

Christmas 2007 and New Year 2008: Issue 16

WEA Scotland comes top of the class

WEA Scotland received an outstanding inspection report from HM Inspectorate of Education in November. Ratings received in all nine categories were 'Excellent' or 'Very good':

Excellent

- ★ Impact on adults
- ★ Partnership working
- ★ Involvement of members
- ★ Impact on paid and voluntary staff

Very Good

- ★ Impact on local communities
- ★ Inclusion, equality and fairness
- ★ Operational planning
- ★ Financial management
- ★ Leadership

- See the full-page article on page six for further details on the inspection and the work of WEA Scotland
- The full inspection report can be downloaded from: www.hmie.gov.uk/documents/inspection/weacld.pdf
- The WEA in England will be inspected by Ofsted in March 2008 - see page three for further details



WEA classes in drama and oriental dance, run in partnership with a community centre in North London, held this Christmas spectacular which made the local newspaper headlines. The show brought all sections of the local community together in a celebration of culture. The courses, delivered in partnership with the Third Age Project in Euston, have been running successfully for six years; more of their work can be seen on WEA London Region's online gallery (www.online.wea.org.uk)

...contents

- 2 ● new WEA President
- 3 ● inspection in England
● active citizenship
- 4 ● WEA Enterprises
● Northumbria Holidays
- 5 ● Conference 2007
- 6 ● Scottish inspection
- 7 ● reshaping
● JobRotation award
● news in brief
- 8 ● leavers and joiners

Colin Barnes was elected as the WEA's new President at Conference in October. Here he outlines his qualifications for the role and the challenges ahead

The first job of a President of the WEA is to stop worrying and start enjoying the job; be open and honest; listen and start repeating oneself. So I would like to repeat large chunks of my speech at this year's Conference where I had the great honour of being elected President.

This is a very big job if you want to do it properly - so why do I think I can do it?

I have the necessary experience - I have been active at every level in the WEA since 1980 - and as a student before then - including a four-year stint as Vice President.

I have recently retired from being Chair of a Primary Care Trust (with a budget of £182m) and from a post as Chief Executive of a local Council for Voluntary Service. At present I'm a part time lecturer for the University of Hull and developing a Foundation Degree in Voluntary Sector Studies. I have to keep up to date with both the charitable and education worlds.

I am totally committed to the WEA and I have been asked to stand for the presidency before now but I had to recognise that I didn't have the time. I do now have a lot of time for the WEA as well as the interest and I want to do this work and be as effective a President as I can.

The WEA is a local organisation that works nationally, or a national organisation that works locally depending on your perspective, with its key building blocks at regional level, with the local class and, hopefully, the local branch making real differences in people's lives. Our work is transformational and any vision we hold must include that, as well as commitment to quality. If we do we can pull our weight locally, regionally, nationally, internationally - we must look outwards and speak out.

Our approach has to be long term - strategic. Not only must we think about next year, we must consider where we want to be in 5 years time - what kind of Association do we want, who will help us achieve that and what is the policy and funding context we work within.

There is plenty of work to do as we raise our profile, look outwards, become truly open and talk to each other using all the tools of communication that technology and our own expertise gives us. We must recognise that we don't solve problems by ignoring them or fighting against change - we acknowledge problems and manage change together. The reshaping project will touch every part of the Association and everybody within it will play a role in ensuring that the changes benefit all who use our services.

What do we need to do to achieve this? First of all, by listening to all views, both inside and outside the WEA, we will re-examine and re-define our historic mission as part of a movement that people want to join and enjoy being part of. A movement, which will make impacts on their own lives, their families' lives, their localities, their country and their world. We aim to raise aspirations, plan and celebrate our values. We must be part of one Association held together by clarity of an overall vision, welcoming discussion (and disagreement on the way to the decisions that we make and abide by) and encouraging mutual respect between the different levels in the organisation, between staff and volunteers and constantly looking outwards.

It is often said that a journey of a thousand miles starts with a single step. Well, we're well on our way after 104 years and we will take the next steps of the journey together and confirm that the WEA is an influential, effective, well run, outward looking organisation.



