



**WEA**  
Scotland



# Annual Report 2014-15

Workers'  
Educational  
Association

[www.wea.org.uk](http://www.wea.org.uk)



# Marc Sherland, Convenor WEA Scotland

2014/15 was a positive year for WEA Scotland, with many challenges and opportunities along the way.



In a year that started in the run up to the Independence Referendum Vote, the impact of mass political engagement resonated across Scotland and the UK, and created a great future opportunity for education and democracy. With further devolved powers to the Scotland Parliament, and the impact this has on our work, the WEA leadership and governance are working together to consider the best arrangements both in

Scotland and across two nations for the future sustainability of the WEA.

Our 'Membership is our Strength' group has worked together to co-produce a membership strategy with the aim of renewing and developing a truly modern, effective and representative membership structure in WEA Scotland.

We continue to work to find effective ways to engage with students in our governance and decision making structures, and to strengthen the learner voice in shaping and influencing the decisions most important to them.

I am proud of our democracy in the WEA, and want to ensure that our work together reflects empowerment, self-determination and asset based thinking which is a cornerstone of Scottish education policy and practice.

Our staff team put in such valuable work, and our education is most often at the cutting edge in Scotland, working to address the big issues of our times. This has included responding through education to address needs resulting from the Refugee crisis, the impact of Welfare Reform, the Food Bank crisis, and more generally the increased poverty experienced by people across Scotland. The WEA is well placed in the arch of educational provision to being the 'keystone' which unites and links wider services and organisations and our democratic core is at the heart of this.

I thank the staff, tutors, volunteers and members who work tirelessly to achieve our vision and mission, and give great appreciation to the many students, partners and supporters who add value and make it all worthwhile.

# Jayne Stuart, Director WEA Scotland

Making an impact through education and improving the lives of people and communities across Scotland is what mattered to us most throughout 2014/15.



Through education focused on employability, health and wellbeing, community engagement and culture and democracy, WEA students have achieved transformational outcomes and impacts.

Transformational change continues to be a key priority for WEA Scotland – with the focus and impact of our energies being felt both within and out with our organisation.

WEA Scotland staff continue to develop and deliver successful contracts, programmes and service level agreements. Working in an increasingly competitive environment, with continued cuts in public spending and higher demands on our services, WEA Scotland's response to change is key to our sustainability.

Internally, this has resulted in further development of new projects and programmes, the sharpening of our business development model, the modernisation of systems and approaches, and continuation of a series of improvements to the teaching and working environments.

This year, the Headquarters and South East Scotland teams based in Edinburgh moved from Riddles Court to Gayfield Square to accommodate building works at our former home.

WEA Scotland's people are the backbone of the organisation. Throughout the year, the staff continued to rise to the many challenges to meet or exceed the majority of targets. Their commitment and loyalty to WEA, matched with skills and abilities, means we have significant strengths to build on.

Partnership has also played a special part in our continued success. This year, we formed an excellent relationship and benefited greatly from sponsorship and partnership with Scottish Widows – Lloyds Banking Group. The impact for students of Scottish Widows volunteers giving them additional support whilst engaged in WEA employability programmes has been outstanding.

Thank you to all our partners and WEA staff, volunteers and members for their continued support and hard work.

Looking ahead, WEA Scotland will continue to focus on where adult education is needed most. Utilising the vast majority of our financial resources and assets for charitable activity, we will prioritise our work and focus on addressing inequalities, poverty and democratic renewal across Scotland.

I have the pleasure of presenting WEA Scotland's Annual Report 2014/15, highlighting just some of our work over the year, and giving a flavour of the excellent educational achievements of WEA Scotland.

# Overview

## In 2014/15:

WEA Scotland worked with **7,129** student enrolments, providing **112,783** hours of learning

**4,741** enrolments were female and **2,388** enrolments were male

WEA Scotland ran **571** courses and **3,195** class meetings

**23%** workplace learning and **77%** community based and 'open' learning programmes

## Meeting our targets

	2014/15 Target	Result	Exceeded
Student Enrolments	8,500	7,129	-16%
Student Numbers	4,500	3,412	-24%
Average Class Size	10	12.5	+25%
Attendance Rate	80%	79.5%	-0.5%
Recognition/Accreditation Rate (% of overall student No.)	20%	26.7%	+33.5%
Success Rate in Accredited Provision	85%	91%	+7%
Tuition Hours	80,000	112,783	+41%
Students from Equality and Diversity Groups	65%	71%	+9%
Targeted Provision	85%	89%	+4.7%

## Our 4 Themes

	2012/13		2013/14		2014/15	
	Enrolments	Courses*	Enrolments	Courses*	Enrolments	Courses*
Employability	3,646	471	3,626	437	2,878	303
Health and Wellbeing	3,245	340	3,227	342	1,053	95
Culture and Heritage	4,160	254	4,451	315	3,241	172
Community Engagement	2,353	218	5,154	428	4,185	285

\*some courses cover more than one theme



# Employability

WEA Scotland aims to develop confidence, understanding and skills, enabling adults to participate more fully in the world of work. Learning combats poverty and inequality while encouraging social mobility. We support the most disadvantaged adults to develop skills and knowledge, and improve their life prospects.

