

In this issue

Push on Pay

Having College stops PRP

Save Adult Education

New Staff Development Resources

Colleges still stuck at RED

FE Bill

Revised Disability Equality Agreement

Branch News

New Push on Pay Scales

Under the terms of the pay settlement for this year, colleges who have not yet implemented the new modernised pay scales for lecturers, should enter into meaningful and realistic discussions with trade unions to agree by the end of next March a timetable to introduce the new scales.

To date 40 colleges have now opened such local talks with UCU.

These colleges are designated “amber” on our new traffic lights campaign page at <http://www.ucu.org.uk/index.cfm?articleid=1909>

Our aim is to get all colleges still “stuck at red” (see page 3) without an agreement, onto amber in order to join the majority of colleges “on green” with an agreement by the end of March.

A majority of colleges have gone through the green light and reached agreement with UCU. If your college is stuck on red now is the time to step up the pressure. All college branches without agreements have been

provided with advice and materials including model letters and “Time to Talk Pay” stickers to mount a further push to get talks started.

What you can do

- Ask your branch if they've received the advice on helping press the college into negotiations
- Offer your support to help get negotiations moving
- Could you sign a petition, give out leaflets; help write a branch newsletter perhaps?
- Be sure to attend any branch meetings to discuss this.
- Wear the '**Time to talk pay**' stickers due to arrive at branches shortly to show your support
- Join in any publicity events or other actions.

Havering College stops PRP and moves from Amber to Green

Determination and perseverance have paid off for branch officers and members at Havering College, who have succeeded in persuading college management to abandon a draconian performance related pay (PRP) system that was linked to the introduction of the new pay scales. Only a fraction of academic staff achieved incremental progression during the first year of PRP. Targets were high and the college management made no secret of the fact that progression was dependent on budgets not individual or collective merit.

The branch has campaigned vigorously throughout the lifetime of the PRP system and now has seen their efforts bear fruit. The branch organised well attended meetings at which Roger Kline Head of Equality and Employment Rights and John Wilkin, former NATFHE president spoke about the inadequacies and potential inequalities inherent in PRP systems. Lobbies of the governors were organised and letters to MPs. The campaign culminated with an overwhelming ballot result for industrial action which brought management back to the negotiating table.

A deal is now on offer that is light years ahead of PRP. Lecturers can now have unhindered progress to the top of the new 8 point pay scale as long as they achieve certain qualifications.

Michael Moran, Regional Support Officer, says *"We cannot underestimate the significance of this development as it sends a message to all colleges that PRP does not work. Principals who have introduced or are contemplating introducing PRP should see this reversal of policy at Havering as a salutary lesson."*

"This result is exclusively down to the zest and energy of the branch officers and members who have campaigned and negotiated with creativity and skill. The secret is to constantly engage the members and realise that more often than not the battle is won by organisation and hard work outside the negotiating meetings as well as skill within"

Save Adult Education! Teaching ESOL?