Happy Christmas and a peaceful New Year



In early December, this group of forty WEA politics students travelled from Sheffield to the Houses of Parliament to offer their views and experiences of being 'active citizens' to MPs and government ministers.

The students have all attended courses running as part of the WEA's Active Citizenship project, which is funded by the Northern College Academy for Community Leadership (AfCL). Each of the students is personally involved in community initiatives and projects, hoping to 'make a difference' in their locales.

Jol Miskin, WEA Tutor Organiser and Regional Education Manager for Sheffield (on the right of the photo), shepherded the group across London's tube network; no mean feat as many had not previously visited London. The students' first impression of the city was not entirely positive - on arrival at Westminster station they found the charge to use the public toilets to be fifty pence!

The day improved with a guided tour of Parliament after which the group met ministers and MPs at an event to launch a new publication, 'The Active Citizen'. The booklet is written by students on the WEA's 'Politics and Public

Life' course and describes their experiences of campaigning for change in their local communities. It has been produced with the help of course tutor and former MP for Sheffield Hillsborough, Helen Jackson (centre front of the photo).

Ann Walker, Yorkshire and Humber Regional Director, gave an address on behalf of the WEA. She told listeners that the WEA has figured in the lives of many of today's senior public figures, including Gordon Brown. She stated that the next generation of 'WEA cabinet ministers' could come from courses such as Politics and Public Life, if government funding priorities allowed courses of its kind to continue. Her message about 'Skills for Collective Life' was endorsed by David Blunkett, who spoke warmly in support of the WEA and agreed that more long-term funding for citizenship education would help meet the government's own community engagement aims.

'The Active Citizen' is available from the WEA website at: <http://www.wea.org.uk/pdf/Active%20Citizen%20booklet.pdf> or in hard copy from Robbie Noble (rnoble@wea.org.uk) of WEA Yorkshire and Humber Region.



Adult Learners' Week 2008 will take place from 17 to 23 May. Education providers across the country join in the campaign, offering celebrations, events and taster courses both for those already familiar with adult education and to encourage others to give it a go.

Nominations for Adult Learners' Week Awards are now being accepted in the following categories: Individuals, Groups, Families and Projects. In recent years, we have been proud to see WEA learners and projects recognised in the awards and we hope that 2008 will be no different. Nomination forms and further information are online at: <http://www.niace.org.uk/ALW/nominations/default.htm>

Inspection dates confirmed

The WEA has received confirmation that its Ofsted inspection of provision across England will take place in the week beginning 10 March.

Many readers will remember the Adult Learning Inspectorate (ALI) inspection of 2004, which involved over 600 'inspector days'. The 2008 inspection will be smaller, at around 70-80 'inspector days'. Ofsted's lead inspector for the visits will be Richard Moore, who has an adult and community learning background and intends to use inspectors with such a background whenever possible.

Trustees approved the WEA's Consolidated Self-Assessment Report in December; in this report the WEA graded itself overall as a 'good' (grade 2) provider - with six out of the nine specific curriculum areas being graded as 'good' and the other

three as 'satisfactory'. This shows the progress the Association feels it has made since the December 2005 re-inspection by ALI, which gave an overall 'satisfactory' grade. Director of



Education, Quality and Strategy Peter Templeton says, "I am confident that our assessment of our provision is accurate and that the WEA is a good provider. Of

course, what inspectors see in classes in March will be key to getting this judgement confirmed (or bettered!)"

Regions will be contacting tutors and volunteers with further details when we know more from the Inspection team.

