

Scottish Union Learning Conference

Uniting workplaces through learning

Programme

SUL26

17 November 2026
Trades Hall of Glasgow

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Conference Welcome

Welcome to the Scottish Union Learning Conference 2026.

The theme of today's Conference is 'Uniting Workplaces Through Learning', remaining consistent with the theme which Scottish Union Learning has utilised over the course of the year. Uniting learners through union-led learning is of increasing importance as workers look to their unions for security and opportunity in ever changing working environments.

During the funding period 2025-2026, ULRs and Union Learning Organisers have supported the delivery of approximately 11,500 learning outcomes. Your determination has enabled workers to undertake learning that enhances career development, supports those facing redundancy to up-skill and re-skill, and created opportunities for unions to engage with employers on workforce planning and the implementation of Fair Work principles.

Over the past year, Scottish Union Learning has responded to the growing needs and demands of ULRs and Union Learning Organisers to continue to develop their skills and learning as trade unionists. Scottish Union Learning has supported this through our work with TUC Education, the delivery of Union Learning Development Days and the annual Everyday Skills Event.

We have ensured that today's Conference is also being delivered in response to those demands, with an agenda which has been developed as a direct reply to the requests of the ULRs attending the Union Learning Development Days.

Today's interactive workshops have been designed to ensure there is enough time for discussion and to act as inspiration for theory to become practice. We will have a panel style workshop where attendees can learn about additional sources of funding and look to develop local contacts to unlock funding opportunities.

In a time when racism is on the rise within our communities and workplaces, we will have workshops from Show Racism the Red Card where attendees will dig deeper into where people are picking up on harmful narratives and what we can do as trade unionists. The workshop on Fair Work will delve deeper into our understanding of Fair Work, how we can use that understanding within our workplaces and how to access further training on Fair Work.

We have guest speakers, and exhibitors reflective of our reach as part of Scotland's trade union movement.

We would like to thank the Scottish Government for the ongoing commitment to the work of Scottish Union Learning and welcome Tom Arthur MSP, Minister for Business and Fair Work.

Conference Address: Tom Arthur MSP Minister for Business and Fair Work



Tom Arthur MSP was appointed as Minister for Business and Fair Work in May 2026.

Born in Paisley in 1985, Mr Arthur was first elected to the Scottish Parliament for the seat of Renfrewshire South at the 2016 election, holding the seat in 2021.

He joined the Scottish Government as Minister for Public Finance, Planning and Community Wealth in May 2021.

Mr Arthur was raised in Barrhead, East Renfrewshire, where he was educated at Cross Arthurlie Primary and Barrhead High School.

He graduated with a Bachelor of Music then later Master of Music from the University of Glasgow. Before entering politics, he worked as a company director, freelance piano teacher and keyboardist.

He was appointed as Minister for Community Wealth and Public Finance in March 2023, and Minister for Employment and Investment in May 2024. In June 2025, he was appointed as Minister for Social Care and Mental Wellbeing.

Read more about Mr Arthur on the Scottish Parliament

Agenda

9:00am	**Registration**
9:25am	**Welcome & Introduction** Susan Quinn, Chair, Scottish Union Learning Board
9:30am	**Conference Address** Tom Arthur MSP, Minister for Business and Fair Work
9:45am	**Conference Address** Roz Foyer, STUC General Secretary
10:00am	**Welcome to the Trades Hall of Glasgow** Trades Hall of Glasgow
10:10am	**Workshops Round 1 (see page 4)**
12:00pm	**Lunch**
12:55pm	**Workshops Round 2 (see page 4)**
2:45pm	**Break**
3:00pm	**Conference Address** My Learning Journey Frances Crawford: A Bad, Bad Place
3:20pm	**Conference Address** Linda Somerville, STUC Deputy General Secretary
3:35pm	**Closing Remarks** Tommy Breslin, Scottish Union Learning Director
3:40pm	**Close**

Workshops

Each delegate will attend two workshops lasting one hour and 50 minutes

A Security and Fulfilment: Accessing opportunities beyond the Learning Fund

Location Main Hall

Facilitators: Catherine Garvie and Craig Finnie, Scottish Union Learning
Tim Lewis, The Open University
Sarah Boath, Scottish Community Development Centre
Alison Malcolm, Scottish Funding Council
David Bryan, Social Enterprise Academy

Introduction: Linda Fraser, BECTU Vision (Round 1)
Kerry McCrone, FBU (Round 2)

This panel session and workshop will explore learning and development opportunities that can be accessed without recourse to the Learning Fund.

