**Trainee Trades Union Membership in Cumbria**

 **Cumbria**

*Why it matters*

*What trainees and new staff should do*

 **Cumbria**

All staff who work in schools in Cumbria are entitled to be members of Trades Unions. The NEU and NASUWT are the active, recognised unions for new teachers and trainees. Both Unions offer free membership for trainees and offers for the first year when you start working.

**Membership Benefits**

**Free membership** gives many benefits including being able to:

* Be part of a union dedicated to teachers and headteachers and education
* Access to national advicelines, dedicated Regional Support, including free employment law advisers and local officer support structures
* Access CPD, across a wide range of issues and educational areas including support for NQTs, supply teachers and equalities
* Be part of the collective voice of teachers lobbying and campaigning to protect and improve your professional status and working conditions
* Be eligible for a range of exclusive member benefits, including insurance offers, High Street discounts and legal support that puts money back in your pocket

Trainees generally get good support from their own providers (University, SCITT or School Direct).

However, Trades Unions can provide further opportunities for trainees and support in the rare cases where the providers are unable to defend their trainees. For example if a parent lodges a complaint or if you face a legal issue (which most training providers do not have support systems to help trainees with).

Many members see membership as a protection in case of a serious issue, rather like an insurance policy.

The unions provide much more than just emergency support. They act as the voice of the profession in negotiations with local authorities and the government. They represent teachers in pay negotiations, support the protection of all staff in Health and Safety, and support managing workload and wellbeing.

They try to make sure that teachers are treated properly and stand up for teachers when they are not.

Education is one of the most highly unionised professions. Almost all teachers are members.

**We strongly advise all trainees join at least one Union**

**You can be a member of more than one union and membership is free for trainees**

*Join*

To join go to:

neu.org.uk/why-join and / or nasuwt.org.uk/why-join