

# Into Teaching

The magazine for EIS student members

Scotland's largest  
education trade union  
[www.eis.org.uk/join](http://www.eis.org.uk/join)

eis



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nus scotland  
national union of students

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

&

**FREE**  
**Probationer**  
**Membership**

**eis**

**Student Teachers**

**Scotland's  
largest  
education  
trade union**

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

**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

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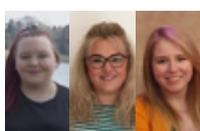
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# Welcome to the EIS Student Magazine.

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

## Contact Us

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**At the EIS we  
are dedicated to  
looking after our  
members**

# Reasons to Join

## Biggest in Scotland

The EIS is the largest 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.

## Scotland's Most Affordable Teaching Union

Because of its size, the EIS is also the most efficient and affordable union to join. The EIS is free for all student members and remains free throughout your probation year and beyond.

## 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.

## 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.

# Excellent Legal and Professional Advice

The EIS offers free professional advice and support to all members including student members while on placement in schools. Our solicitors and our network of EIS Representatives, Local Association Secretaries, Organisers 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 EIS legal helpline staffed by qualified lawyers.



**Legal Helpline**  
0333 400 5778

Opening Hours: 8am to 7pm  
5 days a week

## 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 highest  
quality support  
& advice when  
it is needed**

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



# Get Involved

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

**While on placement you can join in with union organised events, campaigns and become active in the organisation.**

## Here's how:

### Establish an EIS Student Group

Meet regularly with other students to discuss local and national education issues, identify student teacher concerns, get to know other teachers who want to make a difference and develop campaigns with other students to make real change.

If you'd like to organise a student group or get more involved with EIS events or campaigns, contact your EIS organiser.

### Get Involved with the Student Teacher Society

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

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EIS website: [www.eis.org.uk](http://www.eis.org.uk) / Follow us on Twitter & Facebook: @EISUnion

If you want to know more about any of the ways you can get involved contact the EIS Organisers



# Support for Student Teacher Education Societies & Events

## EIS Organisers



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- Aberdeen
- UHI



**Ruth Winters**  
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- Glasgow Crichton campus

**Your Teacher Education Institution (TEI) may have an existing Student Education Society so contact your Student Association to find out. If you are interested in setting up a Student Education Society, becoming a Student Contact for your year group or course then please contact your EIS Organiser.**



# The EIS is a Campaigning Union

The EIS campaigns for the advancement of education and teachers. It also campaigns on issues affecting wider society. In 2019, our member-led campaign won a landmark 13% settlement on pay, for the period April 2018 to March 2021, as part of the Value Education Value Teachers campaign.

Member-led campaigning will continue during the period of post-Covid education recovery including:

- a class size reduction to support education recovery
- a reduction in maximum class-contact time in line with OECD norms
- an end to zero-hours supply lists.

# EIS Campaigns

**The EIS is an organisation for all teachers, led by teachers and with all policy priorities set by teachers.**

Recent Covid 19 events in Scottish Education have underlined the importance of teachers being a member of a professional association. Not only does such membership give you protection and security, it also gives you a voice. The EIS, Scotland's largest teacher union, has been at the heart of discussions both nationally and locally, articulating the concerns of members and seeking agreements and reassurances around everything from risk assessments to job opportunities to professional support.

We continue to be involved in such, both locally and nationally.

Despite the current challenges, however, teaching remains a hugely rewarding career.

The EIS is the largest teacher trade union in Scotland, with over 60,000 members. Representing 80% of the country's teaching professionals, 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 advice, support and back-up, throughout your career – including legal advice and protection, should you ever need it.



Larry, teaching at Hillhead High School

Although we have no party-political affiliation, the EIS is a highly active organisation which campaigns vigorously on the issues that matter to teaching professionals: pay and conditions, education, professional learning, equalities and other issues affecting our members.

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

Teaching is a profession where levels of trade union membership remain high, with real benefits for teachers, for education and for learners across the country.

Join us today and get involved. You can join online at [www.eis.org.uk/joinfree](http://www.eis.org.uk/joinfree)

I would like to take this opportunity, also, to wish you all the best for your course and for your future career in teaching.

**Larry Flanagan**, EIS General Secretary



# COVID-19

During the Covid-19 pandemic, EIS campaigning ensured that:

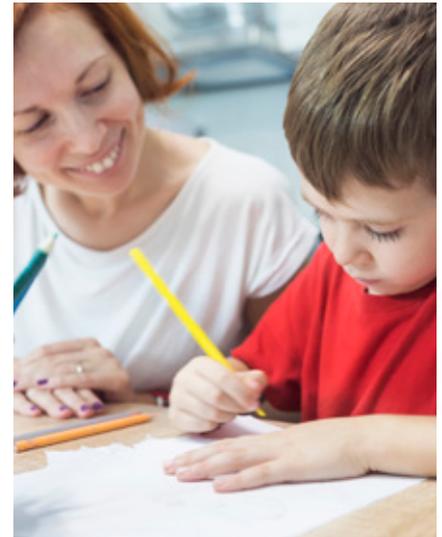
- Face masks were used in schools.
- Risk Assessments, including hygiene and social distancing mitigations, would follow a process that involved EIS Reps and members.
- The Scottish Government pledged additional funding for supply teachers who were not part of the furlough scheme.