B Respect and Opportunity: Tackling harmful narratives

Location Reception Room

Facilitator: Joseph Tema (JT), Show Racism the Red Card

Introduction: Chris Higgins, PFA Scotland (Round 1)
Mary Jane Herbison, RMT (Round 2)

Show Racism the Red Card will facilitate an interactive workshop which will look at where misinformation comes from, the negative impact of racism and discrimination and how, within a union-led learning context, discrimination can be tackled.

C Effective Voice: Utilising the Fair Work toolkit: from theory to practice

Location Robert Adam Room

Facilitators: Denise Christie, STUC Fair Work Officer
Lisa Wright, Senior Research Officer, Fair Work Convention Secretariat

Introduction: Gail Bell, PCS (Round 1)
Hayley Dawson and Emily Nicholl, SAU (Round 2)

The session will introduce participants to the Fair Work Convention's FWC Workers Survey Tool and explore how it can be used to strengthen workers' effective voice in the workplace.

Biographies



Susan Quinn, Chair, Scottish Union Learning Board
Susan is Chair of the Scottish Union Learning Board, National Education Convenor for the EIS and is currently the Vice-President of STUC. Susan is working as a Peer Supporter for Primary Headteachers in Glasgow.



Roz Foyer, STUC General Secretary
Roz has been General Secretary of the STUC since March 2020, representing over 650,000 Scottish Trade Union members.

She is the first woman to hold this leadership role at a key time for trade unions and workers across Scotland.

Since taking on the General Secretary role at the STUC, Roz has been active in building the STUC's campaigning profile, pressurising both Scottish and UK governments to build an economy that works for working class people and demanding more radical solutions to the cost-of-living crisis.

As part of her role, Roz serves on a number of Scottish Government key advisory groups and is a regular commentator across a range of print and broadcast media.



Frances Crawford, Author
As a passionate advocate of lifelong learning, Frances Crawford was delighted to graduate with distinction at age sixty from Glasgow University's Creative Writing programme.

Frances grew up in North Glasgow and credits the people of Possilpark and Milton as her writing inspiration. She still lives in Glasgow with her family and likes libraries and punk rock.

Frances won the McDermid Debut Prize at this year's Theakston Old Peculier Crime Awards and in what was a historic first, both the Bloody Scotland Debut Prize, and the McIlvanney Prize for A Bad, Bad Place.



Linda Somerville, STUC Deputy General Secretary
Linda leads the STUC's policy and political engagement work, ensuring that all levels of government are held accountable to the trade union movement.

Before joining the STUC Linda was the Director of the National Union of Students in Scotland leading policy and campaigning work on further and higher education.

Linda was invited to join the Royal Society of Arts in recognition of her work to increase the participation of women in science, engineering and technology in her role as Director of Equate Scotland. She is currently a member of the Time for Inclusive Education Board.



Tommy Breslin, Director, Scottish Union Learning
Tommy joined Scottish Union Learning in 2010 as the Modern Apprenticeship Project Development Officer, following which he secured the post of Development Officer in 2011 expanding his remit across the work of SUL.

In 2021, he became a Senior Development Officer and was appointed to Director in June 2026.

Prior to working for Scottish Union Learning, Tommy was Education Coordinator with Show Racism the Red Card and is now a member of the campaign's Scottish Advisory Committee.

STUC Union Rep Awards

Helen Dowie Award: Union Learning Rep of the Year 2026



First Minister John Swinney MSP with Liz Russell, EIS

The recipient of the Helen Dowie Award: Union Learning Rep of the Year 2026 is Liz Russell, Union Learning Rep (ULR) with EIS.

Liz is a secondary teacher of English employed by Glasgow City Council, an active member of EIS Glasgow's Local Association, and an EIS Learning Representative. In her role as a teacher in Glasgow's virtual school and hospital education service, Liz is faced with limited facility time. However, she strives to ensure EIS members in the Glasgow Local Association have meaningful union-led opportunities to develop their professional learning.

