

# UNITE EDUCATION REPORT



## COURT OF APPEAL

JIM MOWATT, Unite the union, Director of Education  
December 2021

Dear Colleague

December 2021

Unite's Education Department runs through our whole union like the veins in a body – through every nook and cranny of our Islands. And our perennial ambition is to be as the Victorian poet Robert Browning enthused that, to paraphrase, - “our grasp should exceed our reach”.

And it is to realise that we determinedly review, refresh and rewrite all our shop stewards' and workplace representatives' education courses.

This Quarterly Education Report consists of my introductory letter, my verbal report to our December 2021 Executive Council. Additionally, my written report is deliberately truncated as it is impossible to report on everything which we do and produce (this portion of the report is 23 pages long including the front cover). So hence the summaries from Equalities Learn with Unite, Political Education and the whole gamut of our National Skills Development activity are clearly 'linked' to fuller reports in Appendices (Appendices for the Education Department Report December 2021 under the website address <https://www.learnwithunite.org/national-education/> ). Please be mindful that the appendices are 44 pages long.

Hopefully that mechanism allows you to follow up on issues which are relevant to you and your members.

For details of the Regional Education Reports submitted by Education Organisers see Appendix 4 in the Appendices for the Education Department Report December 2021 <https://www.learnwithunite.org/national-education/>

I've also attached the formal minutes of the Education Sub-Committee of the Executive Council which was held on 4<sup>th</sup> November 2021.

Additionally, I've added the covers of a few of our Unite Publications which were issued recently:

- Unite Environment Quarterly Issue 4.<sup>1</sup>

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<sup>1</sup> <https://www.learnwithunite.org/environment/unite-environment-quarterly/>

- Learn with Unite <sup>2</sup>
  - Building the future in the workplace **and**
  - Building the future in the community
- Harmful Gambling Workplace Charter <sup>3</sup>
- Mental Health At Work – whose business is it anyway? <sup>4</sup>

This is the 'Unite reps guide to facilitating and leading the agenda for mentally healthy workplaces', and is the follow up to our very successful 'Mental Health Guide for Unite Reps and Negotiators – Preventing stress and promoting GOOD Mental Health at Work'.

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All these publications can be downloaded from our website (see below for web addresses).

The front cover features the most resilient and effective trade unionists with whom I have ever campaigned 'The Shrewsbury 24 Pickets'. Photographed outside the Royal Court of Justice'.

Mark Turnbull, Terry Renshaw, Harry Chadwick, Eileen Turnbull, John and Rita McKinsie Jones and their solicitor from Bindmans L.L.P. Jamie Potter, celebrated this historic victory. The campaign which took 47 years to get justice for the building worker pickets – all of whom had their criminal convictions SQUASHED. Six of the pickets were sent to prison for periods ranging from six months up to three years in the case of Des Warren, the leading picket.

Their campaign secretary and researcher Eileen Turnbull, never gave up. She and the team are truly inspirational.

Please digest, share and enjoy this report.

In solidarity

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<sup>2</sup> <https://www.learnwithunite.org/assets/Uploads/Exec-booklet-revised-with-contacts.pdf>

<sup>3</sup> <https://www.unitetheunion.org/media/2514/unite-gambling-in-the-workplace-charter.pdf>

<sup>4</sup> <https://www.learnwithunite.org/assets/Uploads/9537-HEALTH-SAFETY-FOR-EDUCATION-FV.pdf>

<sup>5</sup> <https://www.learnwithunite.org/assets/Uploads/Unite-Mental-Health-Guide-for-reps-and-negotiators.pdf>

**JIM MOWATT**  
**Director of Education**



## **Verbal Report**

**By Jim Mowatt, Unite the Union, Director of Education**

**Report to Unite Executive Council Meeting 7<sup>th</sup> December 2021**

I think that it is dead snidey, that some commentators suggest that the collective noun for trade unionists is a “bleat” of trade unionists.

I’ve always resented THAT sarcastic characterisation of us. So here is my collective noun for trade unionists. A “Resilience” of trade unionists.

Witnessing the unalloyed success of the “Justice for the 24 Shrewsbury Pickets” Campaign was very emotional for me: although I was only involved in a minor fashion, that involvement has spanned my whole adult life.

The ‘Shrewsbury 24’ Campaign took 47 years to achieve its goal!

Led by Eileen Turnbull, Harry Chadwick, Terry Renshaw and Mark Turnbull (and many others) this is a testament to the pursuit of justice, and to resilience.

And here is even more encouraging feature.

That Shrewsbury 24 Campaign is NOT SINGULAR. The successful Hillsborough Campaign took decades, too. As we acknowledge through Sheila Coleman, who (among her many attributes) is resilience personified.

And we shall have to maintain our momentum for our ‘Orgreave Truth and Justice Campaign’; driven by Joe Rollins and Chris Pease to be successful. No matter how long it takes.

Very topically – The Environment.

In the aftermath of the UNITED NATIONS CONFERENCE ON CLIMATE CHANGE – COP26 in Glasgow, the members of the Unite Environment Taskforce are still digesting the outcomes (or the lack of outcomes) of COP26. We are determined to maintain the momentum on our priority of ‘Just Transition’ – an issue which was virtually invisible at COP26.

“Just Transition” will be the centre-spread of our next issue of the Unite Environment Quarterly, and in the forthcoming Environment Conference, TOO.

There, our focus is on the Workplace and what's actually happening with our shop stewards and reps. We have got to get the consequences of decarbonisation into ALL our negotiating agendas with 'Just Transition' at our core.

There are collective bargaining environmental issues for every recognised Unite workplace.

In education, we are equipping our stewards and reps with the tools to raise issues on heating, travel, ventilation, P.P.E., well-being etc. And that's in addition to their job-related issues. And when these issues are raised, our stewards have been briefed in our education courses to professionally debate, negotiate and win these issues for our members.

That's why we have, and are, designing bespoke courses, and mounting those courses at times that are convenient to our stewards.

Under the rubric of 'Winning in the Workplace', our rewritten and refreshed shop stewards' and workplace representatives' education courses have resilience woven into them. For reps, to effectively represent members', require skills, attributes and values. These can be developed and honed through learning, practice and experience. Our courses are designed by qualified Unite tutors and delivered by them to do exactly that. Make our stewards and reps more effective in the workplace. We've dovetailed the creation of the refreshed courses into the new tranche of reps coming through the union's elections in Spring.

No one can predict the future of this pandemic. But we work in education to ensure that we provide what our members require in or out of the classroom. Though hopefully we will be back in the classroom, face to face, as soon as possible.

Permit me to finish on a few quick points: all covered in my written report and minutes:

- The Learn with UNITE team are delivering for our members and supporting them and their officials through difficult times such as redundancy.
- The National Education Centre in Birmingham just needs the finishing touches to make it a world class facility.
- All we do, in Education is simply about effectively putting our Unite policies into action -- developing our members and their stewards to "Win in the Workplace".

## 1. INTRODUCTION

It's our admission of inadequacy to even attempt to defend the 'status quo'. The world of work, for which trade unions exist, has changed dramatically in my generation.

The contours of employment have shifted seismically; and so have trade unions. Our scope, our size, our membership – even our names!

I joined the Transport and General Workers Union in the 1960's, worked in a factory with 13,000 other workers. 100% unionised. My mum was in APEX, my dad in the AEU and my brother was in the Boilermakers' Society. All have morphed into bigger organisations, though with similar memberships!

Thankfully a few big changes for the better. The role of women has been transformed – albeit glacially over 50 years. But today Christina McAnea is General Secretary of UNISON. And our own Frances O'Grady, General Secretary at the TUC, Roz Foyer at the Scottish TUC, and Sue Longley at the Foodworkers International in Geneva, and of course Sharon Graham has this quarter been elected General Secretary of UNITE! All T&G women.

In stark contrast to this dilatory development for women in the Trade Union and Labour Movement has been the extensive evaporation of the age barrier for electoral high office. Biden, Trump, Clinton, Saunders and of course Jeremy Corbyn. All contestants; all septuagenarians!!

Both big changes: thankfully.

So, too, in trade union education. It's unrecognisable since I was on the STUC course in Maryhill Trade Union Centre Club on a Saturday morning. Even since the creation of Unite 13 years ago, there have been gargantuan changes. Again unrecognisable in a generation. Unite Education is palpably different from that of Amicus and the T&G. Today, the laser focus is on the student – whether she or he is a shop steward, safety rep, an equality rep, learning rep or a green environment rep or branch official.

Moreover, our offer, via 'Learn with Unite' to hundreds of thousands of our individual members has been revolutionised.

Our materials, resources and facilities have improved unrecognisably. Our tutors are no longer university academics or W.E.A. tutors or college lecturers but actual Unite reps off the shop floor – forensically identified and selected trained, and examined to gain a teacher training qualification. Our tutors, with the education team, design and deliver what our shop stewards and reps NEED. That has been an effective revolution to ensure our union will (and has to) to develop in order to create the Reps required to achieve our ambitions.

The Collective is the essence of trade unionism and in Education we unfailingly adopt a collective approach to all aspects of our work.

The Unite Education Principles reinforce our practice. Distilled from a dialogue during an away day at our Birmingham Complex, these principles guide our everyday activities are platformed on the Olympian premiss that we can always improve in our performance.

## 2. EDUCATION PRINCIPLES

- Unite education exists to meet the needs of the whole union.
- We provide our shop stewards, workplace representatives and activists with the tools to deliver for our members at the workplace.
- Our delivery model is both flexible and inclusive from bite-sized to ten day courses, and via face to face, virtual and blended learning.
- Courses are tutored by experienced Unite stewards, all of whom are fully trained and accredited by Unite.
- All course content is designed, developed and delivered by Unite tutors who, by working with College Partnerships saves Unite £10 million per year.
- Using industrial, equalities and political economy strands our courses focus on organising, campaigning and activism.
- We continue to build workplace, combine and sector power.
- Based on collective bargaining, our courses always include equality bargaining, mental health and the environment.
- Our education offer has the ability and capacity to adapt as the world of work changes.



### **3. STRUCTURE OF REPORT**

Following on from a series of very brief reports of some of the activities on which the Education Department is involved, I have fashioned the more detailed reports into easily identifiable LINKS that you can see in detail noting the education involvement in your own sectors, regions and countries: please follow these up with your Learn with Unite (LwU) team members and your Regional Education Organisers. [Appendix 1](#)

### **4. NATIONAL EDUCATION CENTRE BIRMINGHAM**

Such are the vicissitudes of life that events have conspired against the union being able to complete the fashioning and furnishing of the National Education Centre on our Birmingham Complex.

The tragic and sudden death of Ed Sabisky, our Financial Director, created a vacuum in decision making which has not, as yet, been adequately filled. Whilst our two designated tutorial suites have been created:-

- Sean McGovern Suite
- Jesse Eden Suite

Both still have to be complete and properly equipped. So too for the Education Ed/Ex Advanced Education Suite, which although all the modern 'State of the art' technology and pedagogical equipment has been delivered and installed, some final kitting-out has to be undertaken before it can function commercially.

Our deadline is now Easter 2022.

### **5. UNITE LIBRARY & MUSEUM**

Rich in history and steeped in great traditions, decisions have to be made on the issue of an Unite Library, an Unite Museum and or an Exhibition Centre.

