

School Librarians - a crucial role in literacy

School librarians' contribution to the new Scottish Curriculum is increasingly important and needs to be better recognised. That's the message from UNISONScotland.

School librarians have always played an important part in delivering the curriculum in our schools. Librarians at resource centres advise schools on helping children do research, selecting books and using internet sources of information. Librarians in schools work alongside their teaching colleagues to improve reading and researching skills.

Information Literacy

So what is new? We hear more and more about not just literacy but information literacy – the ability to find, evaluate and use relevant information. School and education resource centre librarians have a crucial role to play in raising levels of literacy and information literacy in our young people.

We are soon to embark on a new Curriculum for Excellence which encompasses all subjects and aspects of school life from 5

to 18. At the heart of the Curriculum for Excellence are four basic abilities – Children should be:

- **successful learners,**
- **confident individuals,**
- **responsible citizens** and
- **effective contributors** to society and at work

Successful Learners

Successful learning is more than passing an exam.



Learning which enriches and remains relevant includes researching, thinking about, evaluating and using information - what is called independent learning. Of course this independent learning needs the support of teachers and librarians.

Confident Individuals

Moving from the classroom to work in a library and dealing with the librarian can be a big step to independence. The achievement in working in a library, finding information, using it to prepare a talk, an

essay or a power point gives pupils self confidence

Responsible Citizens

School librarians make a contribution not only to the academic or intellectual growth of our children but also help them to become responsible citizens and to take their place in society. We have all heard of the problems of plagiarism

associated with the internet. Librarians help pupils to acknowledge intellectual property rights, to acknowledge their sources and not just “copy and paste” They learn to work alongside each other and in groups in the library, in some case

even working as library assistants

UNISON is working to promote recognition of the role to be played by school and education resource librarians in delivering the new Curriculum for Excellence. Much of their contribution has been part of schools for a long time but with new technology and the awareness of the “broader curriculum” they have an even more important contribution to make.

Which Way to Equal Pay? - UNISON campaign follows court win over legal fees

UNISON's court victory against unlawful fees and penalty charges sought by "no win, no fee" solicitors who process equal pay cases, features in a UNISON campaign aimed at women workers who have signed up to such solicitors. The campaign aims to make them aware that – in Scotland – solicitors cannot take a percentage cut from a person's money, they would need to submit a bill for any work, and they cannot put penalties into these contracts.

Called *Which way to Equal Pay?* - posters, leaflets and press advertising are being used to point out that UNISON offers FREE legal assistance with equal pay claims, and we may be able to help if members have been threatened with unlawful fees and penalty charges, like Edinburgh home help Jacqueline Quinn.

When Newcastle-based lawyer Stefan Cross threatened to take her to an English County Court to enforce a penalty clause in the contract she signed with him, she came to UNISON. We took her case to the Court of Session, and an interdict against these threats was granted. The full story is in Winter 2009's U magazine (copies available from UNISON's West Campbell Street office – contact d.mackay@unison.co.uk.)

The campaign wants all members who have been

tempted to sign up with solicitors like this to be aware, that – in the words of Jacqueline Quinn – they should "Stick with the union. Everyone should be in the union." After all, she knows that UNISON can protect members from hassle and cost when you exercise your right to pursue your claim through UNISON's free legal service.

Which way to Equal Pay?



Profile - Sheelah Smith - Support for Learning Assistant - Dumfries & Galloway



I have been an SLA for the last 15 years covering the whole gamut of the educational system; nursery, primary, special needs units and secondary.

The pupils I have worked with have ranged from severe and complex difficulties, mild to moderate and varying degrees of behavioural difficulties, all presenting a challenging but rewarding work experience.

I have been a UNISON member for about ten years and became active as a result of an excellent recruiting drive run by the Dumfries and Galloway branch in conjunction with the equal pay organiser - Jennifer McCarey. At the time our council was going through the single status process.

It was clear that the only way for the ordinary member to have a real impact on what was happening in the fight for fair pay and a suitable job evaluation outcome was to be prepared to stand up for what they believed.