Liz has played a pivotal role in supporting teachers with their professional learning needs, particularly in the context of Additional Support for Learning (ASL) and has delivered sessions for local members on meeting diverse classroom needs. This provision of support links directly to the EIS Stand Up for Quality Education campaign which highlights the impact of the under-resourcing of ASL on teachers and on learners.

Liz recognised that the demand amongst members to focus their professional learning on ASL reflected the EIS Stand Up for Quality Education campaign. This ensured members were aware of the campaign, understood the need for collective action and how they could get active within the Local Association.

Liz has become a well-respected and inspiring member of the EIS Learning Rep Network. As an active member of the network, Liz supports both new and experienced reps, sharing her knowledge, skills and experience.

Liz's enthusiasm and drive to support members' learning and make a difference has increased the profile of professional learning within the union and the local authority, to the extent that other Learning Reps in the area have received increased facility time.

Commenting, STUC General Secretary Roz Foyer said, "I warmly congratulate Liz on receiving the Helen Dowie Award for Union Learning Rep of the Year. This recognition is richly deserved and reflects the passion, commitment and leadership she has shown in championing lifelong learning, supporting her colleagues and strengthening her union.

"Liz's work demonstrates the transformative power of union learning. By creating opportunities for educators to develop their knowledge and skills – particularly in supporting children and young people with additional support needs – she has empowered not only learners, but the teachers and education professionals who make inclusive education a reality every day.

"Trade unions have always understood that learning is a lifelong journey. Union Learning Representatives like Liz play a vital role in ensuring workers can continue to grow professionally, share expertise and build the confidence to improve workplaces and public services.

"On behalf of Scotland's trade union movement, we collectively celebrate Liz and, once again, offer her our congratulations for her outstanding work."

This year, the award was sponsored by TUC Education in Scotland.

STUC Union Rep Awards

Scottish Union Learning Learner of the Year Award 2026



First Minister John Swinney MSP with Sara Hamilton, Bectu a sector of Prospect

The recipient of the Scottish Union Learning Learner of the Year Award 2026 is Sara Hamilton, a member of Bectu (a sector of Prospect).

Trade union-led learning has the power to change lives in ways that extend far beyond the completion of any single course. At its best, it provides individuals with the confidence, support, and skills they need to unlock new career pathways, transform their working lives, and inspire others. Few journeys illustrate this more clearly than the learning path taken by Sara Hamilton, whose determination, resilience, and commitment to her craft make her an outstanding candidate for this award.

From her early steps trying to break into the highly competitive film and television industry during the height of the pandemic, to her leadership role today shaping sustainability practices for Scotland's screen sector, Sara's trajectory shows how trade union-led learning can open doors, build careers, and empower individuals to contribute meaningfully to their industries.

Like many new film and television entrants, Sara found breaking into paid employment in the screen sector incredibly difficult. Sara connected with the BECTU Vision Team, which led to her participation in 'Hit the Ground Running', BECTU Vision's flagship training course for industry newcomers.

This initial training was the spark that turned uncertainty into a tangible, achievable career path.

Sara is passionate about sustainability within the industry. Following training through BECTU Vision, she began to advocate for greener and cleaner ways of working on productions. Sara became one of the first Sustainability Coordinators in Scotland, a pioneering role. Sara more recently progressed to secure a role as a Screen Sustainability Consultant.

Sara now develops training for Sustainability Coordinators. Sara's journey from trainee to trainer encapsulates the power of union-led learning.

STUC General Secretary Roz Foyer said, "I am delighted to congratulate Sara Hamilton on being named the Scottish Union Learning Learner of the Year 2026. Sara's journey is a powerful example of how trade union learning can transform lives, opening opportunities, building confidence and equipping workers with the skills they need to shape the future of their industries.

"Through the trade union movement, Sara has not only developed her own career but has become a pioneer in Scotland's screen sector, helping to establish the role of Sustainability Coordinator and championing greener, more sustainable ways of working. Her progression from learner to trainer demonstrates the lasting impact that union-led learning can have - not just for individuals, but for workplaces and entire industries.

"On behalf of Scotland's trade union movement, I offer Sara my warmest congratulations. We are proud of everything she has achieved, and we look forward to the continued contribution she will make as she inspires others through the power of trade union learning."

