

# WEA NEWS

Workers' Educational Association

Winter Term 2011 : Issue 26

WEA



Learning for Life

## Ruth Spellman to be Chief Executive of the WEA

**For the first time in its 108 year history the WEA has appointed a woman as its new Chief Executive. Ruth Spellman will take over from Richard Bolsin who is stepping down at the end of March 2012.**

Ruth's career is marked by a commitment to lifelong learning - she was awarded an OBE in 2007 for services to workplace learning and an Honorary Doctorate from Cranfield in 2010. Ruth was formerly Chief Executive of the Chartered Management Institute (CMI), and has previously been CEO of the Institution of Mechanical Engineers and Investors in People (IIP) UK. She has also been HR Director of the NSPCC.

Having previously worked in the private, public and voluntary sectors, Ruth has a track record for implementing, managing and driving forward major changes in organisations, as well as influencing public policies. Her early experience was in the public sector, but she then developed her influencing and consulting skills through leading the HR consulting practice at Coopers and Lybrand. After undertaking voluntary work with the NSPCC she became HR Director, playing a key role in modernising the organi-

sation and leading it through change, winning the Employer of the Year Award in 1996.

From the NSPCC Ruth went to Investors in People where she established IIP as a leading brand, setting new standards of best practice in people development in the UK. She went on to become the first female Chief Executive of the Institution of Mechanical Engineers taking it through a strategic review and increasing the membership, before moving to the Chartered Management Institute in 2008. At the CMI Ruth led the organisation's drive to address the high level skills our economy needs to compete in the global economy. She strengthened the influence of the CMI, developed the brand and introduced a range of new products and services to support employers and members.

Ruth's non-Executive roles include being the Chair of the Careers Professional Alliance, and a Council Member of the Open University.

Ruth is looking forward to her new challenge and says that the WEA is in her genes. Both her grandfather and father lectured for the WEA in the 1930s and



Ruth Spellman

1950s, and she, too, was a part-time lecturer for the WEA in the 1970s.

"I am a long term supporter of the WEA", she says "and am delighted to have this opportunity to lead an organisation which has transformed so many lives and communities. I am very keen to help the WEA build on the increasing strength and influence it has rightly earned in recent years. It has never been more relevant than it is today."

### See inside...

- **Page 2 & 3 : News on the WEA's biennial Conference 2011.**
- **Page 4 – 8 : Recent projects and events from the WEA across the country.**
- **Page 9 : A few words from the General Secretary.**
- **Page 10 : The latest on the WEA New Look project.**

# The WEA Conference 2011

The WEA's two-day biennial conference took place in Nottingham this year, and was hosted by the WEA East Midlands region

## Day 1: Equality, Inclusion and Action in Adult Education

**Friday 28th October at the East Midlands Conference Centre at the University of Nottingham.**

Almost 300 people from across the sector joined the WEA's national conference on Equality, Inclusion and Action in Adult Education, supported by the Co-operative College. Delegates heard speeches from leading academics and joined some of the sixteen workshops that were on offer, to learn about current practice and future developments in adult education and the WEA's work.

The day was opened by Richard Bolzin, the General Secretary, followed by a keynote speech from Richard Wilkinson, co-author of 'The Spirit Level' and Professor Emeritus of Social Epidemiology at Nottingham University. Professor Wilkinson's address highlighted his research in the area of inequalities, and the impact of these on societies across the world. Audience members described Professor Wilkinson's session as one of the best they had attended at an adult education conference.

Other speakers included Professor Henry Tam and David Hughes Chief Executive of NIACE and a video address from John Hayes MP, Minister of State for Further Education, Skills and Lifelong Learning.

The workshops for the day invited delegates to consider subjects relating to the core themes of conference including: the role of volunteers in closing the 'digital divide'; how social media can be used in community campaigning; gender equality campaigning; health education in disadvantaged communities, and developing adult education projects that tackle inequalities.

In a video address John Hayes MP, Minister of State for Further Education, Skills and Lifelong Learning, described the role of the WEA to be as important today as in its year of formation in 1903. He went on to say that the WEA leads the way in ensuring socially disadvantaged groups have access to adult education and in working with volunteers to provide adult education in urban and



rural communities across the country.

Later in the evening there was a reception arranged for the WEA at the Nottingham Contemporary gallery, where the Lord Mayor of Nottingham, Michael Wildgust shared his appreciation for the work of the WEA.