The EIS has produced extensive advice to support members, including probationers: [www.eis.org.uk/Information/HandSAdvice](http://www.eis.org.uk/Information/HandSAdvice)

## Additional Support for Learning (ASL)

Additional Support for Learning (ASL) provision has been the subject of intense scrutiny in Scotland in recent years. With the publication of the Additional Support for Learning Review and the impact of the pandemic on children and young people, this scrutiny is likely to be sustained in the years to come. Increased complexity of needs among the learning population, against a backdrop of underinvested public services and a reduction of 20% in the number of ASN teachers since 2010, is undoubtedly impacting on educational provision. There is a well-evidenced gap between theories of inclusion, the law on children's rights, and daily practice in our schools; a gap which stems from massive under provision of the sources of support children require. The EIS remains firmly

committed to inclusive education in principle. We believe that education is a human right and that inclusive education, i.e. schools and classes comprising a diverse mix of learners, is the foundation of a more just society. The presumption that, when appropriate, children will be educated alongside their peers in their local school is sound. The serious concerns our members have voiced repeatedly are about implementation of well-intentioned policies, and the gap between promise and practice. Scotland's children, and Scotland's teachers, deserve a system where promise meets practice, not mainstreaming on the cheap. For more information on the EIS contribution to this debate and the work of the ASN Network, visit our website.



## Instrumental Music Charter

The Charter for Instrumental Music, launched in 2011 and updated in 2018, was a landmark publication for the EIS asserting, as it did, the right of every child to learn to play a musical instrument and/or to develop their ability to sing. This publication put the spotlight firmly on the swinging cuts affecting provision and renewed our calls to provide free tuition for all at the point of delivery. Whilst we welcome the recent Scottish Government pledge to abolish music tuition fees, the EIS will continue this campaign to ensure that our vision for free instrumental music tuition for all young people who wish it becomes a reality. For more information on the Institute's work in this area and to find out about our IMT Network, visit our website.



## Sustain The Ambition - The contribution of GTCS - Registered Teachers in Early Years

As part of the campaign to arrest and reverse the decline in the number of qualified nursery teachers employed within Early Years establishments, the EIS funded research by the Child's Curriculum Group into the contribution of qualified teachers to nursery education. The resulting guidance document can be found at: [www.eis.org.uk/Research/Sustain-The-Ambition](http://www.eis.org.uk/Research/Sustain-The-Ambition). EIS Local Associations and EIS nationally continue to campaign against and oppose cuts to nursery teacher posts across the country. Additionally, the EIS national body has established an informal network of Early Years practitioners which has been brought together for various professional learning activities to date; and is in the process of setting up a formal national Early Years Network. If you are interested in learning more about Early Years practice, why not come along to one of our webinars and take part in the conversation? Information on previous and up-coming Early Years events can be found on our website.

# EIS and Equality

The EIS has a strong commitment to equality. We continue to offer training for members, produce useful guidance on a range of equality issues and maintain a strong network of trained Equality representatives. More information can be found on the EIS website [www.eis.org.uk/equality](http://www.eis.org.uk/equality)

## Anti-racism

The EIS supports national anti-racist campaigns and have and produces resources to support members around anti-racist education. The work of the Equality Committee in these areas is guided by the Anti-Racist Sub-Committee. We continue to lobby for an anti-racist curriculum and involve our members in a range of CPD on this issue. Resources include:

- Briefing for members to advocate for anti-racist education and challenging anti-Muslim prejudice
- Guidance and online videos on Mobilising for Anti-Racism in the workplace
- The Tale o' the Glasgow girls, a narrative poem resource to teach about refugee rights
- Welcome Pack for Refugees, Asylum Seekers and Migrant Children

More information can be found on our website: [www.eis.org.uk/Equality/Anti-Racism](http://www.eis.org.uk/Equality/Anti-Racism)



## Disability inclusion

The EIS is committed to supporting our members with disabilities, ensuring their rights and legal protections are upheld throughout their employment. A new Disabled Members Network will be established in 2021. Resources include:

- Information about Disability and the Law
- Guidance for EIS Members and Workplace Representatives regarding reasonable adjustments in the workplace
- Upcoming Disability History Month films made by Disabled teachers

