

Scotland's largest
and most effective
education trade union

eis

Into Teaching

The magazine for EIS student members



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national union of students

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FREE
Student
Membership

&

FREE
Probationer
Membership

eis

Student Teachers



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

join the Union

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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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.

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

Reasons to Join

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.

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.

The Best 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

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

Get involved in local events, meetings and campaigns.



EIS website: www.eis.org.uk

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

If you want to know more about any of the ways you can get involved contact the EIS Organisers (see page 3 for contact details)

Support for Student Teacher Education Societies & Events

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. Details of the TEI that each Organiser supports can be found below.

Dan Thompson

- Aberdeen
- Dundee
- UHI

Ruth Winters

- Glasgow Crichton campus
- Queen Margaret

Dee Matthew

- Glasgow
- Royal Conservatoire
- Strathclyde

Suki Sangha

- UWS

Eilidh Porrelli

- Edinburgh
- Edinburgh Napier
- Stirling



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.

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,



Larry, teaching at Hillhead High School

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

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

A handwritten signature in black ink that reads "Larry Flanagan".

Larry Flanagan, EIS General Secretary

Time to Tackle Workload Campaign

The EIS is a campaigning union and campaigns for the advancement of education and teachers. It also campaigns on issues affecting wider society. One of the reasons that our campaigns are successful is that our members lead and take an active part in our campaigns. The 'Value Education Value Teachers' campaign delivered a landmark settlement on pay for the period April 2018 until March 2021; a success built on a campaign of member activism. In the 2020 EIS Members' survey, over 17,000 responses from members highlighted the

need to tackle workload as a priority. The EIS will continue its national and local level Time to Tackle Workload Campaign for a reduction in excessive workload for teachers and greater teacher empowerment to control their work more effectively.



COVID-19

Covid-19 is having a huge impact on schools. The EIS has been involved in national discussions on rebuilding education after the lockdown, including with the GTCS.

The EIS has produced extensive advice to support members, including probationers:

www.eis.org.uk/Health-And-Safety/COVID19

www.eis.org.uk/Coronavirus/GTCSUpdate

There are many reasons to be part of a strong union such as the EIS





National Pay Campaign

The successful Value Education Value Teachers campaign has delivered a 13.51% pay increase for Scotland's teachers, produced a significant increase in union membership engagement and provides a strong platform on which future campaigning can be built.

By August 2020, the starting salary for a probationer teacher will be £27,498, an increase of 19% from the pre-campaign figure of £22,866. The top of the Main Grade salary scale for a class teacher will be £41,412. For further information, including detail of the new pay scales and a timeline of the campaign, please visit:

www.eis.org.uk/Campaigns/ValueTeachers



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:

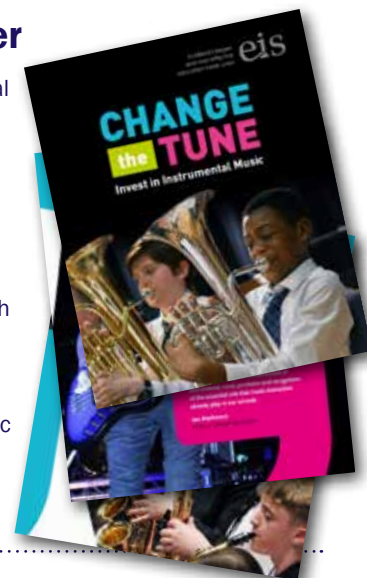
www.eis.org.uk/Research/Sustain-The-Ambition

EIS Local Associations and EIS nationally continue to campaign against and oppose cuts to nursery teacher posts across the country.

Instrumental Music Charter

The first edition of the Charter for Instrumental Music, launched in 2011, 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 updated publication sets out our vision for the future of instrumental music in Scottish education, at a time when those who care about music education are deeply concerned about what may lie ahead unless concerted efforts are made to defend instrumental music provision in schools. It can be found at: www.eis.org.uk/Campaigns/Music



Additional Support for Learning (ASL)

Additional Support for Learning (ASL) provision has been the subject of intense scrutiny in Scotland in recent years.

This scrutiny is likely to be sustained as the complexity of needs among the learning population grows, against a backdrop of under-invested public services.

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 required.

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'.