Delegates then finished the day with dinner at the Crowne Plaza Hotel, Nottingham.

You can find out more about our work, events and other news by going to our website at: [www.wea.org.uk](http://www.wea.org.uk)



## Day 2: Association Conference

**Saturday 29th October at the Crowne Plaza Hotel, Nottingham.**

The second day of the conference is when the formal business of the WEA takes place. The proceedings of the day began with, reviewing and approving reports from the Standing Orders Committee, Trustees and the Treasurer. This included an Extraordinary Association Conference, in which there was a discussion about 'New Look' the WEA's re-structuring project (Find out more about on this on page 10).

The conference then reconvened with debate on fifteen motions proposed by members of branches and regions of the WEA.

At the end of Conference the President and the General Secretary thanked the staff, acknowledging that the last year has been difficult for them working through a period of change. The General Secretary also thanked the voluntary members without whom the WEA would not exist.

The Chair of Trustees, Dick Taylor,

expressed his appreciation and thanks to the General Secretary, Richard Bolsin for his work with the WEA, and Joyce Connon, Director of Scotland for her commitment to the WEA, as they will both be retiring in 2012.

The Chair of the East Midlands Region, John Swinfield-Wells closed the Conference with a vote of thanks to the President, the Standing Orders Committee and staff members who made the Conference so successful.

## WEA's brand new website! [www.wea.org.uk](http://www.wea.org.uk)

If you have not already done so, check out the WEA's new and improved website, launched in the summer. We hope it gives a better sense of the WEA and you may find it easier to navigate. If you have any feedback or comments please let us know at [national@wea.org.uk](mailto:national@wea.org.uk)

## DropBy: A website dedicated to the over 60s

**A new interactive website DropBy has been specifically designed for those over 60 to keep in contact with family members through a simple and secure space online.**

It has all the usual functionalities of a social networking site, allowing users to have online chat, instant messaging, and sharing pictures or videos, but in a way that is easy to use for everyone, and particularly those that are new to the internet.

"Simplicity, security, and a sense of fun - interact with family and friends" says Mary Baker, Founder of the DropBy website.

DropBy aims to combat loneliness among older people and others who are isolated or housebound. The website is a friendly online community and

allows users to exchange ideas and share experiences. DropBy has different areas such as the Games room where people can use the website as a form of entertainment and interact with people who have similar interests through online groups. You can set up your own private or public groups and share photos, music and videos. What's more is relatives can 'pop in' through a video link for a frequent chat with their loved ones, who may be in distant places. Another area on the website is the Medicine Room, where details of medications taken can be entered and the member would receive an automatic reminder detailing when and how to take their medicines. The next step is to send a message to the user's landline, reminding them that it is time to take their medication.

You can enjoy all the services on the website for free once you sign up as a member. To find out more go to: [www.dropby.co.uk](http://www.dropby.co.uk)

The website also has contact details, in case you need any help on getting started. Once you sign up you will also receive guidance on using the website.



# “It’s given me the confidence to become a more active member of my own local community”

Student from Southwark.

**Over 1,000 people took part in training to understand how they could influence decisions in their local communities and national policy making.**

This was through the Train the Take Part Trainers project, aimed at building the confidence, skills, and knowledge of individuals, to feel competent to take on an active role in their communities. The project was delivered by the WEA in partnership with the National Association for Voluntary and Community Action (NAVCA).

The one-year national project offered one off taster events and short courses based on identified needs, interests and experiences. It also supported the development of both accredited and non-accredited courses from introductory short courses to accredited level 3 City and Guilds courses in Preparing to Teach in the Lifelong Learning Sector in Active citizenship.

The project engaged people with an

interest in being active in their communities to develop further their active citizenship skills, and become ‘Take Part’ trainers. These trainers would then deliver Take Part programmes across England, and capture evidence on best practice teaching approaches, while encouraging more people to get involved and promote active citizenship.

The end of project evaluation report, released earlier this year, took into account the views of project participants and organisers through face-to-face interviews and focus groups. The

findings revealed that the programme gave participants:

- Increased understanding of political processes and how local and national decision making structures work
- Greater awareness of how to support members of the community
- Greater awareness of how to campaign effectively and how influence policy makers
- Increased confidence in personal ability to bring about change.



