

inclusivelearning

e-bulletin/February 2018

Hello. ■

In this edition, you'll see we have signed another apprenticeship agreement and lobbied to dismantle the barriers to learning that present real challenges for many people (and despite which, so many of you achieve such a great deal).

UNISON's new initiative, the Black members' leadership course, and our learning offers such as Women's Lives illustrate how building confidence and networks help members progress in lifelong learning.

Do you need any help to organise an event during **Learning at Work Week** (14-21 May) or the **Festival of Learning** in June? Please contact **Oreleo Du Cran** or **Jon Tennison** in the Inclusive learning project team for help.



JESS HURD/REPORTDIGITAL.CO.UK

Martin Russo, Inclusive Learning Project Manager

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PACKED LAOS WORKSHOP AT BLACK MEMBERS' CONFERENCE

Sixty-five delegates to this year's National Black Members' Conference in Liverpool last month took part in a Learning and Organising Services (LAOS) workshop to identify confidence skills and find out more about how LAOS can help them develop their skills.

Delivered by National Learning & Development Organisers Oreleo Du Cran and Jon Tennison, the one-hour workshop was divided into a confidence taster activity and a guide to how LAOS works and what it does, with a focus on the Union Learning Fund (ULF) team and its priorities.

For the activity, the participants worked together in four groups, identifying what they thought made particular public figures confident, what made participants feel confident and how LAOS could help them boost their self-belief.

"I think the workshop went extremely well: many participants had gone to conference looking for a fresh impetus and we were offering them a learning opportunity so that worked well, says Oreleo.

With a constant flow of delegates stopping by the LAOS stall during the conference, Oreleo and Jon were able to collect dozens of learning cards indicating LAOS courses members were interested in and to promote the new 'Developing leadership with Black members' taster sessions and workshop weekends.

"Originally piloted in the South-West region, the training aims to build confidence and encourage more Black members to become active in UNISON at all levels and also to become leaders in their workplace," Oreleo says.

For further information contact: 020 7121 5116



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Supporting apprentices

UNISON has signed another apprenticeship agreement, this time with Redcar and Cleveland Borough Council in the North-East, at an event that also welcomed 47 new apprentices into work at the local authority in the run-up to Christmas.

UNISON Regional Organiser Duncan Rothwell, who signed the agreement with Council Leader Cllr Sue Jeffrey, promised that the union would be there for the new apprentices throughout the whole of their working careers.

Branch Secretary Andrew Tickle said that the apprenticeship agreement would guarantee the apprentices high-quality training with the same terms and conditions as existing council employees.

The new apprentices are working in departments across the council, including highways, adult care, HR, IT and the data & intelligence department.

"The council is proud of all the apprentices we have supported into full-time work over the last ten years and I am confident that the 47 apprentices who have been welcomed today will also be supported in their own careers," Cllr Jeffrey said.



Breaking barriers

Diversity and Ability Chief Executive Atif Choudhury singled out UNISON for praise at the launch of a new report on the systemic barriers to employment faced by people with dyslexia, autism and Attention Deficit Disorder

Atif paid tribute to UNISON's ground-breaking work supporting people with dyslexia in the workplace at the January event to mark the new publication of *Neurodiverse Voices: Opening Doors to Employment* by the Westminster AchieveAbility Commission (WAC).

According to the report, few employers are fully aware of the needs of neurodivergence among potential or existing staff; government schemes such as Access to Work and Disability Confident are inadequate; and the Equality Act is not being properly implemented.

The eight key recommendations include neurodiversity awareness training programmes; a good practice guide to recruitment practices for neurodivergent people; and an end to Jobcentre Plus sanctions on neurodivergent customers who don't submit paperwork or online documentation within short time-frames and without appropriate support.

Click here <http://bit.ly/2DwnuJJ> to download the new report.



Getting creative

Learning: past, present, future is the theme of the new creative writing competition for UNISON members, which Learning and Organising Services has launched to mark the union's 25th birthday later this year.

Entries, which must be no longer than 1,500 words, can explore the theme in prose or poetry, fiction or non-fiction, and can cover the past, the present or the future – or any combination of the three.

The deadline for entries is Friday 27 April 2018. The six best will be published in a celebration booklet and the winning piece will be read out at this year's National Delegate Conference in June.

"UNISON learning reps do fantastic work to promote and support language and literacy in the workplace all year round and our writing competition is a great way to help them spread the word and get more members involved," says UNISON lead on literacy and numeracy, Clair Hawkins.

Click here <http://bit.ly/2sjNN0C> to find out more and download your application form.

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