In addition to the books and artefacts previously harboured in our Esher Place facility, in Central, Regional and District offices, we have the Ex-General International Food-Workers based in Geneva generous gift of over 15,000 books securely stored in our Maidstone office. Those books need to be catalogued and then found a proper home. That also applies to our banners, plaques and various other (expensive) artefacts from Esher Place and elsewhere. These items tell a great story – our story going back over the two hundred years!

Either (or both) our Birmingham Complex and Holborn (Diskus Centre?) would be ideal. Certainly now that we are formally established as 'Unite the union' we ought to be singing and exhorting our praises.

### **6. UNITE ENVIRONMENT TASKFORCE (UET)**

Meeting fortnightly and producing quality quarterly magazines (the latter Issue number 4 can be read through this link: <https://www.learnwithunite.org/environment/unite-environment-quarterly/>) the UET is focusing on what the union and the shop stewards have to be considering agitating for and negotiating in every workplace in which our union has a presence. That is what I consider of most importance as Convenor of the UET. To this end, a successful virtual conference was held in September to be followed up by another virtual conference on Friday 10<sup>th</sup> December 2021.

- Hundreds of meetings have been addressed at RISCs, NISCs and Regional Committees by members of the UET.
- Hundreds of courses have been and will be mounted on 'The Environment and Just Transition'.

- Short sharp 45 minute bite sized sessions have been and will continue to be organised at times to suit all our members – including Saturdays and Sundays.
- A five day bespoke course to create 'Unite Health and Safety, Environment Representatives', have been scheduled for late January.

In addition, we have a huge responsibility as a significant 'Employer' to transform all our properties to be carbon-free.

Our Unite Energy offer through our Affiliate Services can be boosted and too our benefiting from skills funding, grants and other opportunities for our union to 'go green': indeed a wee pamphlet on 'Fuel Poverty' is being finalised. So lots done: lots more to do!

## **7. MENTAL HEALTH TASKFORCE**

Our recent publication of the 'Mental Health at work – Whose business is it anyway?' Is an excellent Unite Representatives guide to facilitating and leading the agenda for mentally healthy workplaces (copies are available from all Regional Education Departments). Flowing from an initiative by Gail Cartmail and written by Anne Mathie this new guide complements our previously published 'Unite Mental Health Guide for representatives and negotiators – Preventing stress and promoting Good Mental Health At Work' – and both can be download on:

<https://www.unitetheunion.org/why-join/member-services/education/training-and-courses/>

## **8. INDUSTRIAL RESPONSIBILITIES**

In addition to my involvement in INEOS as, inter alia: the Trade Union Expert on the INEOS European Works Council 9EWC), I remain Chairperson for the All Union Trade Unions for Safe Nuclear Energy (TUSNE) which involves chairing the Nuclear Industrial Combine Committee – this has taken on a more demanding (and rewarding) role as nuclear generally electricity appears to have gained political traction in the decarbonisation of our economics and our objective of 'Just Transition'. Additionally I represent the unions on the 'Leader of the Opposition' (LOTO) Working Party on 'Just Transition'.

## **9. MISCELLANY**

Brevity is, in almost everything, a virtue. So allow me to register a few headings beneath which exist a helluva lot by the members of the Education Department which thankfully is recorded, via links, elsewhere in this report.

- ❖ The United Nations Education (UNESCO) programme for Unite.
- ❖ Labour Party
  - LOTO: CLP: Southwark
- ❖ USW / Workers' Uniting
  - Joint Working
  - Building Power Internationally
- ❖ Durham Political Education
  - Joint working with Political Department

❖ Political Education

- Courses & Unity over Division

❖ Ruskin College, Oxford

(I remain a Trustee even after the takeover by the University of West London)

❖ M.M.L. History Project

(Volume 1 published; others on schedule)

❖ Rebel Road Publications:

- Betty Gallacher published
- Jesse Eden to be published
- Fuel Poverty to be published

## **10. LEARN WITH UNITE PROJECT SUMMARY FROM KENNY BARRON – HEAD OF LIFELONG LEARNING**

### **Wales**

The project continues to run pilots across several workplaces looking at how union learning can link in more pro-actively with the organising agenda. We are closely monitoring activity in workplaces where union learning is being supported to identify the positive impact upon membership levels. Our ability to gain access to non-members in the workplace whilst having positive support from employers to do so, is an opportunity difficult to replicate through other organising initiatives.

We are able to gather intelligence in a very efficient manner which allows us to promote union membership and identify if learners would like to hear more about joining Unite the union. This is allowing us to build workplace maps of members and non-members, identify new activists, and raise awareness of union activity in the workplace. This information is being shared with officers, organisers and reps providing vital intelligence and the opportunity to engage and organise workers in the workplace. The current pilot gathering this intelligence is working remarkably well and provides a strong case for incorporating and maintaining Union Learning into the organising agenda.

### **Northern Ireland**

In Northern Ireland Patrick McGilloway currently works for BMS Ltd on a temporary basis. An opportunity arose for a longer contract on renewable energies and this required him to undertake a NVQ L2 in a Wheel Loading Shovel.

Patrick has now obtained this qualification and looks forward to more sustained employment.

### **Learn with Unite Platform Update**

The virtual learning platform has provided learning support to members since it began in 2009. The progression of the platform has been continuous each year because the platform is able to deliver training and learning support to our members, workplace representatives and potential members.

The statistics demonstrate the current impact:

- 2021- 120,935 users
- On 25<sup>th</sup> June 2021 19,157 users. This number of users coincided with the promotion of the Level 1 Mental Health Awareness Course.

If we compare the statistics above it demonstrates growth

- 1<sup>st</sup> July to 18<sup>th</sup> August 2020 11,369 users
- 1<sup>st</sup> July to 18<sup>th</sup> August 2021 36,511 users

In the **North East and Humber Region** our nomination for the Festival of Learning Award 'Learning for Health' was successful and Paul Akroyd our Unite member from Leeds Bramley First Bus depot won a well-deserved accolade.

**Harmful Gambling in the Workplace Campaign** Learn with Unite, in partnership with harmful gambling treatment provider Beacon Counselling Trust, have developed a training programme looking at the subject of harmful gambling and the role of employers and trade unions in helping to address the issue within a workplace environment. Over 22,000 members are now covered by a harmful gambling workplace charter signed both by trade unions and employers.

**Childminders branch in Scotland** We are organising with the establishment of a Scottish childminders branch. These are all self-employed people and we are in discussions with City of Glasgow College Trade Union Department (Collective Learning Partnership) to look at setting up a suite of courses.

A full report is located in [Appendix 2](#)

**Kenny Barron**

Head of Life Long Learning

## **11. ECS, CSC AND CCNSG PROGRAMMES SUMMARY FROM STEVE CRAIG - NATIONAL DEVELOPMENT OFFICER**

### **Learn to Organise - Organising to Learn**

- Linking learning and organising to secure membership growth. Providing recruitment and organising intelligence and profiling non-member workplaces
- Qualifying the construction workforce to help workers secure accreditation and recognition of their skills. Improving knowledge of health & safety, support employability, apprenticeships and continued professional development across occupations
- Generate income for the union through delivery of the programmes and the provision of accredited card systems.

### **ECS Programme**

- Due to Covid we are delivering our ECS programme across 8 venues instead of 28.
- The venues are based in London, Manchester, Birmingham, Liverpool, Bradford, Newcastle, Wakefield.
- Despite the reduction of venues we have accumulated income of £425,856 to date.
- Recruitment and organising is an essential asset of our ECS Programme.
- Youth and Apprenticeship profile – 32 recruited in Q3. 146 Attended – the seed concerning union membership has been planted in those not recruited.
- Four new ECS related cards are to be introduced in the future.
- Expansion into Wales and South West.
- **The Learn with Unite Website**
- The ECS programme has benefitted from greatly from support provided by the Learn with Unite project mostly through its website which houses the promotion, registration and financial administration. Without this support the ECS programme would be undeliverable.
- Other construction programmes supported on the website includes CCNSG Programme, 18<sup>th</sup> Edition, Apprenticeship & Skills activities linked with JTL, CCATF, ECA & JIB/ECS.

### **CSCS**

- Unite offers 1 slot per month with the capacity of conducting 5 tests in total per month.

### **CCNSG**

- Our CCNSG Invigilator is professionally trained.
- A full review of the service is underway to enhance the offer provided and the governing body's strategic direction of change.

### **Unite Environment Taskforce**

- I have assisted in the following:
- Visiting NISCs, RISCs and Equality Committees championing the need for a Just Transition in the UK.

- Participated in the Unite Environment Conference.
- The development of resources including a Workplace Change Toolkit and film resources.

### **Harmful Gambling Workplace Charter**

- 5 million British people have experienced harm linked to gambling a year. Unite has developed a programme coupled with a wealth of resources to assist in redressing the issues concerning harmful gambling.
- Unite has collaborated with other trade unions and our resource has been adopted by the TUC.
- A number of companies and local authorities have adopted the Harmful Gambling Workplace Charter.
- **Construction Projects**
- HS2 Skanska Costain Strabag Joint Venture campaign from UK angle.
- Unite Women in Construction network a campaign which reaches internationally.
- Construction Talent Retention Scheme
- Working on a number of initiatives with the Building and Wood Workers International Union.
- Negotiating employment rights and opportunities for members.

See [Appendix 3](#) for Steve Craig's full report

### **Steve Craig**

National Development Officer

## **12. POLITICAL EDUCATION SUMMARY**

### **BARRY FAULKNER – POLITICAL EDUCATION COORDINATOR**

#### **Unity over Division**

I spoke at the Stand up to Racism international conference on Facebook which attracted several thousand participants.

Anti racist anti fascist training - Unity over Division.

Our anti racist anti fascist education program, UoD has increased again in this quarter including training Unite Unison and GMB reps, with the delivery of sessions for local authority workers in Caerphilly.

Wincanton logistics - training for 130 Unite shop stewards has now started this will be followed by sessions for workers and managers.

Ireland - Working with the education organiser and Irish tutors we are looking at shaping the program in order to meet the specific needs of members in Ireland. With a view towards developing and delivering sessions in person and or via zoom to activists. I hope to visit Belfast in early December, in order to progress this work and deliver some environmental sessions to constitutional committees.

#### **Other UoD work**

Battle of Stockton - The Stanley Taggart book went down well at Unite Policy Conference as hundreds of delegates took copies and NEYH region are going to send copies to activists in the region. The booklet was launched at the hugely successful Battle of Stockton event in September which Unite filmed.

Spanish civil war documentary project - We are working closely with a small team of filmmakers who are also Unite and PCS activists in a project to create a series of short documentary films on the Spanish Civil War. Focussing on the role of trade unionists and others across the world and the hidden histories of people directly impacted by the rise of fascism in Spain. We visited Liverpool Unite office in order to photograph the memorial on the foyer and met various trade unionists including Jack Jones nephew in the Casa bar and filmed extensive footage for the films.

#### **Political education**

Our first face to face regional political education weekend course has been planned and advertised places have filled really quickly. The school will take place in Leeds in early November. The course focusses upon political economy and linking the union's industrial and political agendas.

### **Hospitality sector**

Continuing to work with the Hospitality Combine in order to deliver bespoke courses which assist in building organising, campaigning and supporting ongoing campaigns such as Premier Inn, Small Breweries and Pizza Express workers.