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

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
- Guidance on Challenging anti-Muslim Prejudice
- 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



Disability inclusion

The EIS is committed to supporting our members with disabilities, ensuring their rights and legal protections are upheld throughout their employment. Resources include:

- Information about Disability and the Law
- Guidance for EIS Members and Workplace

Representatives regarding reasonable adjustments in the workplace

More information can be found on our website 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



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



Child Poverty

Almost 1 in 4 children in Scotland are living in poverty today. It is 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



PACT

The EIS PACT Project has been set up in partnership with the Scottish Government in order to provide 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

Student Voices



Erin McAuley

University of Stirling
PGDE History and Modern Studies

How was your student experience at Stirling University?

Coming to university was not something I originally aspired or planned to do. I never really thought it was for me. However, education and the support from my own teachers during an uncertain and dark phase of my last year at school saved and altered my life. I experienced how powerful education could be in a young person's life, and the incredible impact a teacher could have. I came to university as an estranged, independent student at 17 which was not the norm for most. There were many challenges getting to university, but I knew when I got here that I wanted to give back what education and my own teachers had given me. Originally, I felt a bit out of place on the teaching course because of my life experiences and background, but I soon learned that what makes a good profession is attracting a diversity of people. There were many times that I was frustrated with the profession, gave up on the course and wanted to drop out of uni – but I

persisted. The programme itself has been sound and very enjoyable. I have made the most amazing friends who are all mostly teachers, and shared incredible memories. The university itself is beautiful...and I would maybe get more done if I stopped taking Instagram's of the campus and procrastinating.

I have learned so much and I am grateful for the placement opportunities and experiences that I have had. I am nervous about entering my probation year, I still cannot believe it is almost here, but I am also very excited! I would encourage anyone who is coming into the programme to persist, nothing worthwhile ever comes easy.

Why did you join the EIS as a student?

I've been part of a trade union (Unite) since I was fifteen when I got my first job in Wetherspoons and moving out to live on my own at 16. I remember feeling a sense of injustice that despite doing the same job, and same hours, I was paid less than the rest of my colleagues purely because of my age. My tips were also taken off of me on my first job, and I know too well what it is like to be young and feel trapped in a toxic combination of precarious work and exorbitant rents. So, I joined a union because I wanted to help fight back and change these practices.

As soon as I got into the teaching course, I joined EIS. I believe in collective power and that those who know best are those on the ground doing the job (the teachers). Despite only training I felt it was important to join to get advice, meet people with a wealth of

experience in the profession, feel I had a body to go too if I needed it, for protection and ultimately as a student to know my rights and be given the confidence to express them.

I also joined EIS because of the values of trade unionism and the motivation to fight for change across education. The way I see it, I can look at the profession in Scotland and how education is being handled, and feel uninspired to go into this profession, or help change it from the inside with the support of a trade union. A lot of my education and development has come from the trade union movement already. I've seen from a young age what the trade union movement can do and why it is important to join one as soon as you can, not just wait until something happens and you need representation. The power of the collective and knowing your rights should never be underestimated.

Joining a union for me is so much more than representation, insurance or all the practical benefits. It has been for me, across my youth a family. It is a platform of empowerment, education, development and for me, joining a union is fundamentally the only way that our working rights and voices will be protected and valued. I would say that it is invaluable, especially in the teaching profession.

How do you think you will build your involvement with the EIS over the next few years?

I am super keen to get settled into my probation year (wherever that may be) and become an active member of EIS. I think now more than ever; newer young teachers

“The power of the collective and knowing your rights should never be underestimated”



like myself and those who have been in the profession for decades have to unite together. We need each other.

