



In this news flash from Scottish Union Learning, you will find a selection of the latest news and events. You can also follow us on [Facebook](#) and [Twitter](#) for daily updates!

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2018 STUC Union Rep Awards Recipients Announced



2018 STUC Helen Dowie Award for Lifelong Learning

The Scottish Trades Union Congress (STUC) has announced that the recipient of the 13th Annual STUC Helen Dowie Award for Lifelong Learning is Lisa McGuinness, a FDA Union Learning Rep at HMRC. Sponsored by [The Open University in Scotland](#), and administered by Scottish Union Learning, the award was presented by the Rt Hon Nicola Sturgeon, First Minister of Scotland and Leader of the Scottish National Party, on Monday, 16 April 2018.

The FDA is the union for Senior Managers and Professionals in Public Service. Lisa McGuinness joined the FDA in 2004 and is currently a Union Learning Rep; a learning lead for HMRC in Scotland; and the FDA lead on Learning in Scotland. Lisa's work to promote learning within HMRC has largely focussed on working with

those from under-represented groups, such as women and BME workers. The FDA now has a core group of ULRs across Scotland, thanks to Lisa and her collective approach to learning. The Leadership Development Project that Lisa ran was so successful that it was rolled out nationally and in total, the union has engaged with over 450 women learners through this Project. Many of the learners who took part have gone on to be actively involved in the union.

Not only has Lisa developed a variety of high quality learning opportunities for her fellow workers, she has also implemented a mentoring project to support new learners. This has helped the FDA to recruit new members and develop new activists from minority groups. The growing cohort of activists that Lisa has been instrumental in developing is helping the FDA to build and organise in Scotland.

Lisa McGuinness, Recipient of the 2018 STUC Helen Dowie Award for Lifelong Learning, said: "I am immensely proud to receive this award which highlights the hard work of the FDA in Scotland over the last few years to develop and support our members in all aspects of leadership and resilience. Building capability in others and seeing them become the best they possibly can be is something that I feel passionately about, and it's great to see that reflected in this award."

Marie Hendry, Depute Director of External Engagement and Partnerships at The Open University in Scotland, said: "We are delighted to be sponsoring this award, which recognises the crucial importance of lifelong learning and learning in the workplace. With around three quarters of our students working while they study, The Open University greatly values our partnership with unions and employers across Scotland."



STUC Equality Award

The Scottish Trades Union Congress (STUC) has announced that the recipient of the 2018 STUC Equality Award is Linda Ford, Prospect Equality Representative at The James Hutton Institute in Invergowrie, Dundee. The award was presented by the Rt Hon Nicola Sturgeon, First Minister of Scotland and Leader of the Scottish National Party, on Monday, 16 April 2018.

Linda has engaged with the Scottish Government's Disability Stakeholder Events to tackle the disability employment gap and encouraged the project to consult with the STUC Disabled Workers' Committee. Through her involvement with the STUC's Equality Rep Network and Scottish Union Learning, Linda established a Dundee equality rep network.

When terms, conditions, and policies were being renegotiated in her workplace, Linda insisted that equality proofing was a fundamental part of the process rather than a retrospective "add-on". Although her employer is not a public body, Linda has ensured that it carries out a statutory Equality Impact Assessment for all policy changes. In addition, she has successfully campaigned for Prospect membership forms to include appropriate options for non-binary people. Her newest campaign is to see that all materials, printed or electronic, conform to accessibility best practice levels. Linda also sits on the STUC Disabled Workers' Committee.

Linda Ford, Recipient of the 2018 STUC Equality Award, said: "I feel gobsmacked, humbled and grateful to Prospect for nominating me for this award. I know the quality of Equality Reps out there who are fighting the same battles as I am, so it is an honour to be chosen to receive this award by the STUC."

A short film featuring all four recipients of the STUC Union Rep Awards can be viewed on [YouTube](#).

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Gallery: 2018 STUC Congress

Tweets posted during STUC Annual Congress can be viewed [online](#).

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GMB and NHS Highland aim for a welcoming workplace

GMB union rep Gavin Smith was the driving force behind four workshops for NHS Highland colleagues delivered in February and March. Gavin successfully applied for support from the Learning Fund for the workshops which aim to raise awareness of LGBT issues to create a more inclusive workplace and enhance service delivery for individuals using the NHS.



In the longer term, it is hoped that the workshops will help pave the way for a Staff LGBT and Allies network, to continue to develop equality initiatives in NHS Highland.

The content of the practical and interactive workshops was developed from a range of perspectives, and delivered by Rachel Hughes, of Waverley Care. Approximately 60 NHS staff in a range of roles including nurse specialists, social workers, pharmacists, occupational therapists and HR, participated in the training.

Gavin said: "The course aims to help workers explore LGBT issues in a supportive training environment. Learners are encouraged to examine their own values, and explore how these impact on their own work practice and the work environment."

Many ideas for increasing LGBT awareness and creating an inclusive service were generated by the participants. These will help inform initiatives developed by NHS Highland as a newly accredited Stonewall Diversity Champion.

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Two PRINCEs result in valuable qualifications

In a first for UHI Inverness College and Scottish Union Learning, two groups of learners were supported through the Learning Fund to achieve PRINCE2 qualifications at Foundation and Practitioner level.



The newly-approved PRINCE2 courses fulfilled a long-standing demand for the prestigious project management qualification, which was organised by the Inverness and Nairn ULR Forum for workers in the area.

Results for the Practitioner course are awaited, however 15 learners passed the Foundation course. Participants were particularly impressed with tutor Christine Lewis, whose teaching style, diagrams and drawings were highlighted by several learners.

The qualification is widely regarded as the benchmark for individuals aiming for a career in project management, where PRINCE2 provides a stepping stone to career progression.

One learner commented: "I was initially quite daunted by the exam, particularly as I haven't taken an exam for a significant number of years. The feeling of passing my exam though, has inspired me. I feel ready to access other training opportunities as they become available and have already signed up for the Practitioner course."



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