We now have a hospitality workers hub on The Learn with Unite platform which identifies education and training opportunities for activists and members.

### **Schools program**

Working with Mary Sayer national schools Coordinator we continue to deliver sessions in schools, via online platforms.

The sessions have focussed on building an understanding of the role and relevance of trade unions and the power of collectivism in creating a louder voice for positive change.

### **Core course rewrite**

Throughout lockdown we have been concentrating on the further development of our materials. We have now finished the rewrite of four stages of our core program and are meeting face to face the first week of November in Stockton, laying out the program to check design and any errors or omissions.

### **Environment work**

In my role as a member of the Unite environmental task force I have been heavily involved in a large number of areas of work.

Delivering presentations to NISCs Regional Committees, National equality committees and other Unite constitutional bodies on the work Unite is currently engaged in. These sessions have been most engaging and productive and have assisted the rollout of our environmental work.

Delivering further 90 minute sessions to activists in SW region which was productive.

Developing and delivering a three day pilot course in SW region which is now ready to be rolled out across the union. We have also now written two advanced days to add onto the course which concentrate on a number of issues including equality bargaining and negotiating with employers around the environment.

In August we worked face to face in Birmingham with the FDA combine on a number of key sectoral issues including the environmental issues that confront the sector. These sessions went down well and produced tangible results with reps now sitting down with employers such as 'Two Sisters' and negotiating carbon reduction and energy saving projects.

Briefing all Unite education tutors in the delivery of environment materials which we have embedded into every part of our core reps program.

Working with Steve Craig from our education team and a filmmaker developing a film to reflect Unites environmental charter and the direction of travel.

### **Community and retired members**

In October we delivered a three hour online event on the environment to community and retired members in the South East and 25 activists attended. The event got great feedback and we are now looking to run similar events in Wales and South West regions.

### **Young members**

### **Other work**

Worked with a social housing branch in NEYH to deliver a bespoke branch development course face to face in a local community centre Branch officers developed plans around mapping organising and their next pay campaign.

Worked with the national branch of the RSPCA face to face in our Birmingham centre with their officer facilitating sessions on how they confront the challenges of post COVID work and the changes in terms and conditions being suggested by the organisation. We also developed a new branch communications strategy.

**Barry Faulkner**

Unite National Political Education Coordinator

### **13. EQUALITIES EDUCATION SUMMARY**

#### **CHANTELLE BROWN – NATIONAL TUTOR EQUALITIES EDUCATION**

##### **Report Of Unite National Equalities Education Programme 3<sup>rd</sup> Quarter DEC 2021**

The National Equalities Specialist Tutor teaches, coordinates, develops, arranges, organises and attends national and regional equalities education meetings, courses and events. During this quarter this has included:

##### **Unite National Dignity at Work Course**

This course attracted a range of reps from most sectors and regions and is for workplace reps' ASC's and branch equality officers who want to raise awareness and understanding of what Dignity at Work means in practise and take action to tackle discrimination harassment bullying, abuse and violence at work. Unite national officer Harish Patel presented on post pandemic impact on workers and the General Secretary industrial agenda work pay & conditions having a strong voice at the bargaining table for equalities including:

- Race pay gap
- Gender Recognition Act
- Disability Passport
- Political fund
- Long covid

The national officer also informed the reps of the limited representation in unite structures for our trans members.

##### **Unite Tutor Trainee course**

I was invited to teach the equalities session for trainee tutors where materials were developed to emphasise unite zero tolerance policy and our key equalities campaigns. In today's new world of work with increased diversity of the labour force and new ways of working the role of the unite tutor is vital to identify potential activists and promote our industrial agenda with equalities at the centre was strongly emphasised.

##### **Unite National Organising For Equality Course**

The national course attracted a smaller number of reps in this quarter due to unforeseen personal and family matters. National officer for women Siobhan Endean presented unite equalities key campaigns including:

- Green agenda for equalities
- Brexit
- Occupational HS & equalities
- Equal Pays
- Maternity and pregnancy
- Women and pensions
- Sexual harassment /abuse and domestic violence

The national officer also reminded reps of the vital task of organising, representing and involving all members in unite structures to take action to find solutions in tackling inequality and disadvantage in the workplace and urged members to come forward for next year's elections.

**-- Unite National Black Workers Political Course this course has been postponed until 2022**

## **Unite WOMEN'S WEEK 2021**

Programme and materials development for this event in discussions with Siobhan Endean National Officer for Women and Diana Holland Assistant General Secretary (AGS) for Equalities. Two national courses: Leadership Development for Unite Women and Understanding Your Union and Getting Involved are being run as well as daily Lunch Time Plenaries covering a range of key issues for women workers where all unite women members are invited, both the courses and plenaries have been heavily promoted.

## **Getting involved in your union workshops**

I met with the AGS & Regional Womens' Equality Officer (RWEO) to discuss priorities for Unite Equalities going forward, including the development of Unite Equalities online National Equalities Workshops, on a regional (or cross-regional) basis in line with the decisions of the Equality Task Group set up following Rules Conference. 4 separate 2-hour workshops for Women, BAEM, Disabled members, LGBT+ who are interested in being workplace representatives; including shop stewards, health & safety reps, equality reps, branch equality officers and learner reps.

And secondly, also from the Equality Task Group, a one-day Workshop for women, BAEM, Disabled members and LGBT+ reps together, who are interested in being committee delegates. Resources have been developed for these workshops including the following:

- Course programme aims - why you should get involved in Unite
- PowerPoint presentation on Unite equalities structures
- Workshop activities for reps
- Message from the AGS Diana Holland
- Tutors notes

These workshops are being rolled out regionally with a national course scheduled for early 2022 for all reps, Women, BAEM, DISABLED AND LGBT+ who want to get further involved in unite.

## **Unite National Equality Education Working Group**

I Chair this working group, which has been re-established, to ensure all education course materials are equality proofed, working with regional education organiser and national officers for equalities and equalities researcher.

**Chantelle Brown**

Unite National Tutor

## **14. UMWEP ACTIVITIES REPORT FROM SEPTEMBER 2020 TO OCTOBER 2021 CARLOS CRUZ – UNION LEARNING ORGANISER (ULO)**

- ESOL learners through the year – **143**. Those learners have attended different ESOL levels from ESOL Entry Level 1 to ESOL Level 1.
- UMWEP in partnership with the Workers Education Association (WEA) has delivered 3 ESOL Entry 1 courses on Saturdays and Thursdays attended by **25** students. They ended in July 2021.
- Members recruited – **12**. All of them through the learning program.
- On December 2020, UMWEP had the Traditional Learning Day Festival via Zoom with the participation of **40** people. Jim Mowatt, Director of education was the main speaker.
- UMWEP Summer School Programme. As usual, UMWEP carried out a number of educational activities during the summer time. Please see the programme annexed.



## UMWEP SUMMER SCHOOL PROGRAMME

### Workshops and activities from 31<sup>st</sup> July to September 16<sup>th</sup> 2021

DATE	TIME	ACTIVITY	EVENT SPEAKER/FACILITATOR
31/07/2021 Saturday	10.00 am- 12.00	English Conversation for beginners and intermediate	Khadija Najlaoui/Carlos Cruz
07/08/2021 Saturday	10.00 am- 12.00	English Conversation for beginners and intermediate	Khadija Najlaoui/Carlos Cruz
07/08/2021 Saturday	1:00-2:00 pm	Virtual Learning Zoom Platforms- a guide for adults learners	Carlos Cruz/others to confirm
13/08/2021 Friday	6:00-7:30 pm	Listening session for Cleaners United Campaign	Amanda Walters – Carlos Cruz
14/08/2021 Saturday	11:00- 1:00 pm	Workers' Rights in Pandemic Times	Jose Vallejo Villa – Carlos Cruz
21/08/2021 Saturday	10:00- 12:00 am	English Conversation for beginners and intermediate	Khadija Najlaoui – Carlos Cruz
21/08/2021 Saturday	1:00-2:30 pm	Cuidados con la Salud Mental en tiempos de pandemia. <b>(Mental Health awareness in pandemic times)</b>	Jackeline Cerquera – Sicologa e investigadora asociada a varias universidades en Bogota  *This session will be run in Spanish
27/08/2021 Friday	11:00- 12:00 Noon	Mental Health Awareness in Pandemic Times	<b>Done on 13<sup>th</sup> September by Jane Jeffery Unite Regional Officer</b>
28/08/2021 Saturday	10:00- 12:00 Noon	English Conversation for beginners and intermediate	Khadija Najlaoui – Carlos Cruz
04/09/2021 Saturday	9:00- 12:00 Noon	Registration Day	Tutors and Facilitators Team

**Because of the Covid-19 all UMWEP activities have taken place via Zoom.**

#### **Other Activities:**

- Retention Membership Unit (RMU). I was part of this team for about 4 months last year.
- Advising and supporting other colleagues to set up or replicate UMWEP in their regions. (Martin Merritt, Southampton; Tazim Ladhu, Unite South West).
- Working with Marcus Hammond and Catherine Whittaker in the construction of the UMWEP Web page. Which is still in progress.

- Working in partnership with University of East London (UEL) and the Professor Corinne Squire in a Creative Writing project with UMWEP's students who are writing their migrant life stories. The Project is well advanced now and Pluto editors are really interested in publish the book. We are currently working on this project.
- Looking for volunteer tutors has become a difficult issue to deal with in pandemic times. No many tutors likes the idea of teaching virtually. That is why we expend a lot of time trying to recruit them.
- During the end of last year and part of this, we have expended an important amount of time campaigning against the government decision to end the ULF Programme without success. At the time this was promoted by Unite and the Education Department.
- Working together with some Latin American Community Organisations like Latin American Women's Aid (LAWA) and Indo American Refugee and Migrant Organisation (IRMO).

#### **Trainings taken via zoom:**

- Mental health Awareness
- Cancer in the work place
- Zoom Training, dealing with zoom technology
- Zoom training with Unite
- Growing our union
- Mental Health and Wellbeing in Times of Covid
- Unite GDPR mandatory Training
- Creative Writing
- Unite In School Training
- Writing for Wellbeing – 4 sessions
- Organising and promoting undocumented migrant workers' rights delivered by TUC-ITUC-ETUI February 2021
- Unite Gender and Sexuality Awareness
- Men's Health Awareness Webinar Training – Presentation

#### **Trainings delivered:**

- ULR Course – April 2021
- ESOL Course for Regional Teams, September 2021

#### **Working with Unite Officers:**

- Hospitality Learning Hub – Dave Turnball
- Employment Rights and Responsibilities Programme. North West Learn with Unite Team.
- UMWEP have started registration for Afghan Refugees, assisted by the colleague Irina Do Carmo

#### **Carlos Cruz**

Union Learning Organiser

#### **15. Conclusion**

Education has proven to be remarkably resilient throughout the Covid pandemic. This is a testament to our Education staff members.

