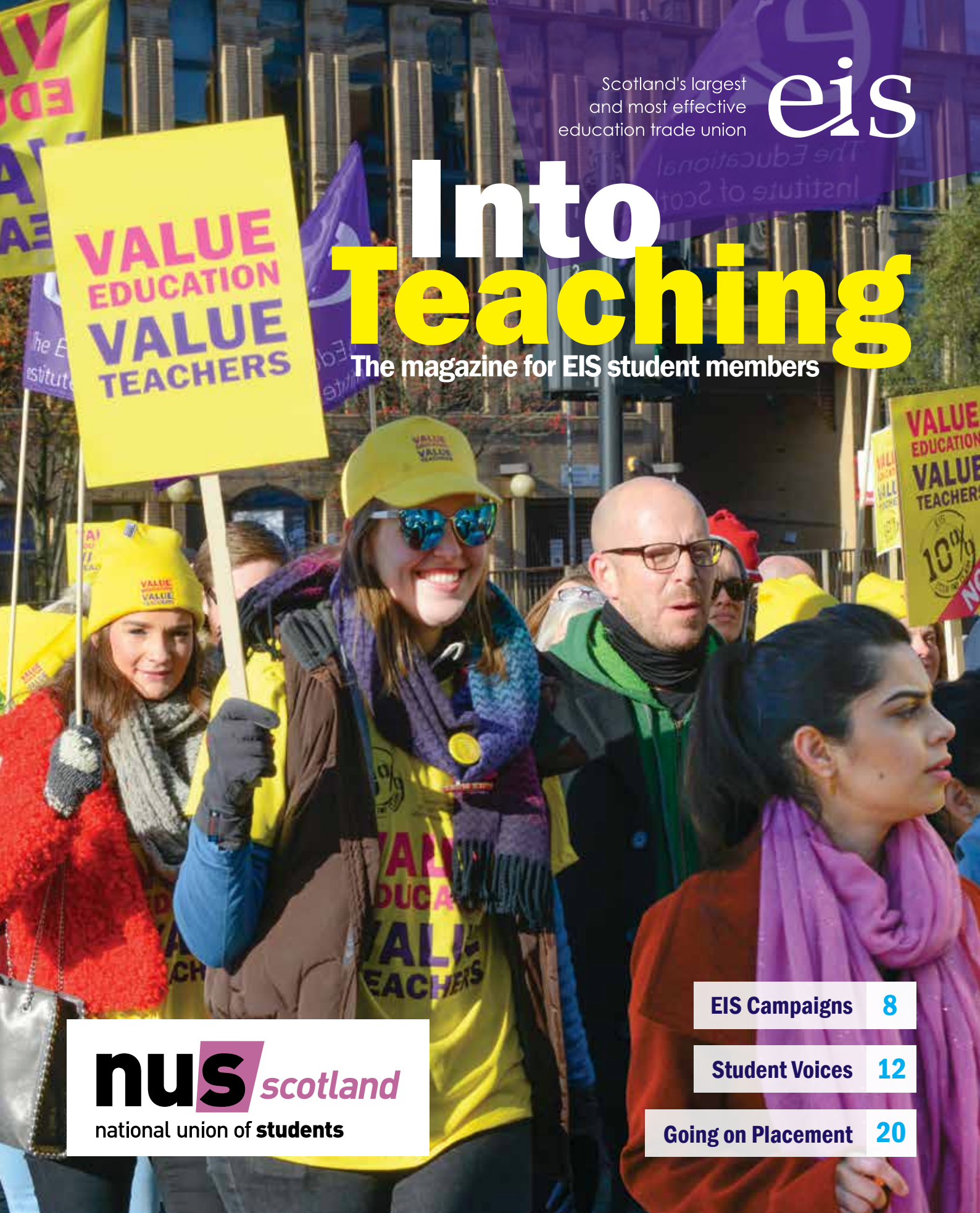


Scotland's largest  
and most effective  
education trade union

eis

# Into Teaching

The magazine for EIS student members



**nus** scotland  
national union of **students**

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

&

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

**eis**

**Student Teachers**



**Scotland's  
largest and  
most effective  
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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# 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

### 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](http://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.htm](http://www.eis.org.uk/Contacts/LocalAssociation.htm)  
Get involved in local events, meetings and campaigns.