*“The course has given me great knowledge of our rights and responsibilities as British citizens”*

Student from a course in Bridlington.

*“I have a much better understanding of how Parliament structures work and how to use them”*

Student from a course in Portsmouth.

*“I feel more confident to speak out on issues that concern me at a local level”*

Participant from Strengthening Democracy event.

The project was part of the Take Part National Support Programme and funded by the Department for Communities and Local Government.

## Working Together

**The WEA delivered a range of training activities and events to promote local democracy and give residents the skills to become actively engaged in their communities, as part of the Brighton & Hove Take Part Pathfinder project.**

The learning activities aimed to encourage people to take up lay governance roles, learn how decisions were made in the city, who made them, and most importantly, how they could get involved in that process.

The project was run in partnership with the Working Together Project, a Bright-

on-based charity which runs a combination of free training for community groups, and also courses with fees for larger community sector organisations and the public sector across Sussex.

For more information about the Working Together Project go to: [www.workingtogetherproject.org.uk](http://www.workingtogetherproject.org.uk)

# Supporting healthier lifestyles in the West Midlands

**A recent report from the Community Research for Better Health (CRBH) project, run by the WEA, identifies some of the barriers to physical activity faced by members of Black, Asian and Minority Ethnic (BAME) communities in the West Midlands. The project highlights that many health problems are caused by modern lifestyles.**

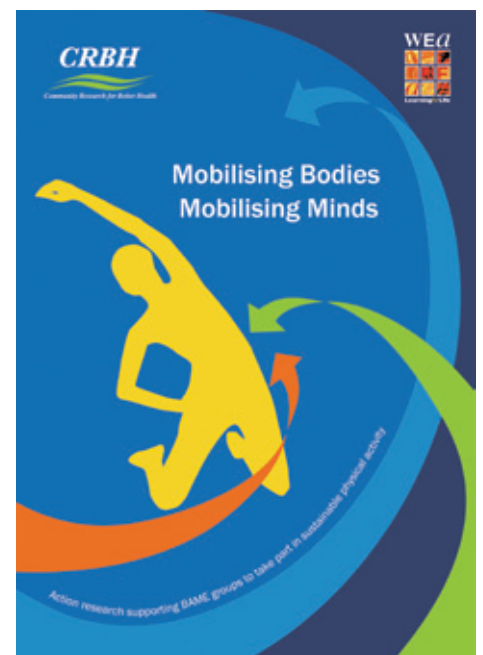
The three year action research project, running from 1st April 2010 to 31st March 2013, is funded by the Big Lottery Fund. The recent report of findings was based on in-depth interviews with 60 BAME community members in Birmingham, Sandwell and Stoke-on-Trent, which are ranked the 10th, 14th, and 16th most deprived Local Authorities in England (out of 354 Local Authorities), respectively.

One of the key findings of the research was that over 90% of the people interviewed were sedentary or inactive and there was generally poor awareness of how physical activity could be achieved

in activities outside of the traditional methods of attending a gym. Whilst at the same time they reported that they were suffering from conditions including diabetes, cardiovascular disease, arthritis, high cholesterol levels and back pain.

Some of the barriers to physical activity faced by these participants in Black, Asian and Minority Ethnic groups were found to be very similar to those in non-BAME communities, such as the costs incurred, lack of motivation, childcare issues, local parks and facilities not being accessible. However the research also identified that there were cultural barriers for BAME individuals, including the lack of gender-segregated physical activity programmes for men and women, lack of role models and lack of information. Another issue found was that current services offered still do not effectively meet the needs of these communities.

The report also raised the point that many health problems are caused by



modern lifestyles, including sedentary lifestyles and excessive use of technology, among other factors such as mental health problems and poor diets.

Furthermore, inactive lifestyles and prolonged sedentary time such as through office jobs, watching TV, internet surfing, all absorb time from doing the thirty minutes of physical activity a day, as recommended by the World Health Organisation, in order to maintain good cardiovascular health.

The next phase of the project involves working with BAME communities to trial health education programmes and to find ways forward for healthier lifestyles in these communities.



## Centenary Planting Project in South Shields

**Budding gardeners turned a flower bed in South Tyneside into a floral tribute to the WEA in summer 2011.**

Hundreds of plants were carefully placed at Tivoli Fountains in Sea Road, South Shields, to create the logo of the Workers' Educational Association. The

gardeners carried out their work on the flower bed after developing their skills on a gardening course at Green Land Community Garden in South Shields.