**MINUTES OF MEETING**  
**UNITE EDUCATION COMMITTEE MEETING**  
**Thursday 4<sup>th</sup> November 2021**  
**Zoom meeting**

<b>Attendees:</b>			
Suzanne Abachor (SA)	EC Member	Ken Drury (KD)	EC Member
Ruth Hayes (RH)	EC Member	Susan Matthews (SM)	EC Member (Vice Chair)
Kenny Barron (KB)	Head of LLL	Jim Mowatt	Director of Education
Joan Francis (JF)	Minute Secretary		
<b>Guests:</b>			
Pat Egan (PE)	ULF Reg. Organiser	Chantelle Brown (CB)	Unite National Tutor
<b>Apologies:</b>			
Wendy Gilligan (WG)	EC Member (Tech Difficulties)	Tony Woodhouse (TW)	EC Member (Chair)
Howard Beckett (HB) <b>No apology received - Unable to attend unwell</b>			

## 1. WELCOME AND INTRODUCTIONS

In the absence of the Chair Tony Woodhouse it was agreed that SM as the elected Vice Chair took the meeting.

- a) Apologies. The Committee were informed that apologies were received from TW.
- b) Confirmed that expected guests were present.
- c) Unite Education Charter. It was agreed to adopt the charter.  
'Educate, Agitate and Organise'
  - Unite education exists to meet the needs of the whole union.
  - We provide our shop stewards, workplace representatives and activists with the tools to deliver for our members at the workplace.
  - Our delivery model is both flexible and inclusive from bite-sized to ten day courses, and via face to face, virtual and blended learning.
  - Courses are tutored by experienced Unite stewards, all of whom are fully trained and accredited by Unite.
  - All course content is designed, developed and delivered by Unite.
  - By working with College Partnerships, Unite saves £10 million per year.
  - Using industrial, equalities and political economy strands our courses focus on organising, campaigning and activism.
  - We continue to build workplace, combine and sector power.
  - Based on collective bargaining our courses also include equality bargaining, mental health and the environment.
  - Our education offer has the ability and capacity to adapt as the world of work changes.
- d) The Committee members agreed receipt of the Education Committee Report and other documentation which had been previously circulated viz:
  - Environment Quarterly
  - New Mental Health Guide for Representatives
  - Building our Future in the workplace - in the Community.

## 2. Education initiatives in LwU Taxi Drivers Scotland – Pat Egan

The main thrust of PE's presentation was – 'where and how can Learn with Unite be used to grow the Union?'

PE provided the Committee with a full over view of the Taxi Drivers Project. The project affords Unite an avenue to communicate with Taxi Drivers face to face whilst providing a professional qualification. Classes are held in the Community using a Community Hall – affording positive exposure for Unite. Each candidate receives a Unite Welcome Pack. If the individual is a Unite member the course is free. The service provider provides £400.00 per learner to cover the cost of administering the course.

The project is funded through the Scottish Union Learning Fund and provided through the Lifelong learning team and Unite Branch Taxi Drivers network. Taxi Drivers teach Taxi Drivers. It is the Lifelong learning Unite team which manages the projects. Annually the Learning Organisers make decisions concerning the education offer made to drivers. The decisions are based on the Unite course curriculum for the Certificate Introduction to the Role of Professional Taxi and Private Hire Driver Unite, SCQF Level 5. An audit is undertaken by SQA reviewing resources, candidate support and internal assessment and verification. However, the branch also ensures that the role of Unite as a trade union is fulfilled and the members' needs and requirements are serviced.

Goals and standards are set and the learning is structured whilst people work at their own pace. There is an award ceremony to reinforce the union's role.

The qualification covers a spectrum of subjects from health and safety, road safety, professional customer service, vehicle maintenance, safety transporting passengers including school age children and much more. Unite policies concerning harassment, dignity and respect are interwoven in the offer, with an emphasis of a zero tolerance discrimination ethos. The Regional Secretary signs off and reviews the offer every three years. The Unite model has been migrated successfully to Dundee.

In January 2022 it will be essential that Taxi and Private Hire Drivers pass the SQA qualification. Complaints from the public have reduced considerably as a consequence of the training and the qualification taken by Taxi Drivers.

Due to Covid, there is a limit of 8 members per class with three courses, run at a time on three different days of the week, a total of 24 members. It takes around 150 hours of study to gain the qualification with a mixture of practical and theoretical learning, culminating in 9 online assessments plus a practical assessment for mobility and wheelchair use. Additionally our Taxi Branch supports the community through our work with foodbanks – which has been given super coverage on BBC TV in Scotland.

And here is the real result:-

The branch has grown from 40 to 460 since the introduction of the qualification in 2018. This is a practical example of trade unionism based on the Unite Pillars of organising and education. Moreover, during this LwU project, £800,000 from the Scottish Parliament has been allocated to the Aviation Sector. By utilising this funding, LwU in Scotland has secured union recognition at Aberdeen, Ayr and Inverness Airports.

#### ACTION POINTS:

- a) The Committee requested a copy of the syllabus for the course.

For enquiries concerning the Unite Taxi Drivers Project please contact Pat Egan on  
Email address: [Pat.Egan@unitetheunion.org](mailto:Pat.Egan@unitetheunion.org)

### **3. Equalities Report**

#### **National – by Chantelle Brown**

CB presented the Committee with an overview of Equalities Education in Unite. Members are encouraged to participate in Equalities Education. Work is undertaken with other sectors throughout the regions. As internal or external policies change the education offer changes accordingly.

Reps have been trained in Equality Impact Assessments. Using the Unite Guide 'Unite action on Covid 19 making sure your workplace is fair for all'. Employers are urged to Equality Impact their policies in consultation with reps, for example 'Returning to work policies'.

The Women's Week programme has four courses ranging from the interests of newly elected representatives to experienced representatives. Lunch time plenaries scheduled from 12:00 – 13:00 have been introduced, open to all women members, these have proven very successful.

#### ACTION POINTS:

- a) JM will initiate an email to be circulated to all members pertaining to advertising the plenaries – via branches etc. Correspondence will be sent to Regional Secretaries.
- b) JM to determine how the requests of the Executive Council and General Secretary complement the work being undertaken in the Education Department. All tasks should embrace what the Department does.
- c) Education Officers details should be contained on all publications from the Education Department.

#### **4. Building our future – through Learn with Unite (see attached pdf)**

##### **Open discussion – Looking at aspects of the project - Jim Mowatt**

The programme of LwU complements the manifesto of the General Secretary. It gets Unite into the Community and our LwU team always use education as an organising tool.

#### ACTION POINTS:

- a) JM to review the collective nouns for sexual profiles used in the publication.
- b) A jargon buster should be included in addition to the contact details of regional Education Officers.

#### **5. Learn with Unite National and Regional Developments by Kenny Barron**

In April 2021 the Government in England ceased funding the LwU programme. The Irish, Scottish and Welsh Governments are funding their Union Learning Projects with no changes implemented. The LwU team has received three months contracts, the last awarded contract will cease in January 2022.

The objective of the project is still the same - to build Unite sustainable workplaces using educational initiatives. Without Government funding in England the project is able to act freely undertaking what is best for Unite. The project is looking creatively for ways to generate income to sustain aspects of the programme such as the Common Professional Development (CPD) offer. And of course, the Unite Learning Centres in workplaces throughout the UK and Ireland generate financial support.

The Devolved Governments have an embracing outlook concerning life-long learning in our communities. Hence the continued funding. This political reality benefits Unite in the workplaces and in the communities where our members work and live.

Due to Covid workplace access is difficult. However we have achieved since April 11,052 learning outcomes from the project. The number of 16-24 year olds visiting the site is 17% (note we have 36% who have not identified their age).

Our United Migrant Workers Education Programme (UMWEP) mounts traditional courses run on Saturdays and Sundays via Zoom. Requiring a commitment of 2 hours per week offering flexibility in accordance to our members working lives. The Committee were encouraged to review the Education Report and the contribution from Carlos Cruz.

Organisations are continuing to be signed up to Learning Agreements. We are negotiating with DHL to sign an agreement.

Paul Akroyd a Unite member based at the Leeds Bramley First Bus depot has won the nomination for the Festival of Learning Award 'Learning for Health'.

The LwU project management team meet regularly to share best practices. Initiatives that engage the community are always sought.

It is imperative that funding for the Learn with Unite website is maintained to ensure that online educational services are available for our members. The site is flexible, updated regularly, monitored and focused on what our members need. We support campaigns via learning programmes. We retained 202 members who went through a redundancy programme last month alone.

#### ACTION POINTS:

- a) The Committee thanked Kenny and requested that he and his team continue to research areas where funding can be obtained to maintain education for our members.

- b) Committee members requested further details concerning costing for LwU upon which to base decisions in the future.
- c) JM will draw the attention of the Executive Council to the Equality and Diversity report provided by the LwU team.

#### **6. Recent publications our review:**

- a) **Building our future 'In the workplace and community through learn with Unite'.**
- b) **Environment Quarterly Issue 4.**
- c) **Mental Health 'Whose business is it anyway'.**
- d) **Stanley Taggart 'An ordinary man who helped make it an extraordinary day'.**

Members of the Committee were delighted have already received publications which had been despatched to their home addresses.

#### **7. Directors Report**

##### **a) Bursary**

Aidan Hamill bursary application was agreed by the Committee.

##### **b) Ruskin College, Oxford**

The Committee wished to express their appreciation to Mr Mowatt and the Board of Governors for the work undertaken to save Ruskin College Oxford from closure. The College has merged with the University of West London. A full report will be made available at the next Education Sub-Committee.

##### **c) Virtual Education Update**

Courses are continuing online until such time as decided by the Executive Council.

##### **d) Unite History project**

The Unite History Project film was shown to the Committee members. It was very well received so too was the Unite History Project Fringe Meeting at our Policy Conference in Liverpool. After a brief description of the Project a dynamic 'Question and Answer session developed.

The reservoir of talents, stories and historical artefacts which need to be trawled by our members was emphasised. To fully exploit the history of our predecessor unions, regional groups have been activated via the Education Organisers to maximise our 'from the workplace up' approach to this project.

##### **e) TUC Harmful Gambling project**

The Committee was informed that the TUC has collaborated with Unite to promote the Unite Harmful Gambling project under their umbrella. As have various Local Authorities, throughout the UK, Wales and Scotland.

##### **f) Environment:**

- **Course development (details of 45 minutes programme)**

**ACTION POINT:**

JF to circulate details of the course programme to the Committee

- **Environment Quarterly Issue number four has been circulated widely throughout the Labour and Trade Union Movement**
- **COP 26**

The Committee were informed that Colin Potter is the anchor Unite representative at COP26. Mr Mowatt will be participating in COP26 in person. A full report will be submitted to the Executive Council.

- **Environment Conference 30<sup>th</sup> November 2021**

The Committee was informed that the Unite Environment Conference scheduled for 30<sup>th</sup> November 2021 will be building on the previous Conference held in September.

The theme is 'Just Transition Beyond COP26'. Senior speakers from the TUC, STUC and Labour Party have confirmed their participation'.

##### **g) Future of Education in Unite**

In the aftermath of the Executive Council meeting in September and in the light of the General Secretary's manifesto commitments, the members of the Education Sub-Committee were keen to declare their support for the General Secretary's 'in-house' education policy. Indeed, that is exactly what the Education Sub-

Committee has been doing since the creation of Unite and its education programme. Our courses for Unite representatives are designed and delivered by Unite tutors.

The need for specific courses for Combine Committees have been catered for in our (usually) residential 'Change at Work' programme. Again, topics, speakers, delivery methods are determined by each sector – often even the company – through the National Officers and the National Industrial Sector Committee. These are bespoke courses and 100's have been mounted.