Peter has established an online 'blog' for updates and discussion on educational issues within the WEA. This is located online at: <http://weaeducation.typepad.co.uk>



Bob Tarbuck, CEO of WEA Enterprises, rounds up recent developments and ways that you can help

Since the last newsletter we have made good progress. Using suggestions from Conference and from phone calls and emails to me, we have a series of affiliate links on our Enterprises website - hopefully you've seen these or the Amazon link on the WEA website. These links allow us to shop online whilst generating vital income for the WEA. Oh

yes, we also get special offers that last a day or two, typically giving a code to enter when buying on-line that gives the shopper a discount. Most of these links have an educational flavour. If you can think of other companies you would like me to seek links with, do please let me know. Here's a quick list of those we have set-up so far:

Penguin Books
Dorling Kindersley
Amazon
Waterstones

Books Direct
Alibris
Computerbooks
Browseforbooks

John Lewis
Co-op Electrical
Waitrose Entertaining

The current Enterprises website is a basic one that I put up to get us on the web. We are now starting to develop a new trading web site - one that will show Enterprises as being the trading arm of a leading UK charity. If anyone has any favourite websites they like the look of, please let me know.

We will soon be selling products on our website and planning a Christmas catalogue for 12 months hence. If anyone has any ideas about what they wish us to sell, please let me know. The ideas from Conference were excellent. More ideas are always welcome.

Don't forget, we can now recycle some of our ink cartridges, our laser cartridges and our mobile phones, whilst raising a few bob for the WEA.

I hope you all have a great time over the festive period.



I am hoping that someone will soon sell the first item on Ebay whilst providing some or all of the income to the WEA as a donation. It's all set up and ready to go - it just needs someone to be the first. The website has details on it about how it works. I wonder if it may be a place to raise money whilst selling unwanted Christmas presents? Did you know you can donate between 10% and 100% of the sale price to the WEA?



I have been asked on many occasions what it takes to be creative or innovative. It's actually easy: whenever you face one of those daily challenges, and you think "wouldn't it be good if...", you have probably thought of a real solution to a real problem. That is how many innovative businesses succeed - solving real problems. Don't forget to get your ideas to me - the variety of ideas to date is impressive, please keep them coming.

WEA Enterprises is a company set up to generate funds for the WEA. To contact Bob Tarbuck see the Enterprises website at <http://www.weaenterprises.co.uk/> or phone 0845 2179 007

WEA Northumbria Holidays

Following the success of their initial Hadrian's Wall study tour in September, WEA Northumbria Holidays have organised their next event - a residential creative writing event, which invites attendees to "relax, explore the inspiring landscape of Northumbria and work with creative writing experts to set free the writer within you." The trip will take place from January 24 to 28 at the Blue Bell Hotel in Belford, and will include workshops from the Tyndale Writers' Group. The hotel is famous for its food, and other attractions include a Burns Supper evening, a chance to meet successful author and former WEA student Robert Douglas, a trip to world-famous Barter Books in Alnwick and a visit to the birthplace of the Lindisfarne Gospels. The four-night tour is priced at £465 half-board.

Eight further events are planned during 2008 on the following subjects: **Savage Borders** [the Border Reivers]; **Life on the Wall** [Hadrian's Wall]; the **Christian Heritage of North Northumbria**; **Gardens of East Northumbria**; **Gardens of West Northumbria**; **A Christian History of Durham**; **When Coal was King!**; **Pan Haggerty and Mead - A Taste of Northumbria**.

For further details or to book the January trip, or for a full listing of the other events during the year, contact Gloria Finnigan at the WEA North East office (9am to 4pm Monday to Friday) on 0191 212 6100. Email: gfinnigan@wea.org.uk

The Public Value of Adult Education

The joint WEA / National Institute of Adult Continuing Education (NIACE) conference on 26 October in Coventry led to a stimulating debate about the public value of adult learning. It gave the 210 participants on the day, drawn from across the adult learning sector as well as from the WEA, the chance to find out more about twelve case studies, each demonstrating the value of particular examples of adult education provision - six from the WEA and six from other UK providers.

Readers of WEA News will already be aware that adult learning is a good thing, but conference delegates heard that in today's funding environment learners' stories must be used along with statistics to provide compelling evidence of the impact that involvement of adult education has on their lives and those of their families. Research conducted by the Wider Benefits of Learning Research Centre, whose Director, Dr Leon Feinstein, made a well-received keynote speech at the conference, has confirmed that learning touches people in many ways: it has quantifiable health benefits, can help steer people away from crime, and encourages them to play a more active part in their community.