The next few years I feel is not just going to be testing for the trade union movement but for education in Scotland as a whole. Combined with my youth and activist experience, I hope that I can educate, organise and motivate particularly younger teachers to get involved in the movement, as well as those who perhaps have been hostile or sceptical about the point of being part of the union. It is clear that teachers in Scotland are agitated for change within Scottish Education and I am excited to join them in that fight as a new teacher. So far, I have watched thousands of teachers fight for our profession, and the future of education and I think this is just the beginning. The 3 words of Educate – Agitate – Organise cannot be stressed enough. I hope that coming into the profession and being part of EIS I can not only help to organise but to also learn from a range of people who have been working in this profession for a long time.



stock image

Lewis Gray

University of Stirling

PGDE History and Modern Studies

Stirling University is the only university in Scotland that offers students the opportunity to fully experience what it is like in a classroom from Year 1 onwards. It was this which attracted myself as a future History/Modern Studies teacher to go to this university. Throughout my three years at the university I have experienced both placements in secondary and primary schools, tied into world-class teaching from experts in their fields. It was through this I became aware of EIS and their work in helping developing practitioners, in particular their connection with the Universities ‘Teaching & Education Society’ which I found entirely beneficial. Therefore, not only has the presence of EIS helped me feel represented as a student teacher, but will hopefully help me further represented as I enter probation year.

“The 3 words of Educate – Agitate – Organise cannot be stressed enough”





Anum Qaisar-Javed

**University of Strathclyde
PGDE Modern Studies**

How has your student experience been so far?

The PGDE has been a whirlwind year. I have enjoyed the university lectures. Lectures have been incredibly informative and encouraged me to consider different viewpoints. Placement has been amazing - at times I felt like I was thrown into the deep end, but my mentors have been very supportive and given constructive feedback so that I am continually improving as a teacher. The PGDE has been a challenge, but a challenge that I have thoroughly enjoyed. I have learnt so much on the PGDE, but also improved some transferable life skills which can be applied both at university and at school including time management, organisation and communication skills.

Why did you join the EIS?

With numerous high-profile campaigns, I have always been aware of the work of the EIS. As a PGDE student you have the opportunity to join different teaching unions to get a flavour of their work. As a union, the EIS is very aware of different campaigns and is at the forefront in promoting anti-racist education and holocaust education. More publicly, the EIS were at the forefront of the teachers pay campaign. It is clear that the EIS puts teachers at the heart of campaigns, and I am glad I joined.

How will you build your involvement with the EIS going forward?

Prior to starting NQT year, PGDE students will decide which teaching union to join. Luckily, I have already made my decision. The EIS is the largest teaching union, and the oldest in the world. There is no doubt that I will continue to be a member of the EIS. Once I am settled in my probationary school, I will look to become more involved in the anti-racist and anti-Muslim campaigns. By becoming more involved with the EIS I hope to gain more knowledge which I can implement in a classroom environment and of course, to meet new people!

Anything else about teaching and unions you want to share?

Before embarking on the Modern Studies PGDE, I worked for a Member of the Scottish Parliament. Leaving my full time job to start university was a difficult decision but I am so glad that I took the plunge. The course has been demanding but I have enjoyed every minute of it. The university staff are knowledgeable and I have made supportive lifelong friends from different subjects such as Geography, Maths and Home Economics. Having friends across the course has meant that we are able to discuss different classroom practices and encourage one another.

I am so glad that after years of deliberation I decided to embark on the PGDE. I am looking forward to starting my NQT year as I know that the course has put me in good stead and that I can count on my PGDE friends to support me!





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

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

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

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

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

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

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

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

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

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

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

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

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 25) or the national living wage (25 or over), and this must not include any tips, gratuities or service charges.

From the 1st April 2020 wage levels have been set at:

- £4.15 for an apprentice
- £4.55 for under 18s
- £6.45 for 18-20 year olds
- £8.20 for 21-24 year olds
- £8.72 for 25+ (referred to as the 'national living wage')

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 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



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 workers who took on some of the biggest hospitality employers in Scotland. We have secured many high profile wins including forcing Glasgow based G1 and Edinburgh based C Venues to abolish zero hour contracts.

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 also host 'HUB' network meetings to bring workers together, 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 new 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.
- Secured £16.4million of financial support to help students facing hardship from the Scottish Government.
- 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.





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. While NUS Scotland has secured new investment to improve cost-of-living support for students, there's still much to do. We'll continue to make the case for improved bursary support for students – especially those from the poorest backgrounds.

Housing

As well as campaigning for students to receive enough funding, we also 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 will continue to call on the Scottish Government to instigate a comprehensive review of the student accommodation sector, 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 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 university, but this progress is being made far too slowly, and we see the same universities 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.

Brexit

NUS Scotland will continue to campaign to protect opportunities for students in Scotland and across the EU post Brexit, including access to Erasmus+ and protecting vital funding.