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

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

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



Larry, teaching at Hillhead High School

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

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

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

You can join the EIS online at [www.eis.org.uk/joinfree](http://www.eis.org.uk/joinfree)

The EIS is an organisation for all teachers, led by teachers and with all policy priorities set by teachers. Teaching is a profession where levels of trade union membership remain extremely high, with real benefits for teachers, for education and for learners across the country. Join us today and get involved.

Although we have no affiliation to any political party, the EIS is a highly active political organisation which campaigns vigorously on the issues that matter to teaching professionals. We campaign on pay and conditions, pensions, education, equality and issues affecting our members.

You will be aware of the success of our recent Value Education Value Teachers campaign which means that probationers salaries are now £26,697 rising to £27,498 in April 2020. In your first year as a qualified teacher your starting salary will now be £32,994 - a significant jump from the previous starting salary of £27,438. Pay is just one way in which teacher trade unions make a difference.

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



**Larry Flanagan**, EIS General Secretary



## 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](http://www.eis.org.uk/Campaigns/ValueTeachers)





# TIME TO TACKLE WORKLOAD!

## Workload

During the 'Value Education Value Teachers' campaign, the EIS surveyed members about the professional issues that most affected them. Unmanageable workload and a lack of resourcing for ASN pupils were two main issues identified by teachers as having a negative impact on their health and wellbeing. The EIS will continue to actively campaign at national and local level for a reduction in excessive workload and for adequate resources to support the needs of ASN pupils.



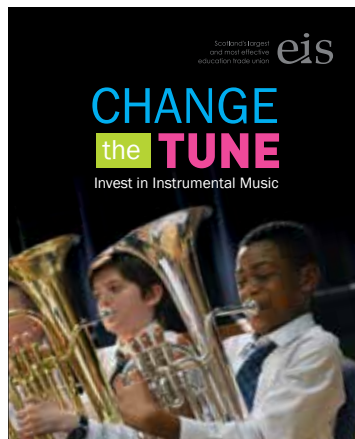
## Sustain The Ambition

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)

This year, Edinburgh Local Association campaigned successfully to reverse a proposal to cut all nursery teacher posts across the City Of Edinburgh. This resulted in councillors taking the decision not to make any cuts to the number of nursery teachers and a new appreciation of the difference that these teachers make to the education and lives of children across the city.



## 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](http://www.eis.org.uk/Campaigns/Music)

## GET IT RIGHT FOR GIRLS



## Getting it right for Girls: Distributing period products in schools and colleges

The EIS has supported a campaign to end period poverty in Scotland and wishes to enable Reps to assist schools and colleges in supporting learners and staff during menstruation, which is a normal part of life. We know that periods are a taboo subject, which has perhaps inhibited open discussion in learning environments about how best to support learners and staff having periods. A guidance note has been produced for teachers and lecturers and can be found at: [www.eis.org.uk/Gender-Equality/Periodguidance](http://www.eis.org.uk/Gender-Equality/Periodguidance)



## Cost of Living Pay Rise for FE Lecturers

EIS Further Education lecturers recently voted overwhelmingly in favour of accepting an improved pay offer, bringing an end to a long-running dispute about a cost of living pay settlement. Lecturers were forced into taking six days of strike action to secure the pay element and are still hoping to reach agreement around national terms and conditions in the sector.

# EIS Publications

The EIS produces useful guidance around a range of issues, including employment, education and equality, that can be found on the EIS website at [www.eis.org.uk](http://www.eis.org.uk)

## Reasonable Adjustments

This guidance aims to set out some of the issues that people with disabilities can face in the workplace, and to offer advice on supporting those people to access the adjustments they need to enable them to enjoy fulfilling, healthy working lives, free from discrimination, in which their contribution and experience are recognised and valued.

