adjustment and positive action. The Equality Act of 2010 recognises the following protected characteristics: race; gender; disability; pregnancy and maternity; religion and belief; sexual orientation; marriage; civil partnership and gender reassignment.

Equality Reps help in developing equality strategies and support equality initiatives both in local authorities and in schools and colleges.

## The of the Union

**All EIS representatives are volunteers working for their colleagues, fellow members and the union as a whole.**





## Learning Reps

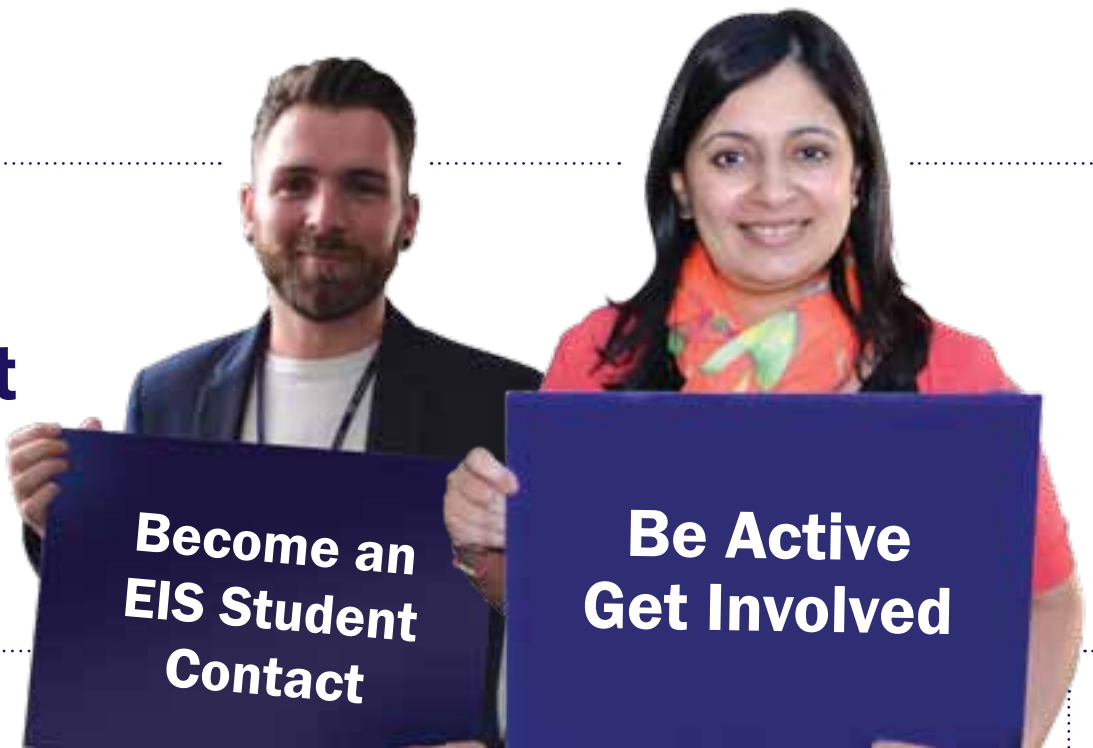
The EIS has Learning Reps working across Scotland providing guidance and support to colleagues on their CPD/ Professional Learning opportunities.

Learning Reps are trained to give information, advice and support to colleagues on their individual CPD needs and Professional Update. Many successful CPD events and seminars have been organised by Learning Reps to provide guidance and support to members on completing their CPD.

EIS Learning Reps have been instrumental in raising the profile of CPD/Professional Learning by taking the lead in partnership with local authorities and colleges to promote quality opportunities.



- ✓ **Help**
- ✓ **Support**
- ✓ **Advice**





# Get Involved



## **EIS Student Membership provides you with important benefits.**

While on placement you can seek support and representation from the school EIS rep. You are entitled to legal protection and insurance against theft and damage arising from your work as a teacher.

You can also join in with union organised events, campaigns and become active in the organisation.

## **Here's how**

### **Become an EIS Student Contact.**

If you would like to organise EIS events or act as a link between student members and EIS Local Associations and members in schools why don't you sign up to be an EIS contact.

### **Establish an EIS Student Group.**

Meet regularly with other EIS student members. Discuss local and national education issues and debates; identify any student teacher concerns related to school placements and how the EIS might raise and resolve these; make a contribution to EIS campaigns and get to know the wider work and organisation of the union. Link in with the campaigning work of NUS and the STUC.