More information can be found on our website [www.eis.org.uk/Equality/Disability-Equality](http://www.eis.org.uk/Equality/Disability-Equality)



## LGBT+ Inclusion

The EIS supports the commitment to the provision of LGBT+ Inclusive education in Scottish schools. We are committed to challenging homophobia and advancing the rights of LGBT+ people in Scotland and beyond. The work of the Equality Committee is informed by the LGBT Sub-Committee and the EIS have a growing informal network of LGBT+ members. Resources include:

- Updated LGBT+ guidelines to support LGBT+ members
- Advice on Challenging Homophobia in Schools
- Advice on supporting Transgender and Non-Binary learners

More information can be found on our website: [www.eis.org.uk/Equality/LGBT](http://www.eis.org.uk/Equality/LGBT)



## Gender Equality

The EIS is involved in a range of efforts to promote gender inequality and end discrimination, through our campaigning, training and advice to members. We are involved in a range of national bodies dedicated to gender equality. In 2020, the EIS marked International Women's Day by highlighting the role of women in the Union. The work on the EIS Equality Committee on gender issues is guided by the Gender Equality Sub-Committee. Resources include:

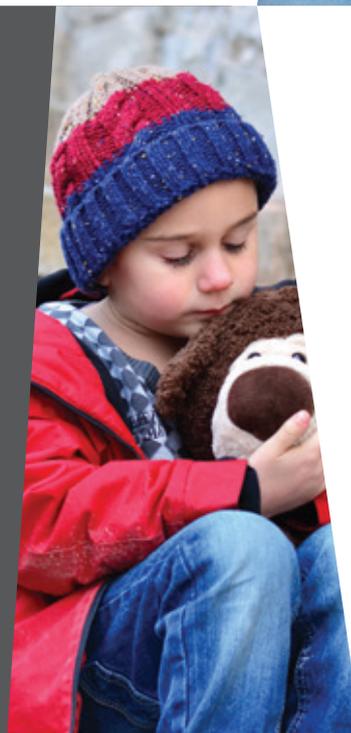
- Advice on Violence Against Women
- Advice on Tackling Sexual Harassment in Educational Establishments
- Advice on challenging misogynistic attitudes among children and young people: Get it Right for Girls
- Good Practice Guidance on Distributing Period Products in Schools

More information can be found on our website [www.eis.org.uk/Equality/Gender](http://www.eis.org.uk/Equality/Gender)



## Child Poverty

Almost 1 in 4 children in Scotland are living in poverty today. Before the impact of Covid-19 is fully known, it has been estimated that this figure will rise to 29% by 2023- the highest rate in almost 20 years- unless decisive action is taken by government to reverse the upward trend. It's a matter of huge concern for teachers because poverty can have a devastating impact on the educational outcomes and life-chances of the children and young people who experience it. For some time now, the EIS Equality Committee has been campaigning to highlight the causes of poverty and the educational disadvantages and inequalities of outcome that it leads to. The Equality Committee's dedicated Poverty Campaign Working Group provides advice on how the EIS seeks to influence key decision-makers in Scottish society, working with other relevant anti-poverty organisations in order to do so. The Equality Committee has produced a number of resources to support teachers in addressing the impact of poverty and to mitigate its negative impact, in their own settings. The resources can be accessed here: [www.eis.org.uk/Campaigns/Child-Poverty](http://www.eis.org.uk/Campaigns/Child-Poverty)



# PACT

PACT is an EIS-Scottish Government initiative to deliver equity-related professional learning for teachers on the nature, causes and consequences of poverty, and the actions that schools and teachers can take in terms of ethos, policy and practice in order to minimise the damage that it can do in the classroom, in the playground and beyond. To learn more about PACT, visit: [www.eis.org.uk/ Professional-Learning/PACT](http://www.eis.org.uk/Professional-Learning/PACT)

# Student Voices



**“Being part of a successful union will always strive to put the teachers first which will ultimately help the school and the pupils in the long run.”**

## **Kimberley Fordyce**

Secondary Education Business, University of Stirling

### **How would you describe the past year in three words?**

Challenging, exciting, motivating.

### **Why did you decide to become a teacher?**

I struggled a lot during my own high school years. There were always teachers that inspired me but I know that there aren't always teachers out there for pupils. I want to be that teacher that pupils can come to on a daily basis to feel safe.

### **Who was your favourite teacher at school and why?**

My maths teacher. I was always terrible at maths. I was achieving the lowest grades because nobody believed in me. She came in with a nurturing passion for teaching and helped me become the top of the class because of it. She saw the potential in me that nobody else did.

### **What's the one thing you'd like to change about teaching?**

I wish there was more time to get to know the pupils on a more personal basis. If there was even just a couple of free lessons at the start of a new school year to get to know them so you know how to plan your lessons around their interests and understand who may need more support.