WEA Course Organiser Susan Heptinstall said, 'We wanted to do something to mark the centenary of the WEA in the North East and this seemed like a great idea. It provided a real challenge for the gardeners and they did a great job in

creating something that was colourful and attractive.

They had to study soil preparation, marking out techniques and planting techniques."

The flower bed was provided by South Tyneside Council and bloomed throughout the summer for all to enjoy.

# From Swords to Ploughshares

## How WEA Local branch officers helped new WEA branches at the ending of war and the beginning of peace 1944 - 1947

The minute books from the WEA Hornchurch & Upminster Branch dating back from 1944 to 1989 have recently been discovered. WEA tutor Richard Palmer tells us what these records have revealed:

The following article examines, through quotations from these records, just one example of how in the course of founding a new branch in the London District, the WEA through its District officers helped to guide and encourage new branches to blossom during the last years of World War Two and in the immediate post-war period, despite all the hardships of war and the consequent shortages that continued into peace-time, not forgetting the second coldest winter of the 20th century in 1947.

**“In 1944/45, the first full year of classes by Upminster Branch comprised of Literature and Drama - largely a continuation of the subjects originally provided in Upminster by its sponsor, WEA Elm Park branch. This programme was fully backed by Mr Lowth, London District Secretary when he attended the branch in December 1944, and who pointed out that “it was essential that adult education, particularly in social matters, should be efficient in our democratic system, since in the system the will of the people predominated. It was the function of the WEA and similar organisations, by the formation of groups and branches throughout the country to ensure that the members of our democracy were well informed and in a position to make sound decisions.”**

Later, at the June 1946 AGM of the Upminster branch, Mr Stone, the Tutor Organiser from London District congratulated the Branch on its vitality, remarking that in 1938 on coming to Upminster to suggest a WEA branch for the town, “a resident whom he could not name advised him that a WEA branch in Upminster was the remotest of possibilities. He was glad to see that opinion entirely refuted.” Mr Stone also “spoke of the growth of the WEA generally throughout the War –

another opinion which also had been refuted.” Mr Stone went on to say that “numbers are not everything – standards were more important, and he was very pleased to hear the Branch Secretary’s statement that the tutors who came to Upminster invariably expressed their pleasure and satisfaction at the standard of the Upminster classes”. Finally Mr Stone concluded by pointing out that “the WEA has a responsibility to the public – that of helping to shape public opinion in an unbiased but comprehensive manner.”

When the first half of 1947 showed a decline in numbers which the Branch Secretary felt was “probably owing to the very severe weather we had experienced, but the fact remains that there was apathy”. However Mr Stone visiting the Branch Committee in May 1947 made a perceptive comment to the Branch that they “shouldn’t be unduly pessimistic as the tendency was general due to the psychological change of outlook from War to Peace.”

*Richard Palmer  
WEA London District Tutor in the  
History of London*



*Richard Palmer*

## The New Year giveaway!

**We’re giving away a copy of ‘Knapton: Twentieth-Century Village Voices’ edited by one of our Patrons, Baroness Shephard of Northworld. Nearly one hundred people contributed their memories from the late nineteenth century in Knapton, a village in Norfolk.**

The book tells the story of a small rural community through two world wars, a revolution in agriculture, and sweeping economic and social

change. It presents rural social history, from late nineteenth century to the present day, from the perspectives of those who lived it.

If you are a WEA member and would like to enter the competition, simply send us your full name, postal address, and email to: [membership@wea.org.uk](mailto:membership@wea.org.uk) with the subject heading: WEA member competition. The closing date for entries is Friday 3rd February 2012.

Good luck!



# Promoting mixed-ability Rugby in West Yorkshire



**The WEA ran a short course in West Yorkshire to help raise awareness of the benefits of mixed-ability rugby teams.**

The course was aimed at players with learning disabilities from the Bumble

Bee Barbarians, England's only mixed-ability rugby union team. The initiative focused on giving participants the confidence to speak in public, and use their own experiences, to deliver presentations to local teams about the benefits of playing rugby with people with different abilities.