My colleagues at Annan Academy decided that I was to be their steward and I have never looked back. My branch provided Pathway courses, Steward training, employment law training and a structure

which has allowed me to progress and grow in order to understand and try and meet the needs of our members.

Since being involved with UNISON I have actively participated in a successful campaign to halt 70 redundancies of classroom assistants in our area, collaborated in gathering vast amounts of information, which helped in re-evaluating the scoring of classroom assistants, taken part in national strike action, attended road shows and am now working on Fair Pay.

All the above has been in conjunction with dedicated UNISON members.

So if you want to have a say and take a hand in your own destiny

Please Join Us.

Calculation agreement set to benefit term time workers

A deal currently under joint consideration at CoSLA may help clear up the confusion and bring benefits to many education workers working on term-time contracts across Scotland's councils.



Some councils use calculations which end up underpaying term time workers by up to a week per year! A joint working group set up to look at and resolve the position is now recommending the formula outlined below. Carol Ball, chair of

UNISON Scotland's Education Issues Group, has been closely involved in the negotiations. She says; "Part time working regulations state that you cannot treat a part time worker less favourably than a full time worker.

Using this argument we demonstrated that to calculate term time hours you must begin with full time hours.

Once we have full agreement, we will be issuing joint advice to councils to adopt this formula."

An example:- a term time worker works 35 hours x 39 weeks = 1365 hours

Divide 1365 hours by 44.6 weeks (52 weeks – 7.4 weeks) = 30.61 hours

Multiply 30.61 hours by 7.4 weeks = 226.48 hours + 1365 hours = 1591.48 paid hours per year.

1591.48 hours divided by 35 hours = 45.48 paid weeks per year.

eg. A full time worker with 25 days annual leave(al) and 12 days public holiday(ph) entitlement presents themselves for work 44.6 weeks (52 weeks – 7.4 weeks al. & ph.)

Therefore this is the number of weeks to compare someone with when they present themselves for work for 39 weeks (term time).

Both ACAS and the Dept of Business, Enterprise

and Regulatory Reform's Business Link give examples of how to calculate term time holiday entitlement and, although they quote the statutory min holiday entitlement of 5.6 weeks, the method they use is in line with the above principle and the one we wish all councils to use.

Agreement on this will mean members working in those Councils who short-change term time staff will benefit.

Early Years - the campaign continues

A swift response from UNISON to a press report undervaluing early years workers has borne fruit.

The Herald reported (on Tue 19 May) that the Scottish Government was advising councils to stop 'axing' nursery teachers. In response Carol Ball wrote taking issue with some points. Many of her comments were subsequently used in a piece the next day.

An abridged version of her letter follows. The main points were: "1 - The article says: *cutting back on the number of qualified nursery staff and replacing them with lower-paid child development officers.*

Child development officers and nursery nurses ARE qualified nursery staff – that they are lower paid reflects the 'status' ... granted to teachers, not their qualifications or their contribution to the role. Research [has] pointed out the greater levels of early years study ... nursery nurses do cf. teachers*. It is nursery nurses ... who deliver the three-to-five curriculum. They are the early year's professionals.

2 - The article says:

However, research has repeatedly underlined the importance of teachers to the quality of nursery education.

Actually ... research shows the importance of ...

nursery nurses to nursery education, not teachers.

The research above; the *Scottish Early Years Review*; and the *Effective Provision of Pre-School Education*

project used by the Review, all said it

is important to have well qualified staff in charge. The new degree level qualification for nursery nurses will deliver this,

and will see more of our members in charge of establishments, not just ... teachers.

3 - We ... support teaching colleagues in their important role in delivering education in Scotland. We wish they would reciprocate, recognise the key role ... our members provide and support ... them.

4 - It is disappointing that the Government appears to be ... pandering to teacher status in its early years policy, rather than ... recognising the key role of the main early years professionals."