**2,878 enrolments on 303 employability courses in 2014/15 equating to 25% of our work.**

Our survey of employability participants in 2014-15 indicates impacts linked to and beyond employment:

- ▶ 97.27% of participants felt that the training had prepared them for going into employment
- ▶ 100% of stage 3 and 99.56% of stage 4 participants felt they were prepared for going into employment
- ▶ 78.2% learners increased confidence
- ▶ 66% learners were more optimistic about the future
- ▶ 84.7% participants recommending WEA to others.

## Employability Fund Programme

This year 414 learners enrolled on our Employability Fund programme across Scotland. We continue to build a model of excellence, learning from what works best across the stages of the 'employability pipeline' to secure the Employability Fund for work in new areas and with more learners.

**100% of Employability Fund participants in 2014-15 were either very satisfied or satisfied with WEA's provision.**



## CHRISTOPHER IS WORKING TOWARDS A POSITIVE FUTURE

Christopher attended the WEA Positive Futures course (employability) in Kilmarnock as a trainee with multiple barriers to employment. Christopher has been long term unemployed, has severe learning disabilities and struggles with reading and writing.

Christopher attended literacy training several years ago, but had not completed his learning, until he started with WEA. By joining the Positive Futures course and working towards qualifications in Employability and Wellbeing at SCQF level 3, Christopher had an incentive to start attending further literacy training.

Part of the course involved a work placement, and for this experience Christopher attended Input Community Works – a charity providing work preparation for people with learning difficulties and disabilities. Working to recycle used, donated computers for the local community, Christopher thrives in this environment.

During his time on the course, Christopher grew in confidence and became firm friends with other team members. He stayed late on several occasions to receive extra one to one support, and continued to practice his reading and writing skills, both within the group and with his literacy tutor.

As part of his training, Christopher applied for several suitable jobs and even managed to get an interview with Dunelm Mills, which was a great achievement for him and gave him even more confidence in his own abilities. Being asked for interview was a massive step on his road to employment, and Christopher continues his active search for employment.

## Leadership

WEA Women@Work project negotiated arrangements for an Award in Leadership programme in partnership with the Social Enterprise Academy – coming soon in 2015/16.

## Workplace Learning

Learners in the workplace report that their learning has improved their skills, confidence and well-being. The outcomes include increased employability or promotion, ability to support and advise others, and development of a learning culture in families and workplaces.

A co-produced learner centred approach, with learning tailored to individual needs, can have impacts not just for the learner but also workplaces, communities and families.

**23% of our offer is Workplace Learning.**

## Communication Skills for Reminiscence

Skills for Reminiscence is a workplace-learning course which utilises reminiscence engagement with carers and service users as a tool to build communication skills. The learners are staff currently working in care homes across South Lanarkshire and South Ayrshire. The course produces outcomes and impacts for all stakeholders; staff, residents, families and the workplace.

Staff learn about reminiscence techniques, improve their writing and IT skills, share knowledge and understanding and engage in meaningful activities with residents. Learners work with a resident and their family and draw together a history of the resident's life. Together they co-produce a Life Story book, which can be used and enjoyed by all. The process of co-creating the book strengthens relationships and understanding.

The course teaches learners how to gather and interpret information and develops the learner's skills in expressing themselves and communicating in a written format. The course also develops IT skills which are becoming a more essential element of people's lives.

After an extremely successful pilot course in January 2013, the excellent results led to successful planning of further courses in 2014/15 – this time utilising WEA ICT resources. All participants were successful in achieving a ‘bite size’ SQA accreditation for these courses at SCQF level 3 in Communication Core Skills (Writing).

*“Learning about my resident’s life made me reflect on my own life and the memories I will keep”*

*“I enjoyed the course very much and feel it’s helped me work better with residents”*

## Tesco, Employability Skills

When Tesco Grangemouth announced the store closure in 2014, the WEA offered to support staff with employability skills. After discussion with Tesco employees at risk of redundancy, and conducting a Learning Needs Analysis, it was clear that most of the staff were concerned about lacking ICT and literacy skills relating to job applications and CVs. Additionally, literacy capabilities and computer skills are essential for learners when liaising with the Job Centre Plus.

17 staff attended a series of courses that built their ICT skills and developed their literacy to enable them to produce a CV and covering letter, and for some, the opportunity to practice interview skills.

WEA provided flexible workplace delivery at times that accommodated shifts and childcare responsibilities, which in turn reduced barriers to learning and increased learner participation. A number of learners said that as a result they now had confidence to progress on to other learning opportunities.

At the end of the WEA workplace provision, learners were signposted to a range of provision offered by partners such as – CLD literacy programmes, local job clubs and library facilities, where further support could be accessed.

WEA learners said:

*“I feel a lot more confident and the skills I have learned will hopefully help me get a job.”*

*“I never knew that job applications were all done on a computer nowadays. This was a wakeup call. Should have done this years ago.”*

*“The course being at work made it much easier.”*

### JULIE’S CONFIDENCE AND SELF BELIEF IS ‘AMAZING’.

It is always great to hear good news from our learners. Julie is a student who attended our Introduction to Retail last year, and in July 2015 offered this feedback on our Facebook page.