### **Why do you think it's important to be an active member of a trade union?**

I believe that they are important for bridging the gap between teachers and management. Being part of a successful union will always strive to put the teachers first which will ultimately help the school and the pupils in the long run.

### **Any embarrassing teaching moments?**

I trip over my own feet... a lot! It was always hilarious to the pupils seeing me every day do it but it just became a running joke between us and I think it helped me bond with them a lot as they could see I was just human and not perfect.

### **What advice would you give to a student starting their teaching course?**

Don't be afraid to teach. 99% of the time the pupils won't know if you've made a mistake or not. Just keep going, we all make mistakes and it is important to keep trying. Try doing some mini lessons with your teacher fellows to practice before you go into a real classroom to help take the nerves off.

### **What's the most important lesson you've learned about teaching so far?**

Understanding that you will never know everything about teaching. It is a constant job for training and development, you will always be learning something new from other teachers or through reading. There are so many other ways to gain valuable knowledge than just reading books. Twitter and podcasts are amazing ways to get up-to-date research and findings.



## Rosie Bennett

PGDE Primary Education, University of Aberdeen

### How would you describe the past year in three words?

Challenging, exhilarating, resilient

### Why did you decide to become a teacher?

I've always wanted to be a teacher as cliché as it sounds! I have always loved children and used to come home from school and play imaginary schools in my bedroom. One birthday I asked for a large whiteboard and pens so that I could teach the class. I used to print worksheets and pretend to mark them when imaginary students had filled them in (me!).

### Who was your favourite teacher at school and why?

I went to a small village school which had such a lovely team of teachers. My favourite teacher was my P5 teacher. She recognised I lacked confidence in myself and my abilities. For our topic we started our own newspaper business writing different articles. Everyone had their own roles, from journalists to photographers,

editors etc. My teacher made me the big boss - people had to run their ideas and work past me before we could print it and I had the final say in any big decisions. I had the best time and I was so appreciative of being given the opportunity although I was nervous. It did great things for my confidence and enabled me to have a voice in class.

My main memory of being in her class was all the fun we had while learning. Having been through the PGDE I can now see why the teacher chose me for the role and she is the kind of teacher I strive to be - caring, kind, fun and approachable.

### What's the one thing you'd like to change about teaching?

If I could change one thing about teaching it would be, in an ideal world, for every class to have their own PSA. They really are unsung heroes! It isn't until you are on placement or in your own class that you realise how supportive and what a great role they have in children's learning.

### Why do you think it's important to be an active member of a trade union?

The endless advice, support and community feel.

**“You can't water the flowers with an empty watering can.”  
Look after yourself so that you can give the children the best version of you.**

### Any embarrassing teaching moments?

Crying in front of my placement class when saying goodbye!

### What advice would you give to a student starting their teaching course?

It is tough but embrace it. Try and enjoy every moment of it as hard as it sounds. Don't be afraid to ask for help, reach out whenever you need it - the teaching community is extremely helpful.

### What's the most important lesson you've learned about teaching so far?

“You can't water the flowers with an empty watering can”. Look after yourself so that you can give the children the best version of you.



## Amie Duggan

PGDE Secondary Education: Mathematics,  
University of Strathclyde

### How would you describe the past year in three words?

Challenging, fun, fulfilling

### Why did you decide to become a teacher?

I wanted a job that I was excited to get up and go to everyday, but that would also provide me with new challenges.

### Who was your favourite teacher at school and why?

My favourite teacher was Mr Gilmartin. He was strict but extremely fair and set out clear expectations for the class. He was also a teacher who provided positive feedback and made you wanted to do your best in his class.

### What's the one thing you'd like to change about teaching?

One thing I would like to change about teaching is the class sizes. Most maths classes I had the opportunity to teach had over 30 pupils. This is ok if you have a class which are of the same level and similar ability as it will allow you a chance to check in on all pupils. However, if you have a mixed ability or mixed level class it can be extremely hard to make sure all pupils get the one-on-one time they need and deserve.

### Why do you think it's important to be an active member of a trade union?

So you never feel like you are alone in your job! I have already found the EIS to be a great source of information and great at communicating with me which I found reassuring particularly when guidance kept changing on COVID-19 measures.



**“I have already found the EIS to be a great source of information and great at communicating with me”**

### What advice would you give to a student starting their teaching course?

Remember to take a break for yourself especially during placement, and don't forget to enjoy yourself!

### What's the most important lesson you've learned about teaching so far?

Admit if you make a mistake or you're not sure on a question or answer. Pupils will respect and respond to your honesty.