This year, the award was sponsored by The Open University in Scotland.

Outstanding Nominations: Learner of the Year

Dawn Forrest, FBU, has undertaken a commendable developmental pathway. Having studied the TUC Understanding Neurodiversity course, Dawn identified with symptoms consistent with autism. Spurred on by her learning journey, Dawn undertook tests and was diagnosed with autism. Dawn continued her learning journey and is now an FBU Health and Safety Rep, ensuring she has developed skills to support members across the Scottish Fire and Rescue Service.

Sally Czerwik, UNISON, is a Pupil Support Assistant in a Primary School in the Highland Council area. Working and living in a remote community, union-led learning has provided Sally with opportunities she would not otherwise have access to. Through her union, Sally has had training on autism, literacies and Makaton. Sally utilises these skills within her workplace to support pupils. Sally has recently undertaken training to become a Union Learning Rep, ensuring her colleagues will have access to union-led learning.

Brian Crainie, Unite the Union, is a Union Learning Rep, and is an Engineering Surveyor to trade. As a ULR, Brian has responsibilities covering the four UK nations and has contributed to membership growth within his workplace. Brian has undertaken professional development courses ensuring he can utilise emerging technologies within his workplace, he has studied microcredentials courses through The Open University to support his career path, and through Unite, completed the HNC in Trade Union Organising and Representation, ensuring he is equipped with the knowledge to support Unite members.

Irene Walker, EIS, teaches English in a secondary school in the Highlands. Irene has engaged across professional learning courses offered through EIS. Irene is currently undertaking the EIS Rep Diploma, following which she will become a member of the union's Learning Rep Network and will have the skills and experience to support members across her Local Association to access ongoing professional learning.

STUC | UNION REP AWARDS

The STUC Union Rep Awards consist of six awards:

- **Scottish Union Learning Learner of the Year Award**
- **STUC Helen Dowie Award: ULR of the Year**
- **STUC Equality Award**
- **STUC Frank Maguire Award for Health and Safety**
- **STUC Award for Organising**
- **STUC Trade Unions in the Community Award**

The nomination process for the awards asks unions to identify lay activists who have excelled in the promotion of the workplace learning agenda, equalities, health and safety, or organising within their union, workplace or community.

The details for submitting entries for the 2027 Union Rep Awards will be circulated to affiliates and posted on the STUC website in late November 2026.

Further information is available on the STUC website: www.stuc.org.uk/fair-union-rep.


2026 ST ANDREW'S DAY
ANTI-RACISM AND ANTI-FASCISM MARCH AND RALLY
BUILDING SOLIDARITY
NOT FEAR
MAKING SCOTLAND
SAFE FOR ALL
SATURDAY, 28 NOVEMBER 2026
MUSTER AT
BARROWLAND PARK, GLASGOW
AT 10.30AM
MARCH OFF AT 11AM
RALLY AT
ADELAIDE PLACE
209 BATH ST
GLASGOW
AT 12PM
stuc
WWW.STUC.ORG.UK

Unions into Schools/Our Rights In Action

BUILDING UNIONS IN OUR COMMUNITIES

Come learn about two STUC projects and help shape what happens next.

Unions into Schools gets reps into classrooms to talk with young people about trade unions.
Our Rights in Action brings communities and trade unionism together.



Tuesday 1st December

10am – 2pm

New Volunteer House,
E Fergus Place, Kirkcaldy, KY1 1XT

STUC | UNIONS INTO SCHOOLS | OUR RIGHTS IN ACTION



STUC JUST TRANSITION PROJECT

Our economy and workplaces are changing as countries, including Scotland, move to a low carbon economy. Workers and their trade unions must lead this change.

The STUC is working with trade unions to build a worker-led Just Transition. That means future-proofing existing workplaces, creating new good jobs, and expanding our public services.

Through this project, we're producing practical workplace guides, running workshops across Scotland, and supporting campaigns that put workers before profit.

Follow the QR code or visit linktr.ee/stucjusttransition for more information and to sign up to our newsletter

STUC

Fair Work - in your hands

Fair Work is a framework for implementing a vision of Scotland where fair work drives success, wellbeing, and prosperity — for individuals, employers, and society.