*“I wanted to drop you a wee email to thank you. I did your retail course at The WEA South West Scotland last year and just wanted to let you know that I had secured permanent employment. Without your course I don’t think I would have had the confidence to convince an employer I was capable of the job. I was able to use what I had learned to “talk my way in” and pass the health and safety & manual handling first time, even scoring higher than other employees with experience because it was fresh in my head!*

*As it stands just now I have been employed by the company (store twenty one) for just over two weeks and have been promoted already to key holder supervisor, and my prospects are very good as they are opening a new store in Irvine hopefully soon! The confidence and self-belief that I have now is amazing and the major change I see in myself is really positive. You helped with that!*

*Thank you so much to you and your team. I really appreciate all the help & information given. Keep doing what you’re doing and stay fabulous!”*

# Health and Wellbeing

WEA Scotland aims to combat inequalities and promote a preventative model of health and wellbeing. Learning enables social connections and can significantly improve health and life chances. As a result, WEA helps reduce demands on public services and supports people to actively participate in society.

**1,053 enrolments on 95 health and wellbeing courses in 2014/15 equating to 9% of WEA Scotland's offer.**

## Reach Out (Aberdeen)

Reach Out provides specific programmes for those with mental health problems, substance misuse issues, going through the criminal justice system or have a learning disability or difficulty. Referrals come from a range of partner agencies including Job Centre+, NHS, Social Work and others.

Over the past 5 years, Reach Out has successfully engaged 1791 learner enrolments, with 368 in the last year. In that time, the way learners access services and the Job Centre in particular, has changed. WEA have used this as an opportunity to strengthen IT skills for learners. Many of our learners do not have access to a computer and in some cases this has led to them being unable to make a claim, for example, to DLA, ESA or JSA. In the past, learners would have been able to get help filling in forms but with the new system this is no longer the case. A lack of confidence in using IT systems or just not being able to read or write has been a major hurdle for many of our learners. With literacy and numeracy being embedded in the entire Reach Out curriculum, learners have managed to move forward within a supportive learning environment. The Reach Out project aims to provide flexible learning opportunities enabling the staff to respond to need almost immediately.

## Mindfulness

WEA Women@Work project introduced Mindfulness courses in 2014/15, paving the way for new programmes in health and wellbeing for the future.

## John Muir Residential

Learners on the Reach Out programme participated in, and completed a John Muir residential. As well as outdoor exercise and healthy activities, the residential provides a great opportunity for 'social practice' learning.

One participant on the residential had limited reading and writing skills. As a result of a new interest, conservation and John Muir, they gathered up as much information as they could on the subject to use as literacies learning materials. This brought up a whole new range of topics for discussion and the learners felt more inspired and more confident to address their literacies needs.

Planning trips away and days out has helped learners gain a better understanding of what is involved. Reading timetables, price lists and 'what's on' guides have helped with confidence and self-esteem. When learners engage with an activity that they really enjoy or have an interest in, it helps immensely with personal literacy needs. Learners report back that because of becoming involved in classes like basic IT they now feel more confident about filling in forms and searching for employment.

Working together, with everyone in the same boat, enables empowerment – an ownership of their own destiny, raised confidence and self-esteem and a better understanding of positive citizenship.



## SCOTT'S STORY

Scott first joined WEA at Reach Out one year ago. He had to come to the WEA with a support worker as he was extremely anxious and hadn't been out of the house socially for a long time.

Scott joined the walking group at first to not only improve physical health but also his mental health. During the course of the first ten weeks, Scott widened his social circle and started to meet new friends. In his own time, he started to get out and about. He then joined the Cooking on a Budget class, and as a result has started to shop for the family and cook family meals.

Scott's family has noticed a vast improvement in his health and ability to participate. Scott has joined our football team, and enjoys playing the game and being 'part of the team'. He now actively takes part in the walking group – walking up to 12 miles once a week, and is part of our cooking group.

For Scott, Reach Out has been a great support, a place to learn new skills and a venue where he meets new people, and widens his social circle. Taking part has given him the confidence to try new things that he wouldn't have had the chance to try in the past.

Scott has become a great asset for Reach Out and continues to be an active mentor for those new to the project. Although he is still not yet ready for employment, he has been enquiring about options that would be available to him with regard to voluntary work.

Scott has told us:

*'Finding the WEA Reach Out project has changed my life. I wish I'd found you years ago. My family tells me I'm no longer a 'stranger'. I talk more and join in with family matters.'*

*'My confidence is much better and now, with your support, I have realised that what I say and what I do matters – I've found my voice again.'*



# Culture

WEA aims to broaden horizons through understanding cultures, identities and environments embodying our commitment to social purpose. Cultural learning can effect life-changing personal development, helping adults engage with ideas critically and independently.

**3,241 enrolments on 172 culture and heritage courses in 2014/15 equating to 29% of our offer.**

## When the War Came Home

In partnership with Citadel Arts Group, Our Heritage Lottery funded project Chronicles of War: Edinburgh's Experiences of World War 1 culminated in a play 'When the War Came Home.' The play focused on the contribution of real life Edinburgh people: Dr Elsie Inglis, imprisoned by the Germans; Sir George McCrae who encouraged players and supporters of Hearts Football Club to volunteer; the poet Wilfred Owen who recovered from shellshock at Craiglockhart Hospital and taught at Tynecastle High School as part of his therapy.

The script, written by our Playwrights' Workshop, was given its first reading in the National Library of Scotland in September. The feedback informed rewrites, then the revised play went into rehearsal in October. A Zeppelin raid scene was tried out in Tynecastle High School in November with an inter-generational audience of students and older people from Oaklands Day Centre. In early December, the scenes about McCrae's Battalion were performed in Balgreen and Stenhouse Primaries for enthusiastic mixed-age audiences. All the discussion and feedback helped the writers, cast and director strengthen and enrich the experience captured in When the War Came Home.