# Looking After Your Health and Wellbeing

**It is so important that you look after your mental health and wellbeing throughout your studies.**

The EIS recently launched a new online resource to promote health and wellbeing for teachers. There is a wide range of resources easily available on this topic that the EIS has produced and curated that you will find useful on our website.

In addition to the EIS website, you may find the following links useful:

**Clear Your Head** is a Scottish Government toolkit packed with ideas for self-care.

[www.clearyourhead.scot](http://www.clearyourhead.scot)

**The Mental Health Foundation** offers practical resources around self-help and supporting others. The Foundation focuses on preventing the onset of mental health problems before they occur and supporting people to stay well.

[www.mentalhealth.org.uk](http://www.mentalhealth.org.uk)

**Breathing Space** - A confidential phoneline for anyone in Scotland over the age of 16, feeling low, anxious or depressed. Contact: **0800 83 85 87**

[www.breathingspace.scot](http://www.breathingspace.scot)

**The Health and Safety Executive (HSE)** offers a variety of resources aimed at improving health and wellbeing in the workplace.

[www.hse.gov.uk](http://www.hse.gov.uk)

**Scottish Association for Mental Health (SAMH)** - has resources to improve your mental health, including information about mental health and the Equality Act 2010.

[www.samh.org.uk](http://www.samh.org.uk)

**Young Minds** - supporting the mental health of children and young people.

[www.youngminds.org.uk](http://www.youngminds.org.uk)

**Samaritans** is a free, confidential service for anyone experiencing mental health issues. The service also provides resources specifically for those working with young people.

[www.samaritans.org](http://www.samaritans.org)

**Education Support** is a UK wide charity supporting people working in education, and offer a free helpline, staffed by counsellors.

[www.educationsupport.org.uk](http://www.educationsupport.org.uk)

**The NHS** offers links to information about stress, anxiety, fear and panic, low mood, sadness and depression, loneliness mental health at work, and bereavement

[www.nhs.uk/conditions/stress-anxiety-depression](http://www.nhs.uk/conditions/stress-anxiety-depression)

**The NUS** and your local students union will also be able to provide you with more information on the support available to you whilst you are at university.

[www.nus.org.uk](http://www.nus.org.uk)

**British Association for Counselling and Psychotherapy** - BACP is a membership organisation that sets standards for therapeutic practice. Their online directory can be used to locate a professional counsellor, who will usually charge for their services.

[www.bacp.co.uk](http://www.bacp.co.uk)

**The Black Dog Institute** - Although it is an Australian website, it has a lot of resources, including practical toolkits (Psychological Toolkit).

[www.blackdoginstitute.org.au](http://www.blackdoginstitute.org.au)

# Working While You Study

## Know 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 23) or the national living wage (23 or over), and this must not include any tips, gratuities or service charges.

From the 1st April 2021 wage levels have been set at:

- £8.91 National Living Wage
- £8.36 for 21-22 years olds
- £6.56 for 18-20 year olds
- £4.62 for 16-17 year olds
- £4.30 for an 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.

### 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.

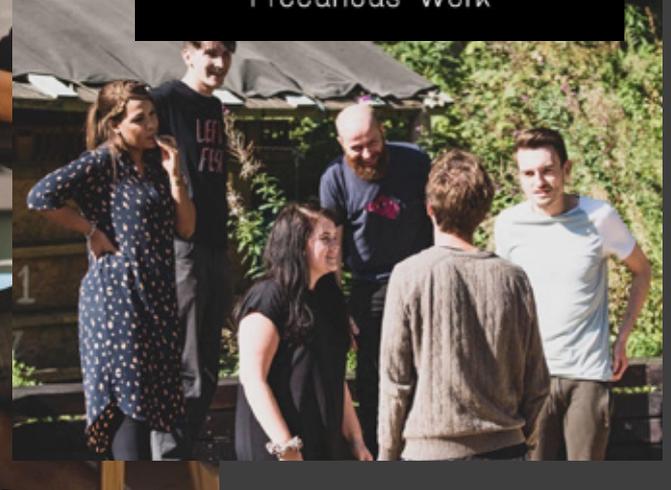
**“The legal minimum requirement, under the Working Time Directive, is for a 20 minute rest break if you are expected to work for more than 6 hours”**



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



>ZERO  
 Scotland's Movement Against  
 Precarious Work



# Get involved with BetterThanZero!

>Zero campaign fights to end zero hour's contracts, poor pay and zero respect in the workplace. BTZ was first launched in 2015, led predominately by young hospitality workers who took on some of the biggest hospitality employers in Scotland. We have secured many high-profile wins including forcing a national chain of hospitality venues to abolish zero-hour contracts in all their venues right across Scotland.