The STUC has dedicated Fair Work Officers to support trade union organising around Fair Work, map opportunities, sharing of best practice and assess and deliver training to reps and officers.

Visit www.stuc.org.uk/fair-fair-work for more information and resources for promoting fair work in the workplace.

THE WORKERS' INQUIRY: Public Services for the People of Scotland

Scan the QR code to take part in the survey

STUC

Your privacy

The STUC is committed to protecting your personal data and your privacy. You can read our privacy notice here: https://www.stuc.org.uk/privacy

SUBSCRIBE TO OUR NEWSLETTER STUC

The STUC mailing list lets you stay up-to-date with the latest news and events from STUC and Scottish Union Learning.

To sign up for the STUC newsletter visit bit.ly/STUCnews.

SUBSCRIBE TO OUR NEWSLETTER STUC

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scdc scottish community development centre

What is
Recognition of Prior Learning?

Recognition of Prior Learning (RPL) is about recognising the knowledge and skills people have gained throughout their lives – through education, work, volunteering and everyday life experiences

Your skills don't just come from the classroom

The knowledge and experience you gain through work, volunteering and everyday life all count

Why should I apply for RPL?

- To gain entry to a learning programme, even if you don't meet the formal entry requirements
- To support career progression or access further training and development
- To gain advanced entry to a learning programme, such as the 2nd or 3rd year of a degree course, or exemption from certain modules
- To gain recognition for skills and knowledge developed through work, volunteering and life experience

What are the benefits?

- Have your existing knowledge and skills recognised
- You could save time and money on your learning journey
- Boost your confidence and identify opportunities for your future



How do I apply for RPL?

1. Identify a course, qualification or learning programme you would like to access
2. Talk to the learning provider and ask if they offer RPL
3. Work with an advisor or facilitator to showcase your knowledge. This may involve a portfolio of evidence.

Find out more at scqf.org.uk/RPL-hub

Or scan to learn more

25 scqf years of making all learning count

PARENTS.

YOU'VE GOT THE SKILLS TO GET SOME NEW ONES.

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LEARN AROUND LIFE



Scottish Government Riaghaltas na h-Alba
Scottish Funding Council Comhairle Maoineachaidh na h-Alba
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FAIR WORK CONVENTION

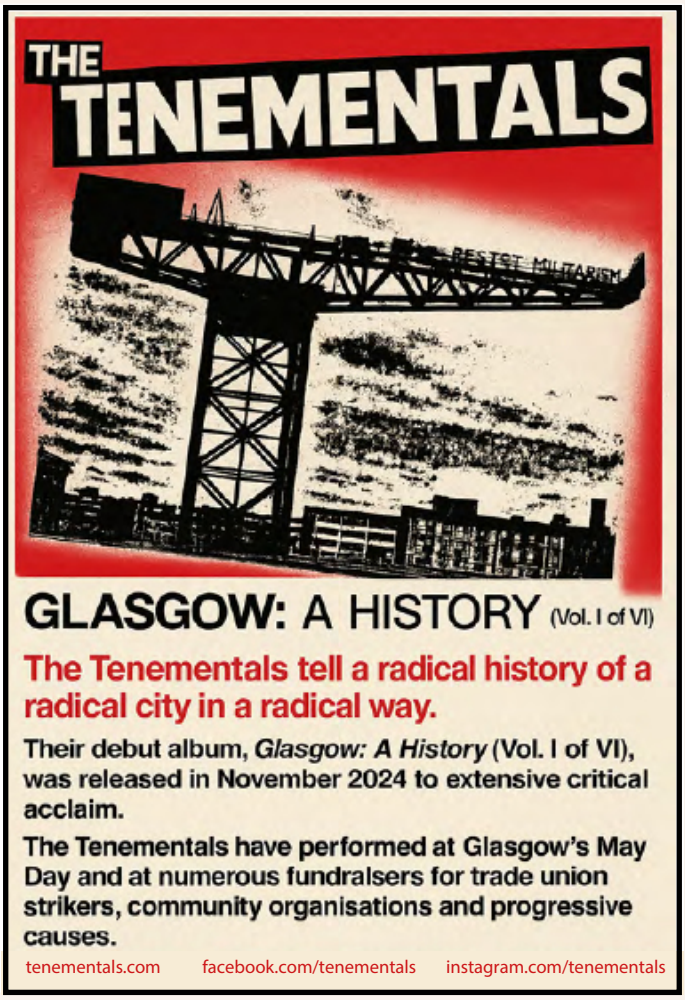


Fair work is work that offers all individuals an **effective voice**, **opportunity**, **security**, **fulfilment** and **respect.**