WW1 - 1914/1918

A POWERFUL NEW PLAY WRITTEN AND PRESENTED BY  
WEA SCOTLAND AND THE CITADEL ARTS GROUP

**WHEN THE  
WAR  
CAME  
HOME**

THE IMPACT OF WORLD WAR I ON EDINBURGH

<b>14th January 2015</b> 7pm St Bride's Centre, 10 Orwell Place, EDINBURGH EH11 2DZ	TICKETS: £8 & £6 CONCESSIONS	<b>16th January 2015</b> 7pm Tynecastle High School, 2 McLeod Street, EDINBURGH EH11 2ND
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To book tickets: TELEPHONE: 01875340717  
EMAIL: [ftennick@hotmail.com](mailto:ftennick@hotmail.com) OR ON THE DOOR

SPONSORED BY HERITAGE LOTTERY FUND, THE FOYLE FOUNDATION AND VANESSA NEAS

The play was a great success with a performance for Tynecastle High School pupils and two well attended performances at the St Bride's Centre and Tynecastle High School in January 2015. The programme and film can be accessed online at <http://southeast.weascotland.org.uk/community-learning/chronicles-of-war>



# Breaking the Mould



In April 2014, WEA launched the Breaking the Mould project which aims to engage communities across Highland, Fife and Edinburgh in researching and celebrating

100 years of women's history and experiences in Scotland since the beginning of WWI.

In Highland, the project uncovered the untold history about the suffrage movement before and after WWI. A reenactment involving 23 young people was performed, working in partnership with the Eden Court Drama Education team. The event produced a film 'Crossing the Line' with stills for exhibition materials.

The project in Fife included groups of learners researching women's working lives. From the research, items such as newspaper clippings about the different range of industries women worked in, some famous Fife strikes, and adverts for jobs which did not follow today's Equality legislation were unearthed. Images of traditional work in mining, fishing and farming were also explored and discussed. More recently, learners have been

working with a drama tutor with a view to producing a play on the theme.

In Edinburgh, participants researched women and women's groups with connections to Edinburgh, who were involved in social and political activism in the century since the beginning of WWI.

Individual members of the forum took advantage of visits, seminars, conferences and activities to gain insight into women's lives, achievements and activism in various contexts.

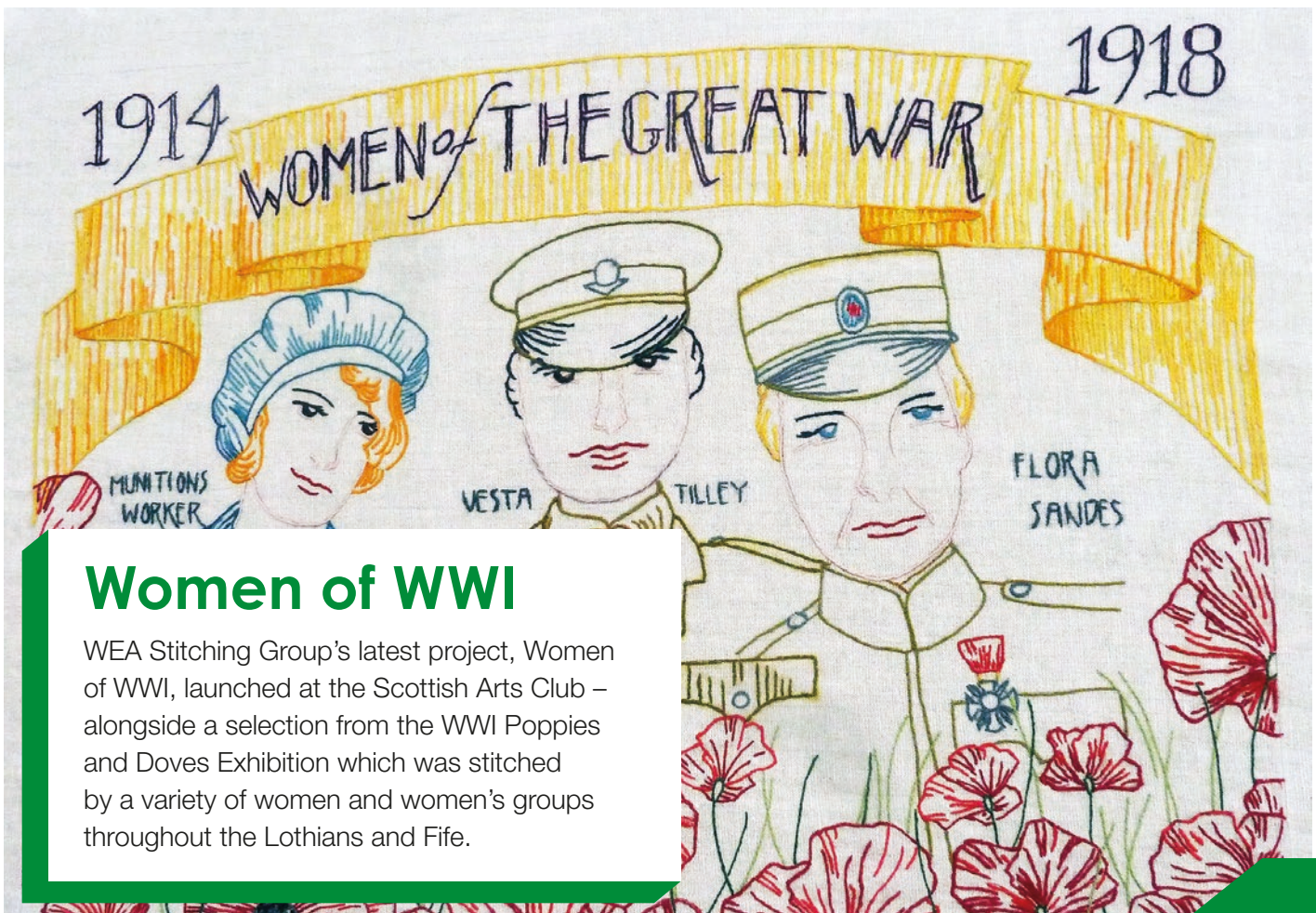
A writers residential and writing competition produced winning entries from participants across the project.