### **Get Involved with the Student Teacher Society.**

Every University Students' Association encourages students to set up a society on an issue or subject that is important to them. The EIS has supported the formation of Student Teacher Societies and provided funding and speakers for events they have organised. Contact your Student Teacher Society to find out what events they are running over the coming months and get involved.

### **Find out about the EIS Local Association, its events and campaigns.**

You can find the contact details of your Local Association Secretary, as well as a link to their website containing information on local agreements and newsletters at

[www.eis.org.uk/Contacts/LocalAssociation.htm](http://www.eis.org.uk/Contacts/LocalAssociation.htm)

Get involved in local events, meetings and campaigns.



EIS website: [www.eis.org.uk](http://www.eis.org.uk)

Follow us on Twitter: [@EISUnion](https://twitter.com/EISUnion) [@EISStudents](https://twitter.com/EISStudents)

If you want to know more about any of the ways you can get involved contact the EIS Organisers  
Annie McCrae: [amccrae@eis.org.uk](mailto:amccrae@eis.org.uk)  
Louise O'Hara: [lohara@eis.org.uk](mailto:lohara@eis.org.uk)





## Strathclyde CPD

The Continuing Professional Development in Education Society at the University of Strathclyde, commonly known as CPD Strathclyde, was the first society of its kind in Scotland. CPD Strathclyde was formed by students in the School of Education at the University of Strathclyde in 2011. The society is student led and aims to provide relevant and meaningful professional learning opportunities for those working in all sectors of education. Since its inception, CPD Strathclyde has grown in reputation and has been described nationally as a model that is 'sector leading'. If you would like more information about the society or its events, you can contact CPD Strathclyde on Twitter: @CPDStrathclyde or by email: [cpdstrathclyde@strath.ac.uk](mailto:cpdstrathclyde@strath.ac.uk)

## Stirling University Teaching Education Society

In March 2016 the Stirling University Teaching Education Society launched with the aim of building the skills of Student Teachers and make connections that will give student teachers more opportunities as teachers. The society has held a number of informal meetings and hopes to offer a number of professional development workshops and social events in 2016/17. To find out more follow us on Twitter @StirlingUTES



Glasgow University  
Student Teacher Network

## Glasgow University Student Teacher Network (GUSTN)

### Who are we?

Glasgow University Student Teacher Network (GUSTN) is a student network/ society which aims to advance the education and professional development of students through both educational and recreational means developing a community of students dedicated to furthering progression in teaching and education.

### What we do?

We hold both formal and informal gatherings in the forms of TeachMeets, debates and discussions as well as inputs from other educational professionals. In addition the society will host social events for students to build upon their connections with other members.

### What's the point?

This society/network exists for the personal and professional development of student teachers in order to prepare for the working world of education. This society aims to offer student teachers the opportunity to undertake an active role in their own Continuing Professional Development, giving them a head start in their professional learning journeys.

### What events do we hold?

To date the network has held TeachMeets (where groups of educationalist come together to discuss and share their experiences with the goal of deepening understanding and sharing ideas). We have also organised social events such as a "Back to School" party.

If you are interested in getting involved or have any questions then please feel free to contact us through our Facebook page (search for Glasgow University Student Teacher Network or GUeducation), Twitter account (@GUEducation) or our email [GlasgowUSTN@gmail.com](mailto:GlasgowUSTN@gmail.com)



## UWS

In its first year, the UWS Student Teacher Society supported by the EIS has delivered some 160 hours of CPD, with topics ranging from Child Protection, to Placement, Sign Language, and a meeting with Angela Constance at Scottish Parliament. One of our most ambitious sessions saw representatives from all of the major UK faiths, as well as Humanism, meet together to discuss their beliefs with students.

The Student Teacher Society was recently honoured at the Student Association's annual awards. Student President Jack Douglas paid tribute to the Society's work. The Society was highlighted for not only the range of workshops for students, but also its work with the university, relationships with local business and engagement with Scottish Parliament and trade unions. The Society's volunteers were praised as among the best across the whole university. The Chair Emeritus was awarded Volunteer of the Year 2016 for his work.

Abbie Cardie has recently been appointed Chair of the Society for 2016/17.

You can get in touch on Twitter @UWS\_Teaching or Facebook UWS Student Teacher Society.



**FREE**  
**Student**  
**Membership**

&

**FREE**  
**NQT**  
**Membership**

**eis**

**Student Teachers**



*join the Union*

[www.eis.org.uk/join](http://www.eis.org.uk/join)