The full letter and other info can be found at [*http://www.unison-scotland.org.uk/localgovt/nurserynurse/index.html](http://www.unison-scotland.org.uk/localgovt/nurserynurse/index.html)



Join UNISON — your friend at work

PLEASE FILL IN THIS FORM IN BLOCK CAPITALS USING BLACK INK AND GIVE IT TO YOUR UNISON REP OR SEND TO THE ADDRESS BELOW
EDUCATION ISSUES GROUP, UNISON SCOTLAND, FREEPOST NW 486, GLASGOW G2 6BR

1. YOUR PERSONAL DETAILS

Please tick or fill in the

boxes below

| | | | | |
|-----|----|------|----|-------|
| Mrs | Ms | Miss | Mr | Other |
|-----|----|------|----|-------|

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| First name | Other initial(s) |
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| Surname/Family name | Date of birth |
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| Home address |
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| National insurance number (from your payslip) |
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How would you describe your ethnic origin?

| | | |
|--------------------------------------|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> Bangladeshi | <input type="checkbox"/> Asian Other | <input type="checkbox"/> Black UK |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Black | <input type="checkbox"/> Black Other |
| <input type="checkbox"/> Indian | <input type="checkbox"/> African | <input type="checkbox"/> White UK |
| <input type="checkbox"/> Pakistani | <input type="checkbox"/> Black | <input type="checkbox"/> Irish |
| <input type="checkbox"/> Asian UK | <input type="checkbox"/> Caribbean | <input type="checkbox"/> White Other |

Please tick this box if you require materials in a different format (eg large print or Braille) — be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you — indicate if work or home

Contact tel/voice/text/email

2. YOUR EMPLOYMENT DETAILS

| |
|-----------------|
| Employer's name |
|-----------------|

| |
|---------------------------|
| Your job title/occupation |
|---------------------------|

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|--------------------|
| Department/section |
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|----------------------------|
| Workplace name and address |
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|----------|------------------------------------|
| Postcode | Payroll number (from your payslip) |
|----------|------------------------------------|

3. WHAT YOU WILL PAY — FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions.

| Weekly pay | Annual pay | YOUR SUBSCRIPTION—WHAT YOU PAY per week | per month | Band |
|-----------------|-----------------|---|-----------|------|
| Up to £38.47 | Up to £2,000 | £0.30 | £1.30 | A |
| £38.48–£96.16 | £2,001–£5,000 | £0.81 | £3.50 | B |
| £96.17–£153.84 | £5,001–£8,000 | £1.22 | £5.30 | C |
| £153.85–£211.53 | £8,001–£11,000 | £1.52 | £6.60 | D |
| £211.54–£269.23 | £11,001–£14,000 | £1.81 | £7.85 | E |
| £269.24–£326.92 | £14,001–£17,000 | £2.24 | £9.70 | F |
| £326.93–£384.61 | £17,001–£20,000 | £2.65 | £11.50 | G |
| £384.62–£480.76 | £20,001–£25,000 | £3.23 | £14.00 | H |
| £480.77–£576.92 | £25,001–£30,000 | £3.98 | £17.25 | I |
| £576.93–£673.08 | £30,001–£35,000 | £4.68 | £20.30 | J |
| £673.08+ | over £35,000 | £5.19 | £22.50 | K |

Please tick the appropriate box to indicate how often you are paid

| |
|--------------------------------------|
| <input type="checkbox"/> Weekly |
| <input type="checkbox"/> Fortnightly |
| <input type="checkbox"/> Four Weekly |
| <input type="checkbox"/> Monthly |

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10 per year.

4. POLITICAL FUND

UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: Tick one box only

| | |
|--|---|
| <input type="checkbox"/> Affiliated Political Fund | <input type="checkbox"/> General Political Fund |
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Now please sign and date below

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|-----------|
| Signature |
| Date |

OTHER WAYS TO PAY

| | | | |
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| direct debit | <input type="checkbox"/> | cheque | <input type="checkbox"/> |
|--------------|--------------------------|--------|--------------------------|

If you have been a member of a trade union before, please state which one:

DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes. We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship to your benefit. We, or they, may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box.