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# Pay Campaign Latest National Recruitment Week

Our national campaign for a better deal for FE gears up on Monday 3 March with the start of our National Recruitment Week. Look out for special events in your region next week and for lunchtime stalls and leafleting in your local branch. Please help out and ask a colleague to join us in our fight for a better deal. (Advice and materials can be downloaded from

<http://www.ucu.org.uk/index.cfm?articleid=3098>) Monday evening also sees the official launch rally in London for "Our Colleges, our Communities, our Union" campaign at the Emmanuel Centre in Westminster at 6pm. Speakers will include Linda Newman, UCU president, Jeremy Corbyn, MP, and speakers from the NUT.

## Get ready to vote yes for action

To date there has been no response from the AoC to our claim for 2008/9 which was submitted at the beginning of February and so far we have no indication of when we can expect negotiations to start. The joint trade union claim calls for the following:

- 6% pay increase or £1500, whichever is the greater
- A minimum hourly rate of £7.38p
- Meaningful negotiations on common conditions of service in all colleges

We are demanding that any settlement of this claim must take account of the shortfall we suffered this year because of the below inflation pay increase imposed in most colleges.

Employers have been informed that if there is no satisfactory response to our claim we intend to take one day strike action on 24 April. The National Union of Teachers (NUT) are balloting their members for a strike on this day in pursuit of their campaign for decent pay rise.

**Our ballot for industrial action will open on Friday 14 March. Further information will follow shortly.**

## Some recruiting success

*Well done to...*

- **South Thames College UCU** – a concerted effort on branch building has paid off with over 40 new members since May last year
- **Cornwall College UCU** – membership up 50% despite 90 plus redundancies in 06/07. This is largely as a result of an excellent new part time contract negotiated by UCU
- **Askham Bryan College UCU** – 19 more members since September during a campaign over redundancies.

## Updated Equality Agreements on Race, Religion and Belief

Two National Joint Agreements between the Association of Colleges and the trade unions on equality areas have been updated to bring them into line with the latest legislation and guidance. The Joint Agreements on Guidance for Race Equality and for Religion or Belief Equality now also include more detailed guidance and links to resources from the newly formed Equality and Human Rights Commission.

The Joint Agreement on Race Equality in Employment in Further Education now contains more detailed guidance on:

- Recruitment and Selection
- Terms and Conditions
- Career Development
- Harassment
- Dismissal
- Race equality policies
- Impact assessments
- Monitoring progress

It is important to note that this guidance agreement is not a substitute for a college developing a Race Equality Policy which it is legally required to develop and which must cover both staff and students.

The re-drafted race equality agreement can be found at:

[http://www.ucu.org.uk/media/docs/1/3/fejointag\\_raceq\\_08.doc](http://www.ucu.org.uk/media/docs/1/3/fejointag_raceq_08.doc)

The Joint Agreement on Guidance for Religion or Belief Equality in Further Education now includes specific guidance on:

- Facilities for Religious Observance
- Terms and Conditions
- Bullying and Harassment
- References
- Recruitment and selection
- Training and Promotion
- Dismissal

The re-drafted agreement on religion or belief specifically includes those who do not have a religion or belief as a group that are also entitled to equality and not be discriminated against due to their lack of religion or belief.

The re-drafted religion or belief agreement can be found at:

[http://www.ucu.org.uk/media/docs/1/4/fejointag\\_relig\\_08.doc](http://www.ucu.org.uk/media/docs/1/4/fejointag_relig_08.doc)

The Equality and Human Rights Commission can be found at;

[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

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## Electronic Curriculum Networks

The FE Department has put together some electronic networks in order to establish a two way communication system between Head Office Education Policy Officials and UCU members in specific curriculum areas.

This would enable us to send out materials which may be interest to UCU members in these curriculum areas, sound out members around specific consultations and enable UCU members to communicate with one another about curriculum matters.

The number of such networks is not limited to those listed below but is dependent on UCU members wanting such networks and the capacity of UCU officials to service and support them. If you want to join any of the existing networks or start a new one contact Dan Taubman at [dtaubman@ucu.org.uk](mailto:dtaubman@ucu.org.uk) These networks are open to any new UCU member but the subject matter will be restricted to curriculum issues. Current networks are:

- FE Initial Teacher Training and CPD practitioners
- ESOL
- Staff Governors
- Diplomas (for those working on the new Diplomas which will be delivered starting Sept 2008)

## New Diplomas

A new curriculum and qualification for 14-19 will be starting up in September 2008 – this was announced by Ruth Kelly in early 2005 following the rejection of the recommendations of the Tomlinson Working Party on 14-19.