The twelve case study documents (pictured at right) are available at: <http://www.wea.org.uk/conference2007>



"Participants at the conference came from all aspects of adult learning. As a branch member, I was surprised by the breadth of adult learning covered."

"[The joint event with NIACE] demonstrated the increased respect and importance the WEA commands within the adult education sector - [it was] very encouraging to be leading a conference with such well known members of the sector."

"The speech given by Dr Leon Feinstein was very interesting and will give us a lot to take away and think about."

"[The most useful aspect of conference was] seeing that the WEA was considered important again in the eyes of other adult learning agencies and that [General Secretary] Richard Bolsin was clearly at the helm."

All comments from post-conference evaluation forms



Conference Delegates casting their vote for a motion



Richard Crisp, a voluntary member from South West Region, gives his verdict on Conference

I enjoy Association Conferences, and 2007's in Coventry, adjacent to the stunning cathedral, was surely one of the better ones.

Granted, Branch support was thin again with only 41 represented. Surely if some Branches cannot afford to attend, regional funds should be set aside? Come on Regional Committees, insist - or is it that few want to go anyway? Shame! There were 86 voting delegates this time.

Friday's agenda, held jointly with NIACE, presented evidence and allowed discussion of the wider benefits of course attendance for the learner. This topic now has a buzzword: Public Value - don't groan, this one helps our cause. Attendees also participated in one of twelve workshops, half of which were WEA projects. The consensus was that it was a most interesting day, and that was before Lady Godiva entertained us during dinner.

On Saturday we elected our new President Colin Barnes and Deputy President Lynne Smith, voted on fifteen Motions, heard reports of action since last Conference and of Annual Accounts, watched a video presentation by WEA's Chair of Trustees Professor Richard Taylor and heard the General Secretary give his Report.

Why hold a Conference at all you may ask? After all,

reports can be written and disseminated, whilst specific proposals for change can be routed to the Association Committee via the democratic process. The essential reason is surely the same as that which applies to a good WEA course: an intellectual and social interaction of people considering ideas and events to form opinions and conclusions. Thus the reasons that I enjoy Conferences are to socialise with a wider circle of WEA people, to discuss different ideas and to vote on proposals. Some socialised until 4am, but none were the worse for wear at the 8am breakfast!

Conference resolved to campaign on public value topics, to encourage the revitalisation of volunteering and Branches and where appropriate to develop other voluntary WEA structures at branch level regionally. First steps on the road to a desirable membership scheme were agreed to, as were the development of WEA Enterprises; sustainability; less bureaucracy; operation outside the Learning and Skills Council contract; campaigning and promoting the Association with the public, and engaging with social enterprise and global citizenship thinking.

A start was made this time in informing members as to the whys and wherefores of putting Motions to Conference and I hope that this will continue so as to encourage more Branch members to take part in future Conferences.

Off to a flying start

Inspectors were highly impressed by WEA Scotland, as Kay Smith reports

WEA Scotland has received a glowing evaluation from HM Inspectorate of Education (HMIE). Awarding "very good" to "excellent" ratings in all nine of its quality indicators, the inspectors praised the organisation for its "high-quality innovative learning programmes for adult learners".

WEA Scotland has 14,000 enrolments on courses in more than 200 locations. According to the report, it has shown what "a positive difference sustained educational investment, underpinned by a strong and purposeful ethos, can make to the lives of disadvantaged individuals and communities".

In a fulsome commendation of the organisation, which has been active in Scotland for 102 years, the HMIE report continued: "WEA Scotland was developing and delivering work that no other...organisation was providing and...was a sector leader in terms of its practice and range of partnerships

"The enthusiasm and commitment of WEA staff and members at all levels was a testimony to strong and effective leadership and strategic development of resources."

Four "excellent" scores, indicating outstanding or sector-leading standards, were awarded for the organisation's impact on adults, paid and voluntary staff, involvement of members and partnership working.

WEA Scotland's turnover in 2005-06 was £2.7 million, and its funds come from the Scottish Government, the enterprise companies, the European Union, local authorities and a range of trusts and foundations.