"The course has given the skills to Bumble Bee players with learning disabilities to relate and present their historic experiences in sport to Rugby Football Union (RFU) clubs to help neighbouring teams get over the "fear factor of playing against disabled (mixed ability) teams" says Jane Bilton, organiser in the Bradford area.

The Bumble Bee Barbarians rugby club consists of a team of players who are both able bodied and those who have a range of physical and mental problems. The team was formed by Bradford tutor Mark Goodwin in response to a request by one of the learners on another WEA course. The club has proudly received the 2011 RFU President's XV Award for Social Inclusion. The award recognises and rewards best practice in community rugby clubs.

## WEA's Tandrusti Patron is the world's oldest marathon runner

**Fauja Singh, 100 years of age, has secured a place in the Guinness World Records as the oldest person to complete a full marathon.**

He is the patron of the Tandrusti project, a leading community health education project delivered by the WEA West Midlands region.

Fauja, from Ilford in London, ran the Toronto Waterfront Marathon in eight hours and twenty-five minutes on the 16th October 2011. The record-holder "hit the wall" at 22 miles but soldiered on for another two hours and finished in 3,850th place, ahead of five other competitors.

The Toronto marathon was Fauja's eighth - he ran his first at age 89, and it was not the first time he accomplished a record. In the 2003

Toronto event, he set the mark in the 90-plus category, finishing the race in five hours and forty minutes. He has also set three records for men over 90.



## Adult Learners Week 2012

Adult Learners Week is back, to celebrate all kinds of learning and reward inspirational learners. The annual festival takes place through events organised across the country by individuals, groups and organisations.

Adult Learners' week will be held from 12 – 18 May 2012. To get involved or run your own learning activities go to: [www.alw.org.uk/hold-event](http://www.alw.org.uk/hold-event)

You can also nominate an outstanding learner or particular project for one of the Adult Learners' Week: Outstanding Individual Learner Award or Inspiring Learning Projects Award. The closing date for nominations is 27th January 2012.

To find out more about these and other special awards available go to: [www.alw.org.uk/learning-awards](http://www.alw.org.uk/learning-awards)

# WEA Southern helps with new academy for care workers



**There has been a significant amount of coverage in the news about vacancies for care workers in Oxfordshire not being filled.**

Job Centre plus have identified eight potential employers in the Care sector with vacancies and an exciting new partnership project is planned for November – A skills based Care Academy. The project will run in partnership with the WEA, Oxford and Cherwell Valley College (OCVC) and Abingdon & Witney College.

Oxford Job Centre Plus ran a Care awareness day at the Job Centre where a number of care employers and the OCVC were on hand to discuss opportunities with those seeking work.

Cynthia Briant attended on behalf of the WEA and was impressed by the number of people who were enthused by the proposed Care Academy. Many felt frustrated because they wanted to work but were not being offered interviews due to lack of experience. The Care Academy is viewed as an excellent opportunity to train and gain experience with the real possibility of a job at the end of it.

The course is only open to those in receipt of Job Seekers Allowance and places on the course can only be accessed by referral from a job centre adviser.

Training will take place at OCVC and is being taught by the WEA and Abingdon & Witney College, and it consists of 10 days training. The training encompasses all aspects of care work and has been approved by potential employers. The training is followed by a 4 week placement with a local 'care employer' leading to a guaranteed interview for a 'real' job.

The benefit of working in partnership means the learners gain from WEA's existing programmes such as the OCN Level 1 Understanding the Principles of Care, Organisational Policies and the Role of the Care Worker and also accredited courses by other partners, in addition to sessions that help students with writing their CV, online applications and interview techniques.

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## Trade Union learners peel back the layers in the banana supply chain

**Over 40 trade union Health and Safety (H&S) representatives took part in an interactive session that opened their eyes to the working conditions of banana plantation workers.**

The session with Bananalink and Richard Beccles, a trade union organiser from the Guyana Agricultural and General Workers Union (GAWA), was held at the WEA's learning centre in London, where the representatives were undertaking Trade Union Congress courses.

Participants started off with an activity whereby five groups were set up representing the major actors along the banana supply chain – workers, plantation owners, shippers, importers, and retailers. The question for each group was; 'if a bunch of bananas cost £1 what percentage of that £1 should your group get and why?' When the percentages were added up the total came to

£2 which meant the different groups had to negotiate with the group next in the supply chain to ultimately end up with a total cost of £1.

