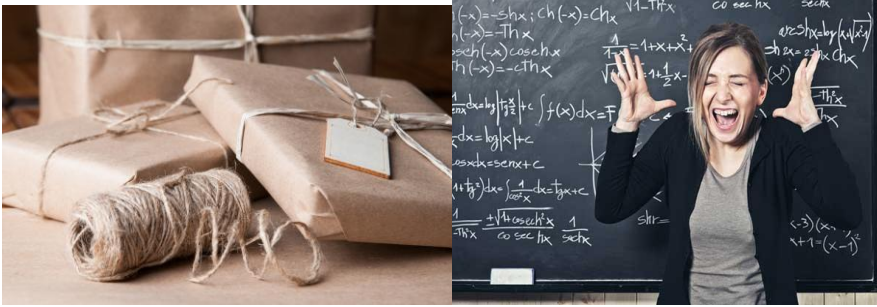


December 2024

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Learning Reps News

Edinburgh Local Association



Christmas is coming...Keep well in the lead up to the festive season.

As teachers in Scotland if we look at our own Standards for Career Long Professional Learning, it explicitly states that our own wellbeing should be at the heart of our professional learning. It is often easy to neglect your own wellbeing, that simply needs to stop. Within Edinburgh the EIS is seeking to put staff wellbeing at the heart of professional learning, working time agreements and school improvement plans.

“Promoting health and wellbeing of self, colleagues and the children and young people in my care.”

GTC Scotland: Standard for Full Registration.

1:1 Professional Values

As the festive season approaches, we need to be asking ourselves if we are looking after our own wellbeing as well as we should be. The only way a working time agreement (WTA) becomes meaningful is if we as teachers make it ‘meaningful’. The greatest gift you might give yourselves and your colleagues in your workplace might be to start recording the actual hours that an activity takes against the hours allocated in the WTA. That is a small change now that may give you the power to say ‘no’ in the future.

Your own PRD can have your own wellbeing at its core. That is not just me and Dominic saying this our employers agree. Open discussions about workload, stress levels and work life balance can empower us as employees. By addressing wellbeing concerns proactively (the PRD process) it can only seek to create a more positive work environment for everyone in our school community.

The PRD process is led by ‘you’, and ‘you alone’ decide your own priorities. It is never too early or too late in your career to start prioritising your own wellbeing. No matter if you are a headteacher or newly qualified teacher there are different challenges that we all face. We can support you in identifying what you want from your PRD and support you through the process each year. Please remember prioritising your own mental health and wellbeing is not ‘selfish’, it’s essential!

One of the key roles a learning rep is help you navigate through your professional learning. Dominic is planning to run a session on PRD and Professional Update on **Friday the 14th of March 2025** at EIS Headquarters, 46-48 Moray Place, Edinburgh. We will publish sign up details in due course, but please get this date in your diaries.

Staff Health and Wellbeing

Claire Chalmers, Tom Britton and I continue to be the EIS voice on the Staff Wellbeing Steering group that meets every month with senior leaders from the City of Edinburgh Council.

Within Edinburgh, we have been working in partnership with Education Support. Education Support are the only UK Charity dedicated to supporting the mental health and wellbeing of teachers and school staff. In the June newsletter I was delighted to bring to you an interview with Faye McGuinness, Director of Programmes for Education Support (link below.)

<https://www.eis.org.uk/Content/Edinburgh/images/LRnewsletterJUNE24.pdf>

Faye gave some fantastic insights into the work of Education Support and how they could positively support us in the workplace. Education Support offer some fabulous free resources and a 24/7 helpline.

Helpline:

08000 562 561

<https://www.educationsupport.org.uk/>

Experiences of probationers and probationer mentors within Edinburgh

There is no doubt that it's tough being a new teacher in Scotland, it has been particularly challenging in the in the last few years. The 'lack of permanent' jobs and lack of job security has been particularly challenging for many people trying to make their way in the profession.

Allan Crosbie (National President) and I really want to delve deeper into the experiences that probationers have had in terms of support and training whilst working in Edinburgh. There is a plan in place to survey a large cohort of teachers in the new year.

We are also keen to speak to you if you have acted as a probationer mentor currently or in the past. We want to delve into your experiences and the support that is offered within that role. If you would be willing to speak to me, please send me an email.

mcheung@eis-learnrep.org.uk

Financial Services

What will my pension look like when I retire? Where is the best place to keep my savings? When should I start planning for retirement?

The EIS offers free financial services and advice for members. In the new year we hope to perhaps offer members in Edinburgh and opportunity to meet and speak to one of our financial advisors. This is something that we have done in the past with great success.

What else can we do for you?

Finally, it occurred to me that you may be reading this latest bulletin and be none the wiser as to what a learning rep does. Well, the key role of the learning rep is to support and advise our members in all aspects of their professional learning, including supporting members with advice on their PRD's and professional update.

We are always happy to support members and offer advice where we can. Please do not hesitate to get in touch we will always try to get back to you as soon as possible.

Best wishes
Martyn

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[Learning for Sustainability - The General Teaching Council for Scotland \(gtcs.org.uk\)](http://gtcs.org.uk)
[Professional Review and Development - The General Teaching Council for Scotland \(gtcs.org.uk\)](http://gtcs.org.uk)
[Exploring Learning for Sustainability in the GTCS Standards – Scottish Educational Journal \(sej.org.uk\)](http://sej.org.uk)