To date, the Director emphasised, not one request for an education course from a National Officer (or NISC) has been declined. The Committee members were enthusiastic about mounting more 'Combine' courses and these should complement the existing course programme. The view of the Education Sub-Committee members is that we ought not to be "taking away from the excellent courses" which we currently mount – rather we need to be adding to our range and depth of courses.

#### **ACTION POINT:**

To that end, it was agreed the Director be asked to meet the General Secretary to reassure her that we in education are fully aligned to the General Secretary's manifesto.

#### **8. Legal position of the Learn with Unite project workers outstanding item**

Regrettably this item, which was taken out of the hands of the Education Department (and the Human Resources Department) in November 2019 by the Director of Legal Services has never been reported to the E.C Education Sub-Committee despite pleas from the Chair that this ought to be a priority.

#### **9. Tutor Training**

The comprehensive discussion at the Executive Council in September reinforced our need to maintain our programme of tutor training of Unite reps to equip them to deliver our Unite designed syllabuses. Emphasis again will be given to attracting suitable qualified Unite representatives from under-represented groups in our membership. AND to develop individuals, who for whatever reason, do not meet the selection criteria laid down by the Executive Council. We do everything in our power to assist those Unite representatives to gain the experience, knowledge and confidence to become Unite tutors.

#### **10. National Education Centre: Birmingham**

As part of the huge Unite Complex in Birmingham consisting of a very modern Conference Centre and Hotel, the Education Centre is located within the Unite Regional Administration H.Q.

Consisting of an Advanced Education Suite (Unite Ed/Ex), the tutorial rooms, an administrative office and resource room/beverage station, our National Education Centre is still not open for business. Having had meetings with the Project Management Team and our own Property Team it is anticipated that the National Education Centre will be fully operational by Easter 2022. The Director committed to keep the Committee members and our Education staff fully updated.

#### **11. Dates of Next Meeting**

**2022 dates are under consideration with the Chair of the Education Sub-Committee**

**Propose Thursday 3<sup>rd</sup> February**

**Wednesday 11<sup>th</sup> May (changed since meeting)**

**Thursday 28<sup>th</sup> July**

**Thursday 3<sup>rd</sup> November**

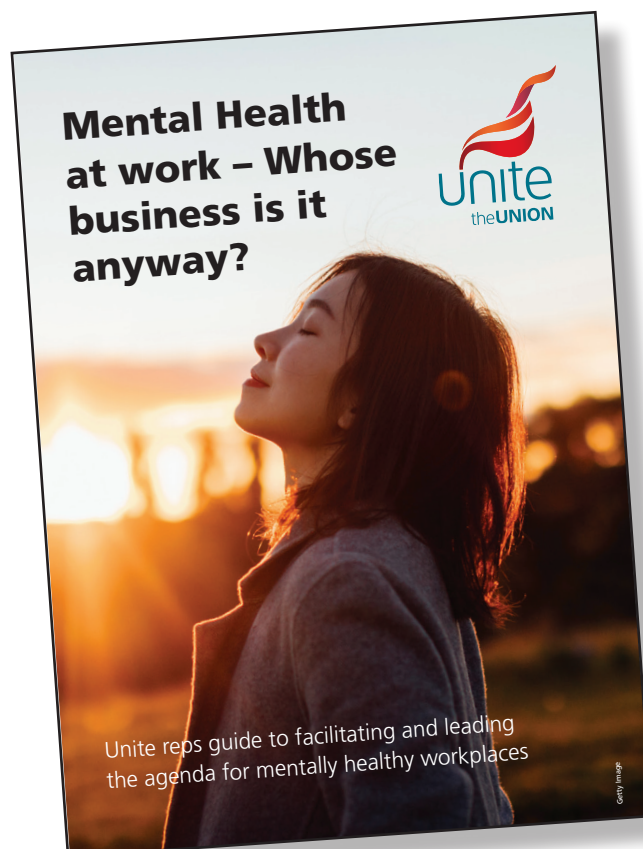
The Committee members agreed the dates requesting that the meeting is held in Birmingham with hybrid facilities provided.

#### **12. AOB      Closure of meeting 13:00 hours**



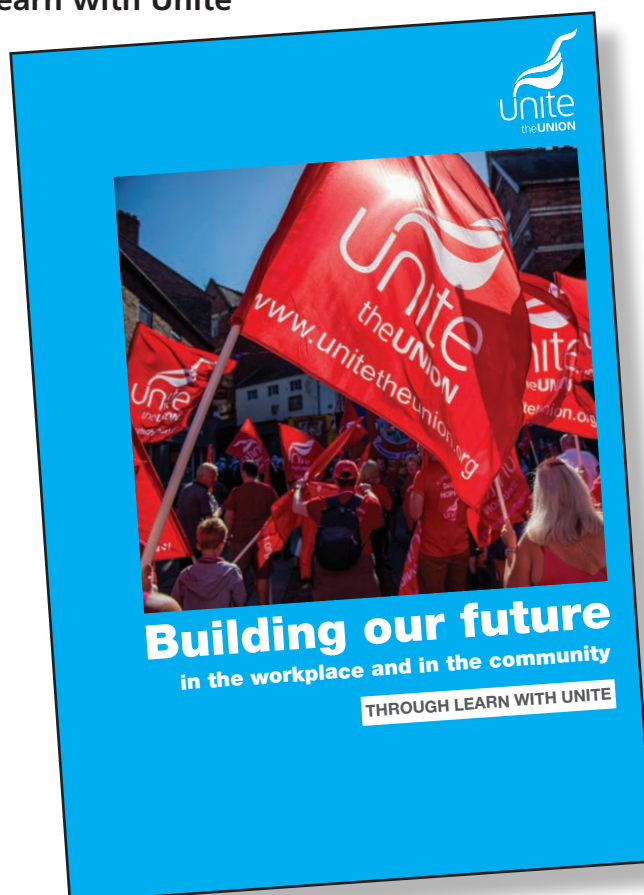
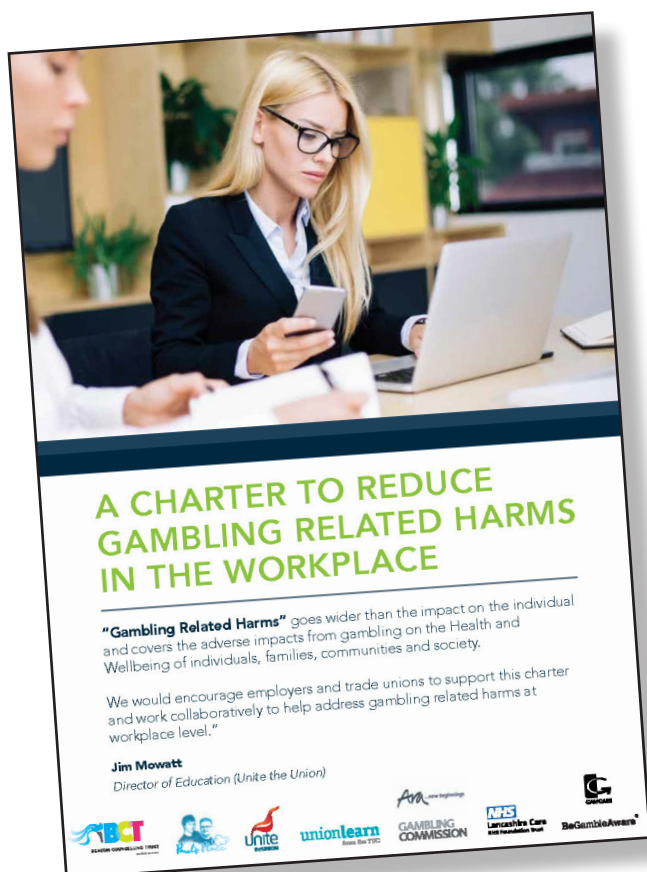
## Unite Environment Quarterly Issue 4

<https://www.learnwithunite.org/environment/unite-environment-quarterly/>



Unite Mental Health whose business is it anyway?

## Learn with Unite



## Unite Harmful Gambling

<https://www.unitetheunion.org/media/2514/unite-gambling-in-the-workplace-charter.pdf>



## UNITE EDUCATION DEPARTMENT

**UNITE House, 128 Theobalds Road, Holborn, London WC1X 8TN**  
**T: 0207 611 2628 F: 0207 611 2555**

<b>Name</b>	<b>Job Title</b>	<b>Contact Details</b>
<b>Jim Mowatt</b>	Director of Education	07976 843 605 0207 611 2629
<b>Ola Badru</b>	Education Administrator	0203 617 2714
<b>Kenny Barron</b>	Head of Lifelong Learning	07792 896 177 0207 611 2626
<b>Steve Craig</b>	National Development Officer	07769 167 485
<b>Barry Faulkner</b>	Political Education Coordinator	07810 157 902
<b>Joan Francis</b>	Departmental Secretary	0207 611 2628
<b>Lynette Lowe</b>	National Education Administrator	0207 611 2621
<b>Pauline Timpson</b>	ECS Co-ordinator	0207 611 2600

## **EDUCATION ORGANISERS & REGIONAL EDUCATION ADMINISTRATORS**

<b>Regions</b>	<b>Office Address</b>	<b>Regional Education &amp; Development Officer Ed.Org &amp; Ed. Admin</b>	<b>Contact Details</b>
<b>East Midlands</b>	Riverside Building Friars Mill, 102 Bath Lane Leicester LE3 5BJ	<b>Lesley Hoo Ed.Org</b>  Sarah Elliot Email: Education.eastmids@unitetheunion.org	01162 532020
<b>Ireland – Northern Ireland</b>	26-34 Antrim Road Belfast BT15 2AA	<b>Davy Thompson Ed.Org</b> Lisa Robinson (Belfast) Email: Education.ireland@unitetheunion.org	02890 232381 02890 029 413
<b>Ireland - Republic of Ireland</b>	55/56 Middle Abbey Street Dublin 1 D01 X002	<b>Brendan Ogle Ed. Org.</b> Noelle Whelan Email: Education.Ireland@unitetheunion.org	00353 1 8734577 00353 1 8734577
<b>London &amp; Eastern</b>	Ron Todd House 33-37 Moreland Street LONDON EC1V 8BB	<b>Danny Freeman – Ed Org</b> Carmen Merola Email: Education.londoneastern@unitetheunion.org	020 3617 2717 020 3617 2716
<b>North East/Yorkshire and Humberside</b>	55 Call Lane Leeds LS1 7BW	<b>Andy Pearson Ed.Org</b> Justin Renner Email: Education.northeastyorks@unitetheunion.org	0113 322 9761
<b>North West</b>	Merchants Quay Salford Quays SALFORD M50 3SG	<b>John Lea Ed.Org</b> Rachel Bishop Email: Education.education.northwest@unitetheunion.org	0161 669 8674
<b>Scotland</b>	John Smith House 145/165 West Regent St GLASGOW G2 4RZ	<b>Jim Aitken Ed.Org</b> Angela Johnston Email: Education.scotland@unitetheunion.org	0141 375 7050
<b>South East</b>	Unite House Chalvey Road East Slough BERKS SL1 2LS	<b>Rebecca Carr Ed. Org</b>  Jagdish Chana (known as Jag) Email: Education.southeast@unitetheunion.org	01753 313 833
<b>South West</b>	Tony Benn House Victoria Street BRISTOL BS1 6AY	<b>Matt Gillett Ed.Org</b> Graham Gordon Email: Education.southwest@unitetheunion.org	0117 923 0555 0117 923 0555
<b>Wales</b>	1 Cathedral Road CARDIFF CF11 9SD	<b>Glyn Conolly Ed.Org</b> Michelle Jaynes Email: Education.wales@unitetheunion.org	02920 821 258
<b>West Midlands</b>	30 Jennens Road Birmingham B7 4EH	<b>Lesley Hoo Ed. Org</b> Clare Dunne Email: Education.westmids@unitetheunion.org	0121 643 6221

