

# Case Study

Union Learning in Orkney

**Union:** UNISON

**Location:** Orkney

**Attendees:** Multiple

Kirkwall based Linda Halford, has been a ULR for UNISON since 2014. In her main job as a part-time residential Social Care Assistant in Supported Accommodation, Linda supports adults with extra learning needs in their own home.

In 2016, Linda organised a CMI Improving Team Performance module for workers aspiring to management roles within Orkney Islands Council (OIC). This was the second CMI course that Linda had organised, providing an opportunity for learners on the previous course, who would otherwise not have been eligible for management training, to progress and achieve the CMI Certificate in First Line

Management at Level 6. The course was made possible through the close working relationship between Linda, Alison Skea, Orkney Islands Council L&D Manager; and Mandy Smith, Orkney College UHI tutor, who developed bespoke content reflecting OIC's policies and procedures, adding relevance to the CMI brief. Mandy said: "A learner emailed me to say they had been given promotion and had been able to use the knowledge to answer scenario questions on managing performance in the interview." The course was funded jointly, with aspiring managers supported through the Learning Fund and substantive managers funded by OIC. This arrangement gave managers and nonmanagers the opportunity to learn from each other's experience.

As well as taking a leading role as a ULR within the local ULR network meetings in Orkney, Linda has delivered Digital Unions skills training in the workplace. As a Branch Lifelong Learning Officer, Linda trained to co-tutor UNISON courses, including Organising Health and Safety. Linda said: "I hope to continue providing



and organising union learning for members in Orkney, supporting and equipping them with the skills they may need in their employment roles."

Find out more about being a ULR visit [www.scottishunionlearning.com](http://www.scottishunionlearning.com)



**in the Highlands and Islands**