Anna from Bananalink then told them what the reality was; workers get 2p, plantation owners 10p, the shippers 26p, the importers 22p, and the retailers such as supermarkets get 40p.

Richard explained what the working conditions are like for banana plantation workers in Ghana and Cameroon: "They work 12 to 14 hours a day under the scorching sun, having to supply their own drinking water, and all for a wage of £1 a day, which doesn't allow them to provide for their families. Exposure to chemicals; carrying heavy bunches of bananas; lack of H&S protective equipment, all greatly increase the risks to workers' health and safety."

Richard and Anna explained how buying Fair Trade does make a positive

difference to the workers at the end of the chain and they encouraged those present to take the information back to their union branches and to affiliate to Bananalink.

Rob Smith, RMT H&S rep, said 'the session was informative, yet fun. It really raised awareness of the plight of plantation workers, and how paying just a few pence more on 'Fair Trade' items can make a difference to the pay and conditions of these workers.'

To find out more about Bananalink, go to: [www.bananalink.org.uk](http://www.bananalink.org.uk)



# Farewell to WEA's General Secretary, Richard Bolsin

**Richard Bolsin will be stepping down as General Secretary of the WEA at the end of March 2012.**

We wish him the very best. He has served the WEA for almost eight years and we thank him for his hard work and commitment to the organisation. He has been an advocate of the WEA's work, its many achievements, and its long-standing values.

Richard says:

"I've greatly enjoyed working for the WEA, through thick and thin, and intend to stay close to it after I've left, certainly as a member, perhaps also as a student or more actively as a volunteer.

I plan to take a break from work next year - I've got one or two projects and a couple of holidays planned. Meanwhile I want to keep up my extra-curricular activities - I chair a school governing body in Kent, I'm involved with NIACE in a Trustee-type capacity and I'm hoping to pick up one or two other roles of that sort over the coming months.

I will have completed over eight years as General Secretary of the WEA by March next year, much longer than I've stayed in any other job, and all my instincts tell me that it's someone else's turn now. I step down from this role on 31st March 2012 and Trustees have appointed Ruth Spellman to replace me from 1st April. I know the WEA will be in excellent hands with Ruth who, in addition to leading organisations like Investors in People, the Institution of Mechanical Engineers and the Chartered Management Institute, has herself been a tutor for the WEA in the 1970's and whose father and grandfather were WEA tutors in the 1950's and 1930's. She has the WEA in her genes!

I think Ruth's a very good appointment at just the right time, and I'll look forward to cheering on the WEA to new successes albeit from a slightly different position.



*Richard Bolsin*

I hope there will be time before I leave to see many of you. If not, thank you for your support over the last eight years and I wish you and the WEA all the very best for the future."

Richard also gives us his perspective on the WEA's national biennial Conference and what strengths the WEA should continue to build on:

"The WEA has come a long way since my first biennial conference in 2005, in Manchester. The 2011 Conference was my last as WEA General Secretary and stand-out memories were:

- Richard Wilkinson's outstanding key-note address on inequality, which set the tone and the conversation for the weekend.
- The Friday workshops displaying evidence of the variety and impact of the WEA's work and how it makes such a difference to people's lives.
- The warmth, encouragement and respect for the WEA from John Hayes and other speakers.
- The support of Patron Bob Russell MP.

But most encouraging were the enthusiastic contributions of first-time delegates. If they represent the next generation of WEA members, volunteers and activists, then the future looks brighter.

The serious side of the conference was the need to reform the structure of the WEA through the New Look process, something which has caused much difference of opinion within the Association over the last 12 months.

Talking to the first-time delegates in Nottingham reminded me that at its best for over 100 years the WEA has been able to attract new members, learners and supporters for all the reasons which left me with those stand-out memories of Nottingham. We must all now share the responsibility to pass on an Association to the next generation, which can continue to attract support from funders, regulators, external stakeholders, partners, not to mention Ministers and first-time delegates."

# Update on the WEA New Look project

**We reported in the summer edition of the WEA News the key elements of the New Look restructuring proposals and the appointments which had been made.**

(Past versions of the WEA News publication can be found on the WEA website at: [www.wea.org.uk/resources](http://www.wea.org.uk/resources) )

The WEA held a national symposium in Birmingham on 29th July, which brought together members of governance from across the Association, England and Scotland, to address the issues that had been raised in response to the New Look proposals. Reference groups were set up as a result of the event, to address areas of concern, particularly

around communication, governance, and evaluation of New Look.