Due to the change in working terms and conditions, the rise of irregular hours, activists come not only from hospitality but from many different service sectors including retail, catering and care. Common issues we challenge is paying for uniforms, bullying, harassment, wage theft and lack of rest periods. We are not just activists, we equip ourselves with legal knowledge and organising skills to change our workplace from within, to lobby local governments and to make long lasting change. Many of us have or will go on to be reps or organisers working with a Trade Union, working towards securing a better future for us all.

With the support of the STUC we will continue to challenge poor working practice and call out bad bosses all over Scotland. BetterThanZero host a number of training events, including our 'Take Control' course, which helps provide activists with the tools to start building union engagement and challenge poor working practices in their own workplaces. We have recently launched our 'Workers Reunion' campaign, which seeks to engage precarious workers on their return to the workplace and help provide the guidance and support for workers to begin organising. We also host know your rights sessions and engage with workers and students throughout the year at various events. This is so we can share real life experiences, support campaigns and prepare for direct action should the need arise.

We believe it is vital to highlight the poor working conditions associated with precarious work. Be that the lack of control workers have of their own work life or the obscene expectations that some bosses

demand of their workers. We have had many victories over our history, more recently helping workers secure furlough payments and safer working conditions during the Covid-19 lockdown. It would not be possible to make these positive changes without the voice of the workers who put themselves forward, willing to speak out and challenge the issues on behalf of their colleagues. Whether you're already in a trade union or looking to start building worker power in your workplace, get involved and be part of something great, a campaign that is led by workers for workers!!

**Facebook: @betterthanzero**

**Twitter: @betterthanzero**

**www.betterthanzero.scot**

# Welcome from **nus** *scotland*

national union of **students**



Hello, I'm Matt Crilly, and I'm the President of the National Union of Students (NUS) Scotland. I'm pleased that EIS have offered me the chance to introduce myself and extend solidarity from our Union to all of you!

Education changes lives, and it's educators like you who inspire, support and equip the next generation of young people. All of you will come to teaching from different places, but you are all now united in the common goal of

positively shaping the future of your students and making society a better place because of that.

Being a student will be one of the best times of your life, so make the most of it by taking the opportunities available to you. Even during a global pandemic, there are still lots of opportunities to join a club or society, volunteer to be a class rep and, very importantly, to join your trade union!

## Who we are

The work of NUS Scotland has been crucial in shaping public life in Scotland particularly as we respond to and recover from the impacts of Covid-19. We strive for an education system in colleges and universities that supports students to enjoy their time, succeed in their chosen field and to be partners in their education.

NUS Scotland is the national campaigning organisation for students in Scotland – we represent over 500,000 students at college and university in Scotland. We promote, defend and extend the rights of students, and work to develop and champion strong students' associations. Whether it's a local campaign that your students' association is fighting on campus, or a national campaign in partnership with our sister unions to make students' lives better, NUS Scotland is the collective movement that makes change happen.

## What has NUS Scotland won for you?

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

- NUS Scotland won an extra £21 million for student cost-of-living support, delivering better bursary support, and a bursary of £8,100 for care-experienced students.
- Pushing mental health up the national agenda, resulting in Scottish Government investment of £20 million to recruit counsellors at every campus across Scotland.
- Securing a national commitment to getting more students from disadvantaged backgrounds into higher education.
- Campaigning to tackle gender-based violence on campus, resulting in the Scottish Government committing funding to further address the issue.

Since the coronavirus outbreak we have:

- Ensured the voice of students is heard, loudly and clearly, by the Scottish Government responding to covid outbreaks, campaigning for clear guidance and calling for summer support.
- Secured £96million of financial support to help students facing hardship from the Scottish Government.
- Won £750,000 to help NUS Scotland and more than 30 student associations provide vital welfare support for students in colleges and universities.
- Through our 'Not Staying, Not Paying' campaign secured a change in the law to introduce notice periods to purpose-built student accommodation so that students can leave tenancy agreements early.



## How to get Involved

We can't deliver all of these campaigns as individuals, we need to be working together with students from across Scotland. You can keep track of the work that NUS Scotland is doing by liking our page on Facebook or by following us on Twitter.

Your local students' association has a tremendous amount of influence meaning they can have a really positive impact on the experience of students like you. Make sure to get involved with the campaigns that your students' association is working on, or get directly involved yourself and become a course representative or run for a position in your students' association's elections.

It can be intense balancing course work and your placement, but it's important to do more than just study whilst at university. 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, or to weekly volunteering commitments, make sure you check out what else you can do whilst at university and make the most of your time.

Just remember that you are now part of a union – and that means there will always be someone to stand up for you, and always someone for you to stand up with.

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

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

## Our work in the year ahead

### Covid-19

Students are facing untold disruption to their studies, work and lives, because of the COVID-19 pandemic. NUS Scotland will continue to campaign to ensure students are supported to succeed in their studies and beyond.