Tomlinson tried to inject some coherence and simplification in the curriculum and qualifications by recommending a 4 level interlocking overarching certification which would recognise and value all the learning achievements of all young people. The Government, instead, kept GCSEs and A levels, encouraged schools to allow their brightest students to take the International Baccalaureate and introduced a new three level stream of Diplomas.

By 2011 there will be 17 Diploma lines: 14 in broad 'occupational/sector' areas and three new ones in more general subjects – sciences, modern languages and humanities.

Their design has been in the hands of Sector Skills Councils but a few have involved teachers and lecturers and one or two even have consulted the teacher and lecturers' unions.

Diplomas can only be delivered by consortia and partnerships of schools and colleges. Such consortia have had to go through a complicated 'Gateway' process to show that they are capable of delivering the Diplomas. The first five approved for September 2008 –are Construction and the Built Environment, Creative and Media, Engineering, Information Technology and Society, Health and Development.

Consortia are now going through the 'Gateway' process to deliver the next five Diplomas in Sept 2009. These will be in environmental and land-based studies, hair and beauty studies, business, administration and finance, manufacturing and product design and hospitality.

Clearly there will need to be a great deal of staff development and support to deliver these new curricula. UCU has been extremely concerned about this and has continually pressed Ministers and civil servants to get such programmes underway. Eight national agencies/quangos were tasked with delivering workforce support for the Diplomas.

They in turn sub contracted the work and these sub contractors used consultants to actually deliver the training. UCU has received some reports that much of this training was of poor quality and all too often aimed at school teachers rather than FE lecturers.

UCU officials desperately need firm information from UCU members involved in delivering the Diplomas about what is happening on the ground, especially what staff development they have been offered and what it was like. Please send any information to Dan Taubman [dtaubman@ucu.org.uk](mailto:dtaubman@ucu.org.uk) Also we have set up a new electronic network for those involved with the Diploma. Again if you are interested, contact Dan Taubman.

The Childrens' Schools and Families Department have some electronic newsletters on 14-19 and Diplomas. They are:

### 14-19 Newsletter

<http://www.dfes.gov.uk/14-19/index.cfm?sid=30&pid=281&ctype=NEWSLETTER&ptype=Single>

### Deliver 08 Newsletter

<http://www.dfes.gov.uk/14-19/index.cfm?sid=30&pid=348&ctype=NEWSLETTER&ptype=Single>

### HE 14-19 Newsletter

<http://www.dfes.gov.uk/14-19/index.cfm?sid=30&pid=350&ctype=NEWSLETTER&ptype=Single>

### Planning for 09 Delivery Newsletter

<http://www.dfes.gov.uk/14-19/index.cfm?sid=30&pid=361&ctype=NEWSLETTER&ptype=Single>

## ESOL Consultation

The latest episode in the long ESOL saga unfolded in the early new year when the government published a consultation document on ESOL, 'Focusing ESOL on Community Cohesion'. Go to:

<http://www.esolconsultation.org.uk/>

This focuses around 'community cohesion' after a number of reports that saw English as being a crucial component in both citizenship and community relations. The consultation begins by stating that the Government is still concerned that the ESOL 'hardest to reach' are still being missed and that local authorities are best placed to identify the barriers and design solutions.

The proposals are largely focused on those from settled communities rather than more transient migrants who, along with their employers, are benefiting economically and so should bear some of the costs for their ESOL provision.

Although the consultation talks about more being needed to be done, there is little in the consultation to indicate how this is going to be achieved. The consultation ends on the 4 April 2008 and UCU will be preparing a response.

The consultation asks a series of questions. The FE department would like to hear from UCU ESOL members on what they think the UCU response should include. We would particularly like to hear what UCU members have to say on:

- whether the indicative list of national settled groups most likely to suffer significant disadvantage

because of their lack of English outlined in the consultation is broadly correct.

- if not which groups have been left out?
- what evidence should be collected to ensure how priority groups are reached?
- how would local plans demonstrate that those identified in the plan are in nationally priority groups and if not why they are a local priority?
- how would local authorities apply the national list of priorities in their area and how well would these priorities meet local cohesion needs
- how far have local authorities already assessed the priority of English language needs being met in local areas to meet community cohesion objectives?
- how could effectiveness of the proposed arrangements in supporting community cohesion be measured?
- what programmes/resources are currently available to support professional development for teachers and others involved in improving ESOL delivery to help community cohesion and what else might be needed?

Answers to these questions and any other points should be sent to Dan Taubman [dtaubman@ucu.org.uk](mailto:dtaubman@ucu.org.uk) by 20 March.