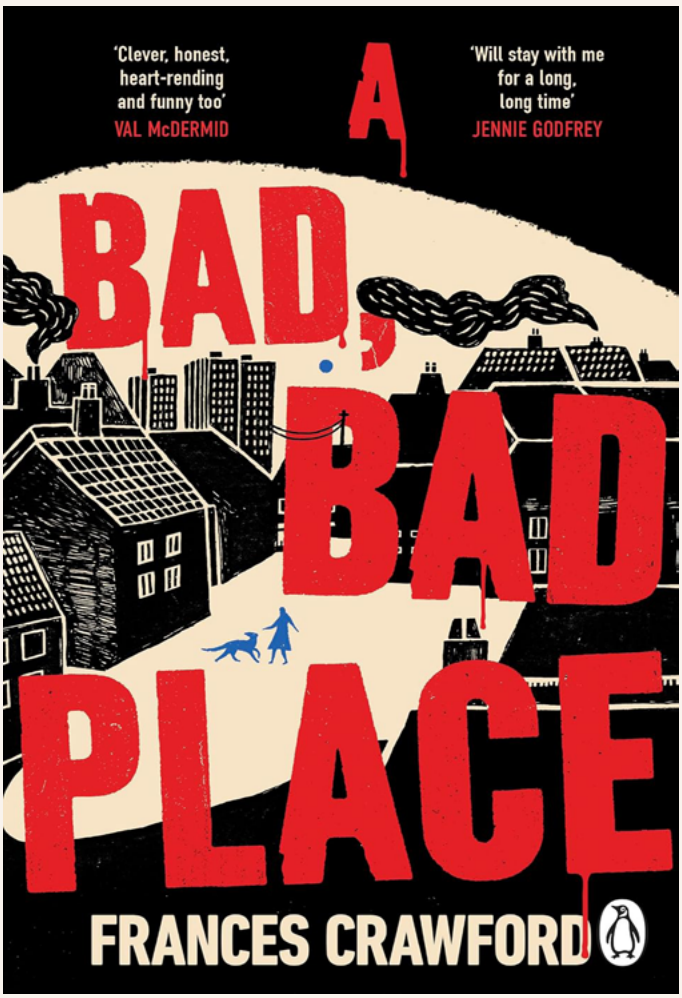
Find out more at **www.fairworkconvention.scot**

Connect with us on social media:

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- @fairworkconvention.bsky.social


THE TENEMENTALS
GLASGOW: A HISTORY (Vol. I of VI)
The Tenementals tell a radical history of a radical city in a radical way.
Their debut album, Glasgow: A History (Vol. I of VI), was released in November 2024 to extensive critical acclaim.
The Tenementals have performed at Glasgow's May Day and at numerous fundraisers for trade union strikers, community organisations and progressive causes.
tenementals.com facebook.com/tenementals instagram.com/tenementals


SHOW
RACISM
THE
RED
CARD
theredcard.org/scotland


'Clever, honest, heart-rending and funny too'
VAL McDERMID
'Will stay with me for a long, long time'
JENNIE GODFREY
A BAD, BAD PLACE
FRANCES CRAWFORD


HAVANA-GLASGOW FILM-FESTIVAL
19 – 23 November 2026
TICKETS
Film Hub Scotland
SCREEN SCOTLAND
SGRÌN ALBA
hello@hgfilmfest.com | www.hgfilmfest.com | @hgfilmfest

Scottish Union Learning

Union Learning Development Days September 2026

Locations: Aberdeen, Fife and Tayside, Glasgow, and Inverness



Union Learning Development Day in Glasgow

The Autumn iteration of Union Learning Development Days (ULDDs) ran across Scotland throughout September.

Following feedback from the Spring iteration of ULDDs, workshops were organised and facilitated by Dyslexia Scotland and STUC Unions in the Community.