[www.eis.org.uk/Disability-Equality/ReasonableAdjustments](http://www.eis.org.uk/Disability-Equality/ReasonableAdjustments)



## Challenging Anti-Muslim Prejudice

The EIS has produced new guidance for members on Challenging anti-Muslim prejudice.

In response to the increase in hostility and prejudice towards Islam and Muslims, it is more important than ever for staff and students within educational establishments to understand how to prevent and challenge prejudicial attitudes and behaviours towards Muslims, and people perceived as Muslim. The purpose of this guidance document is to assist EIS members in those important tasks.

The advice contained in the guidance is relevant to all educational establishments in all communities in Scotland and can be found at

[www.eis.org.uk/Anti-Racism/ChallengingAntiMuslimPrejudice](http://www.eis.org.uk/Anti-Racism/ChallengingAntiMuslimPrejudice)

## LGBT Guidelines

The Updated LGBT Guidelines document has been changed to take account of the Equality Act 2010.

This guidance is intended to inform and support EIS members who identify as LGBT specifically, as well as EIS members generally, on issues related to sexual orientation and gender identity.

[www.eis.org.uk/Policy-And-Publications/LGBTGuidelines](http://www.eis.org.uk/Policy-And-Publications/LGBTGuidelines)



## Myths of Immigration Booklets

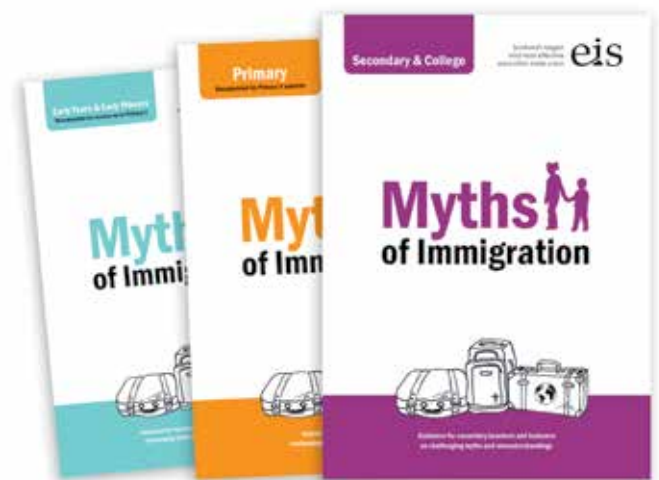
The EIS welcomes and values a diverse and inclusive society, and we welcome refugees and asylum seekers to Scotland.

We support a rights-based approach to migrants and refugees, and expect governments to uphold all relevant laws including the 1951 UN Refugee Convention. We reject the demonisation of refugees and asylum seekers and seek to enhance understanding of migration.

To that end, we have produced new guidance for teachers on challenging the myths and misunderstandings related to immigration.

There are three booklets, each one tailored to a different age range: Early Years and Early Primary, Primary, Secondary and Further Education

[www.eis.org.uk/Anti-Racism/MythsOfImmigration](http://www.eis.org.uk/Anti-Racism/MythsOfImmigration)



## Child Poverty Advice

Poverty can have a devastating impact on the educational achievements of children and young people.

The EIS Equality Committee are committed to a campaign which will highlight the causes and consequences of such disadvantage and hope to influence the key decision makers in Scottish society to improve the life chances of our children and young people in Scottish schools. However, we can only achieve this with your assistance.

Following an EIS survey which asked teachers and lecturers to share their experiences of the impact of poverty on their pupils and students, the EIS created online resources:

[www.eis.org.uk/Campaigns/Child-Poverty](http://www.eis.org.uk/Campaigns/Child-Poverty)

## Tackling Sexual Harassment in Educational Establishments

A plethora of research has confirmed that sexual harassment is a problem in Scottish society, in all kinds of workplaces, including schools.

A TUC study found that 52% of women had experienced some form of sexual harassment at work, and in the vast majority of cases, the perpetrator was a male colleague. Girlguiding Scotland found, in 2018, that just over 21% of girls and young women in Scotland aged 13-25 experience sexual harassment at school, college or university.

