

@ Chesterfield College

LearningMatters

Union Learning Representative Agreement – UCU

Introduction

Chesterfield College is committed to the development of all staff as is evidenced by the allocation of a sizeable staff development budget, the appointment of senior lecturers to enhance teaching and learning, the use of subject learning coaches, in-house staff development and CPD opportunities, mentoring and coaching of individual staff, Investors in People accreditation and the SRADs process to assess competence and identify development needs.

To support a learning culture for the College and for the College to commit to the Skills Pledge, we will work with staff, managers and recognised trade unions to encourage all staff to develop their skills in the workplace in order to afford career development, where applicable, and to ensure that our learners benefit from highly qualified and up to date staff delivering their provision.

Rights for Union Learning Representatives

The Employment Act 2002 grants union learning representatives the right to reasonable time-off to carry out union learning duties, such as, identifying training needs, providing information and advice to members, arranging training, and promoting the value of learning.

UCU Learning Representatives at Chesterfield College

The union learning representative for UCU will, working in liaison with Alison Loxton, Teaching and Learning Manager and Alison Thompson, Director of HR, where applicable, undertake activities under the following headings:-

- Raise awareness and promote the benefits of learning with College staff
- Work with the College to support a learning culture
- Encourage staff to gain literacy and numeracy qualifications
- Encourage staff to undertake 30 hours of CPD per year – giving guidance on courses/qualifications etc. which qualify for CPD

- Raise awareness of the Institute for Learning with staff and guide staff in making their applications to join on-line. Facilitate workshops for staff to guide them through the registration process.
- Encourage new teaching staff to commence teaching qualifications and be available to assist staff who might need support or guidance whilst completing a teaching qualification
- Work with the College to ensure that staff attend staff development days
- Work with the College to support the commitment to the Skills Pledge
- Represent staff in consultations with the College on staff development issues, attending relevant meetings where necessary

The union learning representative and reasonable time off

UCU have put forward Adele Potten-Price as the learning representative, having received appropriate training from UCU in order to carry out the duties of a union learning representative effectively.

Reasonable time-off to carry out the duties will be granted in the form of a set number of hours of remitted time for any project undertaken. Project work will be agreed between the College and UCU, to support the activities listed above.

Review and amendment of the agreement

This agreement will be reviewed by the College and UCU on an annual basis to take into account new or changed priorities for staff development within the College.