Joyce Connon, the Association's Scottish Secretary, lost no time in urging funders to give more generously in light of the inspectors' judgements. "We hope HMIE's positive recognition will encourage funding bodies to continue their support and enable us to extend our work throughout Scotland," she said.

The inspectorate noted, however, that the organisation was "highly effective" at prising cash from external sources for specific projects. Other key strengths were its commitment to quality, staff and members, who were "passionate about learning", and high-quality learning materials.

One improvement urged in the report was for WEA Scotland to raise its profile with young people, working through national bodies such as YouthLink Scotland and the Scottish Youth Parliament.

Ms Connon agreed: "We need to lower the age profile of our volunteers. At the same time, young people who are involved in citizenship activities through organisations like YouthLink would benefit from having another organisation they could progress on to as they get older.

"Through their WEA Scotland branch, they can be volunteer members, helping shape policy and organising events."

JobRotation was one of a number of programmes singled out as examples of good practice. It is based on a Danish initiative where unemployed people are trained to take over from permanent workers who, in turn, are released by their employers for further training.

It was a model, the inspectors said, that successfully

addressed three needs in the Scottish economy - the development of small and medium-sized companies, ongoing development of the workforce and breaking the cycle of long-term unemployment.

The programme currently runs in ten local authority areas. Throughout the three Ayrshire councils, for example, it has involved 200 unemployed people who have enabled 800 workers to be released by their employers for continuing professional development since January 2006.

Work placements are generally for a 26-week period, preceded by a preparatory six weeks of training provided in community venues; work shadowing is built in, along with personal development activities.

Judith Thomas, the Association's Strathclyde South area tutor organiser, said: "We don't just provide set menus - trainees are given individually-tailored packages of employment skills."

Nine out of every ten of the unemployed Ayrshire trainees have found jobs after their placements in the past year. "This level of success is unprecedented among employability schemes," said Ms Thomas.

Another successful activity, the HMIE found, was training in adult basic literacies. Often delivered in the workplace through adult learning partnerships, it currently operates in ten local authorities. Workplace literacy tutors raise awareness with both employers and employees, encouraging individuals to come forward for confidential counselling.

Elizabeth Bryan, the Association's area tutor organiser for Edinburgh, Lothians and Falkirk, said: "We don't adopt a carrot-and-stick model, which could de-motivate learners and drive them underground. Instead, we normalise literacies training as part of continuing professional development."

Praise was also given for courses, devised and written by WEA Scotland, in parenting and child-rearing in the home and community, which have been accredited by the Scottish Qualifications Authority.

The HMIE report noted: "The programme provides formal recognition of the vital role parents and carers play as the most influential educators in the early years."

The courses - taught through four Intermediate 1 units - were originally piloted with a group of vulnerable parents at Peterhead Maternity Hospital and are now taught by the WEA in Aberdeen.

Alison Morrison, WEA tutor organiser for north-east Scotland, said: "There are a number of parenting skills courses in the community, but they do not lead to anything. Through this programme, parents and carers can go on to crèche work or to study developmental psychology.

The HMIE particularly noted the requirement to keep a diary as a way to "capture learning".

Ms Morrison said: "An important aspect of the learning is using the natural environment of the home to teach young children. The diary helps ensure that this happens.

"The units could be run in schools. There are a lot of girls in third and fourth year who think that having a baby will bring an end to their problems - when, in fact, it is just the beginning. They quickly get isolated and they have no idea how to meet their baby's needs."



WEA Yorkshire and Humber Regional Director Ann Walker is pictured receiving her prize as a runner up in the **Guardian Ashridge Public Leadership Challenge essay competition** from Ashridge Director Mark Pegg. Although she entered the competition in a personal capacity, Ann took the opportunity to get some WEA messages across concerning the value of political and citizenship education.