### **UNION LEARNING FUND**

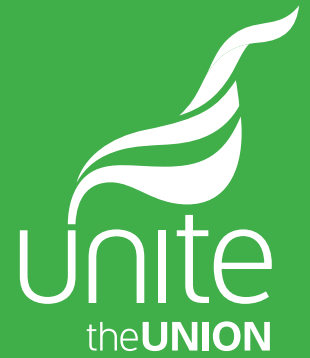
<b>Name and Region / Office</b>	<b>Title</b>	<b>Contact number</b>
Kenny Barron Central London	Head of Lifelong Learning	0207 611 2626
Dean Briody South East	Regional Learning Manager	07718 666 736
Jane Broome North West Region	Regional Learning Manager	0161 669 8676
Clare Caulfield Ireland	ULF Regional Learning Organiser	0289 002 9450
Sue Da'Casto Cardiff	Regional Learning Organiser	0292 002 2759
Brian Davis London & Eastern	ME & ED Data Co-ordinator	0208 800 4281
Pat Egan Scotland	ULF Regional Learning Organiser	0141 375 7010
Kenny Barron South West	Regional Learning Manager	0117 923 0555
Keith Lewis Construction Sector	Regional Learning Manager	07990 584 721
Pete Myers London & Eastern	Regional Learning Manager	07791 675 048
Gill Pearson North East Yorkshire & Humberside	Regional Learning Manager	0113 322 3383
Kim Rabbage	Learning Support Worker	0113 322 9783
Tracy Shannon Midlands	ULF Regional Learning Organiser	0121 647 4801

### **RESIDENTIAL VENUES**

Eastbourne Centre  
Grand Parade  
Eastbourne  
EAST SUSSEX  
BN21 4DN

Tel. 01323 433 903  
Fax. 01323 732 204

# UNITE **EDUCATION** REPORT



## APPENDICES



# SHREWSBURY 24

## COURT OF APPEAL

JIM MOWATT, Unite the union, Director of Education  
December 2021

For the Education Department Report for December 2021 (22 pages long) see website:  
<https://www.learnwithunite.org/national-education/>

## Appendix 1

### **SUMMARY OF EDUCATION REPORTS FROM EDUCATION ORGANISERS**

#### **1. SUMMARY OF EDUCATION REPORT FROM EAST MIDLANDS EDUCATION ORGANISER – LESLEY HOO**

The **3rd quarter of 2021** covers the summer period therefore the number of courses and Reps attending was much lower. However, a programme of short summer courses were delivered online. We had a total of **131** Reps attend **19** courses equating to **535** learning days. There was a **slight decrease** in the proportion of **Women reps** with **27%** and **BAEM Reps** with **15%**. However, there was an increase in **young members** – **13%** and those that **declared a disability** – **3%**.

The short summer programme was planned and organised with the regional Equalities Officers in both regions. They were either 3 hour or 1 day workshops delivered via Zoom. Subjects included Domestic Violence, Menopause awareness, Covid and Mental Health, Covid Risk assessments, Sexual Harassment. We held a Writing Motions and Meeting Skills 1 day course which was very well received and worthwhile. Although a number of the planned courses did not recruit well all those that ran were well received. We will be reviewing these shortly and offering some of them again this next quarter.

This terms courses are continuing to be online and are widely advertised. Returning to on-line enrolment has resulted in working closely with the College and tutors to ensure that this does not impact on the reps.

We ran another successful Mental Health Awareness 5 day course this quarter. Due to demand I will be adding an additional one of these to this quarter's programme.

Only 1 of the planned Political courses this quarter ran due to low demand/ turnout. We will shortly be reviewing and planning more of the short 2 hour workshops on "Why Unions should be Political" with a focus on workplace organising and campaigning.

Having reviewed the Unity over Division pilot at Arriva we are now looking at rolling this out to other depots and to cover those unable to attend previously. I am also awaiting the signing of some more UoD Charters and discussions with the reps as to how to proceed with this highly successful programme.

Whilst seeking future tutors I have continued to interview existing reps utilising the agreed procedure. A National Tutor Training course has started I nominated 5 from our region to attend, although 1 has subsequently declined. I also arranged a Zoom training session for them all. I have interviewed another potential tutor and will be recommending him for the next course. Unfortunately currently newly trained developing tutors have found it difficult to secure time off to continue currently.

I attended the Unite's Environment Conference and am planning on promoting the courses being developed nationally as well as ensuring the activities continue to be delivered on all our courses. Short sessions for all RISC members to attend have been advertised and more are planned shortly.

In my role as the Education Officer I continue to attend all courses to promote the education offer, the regional plan and campaigns encouraging Reps to become more involved in Unite

campaigns, activities and structures. I also attended the regional Health and Safety Sub-Committee and all of the Equalities Committees to discuss the reps needs and our regional education plans. I will be meeting with Professor Cecile Wright to explore equalities, specifically around BAEM and anti-racism, materials and courses.

I continued to organise weekly tutor meetings which was beneficial in keeping everyone updated and supporting each other to deliver what our reps need. I am working from home and attending the office when required. I have continued to work with my colleagues attending regular zoom meetings with the Senior Education Management team, tutors and officers/ reps.

### **Lesley Hoo**

Regional Education Officer

## **2. SUMMARY OF EDUCATION REPORT FROM LONDON & EASTERN EDUCATION ORGANISER - MARGARET BOURNE**

### **Course Attendance**

July - September 2021 quarterly statistics illustrated that 21 courses were held during the first quarter of 2021. This comprised of the following types: 5 Workplace Reps; 5 Health & Safety Reps; 1 Lifelong Learning; 0 Equality and 10 other courses.

A total of 218 students producing the following equality data:

- 159 (72.94%) male and 59 (27.06%) female
- 2 (0.92%) Non binary
- 3 (1.38%) young members
- 21 (9.63%) BME
- 14 (6.42%) with declared disabilities

Course attendance has been unpredictable and may have been impacted by the Ruskin course postponements in June and July. We have written to all affected reps to encourage them to re-engage in the programme.

### **Bespoke Courses**

- |                          |   |
|--------------------------|---|
| • Construction Convenors | 8 April to 24 June (10 x Wednesdays)    |
| • NHS Workplace Reps 1A  | 13 May – 10 June (5 x Thursdays)        |
| • AXA Redundancy/TUPE    | 11 August 2021 (delivered by A Lambert) |
| • AXA Negotiating Skills | 18 August 2021                          |

### **Education Programme**

The region is currently investigating the feasibility of course attendance in Unite offices. We aim to offer some face-to-face options in the first quarter of 2021. We will shortly be delivering to a group of reps in their workplace meeting room, with the tutor attending virtually. Thus we will hope to offer face-to-face, online, hybrid.

### **Ruskin College**

Ruskin College has been acquired by the University of West London. Ruskin College will retain its heritage name. The Director of Education has welcomed this development. UWL has vowed to restore Ruskin's role in the provision of specially tailored courses for adults from disadvantaged circumstances.

Ruskin are committed to processing awards/certificates and have prioritised action in this area to clear the outstanding certification process. Reps and officials should receive their certificates by the end of December 2021.

Ruskin are also piloting new procedures. The enrolment process has been streamlined and reps are asked to enrol on courses prior to attendance. Reps are offered inductions a week prior to their course, to guide them through the enrolment process and navigating the online classroom. Accessing the google classroom has been simplified.

Course activities are being revised to include activities to support the new General Secretary's manifesto pledges on Work-Voice-Pay.

### **Equalities/Education Joint Working Initiatives**

Carolyn Simpson, RWE0 and myself have attended a number of RISCs committees to raise awareness of the region's 'Industrialisation of Equalities' strategy and the education provision. Stats were presented at RISCs to inform and identify sector educational needs. Presentations were well received and have generated a demand for bespoke sector courses and general courses, including: Hospitality - Dealing with Sexual Harassment, Advanced Reps training, ASC Equality Specialist and summer programmes.

### **Margaret Bourne**

Acting Education & Development Organiser

## **3. SUMMARY OF EDUCATION REPORT FROM NORTHERN IRELAND DEPUTY REGIONAL SECRETARY – DAVY THOMPSON**

We are continuing to run 4 core classes in the last quarter of 2021 and have begun to advertise classes for the first quarter 2022. In addition to the normal core classes we have had bespoke classes for hospitality and local authority.

We will be running an ASC course in late November and an environmental course in December.

Organising sessions are embedded in all our core classes. We are rewriting all our courses to reflect the legislation applicable in NI.

Greg Sachno with input from research and Mick McGrath is developing a bespoke Unity over Division course which will also reflect on the sectarian tensions and impacts on workplaces.

Our Community Officer is working with groups on peace lines with support via the department educational programs is bringing together young people to understand each-others community.

Below are additional reports from the education team we now have working across the remit, tutor Greg Sachno, Clare Caulfield ULF, Albert Hewitt community, Taryn Trainor equalities officer and Lisa Robinson admin support who are working under the education umbrella to support our members across NI.

### **Davy Thompson**

Deputy Regional Secretary

### **ULF Programme 1**

This continues with Essential Skills and CPD courses. We still face the same Essential Skills problems as before with lack of college flexibility.

The recent Unite Rep Education Survey has highlighted new routes of support for our Reps. I have 12 Reps currently taking ICT courses.

This quarter will see the introduction of Leadership and Management courses. Due to this interaction I have had a couple of invites from Reps to speak with company management about sorting courses onsite.

### **Caterpillar redundancy ULF Programme 2**

This response programme continues with another 130 construction skills courses undertaken. This brings the total to 215 since starting in June/July. Every one of these courses has led to employment.

I am currently remapping the original list of interested workers as needs have changed for many and reworking what I am offering. There are still some who wish to partake in construction skills. However, going forward there will be the offer of accredited qualifications such as customer services, youth leader etc. As I speak to all of these people I will be discussing Unite membership with them.

### **Registered Childminders Branch**

We are currently recruiting for 7 courses covering various levels of child development. These courses start in November 2021. I have opened these courses out to our team in Scotland as a trial as all the courses are held via Zoom. If this works well we can broaden it to the other regions for the next set in 2022.

This also gives a platform for RCM's across the union structure to meet.

### **Advisory external groups**

I currently sit on the government advisory groups on behalf of the TU sector:

Skills Strategy Advisory Group

Digi Skills Advisory Group

Disability & Inclusivity Advisory Group

NI Apprenticeship Week Sector Advisory

### **Clare Caulfield**

ULF

Currently there are 4 core classes running over ten weeks

Shop Stewards Stage 1 x2

Health and Safety Stage 1

Health and Safety Stage 2

These courses have also been run alongside specific tailored courses for new reps in Armagh, Banbridge and Craigavon Council areas.