### Student support

Proper financial support for students is at the heart of everything NUS Scotland stands for. We continue to make the case for improved bursary support for all students that keeps up with the cost of living – especially those from the poorest backgrounds.

### Housing

As well as campaigning for students to receive enough funding, we also want to tackle the spiralling costs students face. We work with partners, like Living Rent, to ensure that all students know their new rights as tenants, to end exploitation by landlords.

NUS Scotland also secured a comprehensive review of the student accommodation sector by the Scottish

Government, with a view to ensuring that it provides affordability, accessibility, and caters for the wellbeing of Scotland's students.

### Widening Access

We believe that a student's access to university and college should be based on their talent and not just their ability to pay. Over the past few years, we've made progress to ensure that students from disadvantaged backgrounds are able to access college and university, but this progress is being made far too slowly, and we see the same institutions doing the bulk of the work year after year. We'll continue to campaign to ensure that Scotland's entire education system is truly open and accessible to all.

### Liberation campaigns

We campaign on Liberation issues, alongside students who face oppression: campaigning for a fair system of gender recognition for trans people, tackling the Black Attainment gap, successfully lobbying for free sanitary products and investment to combat gender-based violence, and more.





# What to Expect While on Placement

**Your first school placement can seem daunting, but it can also be a lot of fun. Placement gives you the opportunity to put into practice all the skills that you have learned so far and ‘find your feet’ in the classroom.**

## Before you Begin

- **Research** your school and find out as much about it as you can. School website/Twitter/Facebook pages are often useful sources of information and news
- **Talk** to other students, lecturers and your Student Education Society to build up a picture of what to expect
- **Visit** the Education Scotland website [education.gov.scot](http://education.gov.scot) which contains all HMiE inspection reports and general information and support for teachers. The General Teaching Council for Scotland (GTCS) website also contains advice for student teachers and can be found at [www.gtcs.org.uk](http://www.gtcs.org.uk)
- **Request** login details for the school's computer network
- **Get** a copy of the school's staff handbook and behaviour policy
- **Find** out how long it takes to travel to the school and what the best route to get there is.

**Arrange**, with your mentor and Headteacher, a time to visit the school prior to commencing your placement. Use the opportunity to find out which classes you will teach, levels, any significant information about individual pupils that you should be aware of (medical, behavioural etc) as well as the policies and protocols of the school.

## First Day

- **First impressions count** so make sure that you arrive in plenty of time and have 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 are 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.

**The wellbeing of everyone in the school community is a fundamental prerequisite for productive teaching and learning**

# Throughout your Placement

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## Your health and wellbeing are important

Teaching can be a stressful and exhausting profession so taking care of your own health is very important. Support should be available in school or through your university so please talk to someone if you need to. The well being of everyone in a school community is a fundamental pre-requisite for productive teaching and learning.

## Always ask questions

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

## Be professional

If you find yourself socialising in a place where pupils or parents from your school may be, then remember to behave appropriately. Social media platforms like Twitter, Facebook, WhatsApp and Instagram are now part of personal and professional life. It is important to think carefully about your privacy settings on personal accounts and devices and familiarise yourself with the school's social media use policy for any professional accounts and devices.