## Open Programme

**2,972 learner enrolments engaged in our open programme.**

WEA Open Programme includes classes on history, language, political studies, art, creative writing, computing, literature and theatre.

This year, courses included themes such as human rights, globalisation, democracy, Scottish Literature, Scottish Song and the Scottish Parliament.



## Women of WWI

WEA Stitching Group's latest project, Women of WWI, launched at the Scottish Arts Club – alongside a selection from the WWI Poppies and Doves Exhibition which was stitched by a variety of women and women's groups throughout the Lothians and Fife.

# Community Engagement

WEA Scotland combats social and economic disadvantage and promotes active citizenship. Our programmes encourage greater participation in democratic decision-making and empower learners to take a stronger role in society.

**4,185 enrolments in 285 community engagement courses in 2014/15 equating to 37% of WEA Scotland offer.**

**71% of our student enrolments are people from equality and diversity groups.**

## Communities of Learning

WEA Scotland supports over 20 self-determining learning groups and associations. From Local Associations, to student groups and thematic networks, participants are empowered to co-design and co-produce learning programmes and courses most relevant to them.



## Learning for Democracy

**43% of our classes include a distinct aspect of social and political learning**

WEA worked in partnership with the University of Edinburgh to facilitate a series of local public discussion events, designed to engage hard to reach people in the Independence Referendum debate.

The Political Literacy resources developed in partnership with Education Scotland were used to provide excellent materials for educational programmes ahead of the Scottish Independence Referendum in September 2014.

Further workshops and courses in WEA open programme included:

- ▶ Ye'll Have Had Yir Vote Then
- ▶ Write Around the Referendum at the Prentice Centre
- ▶ Another World Is Possible: Alternatives to Neoliberal Globalisation
- ▶ The Smith Commission – The VOW delivered?
- ▶ New Politics Club
- ▶ The Alternative Election Debate.

The 'Let's Talk about the New Scotland' course used the Talk Shop method to create a space where people could explore their political views following the Independence Referendum and prior to the 2015 General Election.





# Personal Assistants Network



WEA Scotland and UNISON

are proud to be working together to support the ever growing number of Personal Assistants in the Scottish social care field. As well as the launch of a website to support personal assistants in the work that they do, a number of training events have been held around Scotland.

The network is for Personal Assistants (PAs) who work directly for the person they support (or their families). Some PAs can feel quite isolated due to the one to one nature of the work they do, and they can use the website to support each other and tell us what free training is needed to update skills.

## Feedback from PAs course evaluation forms

*'I had no idea I could get this training, it makes me feel more confident and less anxious in my job role now that I have First Aid knowledge, and I got a real qualification'*

*'At last somewhere I can get information on how I can increase my skill levels',*

*'The opportunity to meet and speak with people doing a similar job',*

*'The website provides easy access to good information'*

## DEMI'S STORY

Demi is new to the role of Personal Assistant and qualified as a hairdresser before taking a break to look after her daughter. Demi was approached by a family friend to help out with their daughter Sharon.

Sharon is a teenager who has a mild learning disability and several health problems. The family were looking for a PA to help facilitate Sharon's independence and encourage her to meet other young people in the community. Demi says she has a great relationship with the family, and they come and go so she can work her hours flexibly around what Sharon wants, and caring for her own daughter.

Sharon makes the most of Demi's hair and beauty skills enjoying pamper nights getting her hair done and experimenting with makeup. Working in small village – Demi doesn't know any other PAs so thinks the Personal Assistants network is a great opportunity to meet other PAs and exchange ideas with them.

Although she has a contract, Demi wants to find out more about roles and responsibilities and what her rights at work are as a Personal Assistant.

# Voices for Change!

## 13 National Committees and Strategic Partnerships and over 30 local committees and groups

WEA Scotland are active in ensuring the voices of learners are heard.

Learners, volunteers and staff are active across Scotland in shaping and influencing change and promoting adult education as a means to effect change.