In the hospitality sector a number of tailored courses where run focusing on grievance and disciplinary handling as well as training for new reps in the sector.

Branch training has been delivered for reps in the mechanics sector and for reps in the education sector, to create flexibility these where done over a weekend and in the evenings.

We have introduced 'An introduction to Parliament Buildings' this is a physical introduction and tour of the assembly buildings in Stormont, which endeavours to demonstrate how members of our union can use Stormont to raise issues with MLAS and also become familiar with the workings of the assembly.

It is planned that a second stage tour will enable more advanced reps to attend committees and debates in the chamber, this will, moving forward be built into the Stage 2 reps class.



Key outside speakers still engage with the courses. On the Shop Steward Stage 1, senior shop stewards are invited in to do sessions on the role and responsibility of a rep. Speakers from the organising dept, lifelong learning, the union solicitors and full time officials all make contributions to the course programme.

On a wider basis we have speakers from the Rainbow Project, Queens University speaking specifically on the climate crises and the new green deal.

Due to covid and retirement we have yet to replace speakers from the Equality Commission and the Health and Safety Executive. However a senior health and safety rep is now making regular contribution to the Health and Safety Stage 1 class, on the role and responsibility of the Health and Safety rep, giving the opportunity for new reps to raise questions and queries of an experienced workplace representative.

The course programme rewrites are still on going, remaining ones to be completed are the Stage 2 Health and Safety and Solidarity over Division (Unity over Division) all the other courses are awaiting editing /final draft. These are being completed alongside teaching obligations within the region.

### **Greg Sachno**

Tutor

During the pandemic I have provided equality training on line workshops, which have worked very well. The participants have enjoyed them and they have been well attended. The region started this training in partnership with the Welsh region in August 2020 with getting involved in your union workshops for the four equality sectors encouraging members who were women, disabled. LGBT+ and BAEM. We also ran a course for the same equality groups for reps who were considering becoming committee members.

We have agreed to run lunchtime workshops for our equality reps, quarterly on line and have already provided a sexism and sexual harassment workshop. This will be followed up with a consent workshop.

We held informative educational workshops on International Women's Day and International day against Racism. We were also able to provide on-line workshops for the youth forum on campaigning which was very useful for our young members who were all invited.

### **Taryn Trainor**

Equalities Officer

### **Community**

Around the various interface areas of Tigers Bay, New Lodge, Springmartin, Springfield and Highfield districts in Belfast we have worked tirelessly with our community members to support groups in easing the tensions, which over the summer months was extremely high. Reflecting on ways to support both sides of the community our goal, is to work towards building relationships in order to help these communities move forward and to develop political aspirations that will benefit both sides of the community.

So that we can get these groups work in a collaborative manner we have started small by organising educational support, listed below, which covers young people and those who the "normal" education system has failed, impacting their ability to find employment. By bringing these groups together we are hoping that long last relationships can be built and evolved to



demonstrate that issues around education, lack of community amenities and a need for social housing (amongst many other) are the same on both sides of a peace wall. We are also working with parents across the divide by delivering talks and courses around a number of topics.

- Maths and English Level One
- ICT Basic
- First Aid
- CSR Card Training

**Albert Hewitt**

Regional Community Coordinator

#### **4. SUMMARY OF EDUCATION REPORT FROM NORTH EAST YORKSHIRE & HUMBERSIDE EDUCATION ORGANISER - ANDY PEARSON**

During the period July to September the department delivered 22 courses. This figure includes 11 New Reps induction courses that trained 67 new reps. Delivery continues to be strong and feedback from students attending the New Reps Inductions online continues to be very positive.

Of the 181 students attending courses:

132 were male (72%)

49 were female (28%)\* Regionally the ratio of female activists is 13.8%

4 were BME members (2.2%)

9 stated they had a disability

5 Stated they were LGBT

Reg	Data	Workplace Reps	Health & Safety	Lifelong Learning	Equality Reps	Other Courses	Grand Total
NE	Number of Courses	13	1	0	0	8	22
NE	Male Student Total	79	4	0	0	49	132
NE	Female Student Total	26	2	0	0	21	49
NE	YM Student Total	4	0	0	0	1	5
NE	YF Student Total	1	0	0	0	1	2
NE	BME Student Total	0	0	0	0	4	4
NE	Disabled Total	5	1	0	0	3	9
NE	Student Total	105	6	0	0	70	181
NE	Total Student Days	821	72	0	0	80	973

## **Mental Health**

We have seen a significant rise in the number of people registering for mental health awareness courses. To cope with this demand a number of additional courses have been added throughout November.

## **Quarter three in a nut shell**

We lose the month of August due to holidays and college shut downs. As predicted the commencement of the new academic year starting 1<sup>st</sup> September saw major issues in terms of funding our provision via TUC approved centers. This had been planned for with the region creating three Unite owned qualifications back in 2019. We are piloting these with around 30 students who would not be entitled currently to attend a funded course via our partner college East Riding without Unite incurring significant costs.

Steps are being taken to secure funded provision in West Yorkshire and this should be in place by the end of the year. This would leave the north of the region still unfunded, with the two TUC centers insisting that Unite students attend their courses and not willing to have Unite tutors deliver our own courses.

To our reps attending our programme no matter where in the region they will notice no difference. They will attend a course and receive a qualification as usual. For the 30 in the pilot group this will be TQUK Level 2 Certificate for Unite Union Representatives. Other students will receive the NOCN level two certificate in Trade unions today.

## **Andrew Pearson**

Regional Education Officer

## **5. SUMMARY OF EDUCATION REPORT FROM NORTH WEST EDUCATION ORGANISER - JOHN LEA**

During July to September we continued to run as many courses as possible via Zoom and Microsoft Classroom. Reps are attending the courses however, not at the same levels as when taught in the classroom.

The quarterly figure was 128 reps with an average of 8.5 per course. There were 34 (25%) female reps.

- a) 5 Workplace Rep 1 courses took place during the quarter which had 43 new reps in attendance. In addition to this we ran 1 Workplace Rep 2 course with 8 reps attending, 1 Workplace Rep 3 course with 7 attendees but unfortunately a Workplace Rep 4 course didn't take place this quarter.
- b) On Health and Safety, we ran 3 Health & Safety 1 courses with 27 new reps attending. We did not run any Health & Safety 2 or 3 courses in this quarter. However, a Health & Safety 4 course did take place which attracted 8 attendees.
- c) We also ran an Accident Investigation course with 7 attendees.
- d) An Equalities course took place with 7 attendees.
- e) 2 Mental Health Awareness courses were run with a total of 21 attendees.
- f) Finally, we ran a companion course that had 5 new companions attend. This was disappointing as a similar amount failed to attend. This is happening on a number of our course.

I am working with the Regional Secretary to utilise the companions more in the region.

Although our number of reps are still very low, I am pleased to report that the Workplace Rep 1 courses are still receiving the highest numbers which indicates we still have a number of new reps coming through.

### **Oral History Project**

We continue to meet via Zoom on the Oral History project and although it has been extremely difficult it is moving on. Prior to lockdown I received a large number of cassette tapes that recorded the Liverpool Dockers strike in the nineties. Thanks to colleagues in the NEYH region these have now been copied on to digital. I have copies of the full recordings but I also have an edited version of approximately two hours. I have spoken to the Regional Secretary and intend to set up a half day seminar for invited activists where we will present these.

### **ULF Round 18 Project Update**

Funding for the ULF project is still under consideration with the Executive Council.

Brian Whitehill continues to offer redundancy advice on request, while this is obviously a sad and worrying time for our reps, their feedback has been extremely good regarding Brian's provision. Brian is also working on other issues including TUPE, assisting with a number of the core courses including the Branch Officers and the Mental Health Awareness.

The taxi project is still running with bases in Liverpool and Manchester.

There were no bursary applications this quarter.

I would like to thank Rachel Bishop for her assistance in the Education Department.

**John Lea**

Regional Education Officer

## **6. SUMMARY OF EDUCATION REPORT FROM SCOTLAND EDUCATION ORGANISER - JIM AITKEN**

### **Course Review**

The third quarter is always a very quiet time for Unite Education as July and August are peak holiday periods, 183 students attended 21 courses with 650 learning days. 14 students classified themselves as disabled. 6 students young people attended. And two individuals were BME.

This quarter these online courses in addition to the regional programme were also delivered:

Environmental Reps Training for Glasgow City Council (3 days)

One day Domestic Abuse Course

2 x One Day Menopause Awareness Course

### **HNC in Trade Union Organisation & Representation**

Working their way through Unite Scotland's education programme and completing a Fife College/SQA graded unit five Unite Representatives have now been awarded a Higher National Certificate (HNC) in Trade Union Organisation & Representatives. Congratulations and well done to the reps listed below who will now be invited to attend Fife College's upcoming graduation event.

Nathan Graham  
Ross Hugh  
Alan McGavin  
Katrina Currie  
John Neil

Co-op Group Newhouse  
Fife College  
Rolls Royce  
Smith Anderson Group  
Glasgow University

### **Unite Education Courses 2021-2022**

Unite Education courses in Scotland will continue to be delivered online for the foreseeable future, an electronic brochure & application form with courses from August 2021 to July 2022 is available from your local Unite district office or you can email education secretary Angela Johnston at [Angela.Johnston@unitetheunion.org](mailto:Angela.Johnston@unitetheunion.org) to obtain a copy

If any Scottish Executive members are looking for any specific/bespoke education training for their workplace/sector please get in touch.

### **Extra Courses in the next quarter**

Environmental Reps Training for EDC Reps

Suicide Awareness Course

Union Learning Reps Stage 1 course for the Aviation Sector

### **EDO Meetings etc.**

Online tutor's meetings

Online Learnwithunite meetings

Online National meetings

Online Meetings with Fife College

Invigilating ECS tests

Online meetings with colleagues on a variety of education issues

### **Jim Aitken**

Regional Education Officer

## **7. SUMMARY OF EDUCATION REPORT FROM SOUTH EAST EDUCATION ORGANISER – REBECCA CARR**

We ran 13 courses with approximately 100 reps attending via Google classroom. The subjects of the courses included are listed below. The number of courses and students fell due to the summer break and the postponement of courses by Ruskin College.

Domestic Violence	Health & Safety Mod 1A	Health & Safety Mod 1B
Unity Over Division	Workplace Reps Mod 1B	Redundancy
Workplace Reps Mod 1A	Leadership and Development - stage 1	Branch Sec & Branch Officials
Health & Safety Mod 2A	Union Learning Reps Stage 1	Mental Health Stress Awareness
Workplace Reps Module 2A		

### **Ruskin College:**

Ruskin College has merged with the University of West London. Dave Proctor the programme leader at Ruskin has been fundamental in working hard to ensure we have had a smooth transition.

We are running induction courses on a Wednesday at 11am, 3pm & 7pm to assist and support reps accessing Google classroom which last 30 mins and have proved to be very beneficial.

Unite supports reps with learning needs for example we have assisted a deaf rep who attended courses. Tony Johnson at Ruskin College has been able to add subtitles to the course for the rep which enhanced her learning experience.