UCU wants to hear from you

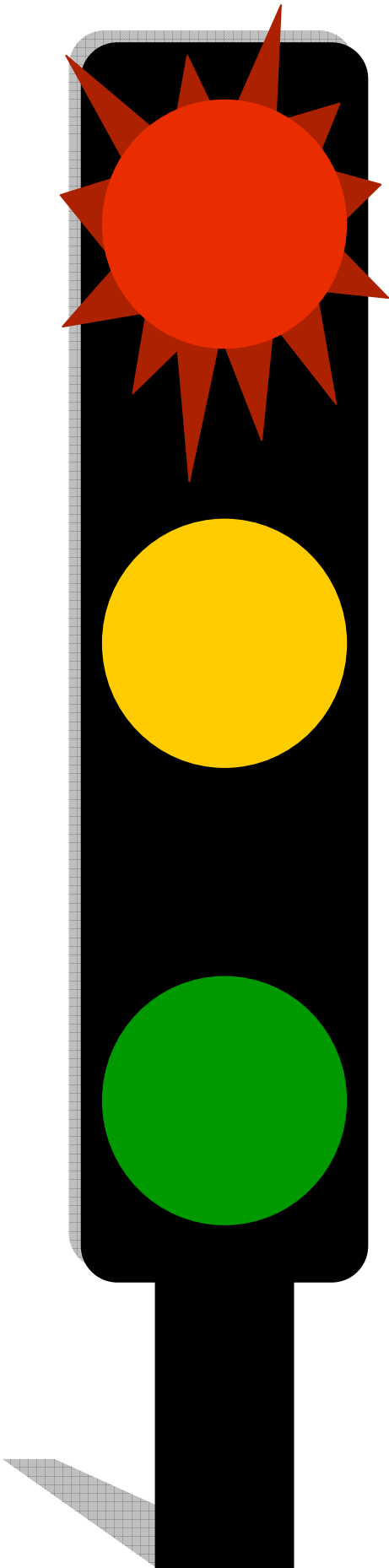
Changes in support for English for Speakers of Other Languages (ESOL) don't square with government statements about integration and social cohesion. That's UCU's view. They hit migrant workers and their families, refugees and asylum seekers. They won't help sustain the UK's economic position in the world. The decisions on ESOL are yet another indication of the absence of joined-up thinking on adult and community education. UCU wants a change of approach. If you are a teacher of ESOL and are affected or have students who will be affected we want to hear from you. Get in touch with UCU at www.ucu.org.uk or email Julian Nicholds at jnicholds@ucu.org.uk

Put 15 January, late afternoon, in your diary for a mobilising meeting at UCU head office.

UCU continues to raise the flag for comprehensive adult and community education whenever and wherever there is an opportunity. If you need support campaigning against cuts in provision or want to tell us your story, email Trevor Phillips at tphillips@ucu.org.uk

New Staff Development resources for colleges

New sector-specific staff development resources have been developed by the LSC. These provide information on the measures of success that are already in use or being piloted. The materials are designed to be used within organisations for staff development and training regarding measures of success. The PowerPoint slides can be downloaded for use and are designed for adult education providers. There are presentations aimed at senior management, middle management and practitioner level within each organisation. The resources can be found at: <http://ffe.lsc.gov.uk/staff-development-resources/>



Colleges still stuck at **RED**

Abingdon Witney College, **Askham Bryan** College, **Barnfield** College, **Bedford** college, **Berkshire** College of Agriculture, **Bishop Burton** College, **Blackburn** College, **Bolton** College, **Boston** College, **Braintree** College, **Bridgwater** College, **Bromley** College, **Burnley** College, **Burton Technical College**, **Cannock Chase Technical College**, **Carshalton** College, **Chichester & Brinsbury** College, **City College Manchester**, **Cleveland** College of Art & Design, **College of North West London**, **Craven** College, **Dearne Valley** College, **East Berkshire** College, **East Devon** College, **East Durham & Houghall** community College, **Easton** College, **Evesham & Malvern Hills** College, **Fircroft** College, **Great Yarmouth** college, **Greenwich** Community College, **Grimsby** College, **Hastings** College, **Harrow** College, **Herefordshire** College of Art, **Herefordshire** College of Technology, **Hertford** Regional College, **Highbury** College, **Hillcroft** College, **Hopwood Hall** College, **Hugh Baird** College, **Huntingdonshire** Regional, **Isle** College, **Isle of Wight** College, **Kingston Maurward** College, **Lancaster & Morecombe** College, **Leeds** College of Art & Design, **Leek** College, **Loughborough** College, **Macclesfield** College, **Manchester** College of Arts & Technology, **Matthew Boulton** College, **Mid Kent** College, **Middlesborough** College, **Morley** College, **Moulton** College, **Myerscough** College, **Nelson & Colne** College, **New College Durham**, **New College Swindon**, **Newcastle** College, **North Lindsey** College, **North Warwickshire & Hinckley** College, **Northampton** College, **Norton Radstock** College, **Oaklands** College, **Oldham** College, **Otley** College, **Pershore** Group of Agricultural Colleges, **Peterborough** Regional College, **Plumpton** College, **Plymouth CAD**, **Queen Alexander** College, **Reaseheath** College, **Richmond** Adult and Community College, **Rotherham** College of Arts & Technology & **Rother Valley**, **Royal Forest of Dean** College, **Runshaw** College, **Salisbury** College, **Somerset CAT**, **South East Essex CAT**, **South Kent** College, **Southampton** City College, **Southport** College, **Stamford** College, **Stoke-on-Trent** College, **Stroud** College of FE, **Suffolk** College, **Swindon** College, **Tameside** College, **Telford** College of Art & Technology, **Uxbridge** College, **Walford and North Shropshire** Colleges, **West Herts** College, **West Thames** College, **Wigan & Leigh** College, **Wiltshire** College, **Wirral Metropolitan** College, **Workingmens** College, **Yeovil** College.

