



Community Lives Consortium

&

UNISON

Special Newsletter

This Newsletter has been produced to acknowledge a combination of the very successful recruitment of new Stewards and **Union Learning Representatives** (ULRs) and also the Wales Union Learning Fund (WULF) project called Connecting Learners. It marks the significant increase in the number of representatives who are available to provide information, help and support to **Consortium** employees. We are very pleased that the increased number of accredited **UNISON** representatives will give even more opportunities for staff to play an active role in our future plans and development. The Union Learning Representatives will add a new dimension to staff development by providing an additional and alternative source of information and advice. The Consortium is still keen to encourage more staff to become stewards and ULRs. Please contact Christine Rowlands if you wish to take a more active role in the **UNISON/Consortium** partnership approach.

The **Consortium** is delighted to be hosting the WULF project which has built on our successful and continuing partnership with **UNISON** that reaches its 10th Anniversary in 2011.

Our **Fair Treatment Advisory Service** and **Wellbeing** programme are continuing reminders of some of the benefits that have come out of the strong partnership we have developed. We see the latest increase in stewards as a further demonstration of the continuing strength of the partnership and look forward to many more years working together for the benefit of all.





Joint Statement On Partnership at Work

The Consortium and staff recognise common goals that can best be furthered through Partnership.

Staff agree with, and are committed to furthering the clear vision and objectives of the Consortium.

The Consortium values staff as its most important asset, and acknowledges their legitimate interest in advancing themselves materially and through personal development at work. The Consortium will strive to meet these aspirations wherever possible.

The Consortium will be managed at all levels in an open and consensual style, with a maximum possible staff involvement, fostered by good communication systems at all levels.








The relationship between the Consortium and its staff will be based on trust, integrity and honesty. Every opportunity will be taken to resolve differences in a consensual and non-confrontational manner.

UNISON Stewards

		
Christine Rowlands Senior Steward 07977 175320	Gerald Samuel Steward 01792 646640	Pat Speakman Steward 07970 969825

		
Taryn Kristel Steward 07970 968406	Karin Phillips Steward 07894296476	Jayne Wood Steward 07977106258

Union Learning Representatives

						
Laurence Haynes ULR 07576949967	Julie Thomas ULR 07811386901	Kata Maranvanyika ULR 07939098558	Andrew Dennis ULR 07941494629	Kirsty Lincoln ULR 07977 175334	Michelle Thomas ULR 07966887919	Andrew Shoare ULR 07583160306

THE ROLE OF A UNION LEARNING REPRESENTATIVE

There are currently several Union Learning Representatives and we are hoping for more as people come to understand the requirements of the role.

You are probably thinking, 'What does it mean? Is it just a stunt to get people to join the union?' 'Haven't we got enough of union input?' 'The union never does much good anyway so what's this all about?' ***Well here's how it all started.***

The Consortium, The Welsh Assembly and Unison have formed a partnership and sealed it with a pledge to enhance people's basic learning skills that's why the role of Union Learning Rep was created, to act as a sign post to Lifelong Learning for everyone who wants to enhance their education and widen their knowledge. A lack of Basic Learning Skills can be a drawback to people who wish for advancement in their place of work and also a source of embarrassment with their families and peers. ***That's where a ULR can be of help and support.***

We can be a guide to the many opportunities waiting out there for potential learners who are interested in Lifelong Learning. ULR'S have a strong commitment to learning; we are enthusiastic to raise awareness of learning opportunities among ***union*** and ***non union members*** at the Consortium, providing support and guidance to anyone who is interested in enhancing their skills.

We can help with courses for basic learning skills or with college courses we will support you to find the ones that suit your needs and may attend the first lesson with you for support if you wish. If we are approached be assured that confidentiality will be maintained at all times.

The Government, Consortium and Unison are pledged to support and encourage employees to improve their skills, which can leave staff with a feel good factor about themselves. ***Everyone can benefit from Life Long Learning the Student/Employee, their families and the Consortium.***

The Consortium and Unison is committed to supporting staff who wish to broaden their horizons and take up Lifelong Learning skills.