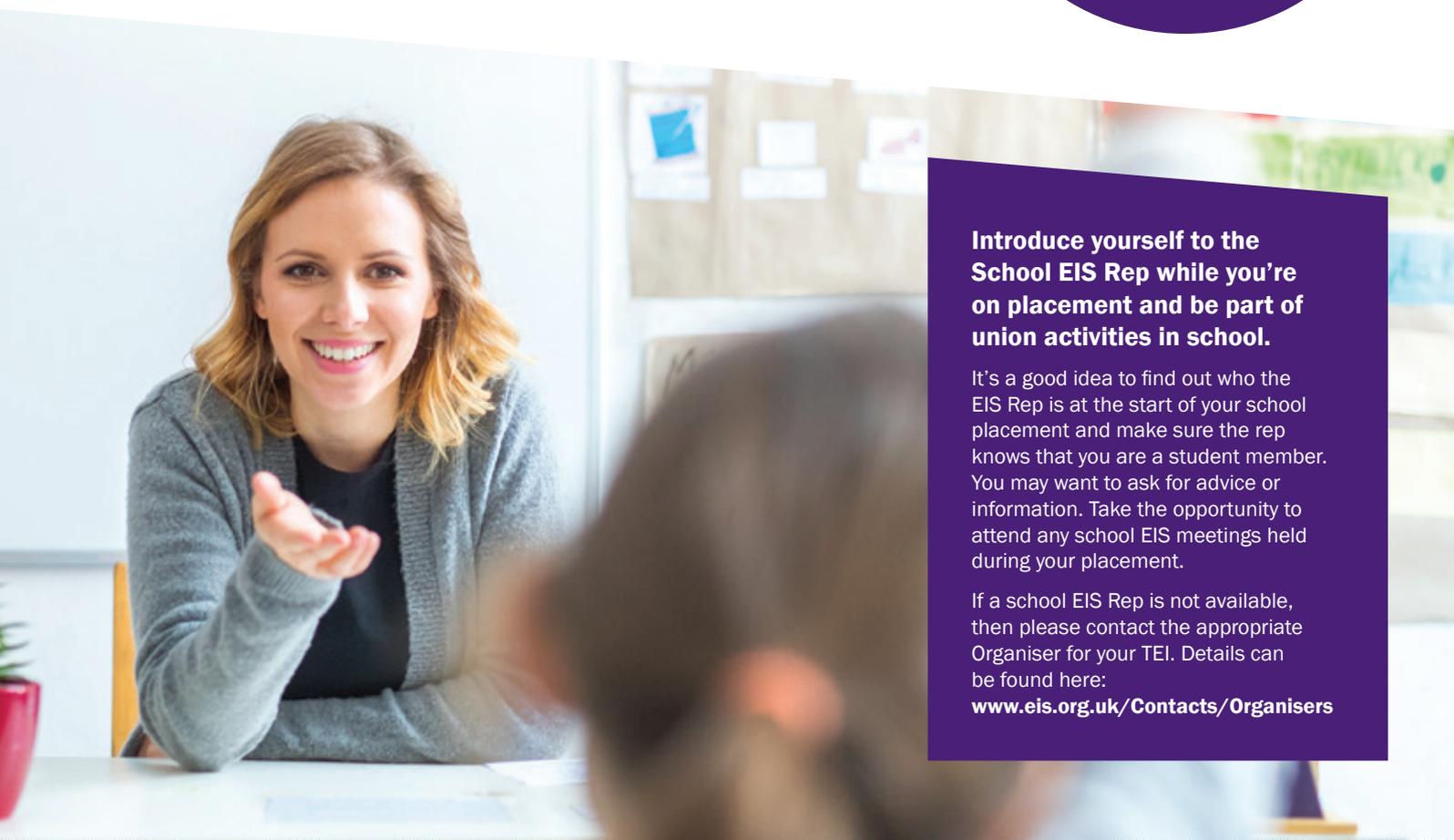
## Regularly update your school experience file

If you keep this organised, then you will avoid trying to remember experiences and writing last minute updates.

## If you become ill

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

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



## 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.

If a school EIS Rep is not available, then please contact the appropriate Organiser for your TEI. Details can be found here:  
[www.eis.org.uk/Contacts/Organisers](http://www.eis.org.uk/Contacts/Organisers)

# EIS Representatives

EIS representatives are fundamental to the operation of this union and play a vital role for the members in the workplace. All EIS representatives are volunteers and carry out a number of duties on behalf of the Educational Institute of Scotland and for their colleagues and fellow members. School Reps can support you while you are on placement so find out who they are as soon as you arrive in school.

## EIS Reps

Help / Advice / Info

## Health & Safety Reps

Help / Advice / Info

## Equality Reps

Help / Advice / Info

### What does an EIS Rep do?

- Gets TUC accredited training
- Keeps members up-to-date with the latest EIS news and action
- Provides support and advice on workplace issues
- Represents the collective interests of members in workplace negotiations
- Promotes the benefits of EIS membership and ways to become involved

### What does an EIS Health & Safety Rep do?

- Gets TUC accredited training
- Promotes safe working practices in educational establishments
- Identifies health and safety issues
- Investigates potential hazards at work
- Supports employees with complaints about health, safety or welfare at work
- Inspects workplaces to identify hazards

### What does an EIS Equality Rep do?

- Gets TUC accredited training
- Advises Local Associations and branches on equality issues
- Supports individual members
- Promotes equality and social justice in the workplace
- Helps develop local equality strategies
- Supports local equality initiatives



**School Reps  
can support you  
while you are on  
placement...**

**...find out who  
they are as soon  
as you arrive in  
school**

## Learning Reps

Professional Learning  
Help / Advice / Info

### What does an EIS Learning Rep do?

- Undertakes high level training at postgraduate level
- Provides guidance and support to colleagues on CPD/ Professional Learning opportunities
- Helps to organise CPD events and seminars
- Raises the profile of CPD/Professional Learning through work with partners

### Professional Learning

The EIS are committed to providing all members with high-quality professional learning opportunities that support career-long professional development. As a student member, any of the various training courses and professional learning seminars organised by the EIS are open to you. Details of courses and events are available through the EIS website and if you are interested in attending any of them then please contact Rob Henthorn (RHenthorn@eis.org.uk), EIS Professional Learning Coordinator, to register your interest.



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

**&**

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