FE Bill

This year's Queen's speech announced the Government's intention to introduce a bill to give effect to the FE White Paper. The FE and Training Bill was introduced in the House of Lords on 11 December and its second reading will be on 13 December.

It's a short bill with the following main features:

- Transferring the Secretary of State's powers to dismiss principals and governing bodies to the LSC.
- The 47 local LSCs to be abolished in favour of 9 regional councils.
- Principals will be required to have a qualification.
- The delegation of a share of the LSC's powers on skills generation in London to the Mayor (and allows for these provisions to be used elsewhere.)
- FE colleges to award foundation degrees without the need for partnership with a higher education institution.

The details of the Bill including a short guide can be found on:

<http://www.dfes.gov.uk/publications/furthereducationandtrainingbill/>

UCU are in active discussions with the AoC, NIACE and the Local Government Association around working together on the Bill. One possible activity may be to try to get an amendment put to alter the Learning and Skills Act 2000 to equalise the position between what the LSC should be doing in relation to adult learning and 16 to 19 as a means of securing a debate on what is happening to adult learning. For more information please contact Dan Taubman at dtaubman@ucu.org.uk

Professional standards

The new professional standards for teachers, tutors and trainers in the lifelong learning sector have been approved by ministers.

They can be seen on LLUK Website at:

http://www.lifelonglearninguk.org/documents/standards/professional_standards_for_itts_011206.pdf

Further guidance is to follow and should be able to be accessed through the Lifelong Learning UK web site at:

www.lifelonglearninguk.org

Initial Teacher Training and Continuous Professional Development

Progress is continuing around the changes to initial teacher training and the requirement made in the FE White Paper for every lecturer to undertake 30 hours a year of continuous professional development (CPD). The changes to ITT are around the introduction of a new initial award to be taken by all lecturers except those with the most marginal contact with students. A new teaching qualification based on the new professional standards (see below) leading to the Qualified Status Learning and Skills (QTLS) which will include registration with the Institute for Learning. Both the new ITT qualifications and the 30 hour CPD requirement are due to come in September 2007. The details of their implementation will be in Regulations issued by the DfES which as yet have not been finalised. However we do know that a lot of college managements seem to moving in advance of the Regulations and acting as if they were already known.

For an up-to-date briefing on what is known on the ITT and CPD see the UCU web site or contact Dan Taubman in the FE Unit at:

dtaubman@ucu.org.uk

Update on implementation of the FE White Paper Raising Skills and Improving Life Chances

In March 2006 the Department for Education and Skills (DfES) published the FE White Paper. An update about how the reforms are being implemented is now available on the DfES's website under the FE Reform White Paper section at:

www.dfes.gov.uk/furthereducation

The UCU responses to the detailed proposals and guidance to branches is on the UCU web site.

Personalising FE

As part of the implementation of the FE White Paper reforms a consultation on personalisation in FE was launched by Bill Rammell on the 20 November. The consultation document Personalising Further Education: Developing a Vision, together with details about how to comment on its contents, is available on the DfES's consultation website:

www.dfes.gov.uk/consultations

The closing date for comments on the consultation is Monday 12 February 2007.