At the WEA biennial conference held in Nottingham at the end of October, an Extraordinary Association Conference debated the New Look process and proposals. While recognising and understanding the degree of concern some people have, Trustees remain fully committed to maintaining a collaborative approach to working through the issues posed by New Look. They also recognise the need to put in place the new structure and have approved proposals for implementing the next management level (AL4 posts) over a slightly extended period with a view to completing AL4 appointments in all but finance

by the end of February 2012.

Trustees have approved the proposals for Finance Reshaping across the Association but have agreed to appoint staff in finance to designate positions initially before agreeing a date in 2012 for the full transfer of financial responsibilities.

These decisions followed a full analysis of responses that resulted from a widespread consultation with staff, members and governance across the organisation, and also a collective response from Unite.

If you have any questions about the New Look please get in contact with your Education Director.

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## New Director for Education

As part of its process of restructuring, the WEA has appointed Ann Walker as its Director for Education and deputy to Ruth Spellman. Ann is currently the WEA's Director for the Yorkshire and Humber region. She will take up her new responsibilities from 1st of January 2012.



*Ann Walker*

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## WEA's New Treasurer

Over the summer we invited all members to cast their vote to help us elect the next WEA Treasurer, to serve a period of two years. It was the WEA's first ever all-member ballot, and as result Cliff Allum was elected. He has been involved with the WEA for thirty years and was the former Regional Treasurer for the West Midlands. Cliff took up his post as WEA Treasurer on 1st November 2011.



*Cliff Allum*

## Are you a WEA member?

If you're a member and would like to receive updates with news and events from the WEA, sign up to 'e-matters', our quarterly email newsletter to members. You will also be helping us to be more environmentally friendly by saving paper.

If you haven't already done so, all you need to do is provide us with an email address. You can do this by sending us an email with the subject line 'e-matters request' and include your full name, postal code, and email address to: [membership@wea.org.uk](mailto:membership@wea.org.uk)

To become a WEA member go to: [www.wea.org.uk/join](http://www.wea.org.uk/join)

# Developing Membership, Volunteering & Marketing in the WEA

**As part of the New Look project a new Directorate was established to develop the Association's work around membership, volunteering & marketing.**

Peter Templeton was appointed to be Director of this function, moving from his role as Director of Education & Strategy which he held for eight years. In that job, Peter had led the WEA's negotiations to secure and maintain its main funding contract including educational performance, data and audit requirements. Over that time, the WEA has maintained its contract value and met overall targets every year. Alongside that, Peter led the Association's quality improvement approach, working with colleagues across the country and managed a major series of external inspections of the WEA's work in England.

The new job takes him back to issues that brought him into the WEA – how volunteers work for the Association in their local areas, building the work and continuing the organisation's mission. Peter says: "I've always been interested in the WEA as a voluntary movement since I came on a class back in 1980 and got roped into the local branch."

The first few months of the job have been dominated by issues of communication and governance following New Look. Peter has been working with the President and a reference group of members from regional and Scottish governance and some Trustees to help develop an interim strategy for the whole directorate and address these urgent concerns. As part of that he has attended several Regional AGMs.

*"There's a very clear view of the purpose and importance of the WEA wherever you go. There's also been a resurgence of debate within the WEA including the President's Symposium last July in Birmingham. I'm convinced that we can reconnect Association and regional governance, improve communication, build the WEA's profile and bring clarity around membership and volunteering. It will need a clear and determined approach which involves as many of our learners and members as possible in shaping the future direction of the WEA".*



Peter Templeton,  
Director of Member-  
ship, Volunteering &  
Marketing.

## Christmas Shopping online?

**While you're shopping online, you can also support the WEA at no extra cost.**

Simply go to the Easy Fundraising website (see below) whenever you are going to buy from major online retailers such as Amazon, Tesco, thetrainline.com, ASDA, e-Bay, John Lewis, Sainsbury's, Expedia, Apple and hundreds of other retail brands that are also signed up to the Easy Fundraising scheme. The website operates by giving a percentage of what you spend back to your chosen 'cause' such as the WEA, without adding any extra costs to your purchases. You can also support other charities and their causes through Easy Fundraising.