There will be a flyer going out soon with more information and an open day is being arranged by Unison where the ULR's will have a stand with more information for those who are interested

If you are interested in becoming a Union Learning representative and would like more information, please contact:-

Christine Rowlands (**07977 175320**)

Karen Fisher. (01792 646640 / 07966 690038

email: Karen.fisher@communitylives.co.uk)



What is Connecting Learners?

The Project is a partnership between UNISON and Community Lives Consortium and is open to all community-voluntary organisations between Pembrokeshire to Monmouthshire. It is funded by the Wales Union Learning Fund (also known as WULF). The aim of the project is to support and compliment work based learning opportunities for staff and volunteers – but with a particular focus on the essential skills of literacy and numeracy.

Why is Connecting Learners needed?

There is an increasing demand on people who deliver services to the public. In times of financial difficulty, we need to be able to do more with less. By improving our skills we will become more confident in the workplace and this in turn will improve the quality of the services we deliver. A commitment to learning will have a “knock on” effect to our service users and will create a culture of learning in our local communities. Remember: “Knowledge is Power”...

What will Connecting Learners provide?

- Confidential information, advice and guidance on learning opportunities
- Free workshops to support the essential skills of literacy and numeracy
- Free “soft skills” workshops including: Communication Skills, Confidence Building & Assertiveness Skills
- Basic IT skills workshops
- Flexible learning opportunities in partnership with the Open University: Openings courses and the new online learning portal
- Workplace support from an experienced network of Union Learning Representatives (ULRs)
- An opportunity to take part in national learning events such as: Adult Learners Week, Quick Reads and the Six Book Challenge

Where and when will the workshops take place?

Workshops can be flexible – depending on service needs. They can be held in the daytime or evening, inside or outside the workplace.

How much will it cost?

All Connecting Learners workshops are free. All staff and volunteers may attend – regardless of trade union membership

Does the training have to be approved by my manager?

If the training takes place during work hours you will need to ask for permission for time off from your manager

<p>Karen Fisher (Project Manager) Connecting Learners Project Staff Development Department Tel: 01792 646640 / 07966 690038 Email: Karen.fisher@communitylives.co.uk</p>



**WORRIED?
CONCERNED?
NEED INFORMATION,
ADVICE OR SUPPORT?**

FOR A CONFIDENTIAL SERVICE:

Sue Cole Tel: 07977 175378
Wendy Evans Tel: 07977 175377
Gerald Samuel Tel: 07894 601777
Theresa Trotman Tel: 07970 969748

Cath Williams Tel: 07977 175381
Laurence Haynes Tel: 07970 969727
Michael Connolly Tel: 07970 969724

The advisors will generally be available between the hours of:
9.00 a.m. and 9.00 p.m. seven days a week (apart from bank holidays).

For further information see website:

<http://www.communitylives.co.uk>

(Home /Staff and Managers/ Information about our service/ Information Page)

FAIR TREATMENT ADVISORY SERVICE



			
Sue Cole 07977 175378	Wendy Evans 07977 175377	Cath Williams 07977 175381	Gerald Samuel 07894 601777

		
Theresa Trotman 07970 969748	Laurence Haynes 07970 969727	Michael Connolly 07970 969724

This is a Confidential Service

Fair Treatment Advisor



Hi my name is Catherine Williams I have worked for the Consortium since 1991. I have had a number of positions since starting as a 24hr support worker in 1991. I have been an Acting Team leader, Team leader and Team Coordinator for Network 7 which is my role at present. I have also worked with a variety of people not only managers and colleagues but outside professionals and service users and it soon became apparent that we all have different opinions and standards which sometimes cloud our perception of working practices and especially when communicating with people how things can be received differently or misunderstood.

I was therefore interested when we decided to introduce the Fair Treatment Advisors as this was a way of getting consistent neutral information and clarifying working practice and boundaries which has been very useful in sorting things out quickly which could have become bigger issues. The service is available to everyone who works for the Consortium and is a good source of information.



For information on the Consortium, UNISON, ACAS and TUC please see the following:

www.communitylives.co.uk

www.unison.org.uk

www.acas.org.uk

www.tuc.org.uk/tuc/regions_info_wales.cfm

