



leading on skills
today for
tomorrow's
future

Neurodiversity
celebrating our differences



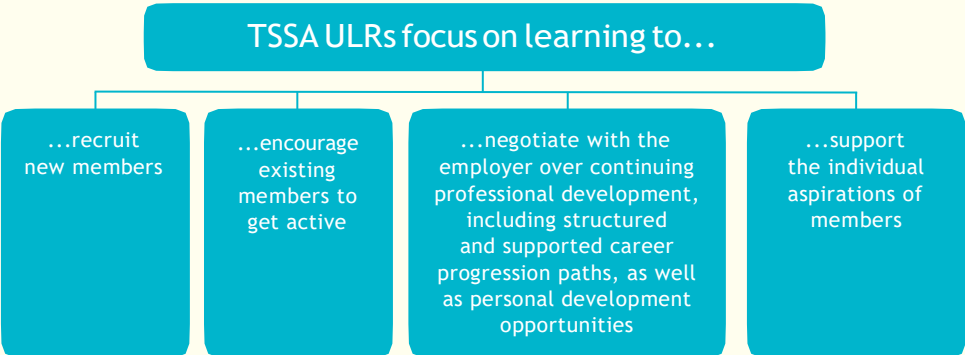
TSSA Union Learning Reps

TSSA Union Learning Reps (ULRs) are a modern type of union representative. They have legal rights to paid time off to be active in both promoting and organising around 'union learning'. This union learning (or learning and training) includes both professional and personal development via the workplace.

TSSA ULRs are involved in a wide variety of learning and development issues; what you as a new ULR would

do, will largely depend on you identifying the key interests of your members - and potential members. Full training will be given. You should be aware that ULRs do not normally act as tutors themselves.

ULRs can also become Neurodiversity Champs*/Equality Reps + ND specialism, others recruit and support other members to this role, but in all cases ULRs and ND Champs/Equality reps work closely together.



* Neurodiversity Champions focus on building awareness around and supporting individuals with Dyslexia, Dyscalculia, Dyspraxia, AD(H)D, Asperger's Syndrome and Autism Spectrum Disorders whilst also challenging the workplace cultures and procedures which disadvantage individuals with these conditions.

Examples of existing ULR activities

- Supporting individual members and exploring campaigning & bargaining strategies around Performance Appraisals & improved, transparent access to Personal Development Plans & career development resources
- Taking the TSSA's Better Skills survey out across a full TOC network for face to face discussions with members and potential members about their learning and development interests
- Using Learning Days with events and stalls, as well as advertised
- Confidential 1-on-1 surgery sessions, to advise colleagues who want guidance on learning options or neurodiversity and supporting them on starting a learning programme.
- Signposting and setting up both accredited and informal IT opportunities for colleagues.
- Promoting, signing up and providing learner support for members undertaking accredited distance learning courses in Management, Team Leading, Business Admin, Customer Services, Equality and Diversity, etc.
- Agreeing the priority current workplace issues alongside other TSSA reps and working with them on campaigns.
- Jointly setting up team briefings and 'knowledge lunches' with other TSSA reps and experts from within and outwith the company and union to advise and brief members and colleagues about anything from maternity rights, to their pensions to neurodiversity awareness.
- Negotiating with an employer for paid time to attend, and an employer-

funded external venue, for a Women into Management programme.

- Negotiating with the employer around career paths, interview skills, funding support, paid time off to attend certain learning programmes, etc.
- Campaigning on issues ranging from equal access to company training resources at work for all grades/ staff, free provision for English for Speakers of Other Languages to paid educational leave as a right.

As a result of these sorts of initiatives, TSSA ULRs are:

- **Recruiting more members**
- **Ensuring existing TSSA members get involved with all union activities - not just learning and training issues**
- **Supporting members to obtain the confidence and skills they need to speak up for themselves at work and at home, not to mention become activists in the different areas with TSSA.**

For more information about TSSA's strategy on Education and Union Learning go to <https://bit.ly/2Em4rgE>

For more information about becoming a Union Learning Rep in your own company, contact the TSSA Helpdesk on helpdesk@tssa.org.uk or tel: 0800 328 2673 or (Rol) 1800 805272.