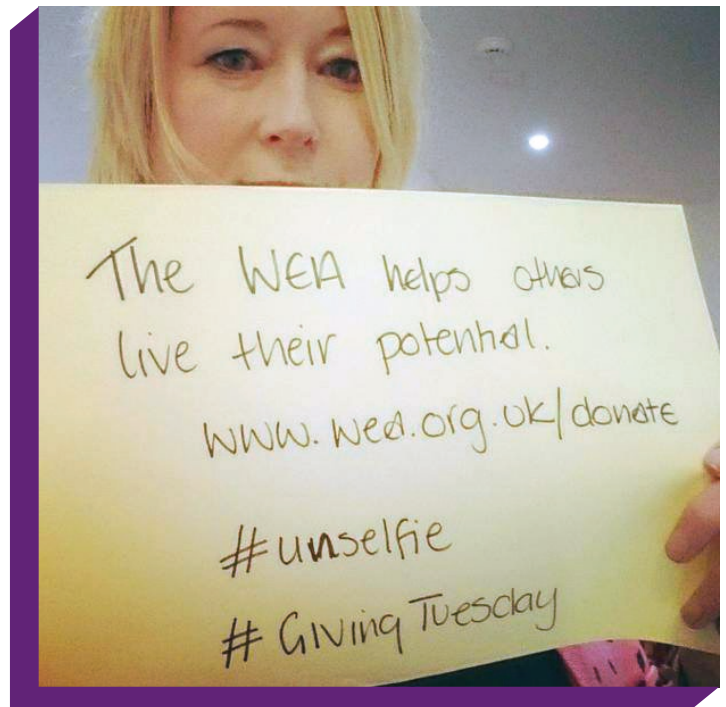
WEA Scotland promotes adult education and participates in a range of strategy and policy groups.

This year we produced:

- ▶ Papers on devolution and the Independence Referendum
- ▶ A collective response to The Smith Commission Inquiry
- ▶ Feature in 'New Scots: Integrating Refugees in Scotland's Communities: Year 1: Implementation Progress Report'
- ▶ A Case Study for publication in Welcoming Our Learners: Scotland's ESOL Strategy 2015-2020.

And contributed significantly to:

- ▶ Education Scotland CLD Workforce Survey
- ▶ Third Sector Employability Forum Strategy
- ▶ The Statement of Ambition for Adult Learning and Implementation Plan
- ▶ 'Adult literacies in Scotland: A survey of progress and priorities'
- ▶ Workplace literacies research paper for Education Scotland European Project.




## The Learners' Voice

WEA Scotland worked in partnership with Learning Link Scotland to take forward a pilot project for Education Scotland, exploring new ways of gathering learner's views.

A wide range of mechanisms to hear the voice of learners was explored – great ground work for our future developments.

## WEA Scotland on Social Media

 Twitter +30% followers over 2014/15

 Facebook +195% likes over 2014/15

## BBC Radio Scotland Broadcast

In July 2015, WEA Scotland Director, Jayne Stuart gave an input on The Kaye Adams Programme highlighting the plight of over 1 million adults in Scotland who face challenges due to literacies difficulties.

# Literacy and Numeracy

**2,101 enrolments in literacies learning across Scotland in 2014/15 equating to 29.5% of total enrolments.**

## Six word stories

The most famous one is **For Sale: Baby shoes. Never worn.** Ernest Hemingway famously stated that this six word story contained everything you would expect to find in an entire novel. Many established writers have supported this claim by attempting their own six word stories and there are now websites dedicated to this growing literary form. The WEA took the idea into workplaces where we support workers with their literacies learning needs.

Simply showing examples of different stories is enough to get learners started – only minimal explanation is required, and few if any find the task daunting. Soon, learners are creating their own six word stories, sharing their work and developing ideas. It is an enjoyable learning experience and the quick progress they make visibly builds learners' confidence. Furthermore, tutors have found this to be an excellent foundation for adult literacy learners to develop their skills and knowledge more generally and follow-on discussions naturally lead into areas like word grammar, sentence grammar, spelling, punctuation, vocabulary, genre, audience etc.

Inviting learners to submit stories as part of a competition has proved a very effective way of engaging larger numbers, cutting through many of the barriers to learning which can exist around literacy learning in the workplace. A recent NHS GGC competition, supported by WEA was very popular. The organisers received over 1000 stories from workers in many different roles across the NHS – laundry workers, consultants, clerical staff etc. The competition generated a great deal of interest in learning services available to workers across the

Board and a workers writers group soon emerged – it continues to be supported by NHS library services. A similar competition at Royal Mail was organised by CWU Union Learning Reps (ULRs). Crime Writer Louise Welsh agreed to judge – she chose her six favourite entries. The competition boosted the profile of the CWU'S learning centre amongst the 700 strong workforce. The ULRs are now putting together a book with all 73 stories to celebrate the authors' achievements. The book is also designed to serve as a learning resource which will encourage future workplace ALN learners.

### **Six word stories, written by students:**

*Can't cancel assassins.*

*Sorry about that*

*Writes six words, wins 1st prize*

*He hit send, then a tree*

*All transmission lost. God help us.*

*"I do". "I do". They didn't*

*Corpse missing: zombie is prime suspect.*



# English for Speakers of Other Languages (ESOL)

**1,281 enrolments in ESOL learning across Scotland in 2014/15 equating to 18% of total enrolments.**

## The Holistic Integration Service

A ground-breaking project, The Holistic Integration Service was created to help new refugees integrate into Scottish Society from the minute they receive their refugee status. Delivered in partnership with the Scottish Refugee Council and the British Red Cross, the WEA's specific role is to deliver a 40 hour 'Survival English' course.

Since starting the Holistic Integration Service (2014), we have engaged:

- ▶ 883 enrolments in ESOL assessment and provision
- ▶ In period to Feb 2015, analysis of 316 learners shows those who remain in Glasgow 82% into positive destinations
- ▶ Of those starting, 94% went into positive destination – further learning, employment, community provision.

The Holistic Integration Service team in Glasgow offer a crucial learning opportunity for some of society's most vulnerable members at a time when they are in greatest need. Without the hard work, dedication and innovative practice of this group of staff, these results would not have been possible.