Revised Disability Equality Agreement addresses new Disability Duty

A revised agreement between UCU and the AoC will ensure Colleges get to grips with the Disability Equality Duty which came into force on 5 December. The agreement which is recommended to all FE Colleges in England and Wales provides a framework for colleges to follow in order to comply with the new laws which are established by the Disability Discrimination Act 2005. The agreement was negotiated by UCU FE Officials with the assistance of the national Equality Unit at head office.

A round of briefings for FE branch officers on the new duty is being conducted by staff from UCU's Equality and Employment Rights department.

Roger Kline, National Head of Equality and Employment rights says *"It is clear from the briefings we have conducted so far that many colleges are failing to meet the requirements of the duty already. Colleges should by now have consulted with branches on a Disability Equality Scheme (DES) and have had this in place for 5 December. In most regions we have found a vast majority of colleges have failed to do this. This means branches should be knocking on management's door now waving a copy of this agreement and demanding it be implemented straight away."*

What is the Disability Equality Duty?

This is a new legal duty, introduced by the Disability Discrimination Act 2005, which means that every public body (including colleges and universities) will need to look actively at ways of ensuring that disabled people are treated equally. It's about including equality for disabled people in the culture of public authorities in practical and proactive ways.

Where can I find out more about the disability equality duty?

UCU's Equality and Employment Rights department has produced a comprehensive guide on how to implement the Disability Equality Duty at colleges and universities called "Enabling not Disabling" which can be found at:

http://www.ucu.org.uk/media/pdf/r/a/ucuenablingnotdisabling_1.pdf

The November edition of UCU Equality News has a comprehensive list of frequently asked questions and answers about the duty together with links to sites with further information. November Equality News can be found at:

http://www.ucu.org.uk/media/pdf/6/f/eqnews3_nov06_1.pdf

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Success at Stoke

Members at Stoke-on-Trent College had cause for celebration after the announcement by senior management that the College has decided to back away from the threat of compulsory redundancies. Following announcement of a reduction in the College's Adult and Community budget the employer had threatened up to 155 jobs or around 10% of the whole college workforce could be made compulsorily redundant. UCU members protested vigorously at the proposal to sack teachers and cut courses, whilst at the same time protecting grandiose capital projects. In addition the joint unions were angry, when it emerged that part of the budget deficit was because senior management wished to repay a £1.5m bank loan and in doing so would incur a £400k early payment penalty.

Branch Officers declared a dispute and members voted for both strike action and action short of strike action which they began immediately prior to summer break.

UCU Branch Secretary, Jeff Kent, said: *'We are obviously delighted that the threat to our teaching jobs has ended and that the almost intolerable uncertainty that many staff have been working under for months is now over.'*

'Our members have kept their cool and dignity throughout, whilst the branch officers have worked tirelessly to help to protect their jobs and the future of their students.'

Chris May, the UCU Regional Official, added: *'I wish to pay tribute to the UCU members at Stoke, who showed both their determination to protest over job losses whilst at the same time showing their*

professionalism and dedication in ensuring that their action had a minimal effect on the students' learning experience. It would have been easy for members to walk out on strike, but instead they acted with utter professionalism and protected the students, whilst at the same time keeping pressure on management to avoid compulsory redundancies.'

The UCU Regional Office has written to the College principal, Graham Moore, notifying him that industrial action will cease forthwith.

The union is now looking forward to returning to positive industrial relations, working with the College to get the National Pay Scale implemented and to help protect the employer against any discrimination claims.

Progress for part-timers in South West

Cornwall College is setting the standard in the South West for the way it proposes to treat its part-timers. Not only did the College declare its intention to make all qualifying part-timers permanent, but now they are engaged in serious negotiations with UCU to update and improve contracts of employment, giving genuine parity with full time lecturers. 'It is refreshing' said John Perry, Branch Sec 'not to be distracted by spurious 'business' arguments which some employers use as an excuse to escape their obligations'.