

Voice

The Union for Education Professionals

SCOTLAND



Tel: 0131 220 8241

www.voicetheunion.org.uk

What is a trade union?

*“an organised association of workers in a trade or profession, formed to **protect and further their rights and interests**”*

Trade unions offer assistance and services to members, **individually** and **collectively**.

Individually, a trade union can represent and support members with issues such as:

- allegations in the workplace;
- workload issues;
- target setting and appraisals;
- bullying and harassment;
- sickness and absence;
- pay and contractual issues;
- parental leave;
- redundancy; and
- assault.

Each individual's case is unique, and Voice strives to ensure that members don't receive a one-size-fits-all solution.

Collectively, trade unions work to better working conditions for their members, and bargain with the Government for better pay for teachers and support staff in education.

Voice is on a number of national negotiating bodies that focus on primary assessment, GCSE & A Level exams and Ofsted.

Why join a trade union?

In workplaces where staff are members of a union, they can benefit from the strength and security that comes from working together to tackle issues that arise whilst at work.

The major benefits of being a member of a union are:

- better working conditions;
- better pay, with employees at unionised workplaces earning around 12% more than non-unionised workplaces;
- better health and safety measures in place in your workplace;
- training and CPD opportunities to develop your skills and career;
- advice on your legal employment rights; and
- advice on issues at work.

At **Voice Scotland**, it's
our goal to ensure your
place of work is somewhere
you feel valued, secure
and **rewarded.**

Voice Scotland deals with the **agitating**, the **arguing** and the **negotiating**, giving you the freedom to get on with what matters most – **your training and career.**

Why Voice Scotland?

We're the **education union** that represents **teachers and support staff in schools**.

We believe in **negotiation**, not industrial action.

We're **flexible** to the needs of our members.

We're **independent thinkers**, adapting to our members' needs.

We believe everyone **deserves a voice**.

We put **members first**.

Voice's Core Values

The strength of negotiation

We believe in the power of negotiation to protect and promote the interests of education and our members.

Independent thinkers

It's our members, and only our members, who influence our direction and the services we offer – never political agendas or third-party influencers.

Supporting children, protecting ourselves

We're responsible for the children we educate and care for, and it's essential that we support them alongside protecting ourselves.

Every member is unique

All of our members are professionals fulfilling an important role in education, early years and childcare, so it's important that we provide a dedicated and personal service, and strive for quality in everything we do.

FREE Membership

Student Membership

Free throughout your studies.

Newly Qualified Membership

Following the completion of a full-time training, you will receive **4 terms' free membership**, then the following year for just £89. You will automatically transfer to this from your Student Membership.



Membership Benefits

- advice, support and legal representation for workplace issues;
- insurance benefits (workplace and personal);
- discounted legal services for non-workplace issues;
- access to publications & learning resources;
- cost-savings through Voice Rewards; and
- access to free conferences, workshops and CPD opportunities.

Supporting You at Work

Advice and Guidance

Contact us on the phone with any workplace or placement-related query or concern you have and our team will offer you confidential advice and guidance.

Workplace Issues

If your issue requires more support, our team will step in and handle all the agitating, the arguing and the negotiating for you, leaving you with the confidence and security of knowing that we are there to support you.

Voice Insurance Benefits

protection of property* – your personal belongings are covered against loss and damage while on workplace premises to a maximum claim of £750 (excess £25) – spectacles, electronics and pedal cycles are covered to a maximum of £1,000 (excess £25); and

malicious damage – your cars and bikes* when parked at your workplace, up to a maximum of £1,500 (excess £50);
personal money* up to £500 (excess £25).

Following an assault or accident at work:

- dental expenses up to £200;
- hospitalisation benefit of £50 (per day) up to 365 days;
- death or disablement £10,000; and
- funeral expenses up to a maximum of £5,000.

*Loss or damage must be reported to your employer and a letter obtained confirming loss or damage on their premises.

Voice Rewards

- ✓ cinema ticket discounts;
- ✓ package holiday offers;
- ✓ discounted Gym membership;
- ✓ magazine subscription offers;
- ✓ new car deals;
- ✓ mobile phone contract offers;
- ✓ family attractions deals;
- ✓ airport parking discounts; and
- ✓ cashback – Boots, Costa Coffee, Sainsbury's and many more...

[Visit Voice Rewards.](#)



VOICE
REWARDS.



Join Today and Stay Protected

Visit www.voicetheunion.org.uk

Have any questions?

Call us on **0131 220 8241**

OR

Email us at scotland@voicetheunion.org.uk

**Join Voice today and secure the
protection you deserve!**