# Using Tablets in workplace literacies

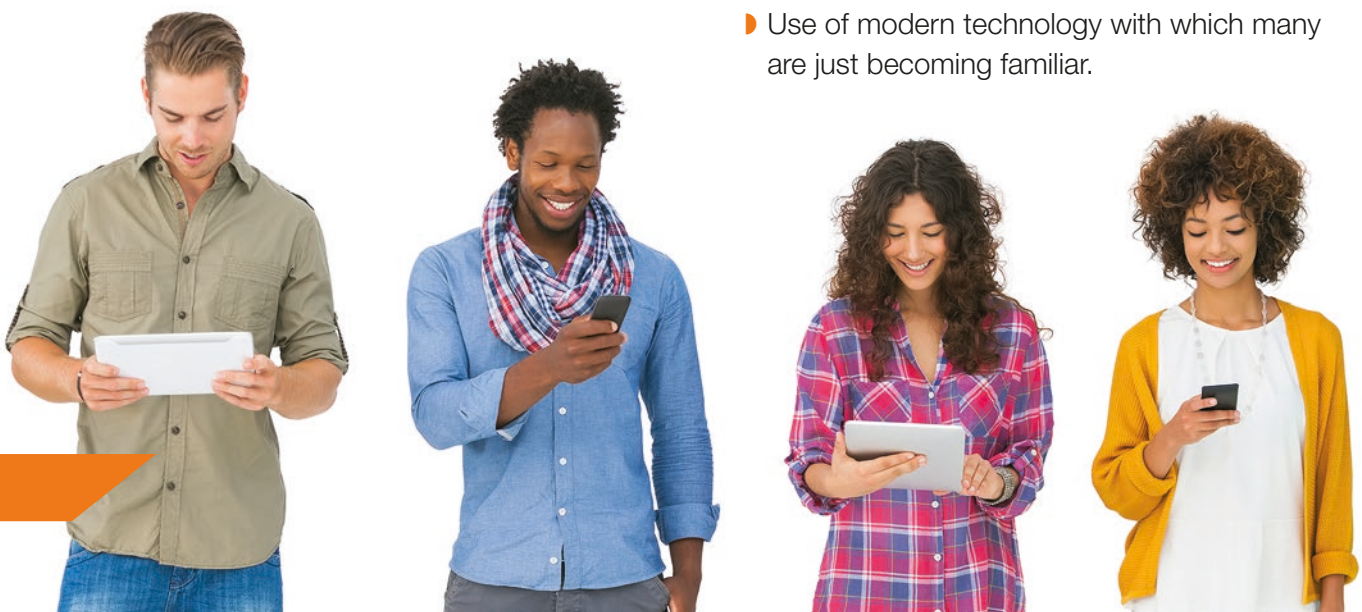
In 2014, WEA in South East Scotland in partnership with NHS Lothian and UNISON jointly run a project offering Bite-sized learning for staff working at the Royal Infirmary in Edinburgh to improve their literacies and IT skills.

The learners work in an area of the hospital with no computers, or internet access. WiFi was not available in the teaching spaces and therefore a solution to providing access to the internet had to be found. It was also important that the technology be up to date, portable for tutors to take back and forth, and not too costly. UNISON was able to source funding for the technology, and donated £1,000 to the Bite-size Project to be used for purchasing IT equipment.

Our tutor devised and delivered training in using the tablets for teaching.

The benefits of using mobile technology with literacies learners included:

- ▶ Being very encouraging and accessible for learners when starting off, as they are less intimidating than a larger PC
- ▶ Tablets being easy to handle and can be used virtually anywhere
- ▶ Learners can learn in familiar workplaces rather than intimidating training suites
- ▶ Saving time for managers of staff in ancillary jobs would otherwise find it difficult to release them for longish periods of time to travel to another site/venue
- ▶ Improved confidence and self-esteem
- ▶ Use of modern technology with which many are just becoming familiar.





# Accredited Learning

**In 2014/15, 174 students with WEA Scotland achieved 439 SQA accredited units.**

26% of learners have had their learning recognised or accredited, achieving a 91% success rate.

We continue to offer a full suite of SQA approved units and have provided accredited core skills for our learners including Communications, Numeracy, Working with Others, Problem Solving, Employability Award and a research focused award Local Investigations. These units can be awarded at various levels on the Scottish Credit and Qualifications Framework (SCQF) to suit our students.

WEA Scotland also offer Professional Development Awards (PDAs) in ESOL and Developing Literacies in the Workplace.

This year we successfully added a new Health and Wellbeing Award to our portfolio of SQA accredited programmes, reflecting needs and demand from our local learners.

Following an approval visit by SQA in April 2015, WEA Scotland are approved to deliver the Wellbeing Award, adding to our excellent track record of successful visits from SQA.

On making her assessment, the SQA external Verifier fed back that WEA's resources, materials and approval portfolio were of an exceptionally high quality, and as a result rather than only approving us for Exploring Wellbeing as per our request, she would have no hesitation in approving us for the full award, which includes Improving Wellbeing.

In 3 years – Accredited/recognised learning:

- ▶ 2,888 enrolments in accredited/recognised learning
- ▶ Average 93% success rate in accredited/recognised programmes.



# National Events and Awards

## Women at Work

In November 2014, the Women at Work conference held in Inverness concentrated on Women and Economic Activity “How to Fund your Future?” Amongst the 85 participants attending were forty young women from five Secondary Schools. This group was particularly interested in Social Enterprise as this forms part of the Curriculum for Excellence.

