UNISON Early Years Strategy

EPSU Quality Employment in Early Years Seminar
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Background

• Public sector union
• 1.2 million members
• Around 40,000 members working in early years
• Mainly in the public sector
• Not teachers
Challenges to organising in early years

Challenges

• 85% of provision is private sector
• Spread across over 25,000 mainly small employers
• No national pay bargaining
• High staff turnover
• Limited history of trade unionism
• Specific difficulties organising nursery staff
Campaigning for Quality

Quality Matters

• A fully qualified workforce
• Clear career paths
• A right to CPD
• Pay that rewards better qualifications
• Better quality, lower cost training
• Better conditions of service
• A role for the public sector
Organising for quality employment in Scotland

• Government expanding early years
• Identified public sector as higher quality
• Committed to Living Wage by 2020
• Currently 50% pay gap between public and private sector
• UNISON Childcare Charter and impact research
• Organising members
Questions