The EIS has launched new advice designed to support union members at all levels in challenging sexual harassment in educational establishments, because we recognise that it is vital for trade unions to take action on this issue, to improve the situation for workers; and for educationalists to play their part in improving the situation for the young people whom they teach.

[www.eis.org.uk/Gender-Equality/TacklingSexualHarassment](http://www.eis.org.uk/Gender-Equality/TacklingSexualHarassment)



# 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 young 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. Combine 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

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



**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.



## **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!





## Greg Shearer

University of Strathclyde  
PGDE English

The old saying goes “time flies when you’re having fun” and if that’s the case then retirement is just around the corner. This year of teacher training hasn’t stopped being a blink and you’ll miss it rollercoaster ride where my friends and I have covered every emotion, panicked, stressed, screamed and cried and still surpassed every problem and came through the other side. That’s part of learning and from what I’ve heard from my fully qualified colleagues it’s also part of being a teacher.

I say friends rather than colleagues or fellow student teachers because for those of us enrolled in PGDE English at Strathclyde University we have formed a bond that I believe will last for years to come. I also believe this was our secret to surviving this year with our sanity and sense of humour intact. What began as my organising an icebreaker in the student’s union with about 5 of us nervously trading pleasantries, our reasons for signing up to be teachers despite hearing the same apparently obligatory “You want to teach high school children? Really?” soon grew to become a close-knit community that encapsulated our cohort and every Friday became a forum to extol ideas, squash fears and remind each other that dreams do come true.

If I have any advice for student teachers it is simply to get to know the people beside you, create a community and make friends. These are the people who you will spend your careers with, get to know them, laugh with them, cry with them, hold each other up when you’ve both had “one of those days” and who will keep you on your journey when you feel like packing up before the bell has rang.

I suppose this need for a sense community has been with me for a long time, I’ve always found it easy to bring likeminded people together. I left my job working as an organiser for a trade union to follow my dream to be a teacher so naturally I put my skills to work and now as my friends and I come within touching distance of our goal I see that we’ve formed a sort of union

ourselves, one based on cooperation and solidarity.

That being said, the other piece of advice I would give to student teachers is to join the EIS, I know from my experience that the EIS are the best and biggest trade union for teachers in Scotland and they’ll only get better if we keep adding the

best and brightest from our ranks. The EIS are standing up for teachers but like any community they are only as strong as the sum of their parts. If we create strong bonds with our colleagues and create our own communities as students, ones that we can build upon as our careers progress then we can translate that back into our trade unions and to the fights for equality and better working conditions.

Continuing to build these bonds, communities and unions is how I survived this rollercoaster first year, how I plan on surviving for years to come and I believe how we should all plan to survive in teaching. It’s blink and you’ll miss it but this way you’ll never be alone, and you’ll have so many people to share in the fun.

**“every Friday became a forum to extol ideas, squash fears and remind each other that dreams do come true”**



# 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 2019 wage levels have been set at:**

- £8.21 (for workers aged 25 and over)
- £7.70 (for workers aged 21 to 24)
- £6.15 (for workers aged between 18 and 20)
- £4.35 (for workers aged under 18)
- £3.90 (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**





## Because we're Better than Zero

The Better Than Zero campaign fights to end zero hour's contracts, poor pay and zero respect in the workplace. BTZ was first launched in 2015, led predominantly 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 and the rise of irregular hours working, activists come not only from hospitality but from many different service sectors including retail, catering and care. Common issues we challenge are 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 and 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. We 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.

Our recent initiative 'Safe Home' supported late night workers to demand safe, paid transport home. With venues such as The Stand and SWG3 making a commitment to the workers and ensuring they get home safe by paying for their taxi at the end of a late shift. 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 in a trade union or not we need you-get involved and be part of something great, a campaign that is led by workers for workers!



t: 0141 337 8100

w: [www.betterthanzero.scot](http://www.betterthanzero.scot)

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@bebetterthanzero

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

# Welcome from **nus** scotland

national union of **students**



Hello, I'm **Liam McCabe**, and I'm the President of the National Union of Students (NUS) Scotland. I have recently been re-elected for a 2nd term as President on the manifesto pledge that I continue to strengthen the ties between NUS Scotland, EIS and all our trade union partners.