The judging panel from Ashridge Public Leadership Centre chose Ann's essay as one of four runners up from a field which included entrants from across the globe. All had to respond to the same essay title: "How are relationships between citizens, politicians and public servants changing? What new skills and qualities do these changes demand of leaders in the public sector?" The judges were interested in Ann's ideas around the notion of citizen journalists and how this could offer a model for the rejuvenation of democratic participation, and they encouraged her to develop these further. They also felt the essay made interesting points on the boundary between political and executive leadership and implications for contrasting and complementary leadership skillsets.

Interested WEA News readers can obtain a free electronic copy of the essay by emailing news@wea.org.uk.

JobRotation Training Award

East Ayrshire JobRotation, in partnership with Newmilns Snow & Sports Complex, were delighted to be announced as a winner at the Scottish Training Awards ceremony in November (pictured).



The WEA project assists employers to develop their businesses through training their existing employees and tackles local unemployment by providing additional job placements for unemployed East Ayrshire residents. The work was described at the ceremony as an outstanding example of excellence in training.

Further detail on JobRotation can be found in the article opposite, while the specific work with Newmilns Snow and Sports complex was covered in a little more detail on page seven of the previous WEA News (issue 15).

WEA Reshaping

WEA Trustees approved a report on the reshaping project from General Secretary Richard Bolsin on 5 December. The paper sets out a three-phased approach to the reshaping of the WEA's staffing structure over the next three years.

Phase one of the project will consist of a realignment of second-tier (Director-level) roles and responsibilities. A key aspect of this will be the appointment of three Association Strategic Directors. This is intended to focus on the prime purpose of the WEA: the delivery of high quality teaching and learning locally. The paper approved by Trustees proposes that this phase be completed by the end of March 2008.

Phase two will address posts and structures needed at the third tier of the organisation, especially those reporting to the Association Strategic Directors.

Phase three will be planned and implemented following a review to be undertaken by the end of December 2008 of the implementation of the first two phases.

The WEA intends all involved parties to be enabled to respond and contribute to the reshaping process. Staff and others with a FirstClass email account will be able to find the latest information on reshaping, including responses to the proposals from staff and volunteers, in the 'WEA Re-Shaping Project' folder on their FirstClass desktop. Others within the WEA who would like a copy of the report to Trustees on 5 December should request one from national@wea.org.uk

West Midlands office move

The main regional office moved in November. The new address, phone and fax numbers are below:

WEA West Midlands Region
4th floor, Lancaster House
67 Newhall Street
Birmingham
B3 1NQ

Telephone: 0121 237 8120

Fax: 0121 237 8121

Email: westmidlands@wea.org.uk

WEA Learner on National Panel



Kevin Wood, a committee member of WEA Banstead and Reigate Branch, has been selected as a member of the National Learner Panel for 2007/2008. As one of the 18 successful applicants from across England, Kevin will have the opportunity to work alongside Government ministers and other key further education policymakers over the course of the year.

In addition to his committee role, former head teacher Kevin is also a current WEA learner on a creative writing course taught by tutor Stella Stocker.

The panel has been established by the Department for Innovation, Universities and Skills (DIUS); it aims to ensure that the learner perspective is included in the policy-making process.



Arrivals, departures and exchanges



The election of Colin Barnes as the new WEA President at the WEA Conference 2007 also marked the end of **David Lanch's** term of office as President, a position he had filled since 2001. Prior to that David had been the Association's Treasurer, so his early experiences of holding Association office were at best mixed, beginning with the notorious fraud case. This was soon followed by retirements in quick succession of the General Secretary and his Deputy, LSC intervention, the appointment of an interim Chief Executive and the depressing outcome of the 2004 inspection. It therefore says a great deal for David's inner strength that he not only survived those dark days, but also presided more recently over the renaissance of the WEA, initially through incorporation, restructuring and financial recovery, latterly through successful further inspections and restored public image and reputation.

To mark his period of office, David was presented with a plaque commemorating his service as WEA President at a lunch on 19 December attended by WEA Officers, Directors, Trustees and Association Committee members. You can't keep a good WEA person down and David will not be lost to the WEA - he has taken up the position of Treasurer of London Region.