Dyslexia Scotland's workshop focussed on Neurodiversity Awareness in the workplace, and how unions can support workers. STUC Trade Unions in the Community delivered a workshop on 'Our Rights in Action', a project which aims to build and strengthen workers' collective power.

Since ULDDs were launched in September 2025, ULRs have started to develop local networks to support and learn from each other. Trades Councils were invited to attend and facilitate a session on the importance of local trade union networks; the work they undertake; and how reps can get further involved in upcoming activities.

Keith Stoddart of Glasgow Trades Council said, 'Learning should not only be about going forward it should also give you an understanding of how our movement grew and developed into what it is today'.

Sharon Duncan of Dyslexia Scotland said, 'Dyslexia Scotland was delighted to deliver workshops on Neurodiversity Awareness in the Workplace, and to be part of these important Union Learning Development Days. We welcome the chance to work with unions to support workers with a range of neurodivergent learning differences, including dyslexia. Supporting employers to be aware of their responsibilities and to be proactively inclusive whilst also empowering dyslexic adults to be confident self-advocates in the workplace, are vital steps towards inclusive workplaces.'

Mhairi McKean, Workers' Right Officer at the STUC said, 'Union Learning Representatives, with their ongoing connection with grassroots members, reps and activists, are at the coalface of the growth and development of the trade union movement. ULDDs enable ULRs to come together and share good practice, discuss challenges and, through training, develop strategies for future learning opportunities and organising. Having the opportunity to present, discuss and critically explore our new STUC Project 'Our Rights in Action' and, more specifically, Community Trade Unionism, was invaluable in developing strategies and organising techniques for engaging with people.'

Corrine Jackson, an RMT ULR added, 'I found the development day very worthwhile, especially connecting with other ULRs, and highly informative.'

Mary Jane Herbison, RMT Union Learning Co-ordinator, said, 'I found the Development Days worthwhile and informative. Networking with project workers and ULRs helps us all share good practice. As a new project worker, it was great to meet up and get good advice.'

Work is now being undertaken to assess the feasibility of developing ULDDs in additional locations.

Scottish Union Learning Development Days

Scottish Union Learning organises union learning development days to be held biannually across Scotland. These events are for union learning reps or reps involved in organising workplace learning.

The next round of development days will take place in Spring 2027 in Aberdeen, Fife and Tayside, Glasgow, and Inverness. Each development day will have an interactive developmental workshop, and focus on how to support and develop local union-led learning activity. The local Trades Union Councils will provide an update on local issues and lead discussions about the need for local networks of trade union reps and activists.

Contact your union learning organiser if you would like to participate in future union learning development days.

Visit www.scottishunionlearning.com/ULDDs for more information

STUC Apprenticeships Event 2027

The annual STUC Apprenticeships Event will be held on Thursday, 4 March 2027 at the Margaret Irwin Centre, STUC, Glasgow.

STUC and Scottish Union Learning are hosting an event to support apprentices in Scotland, as part of Scottish Apprenticeships Week 2027.

The event is for apprentices who are union members, their union reps and union officers with a focuse on how to equip apprentices with skills for progressing in the workplace.

Visit www.scottishunionlearning.com/apprenticeships for more information on apprenticeships

Everyday Skills Event 2027

Creativity and Neurodiversity in the Workplace

improving Everyday Skills

The 19th annual Scottish Union Learning Everyday Skills Event will be held on Thursday, 25 February 2027 at the Trades Hall of Glasgow.

The event enables trade unions to raise awareness of Everyday Skills issues in the workplace and share best practice in supporting those with Everyday Skills needs.

It is aimed at union learning representatives, learning organisers, equality reps, tutors, and members who cascade information and skills in workplaces.

Visit www.scottishunionlearning.com/work-everyday-skills for more information on Everyday Skills

Scottish Union Learning in the Highlands & Islands

Highlands and Islands

Scottish Union Learning works with unions to increase the number of union learning reps in the Highlands and Islands and to establish ULR forums across the region, which provide opportunities for networking and support, and help sustain cross-union working.

We encourage ULRs to work with union members and employers to deliver workplace learning and skills programmes specific to the needs of the region, for the benefit of individuals and the economy.

Our annual Week of Learning takes place in June.

Visit www.scottishunionlearning.com/work-highlands-islands for more information

Scottish Union Learning

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