Education changes lives. We have all been benefactors of Scottish education. As students, we take great pride and – quite rightly – praise Scottish education for being world-class in research, teaching and learning.

Our teachers and our support staff are the unsung, overworked and often the overlooked heroes of our schools. They play an invaluable role in expanding the horizons of all those who enrol.

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; join a club or society, get involved in student sports, volunteer to be a class rep and, very importantly, make sure to join your trade union! Cheers troops.



## Who we are

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.

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

- Secured £21 million of student support for Scotland's students, meaning more bursaries for students and an ambition from the Scottish Government to ensure student support is paid at the real living wage
- Achieved over £20 million of additional mental health support for Scotland's students, including the introduction of 80 mental health counsellors across our campuses.
- Campaigned and secured the care-experienced bursary, ensuring care experienced students receive a minimum £8,100 in student support
- Ending graduation fees across Scotland's campuses. Following an NUS Scotland FOI investigation, Scotland's colleges and universities have begun to scrap this tax on students' success.
- Secured a national commitment tin getting more students from disadvantaged backgrounds into higher education and holding universities to account for failing in this area.
- Tackled low paid, insecure precarious employment with Unite the Union and Better than Zero
- Supported the #EmilyTest campaign and Equally Safe Strategy which secured investment to support colleges and universities to tackle gender-based violence on campus.
- Strengthened tenants' rights by partnering with the Living Rent Campaign including significant steps towards introducing rent controls in Scotland.

## Student support

Student support in Scotland needs radical reform and NUS are the driving force behind it. The current system forces the poorest students to take on the most debt and too many students are being forced to take on dangerous levels, forcing them to drop out of education. This is unacceptable. Thanks to NUS Scotland, we have secured an additional £21 million each year in student bursaries to ensure that education is based on the ability to learn, not the ability to pay.

## Supporting EIS and trade union partners

NUS Scotland have been proud to stand alongside Scotland's workers in their fight for improved pay and conditions. I was delighted to address 30,000 of your colleagues at the EIS 'Value Education, Value Teachers' campaign rally, helping you win an incredible and historic rise in teachers pay and conditions.

## Housing

As well as campaigning for students to receive enough funding, we also tackle the hidden costs of education. We have



## 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)



worked with the Living Rent Tenants Union to ensure that all students know their new rights as tenants and to end exploitation by landlords. This year we'll be focussing on the increase in private purpose-built student accommodation, ensuring that students aren't being forced into poverty just to pay their rent.

### Ending precarious work

Partnering with The STUC Better Than Zero Campaign and Unite Hospitality, we have ensured that students are organised and educated on their rights as workers. We want to see an end to the exploitation of students through low paid, insecure zero hours work, ensuring safety, security and dignity for student workers.

### Brexit

As the Brexit debacle plunders on, students and staff are being left in the lurch. NUS Scotland are fighting to protect the freedom to work and study in any European country so that no student misses out the life-changing experience of studying in another country. We have made it abundantly clear that European students will always be welcome in Scotland. We continue to implore EU students to study in Scotland so that our classrooms, campuses, and communities continue to be diverse places.

### Widening Access

A student's access to university should be based on their talent and not their ability to pay. Thanks to NUS Scotland and partners, we have now ensured national targets and progress to ensure that students from disadvantaged backgrounds are able to access university but this progress is being made far too slowly. We'll continue to campaign to ensure that Scotland's entire education system is truly open and accessible to all.