Eddie Conway stepped down from his role as one of the two Deputy Presidents of the WEA at Conference, and has been replaced by **Lynne Smith**, who won an election to take the post. Prior to taking the role in 2005, Eddie was a leading member of the National Executive Committee and the North West District and Regional Committees. He has held the portfolio for human resources and been involved in many other areas of the WEA including international development. Eddie has been an active voluntary member and Trustee over the last 20 years, and the WEA lost some of its cheerfulness and good humour, as well as a lot of its knowledge, upon Eddie's retirement from the Deputy Presidency. Eddie plans to continue to serve in a voluntary capacity within the North West Region.

Eastern Region



Mary Nugent stood down from the Regional Committee after thirteen years' service at the Eastern Regional AGM. Mary is pictured (right) receiving a basket of patio roses presented to her by regional Vice Chair Sheila Bond, and has been made an honorary member of the region. Since her election to the Regional Executive Committee in 1995, Mary has served on both the Finance & General Purpose and Appointments Committees, in addition to three years as Regional Vice Chair. Having attended her first WEA course in 1948, Mary continues to serve at federation and branch levels.

East Midlands Region

The region has welcomed **Helen Salisbury**, who took up post as Organiser for Leicestershire at the beginning of September, and **David Thorneloe** who has recently taken up post as cleaner at 101 Hinckley Road.

Our best wishes to **Ros Forsey** who left on 1 November to take up a new post with another organisation and to **Rasheeqa Ahmed** who was employed in the regional office during the roll out of WEAMiS to local offices.

North West Region

Tim Stone and **Trish Banks**, both Learning Managers in the Merseyside team, have left the WEA.

South West Region

Liz Merry, Organiser for Bournemouth, Poole and Dorset, has left the WEA after 15 years. Liz, who also oversaw the residential course programme, will continue to tutor for the WEA. It's also farewell after six years to **Debbie Hill**, 0.4 FTE Gloucester Organiser.

Welcome to **Lynne Mason**, the new 0.6 FTE Organiser for Bournemouth, Poole and Dorset. Lynne previously worked for the Dorset Adult Education Services as a deputy Programme Manager.

Congratulations to **Naomi Bath**, Course Programme Worker based in Bristol, who has delivered a healthy baby girl named Emmanuelle Claire, weighing in at 10lb 3.5oz.

West Midlands Region

Jackie Moulsher, Regional Strategy Manager and Programme Area Manager for Coventry & Warwickshire, has left the organisation to pursue a career elsewhere in the education sector. **Inge Riley-Cuperus**, Marketing and HR Officer, has also left her post but will still maintain the regional website.

Yorkshire and Humber Region

Members will be very sad to learn of the death of **Derek Holland**. Derek was a long standing member of the WEA, Chair of Doncaster Branch for many years and up until his retirement five years ago Tutor Organiser for Doncaster. Derek was well known to members at Conference and will be sadly missed.

Katie Fearn (also known as Cath) has also sadly died. She was a stalwart member of the Rotherham Branch for many years and a former member of the Yorkshire and Humber Regional Committee as well as the Yorkshire South District Committee. As a hard working volunteer, she was a familiar figure at the Rotherham Learning Centre and also an active student with an interest in creative writing.

Our thoughts are with her family and her friends, especially those at Rotherham Learning Centre, at this sad time.

Vanessa Powell Hoyland has left Yorkshire and Humber team for a full time job as a health worker for the PCT in Doncaster. Vanessa worked closely with learners and was very popular with staff and partner organisations; she will be greatly missed.

Corporate Services

Angela Clark, who retired in November, was Conference Secretary and Personal Assistant to WEA General Secretaries for very nearly 25 years.



General Secretary Richard Bolsin says, "Angela provides one of the definitive WEA corporate histories of the last quarter of a century, and for everyone who has ever met her, is simply unforgettable and irreplaceable. She is undoubtedly part of WEA folklore. I dread preparing for the next round of Committee meetings without Angela overseeing the process, and I'm still not sure how we'll manage the next WEA Conference in 2009 without her. We offer her every best wish on her retirement, in the knowledge that her mark on the WEA is indelibly inscribed."