Our tried and tested format of high-calibre speakers and workshops was used to great effect, with participants feeding back:

*“The smallest things can make a difference and there are some amazing and inspiring people in the world.”*

*“How social media can help promote your business and enhance your network connections.”*

*“By thinking globally and acting locally, we can help make a difference.”*



## Inspiring City Awards

In September 2014, Callum McLennan, Scott Taylor, Alan Summers, Willie Ferry and Derek Frizzle were announced as the Winners of the Education Category in People Make Glasgow – Inspiring City Awards.

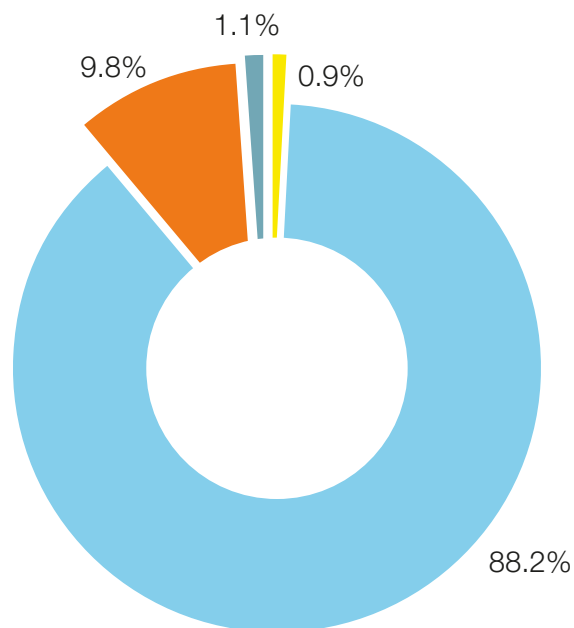
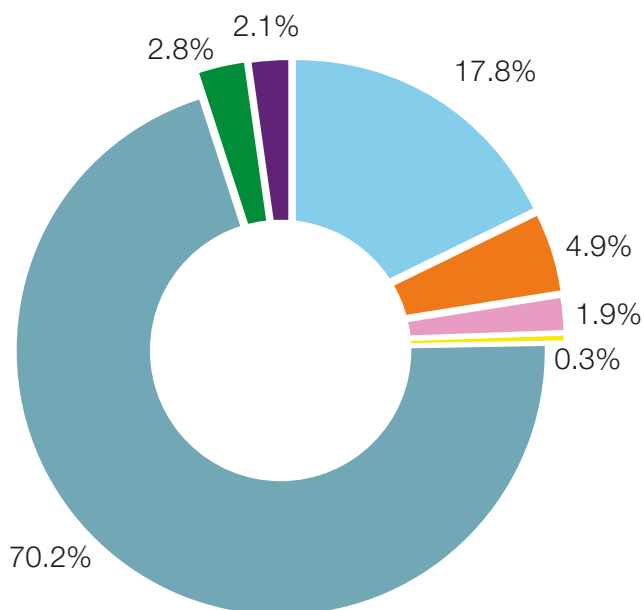
This group of Communication and Workers’ Union – Union Learning Reps (ULRs) provide workplace learning to approximately 600 members at the Glasgow Royal Mail Centre in Springburn. Due to shift patterns, members are generally denied the opportunity to access traditional learning as times are not suitable for shift workers. From their learning needs analysis, the ULRs saw that there was a high demand for everyday skills courses; however, the uptake was relatively low. To address this, 5 ULRs began studying for an SQA Professional Development Award (PDA) in Developing Literacies Learning Programmes for the Workplace offered by WEA Scotland. The PDA enables the ULRs to respond much more directly to the specific learning needs of their colleagues in reading, writing, numeracy and communication. The ULRs can now develop and deliver relevant learning programmes.

The group were nominated for the award by Scottish Union Learning.

## Adult Learners’ Achievement Award for Working Life 2015

WEA Students were winners of Edinburgh Adult Learners’ Achievement Award for Working Life 2015. Workers at NHS Lothian Stores staff at Astley Ainslie Hospital, were presented with certificates by Councillor Catherine Fullerton.

# Treasurer's Report



## Analysis of incoming resources 2014/2015

Scottish Government SFP	£290,000
LEA Revenue Grants	£79,340
LEA Teaching Grants	£30,927
European Grants	£4,828
Educational Projects	£1,144,040
Course Income	£46,368
Other Income	£33,311

**£1,628,814**

## Use of resources 2014/2015

Costs of Generating Funds	£17,065
Charitable Activities	£1,686,983
Support and Management Costs	£187,099
Governance Costs	£20,885

**£1,912,032**

**Good Return on Investment** – Every £1 of Scottish Government core investment was turned into £5.64 to deliver adult education across Scotland.

**Excellent Value** – The average cost of learning in 2014/15 was £16.95 per hour down from £21.42 in 2013/14 – Almost a 21% reduction in the hourly learning rate.

WEA Auditors: Crowe Clark Whitehill LLP, St Bride's House, London ECY 8EH

A full set of WEA Scotland audited accounts is available from WEA, 17 Gayfield Square, Edinburgh EH1 3NX. Tel: 0131 226 3456

A full set of the latest WEA company accounts is available from WEA, 4 Luke Street, London, EC2A 4XW. Tel: 0207 426 3450

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