### Liberation campaigns

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

We have five liberation officers (Women, Trans, Black, LGBT+ and Disabled students' officers) who work on ensuring equality is the core of the education experience. They have secured:

- Better representation for Black students
- Making education accessible for disabled students
- Producing a gender-based violence preventative toolkit
- Researching the experiences of women of colour in Scotland



# 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.

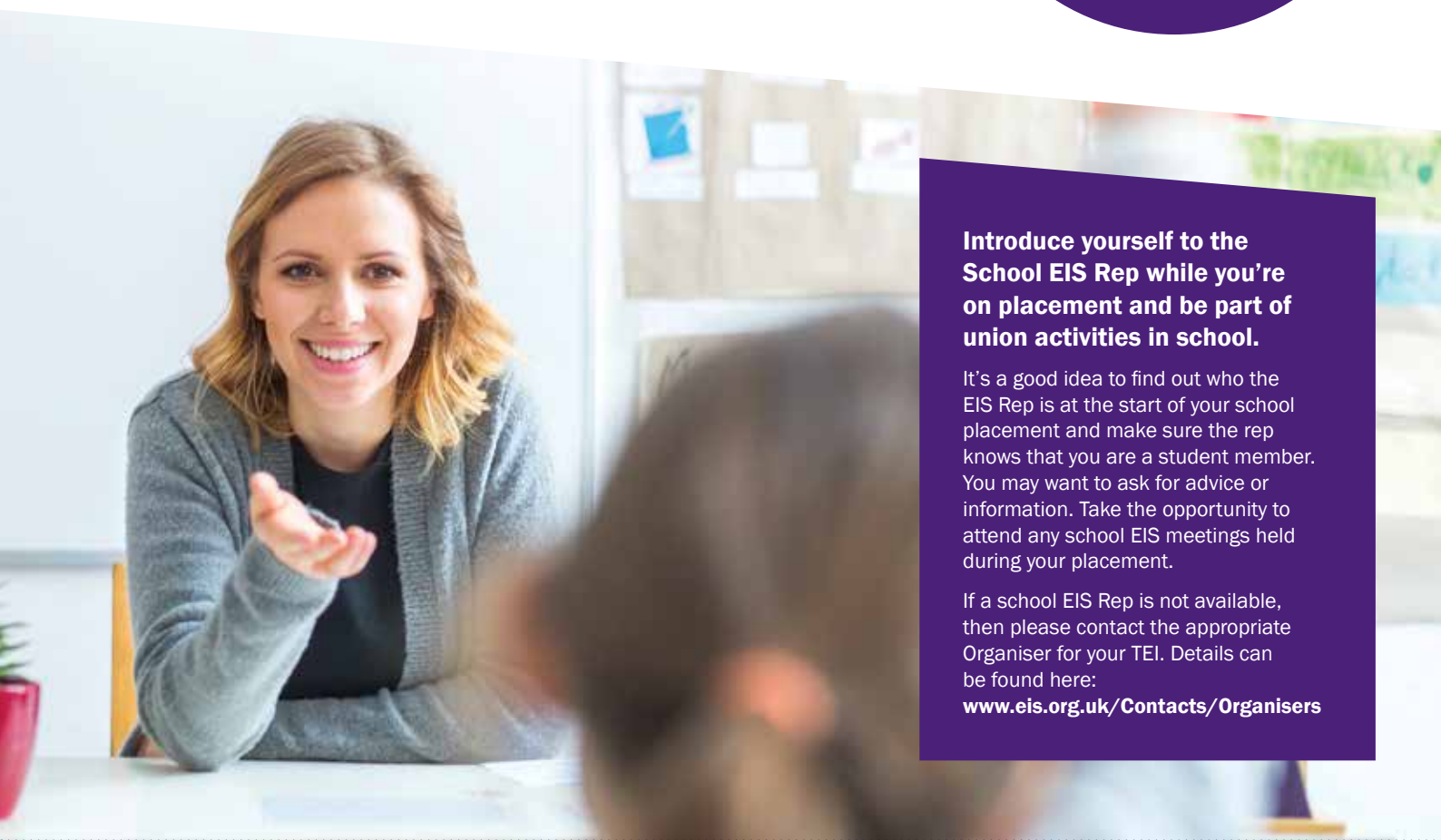
## Regularly update your school experience file

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.



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