To see how you can make your contribution to the work of the WEA, please visit the website at: [www.easyfundraising.org.uk](http://www.easyfundraising.org.uk).

All you need to do is register your details on the website and specify who you would like to support. Then each time you're going to shop online you simply need to log in to Easy Fundraising and then select the retailer that you'd like to purchase from and purchase as you normally would.

## WEA Diaries for 2012

Don't forget your WEA diary for 2012. Get yours now at: [www.wea.org.uk/weadiary](http://www.wea.org.uk/weadiary)

We also offer a range of other WEA branded items including a USB memory stick, mouse mat, keyring, pens and others. To see the list of items available just download an order form from the website above.



# Starters and Leavers

**Below is a list of all staff who have left and those who have joined the WEA since June 2011, when we last issued WEA News.**

Almost fifty WEA staff from across the organisation have left the WEA since June, many of whom after taking voluntary redundancy, as result of the New Look project, and others for different reasons.

## Eastern Region:

### Leavers:

Tutor Organisers: Jenny Green, Stephanie McKnight and Peter Nichols. Carolyn Daines, Regional Director.

### Starters:

Adam Bracher, Tutor Organiser. Sharon Yull, Course Programme Worker.

## East Midlands Region:

### Leavers:

Sharon Dowley, Administrator. John Bailey, Regional Finance Manager. Valerie Brooks, Administrator. Mary Williams, Tutor Organiser. Martin Hyams, Tutor Organiser. Deborah Moore, Support Worker.

### Starters:

Hanna Liljeberg, Administration Assistant. Laura Ramsdale, Administrator. Roger Watson, Regional Accountant.

## London Region:

### Leavers:

Soraya Patrick, Regional Director. Helen Healy and Daphne Hunter (Consolidated Tutors). Tutor Organisers: Steve Rushton and Tracey Shackle.

Carole Hanson, Finance Assistant.

### Starters:

Paul Blackwell, Regional Manager.

## North East:

### Leavers:

Gloria Finnigan, Administrator. Nigel Todd, Regional Director. Cheryl Knight, Tutor Organiser.

### Starters:

Helen Tyrie, Administration Assistant.

## North West:

### Leavers:

Kathryn Hill, Communications Worker. Fiona Cameron, Learning Manager. Joyce Lewis, Finance Assistant. Sheila Moore, Administrator.

### Starters:

Andrew Holland, North West Website Guest Editor. Ian McHugh, Interim Project Manager. Jordan Wiggins, Receptionist.

## Southern:

### Leavers:

Tutor Organisers: Susan Small and Francesca Byrne. Carol Smith, Administrator. Judith Lorenzen, Development Worker. Derek Metters, Regional Education Manager. Katharine Glennon, Office Manager.

### Starters:

Joanna Grajdek, Communications Worker. Ceri Hovland, Tutor Organiser. Kim Packman, Consolidated Tutor. Sabina Trowbridge, Programme Worker. Zokaei Zohaalsadat, Community Worker.

## South West:

### Leavers:

Elissa Hamilton, Tutor Organiser. Steve Martin, Regional Director. Katharine Reilly, Development Worker. Chris Davis, Regional Finance Manager.

### Starters:

Bruce McClure, Course Programme Worker.

## West Midlands:

### Leavers:

Sheila Farrell, Tutor Organiser. Marian Linard, Administrator. Anjim Ahmad, Project Organiser.

## Yorkshire and Humber region:

### Leavers:

Peter Finch, Course Programme Worker. Ray Hearne, Regional Educational Manager. Maureen Stride, Consolidated Tutor. Kathryn Vaughan, Finance Officer. Rita Laurence, Consolidated Tutor. **Starters:** Lorraine Noble, Administration Clerk.

## Association Services

### Leavers:

Marjorie Le Gall, Human Resources Manager. Liz Cumberbatch, Development and Diversity Manager. Ruth Gould, IAG Development Manager. Graham Marsh, Marketing Officer. Marilyn Watson, Skills and Qualifications Strategy Manager.

### Starters:

Richard Hillman, Student Placement in Marketing, Membership and Volunteering.

## ABOUT WEA NEWS

If you have an item for inclusion or would like to comment on the newsletter please get in touch.

It is not always possible to include all items submitted.

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Views expressed are not necessarily those of the WEA. The WEA is nonparty in politics.

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