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.

We also have elected officers that work specifically with mature, international, asylum and refugee and postgraduate students to tackle the different challenges that these students face.

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

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





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 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
- **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

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.

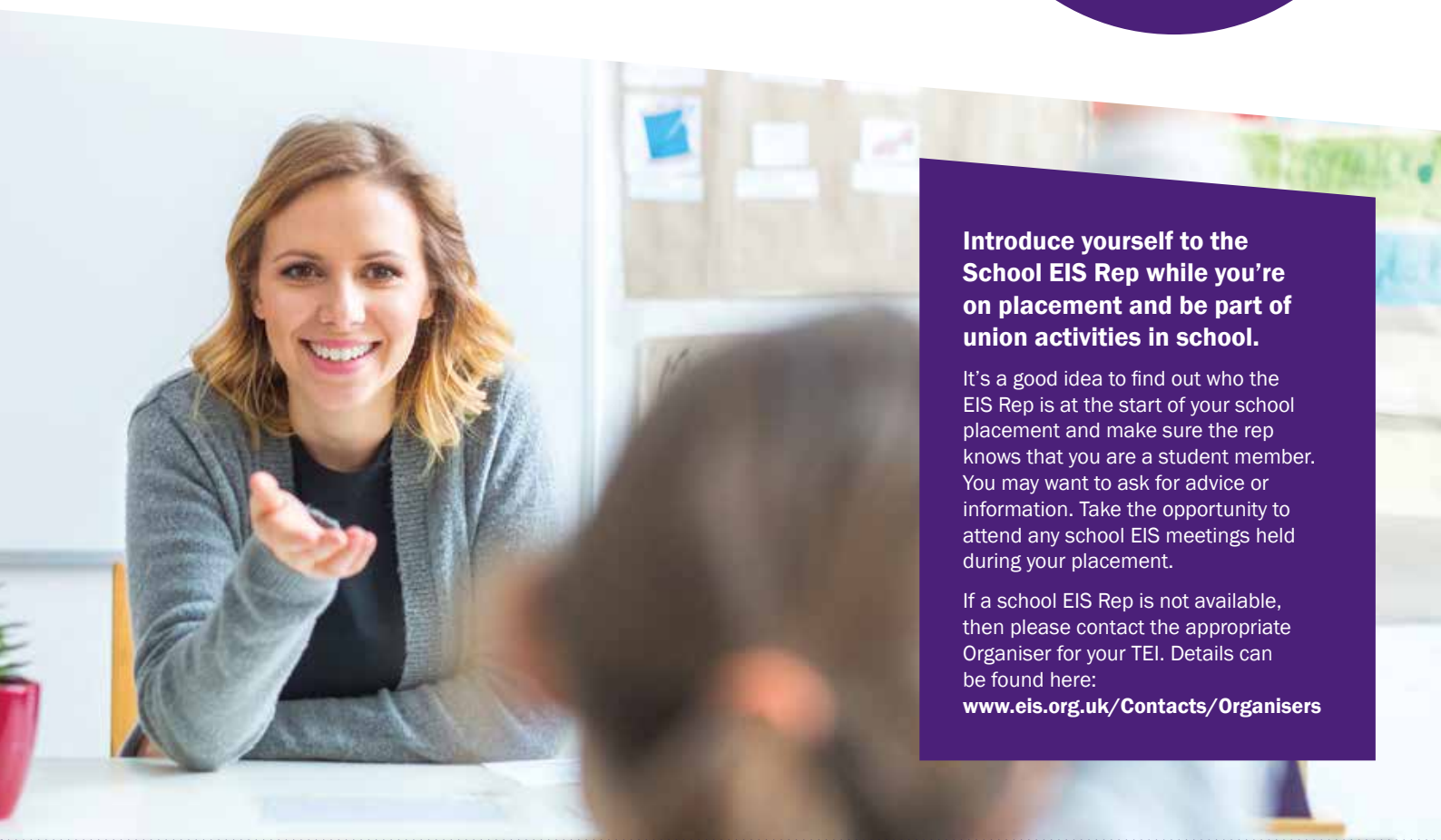
Regularly update your school experience file

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

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.



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& Probationer
Membership



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www.eis.org.uk/join