There are plans to offer HE courses to members, which facilitates the gaining of credits towards a degree. Suitable courses are 'Organising for Equality' and 'Employment Law'. We are yet to discuss the finer detail about this in terms of time and funding. These course will be planned for a start in September 2022.

### **South East Programme & Rep Election support:**

Dates for the Education programme from January to July 2022 are available online. Both core and bespoke courses are available for sectors, combines and workplaces tailoring them to the needs of the reps.

When we return to the offices we will continue to offer an online provision in addition to Hybrid training in some offices, pilot courses will be run next year.

We are offering a 1 hour workshop for members who would like to find more out about becoming a rep. RISC chairs, lead officers, RCOs, Organisers and other personal are being invited to contribute to the courses which will run through November and December. In addition to this I have scheduled three 2 day Rep Induction courses for the first 3 months of 2022.

### **IT and recourses:**

We have carried out a pilot on the tablets that have been purchased to support reps on training courses and in the workplace. Overall the device isn't doing what we need it to so I will be re-evaluating the spec and assessing cost implications.

Margaret Bourne is co-ordinating the sending out of course packs. They are sent out after the commencement of the course to minimise waste.

### **Accredited Support Companions:**

The South East has 35 accredited support companions and 12 un-accredited due to complete training in Jan 2022. We run ASC forums bi-monthly and the next is due on the 29<sup>th</sup> October.

### **Leadership and Development course:**

The Leadership and Development Stage1 course ran 20-24 September on Google classroom. The tutor was Susan Matthews Vice-Chair on the EC Dave Proctor from Ruskin College supported. Diverse experienced reps from varied workplaces attended. The Stage 2 will run between 22-26 November, I support the jobs and interview session. Feedback will be sought in January from course attendees.

### **Overview**

The education department throughout the regions and countries meet every fortnight to ensure the training is deliver is meeting the needs of our reps. We continue to work hard and making sure our courses are adapted to meet the needs of our reps giving them all the tools to support our Unite members.

I thank my colleagues for their support and patience.

**Rebecca Carr**

Regional Education Officer

## **8. SUMMARY OF EDUCATION REPORT FROM SOUTH WEST EDUCATION ORGANISER – MATT GILLET**

### **Reps Education Programme Delivery**

Our programme is being delivered through City of Bristol College we moved from South & City College Birmingham. We are grateful for all the support from Birmingham in the years we were with them. The courses are continuing through virtual classroom via Zoom. We are exploring with the college the opportunity to move to an even more effective online platform.

We have delivered Workplace Reps 1A and 2A courses as well as Health and Safety 1A, Mental Health Awareness and Equality & Diversity. In the coming months we have scheduled further Workplace and Health Safety Reps courses at both first and second stage, as well as Branch Officials and Union Learning Reps training. We delivered a further Environmental taster, with more sessions planned for November.

Courses are full, where possible our members attend courses where other regions may have vacancies.

We would like to return to classes as soon as possible our guiding principle will always be the safety of our Reps, tutors and staff.

Thanks to all the tutors for the work they continue to put in collectively, and to all those Reps attending for their flexibility and commitment. I have experienced Workplace Reps, Health & Safety and Mental Health Awareness courses discussions which have been really lively with everyone fully engaged.

### **Equality Courses**

Working with Equality Officer Karen Cole and our colleagues from the South East, Wales and Ireland we have scheduled a number of further Getting Involved Equality Workshops for late November. Covering the equality strands of BAEM, Disabilities, LGBT+ and Women. A series of sessions on discrimination claims under the Equality Act will run in the New Year. Stuart and Thompsons will run a seminar on the act itself and how to identify potential claims. This will be followed by large scale attendance sessions on how to embed the act into the workplace, then smaller workshops based around the main equality strands.

### **Guernsey & Jersey Courses**

Jersey and Guernsey schedule of courses continue with negotiating skills and discipline/grievance courses planned for late November in Guernsey. 2022 will continue to be busy. Through the Regional Officers we will be consulting with Reps to identify, and address, the training needs on the island.

### **Accredited Support Companions**

An ASC course is planned for the beginning of November as we continue to build our capacity to support members within non recognised workplaces. Representation and organising opportunities are synergised.

### **Course timings and duration**

The college programme are traditionally 5 day and 10 day courses. We are discussing funding for shorter courses with City of Bristol. Bespoke offerings will continue for example the equality workshops discussed previously. Expanding the tutor team and addressing the issues concerning Covid has diverted resources. The offer will be increased concerning

shorter, bitesize and sector or employer specific training, and to examine the scheduling of those courses to ensure our programme is accessible to all.

### **Statistics**

The statistics are impacted by the summer break period. We run 11 courses attended by 108 Reps over 512 student days. This breaks down into 17 female and 91 male Reps, none of those attending were BAEM and none identified as having a disability. These figures do not include reps from the South West attending courses from other regions. A programme of work is underway to increase the diversity of those taking part in our Education programme, and widen that diversity amongst the Rep population itself. Reps from underrepresented groups are being supported by the Equality Committees and Karen Cole.

Thanks to Graham Gordon for all his hard work in administering the courses and supporting Reps, to my colleagues in Unite and the Regional Committee for ongoing support of the education programme.

### **Matt Gillett**

Regional Education Officer

## **9. SUMMARY OF EDUCATION REPORT FROM WALES EDUCATION ORGANISER – GLYN CONOLLY**

### **Courses Review**

During the third quarter of 2021 (Jul - Sept) the Education Department delivered 9 courses engaging 66 activists, accounting for 535 student days. The third quarter of the year produces the lowest number of student days it coinciding with the Summer break. However numbers continue to hold up in comparison to pre-pandemic comparisons.

January – October 2019 Student Days	2,460
January – October 2020 Student Days	1,483
January – October 2021 Student Days	2,029

### **Organising & Work, Voice Pay**

In order to fully embed Unites Organising agenda and the 'Work, Voice, Pay' facility into our education courses one of our Organisers will brief new activists on these crucial areas when they attend their introductory training. Thus all our new activists will receive a detailed brief on the work of the Organising Department and WVP right at the beginning of their training journey with Unite. These sessions will be delivered on both the introductory Workplace Reps and Health & Safety courses.

### **2021-2022 Programme**

The next academic year programme has been extensively advertised using a multitude of communication avenues. The scheduling is flexible enough to react to office availability. Once dates are advertised they will be honoured but courses advertised by location can be switched to online if necessary.

Certain online provision will now be a permanent feature in our programme along with other provisions after social distancing restrictions are lifted. They give us the ability to reach reps located in the parts of Wales where travel and distances are a barrier to course attendance.

Our increasing expertise on delivering online training will improve our ongoing ability to support our activists in an ever evolving world of work.

### **Future Leaders Programme**

The Future Leaders Programme is now complete with 7 activists completing the programme over a year. The training was delivered solely through Zoom although we are planning a final “physical” additional session in early December. The progression of the activists who are all from our equality strands has been exceptional and much credit must go to our excellent facilitator Jos Andrews who pulled everything together. The Equalities Officer Jo Galazska and I are excited to see how these committed activists continue to develop through the structures of our union.

Feedback from one of the activists who completed the training:

*‘One of the things I’m most proud of in the last year is being selected to be part of Unite Wales Future Leader’s Project.*

*My initial motivation for applying to be part of FLP was I didn’t feel I had the knowledge or confidence to really make things better for people at work and I wanted to be proactive in developing these skills.*

*Being part of the course has given me the confidence to speak up and take on responsibility myself but also to empower others in my rep team to do the same. Since being part of the course, it has inspired me to be more involved in the union by volunteering to be a speaker at the National Women’s Conference and to stand to be elected at my next area activist committee elections.*

*Being selected for the course makes me proud because it was competitive so to be selected at all feels like an achievement. I feel I have benefited hugely from the dedicated mentoring, support and encouragement from those running the course.*

*I genuinely now believe in myself and that I have the skills to take forward in whatever I do next. However, the main thing that really hits home for me having spent the last year surrounded by and learning from a group of people who are motivated, inspiring and brilliant in so many different ways that to be counted alongside those people makes me very proud.’*

### **Unite History Project**

Work on the Unite History Project is ongoing. Keith Jones our Wales project co-ordinator has been conducting several interviews with members across Wales. Written work on both the 1926 General Strike in Wales and the Migrant Workers Project has been fed into the national project team and has been well received. Keith has also represented the Welsh region at a national co-ordinating meetings.

[A full report of Unite Wales Union Learning Fund \(WULF\) at Appendix 4](#)

**Glyn Conolly**

Regional Education Officer



## 10. SUMMARY OF EDUCATION REPORT FROM WEST MIDLANDS EDUCATION ORGANISER – LESLEY HOO

The **3rd quarter of 2021** (up to 17<sup>th</sup> September) covers the summer period and just 1 week into the core programme, therefore the number of courses and Reps attending was much lower. However, a programme of short summer courses were delivered online. We had a total of **88 Reps** attend **11 courses** equating to **341 learning days**. There was a **significant increase** in the proportion of **Women reps** with **32%** and **BAEM Reps** with **17%**. **None** were **young** or **declared a disability**.

The short summer programme was planned and organised with the regional Equalities Officers in both regions. They were either 3 hour or 1 day workshops delivered via Zoom. Subjects included Domestic Violence, Menopause awareness, Covid and Mental Health, Covid Risk assessments, Sexual Harassment. Although a number of the planned courses did not recruit well all those that ran were well received. We will be reviewing these shortly and offering some of them again this next quarter.

This terms courses are continuing to be online we are working closely with the college and tutors to ensure that reps needs are served.

I piloted a physical Workplace Reps 1 course with new reps from DHL at the College at the beginning of September. This went well as the classroom was well ventilated, social distancing and masks were complied with. In addition to a risk assessment being undertaken.

We ran another successful Mental Health Awareness 5 day course this quarter. Due to demand I will be adding an additional one of these to this quarter's programme.

A redundancy 1 day course has been arranged for the Reps at DHL for next week following an officer request.

I have continued to interview existing reps as potential lay tutors in line with the agreed procedure. A National Tutor Training course has started and I nominated 2 from our region to attend. I also arranged a Zoom training session for them.

I attended the Unite's Environment Conference which launched our Environment Charter. I am planning on promoting the courses being developed nationally as well as ensuring the activities continue to be delivered on all our course.

I continue to attend all courses to promote the education offer, the regional plan and campaigns encouraging Reps to become more involved in Unite campaigns, activities and structures.

I attended the GKN demo to support our members fighting for their jobs. Tutors and I have continued to promote the campaign on all courses, including the social media posts and videos.

I attended the NHS demonstration and rally this quarter.

I continued to organise weekly tutor meetings which was beneficial in keeping everyone updated and supporting each other to deliver what our reps need.

I am working from home and attending the office when required. I have continued to work with my colleagues attending regular zoom meetings with the Senior Education Management team, the regional SMT, tutors and staff.

**Lesley Hoo**  
Regional Education Officer

## LEARN WITH UNITE PROJECT FULL REPORT - FROM KENNY BARRON – HEAD OF LIFELONG LEARNING

### [Appendix 2](#)

#### **Wales**

##### **Next project cycle**

The recently re-elected Welsh Labour Government has committed to continue supporting Union Learning in its manifesto and sees it as an important component of the Social Partnership agenda here in Wales.

**Work, Voice, Pay** The project continues to run pilots across several workplaces looking at how union Learning can link in more pro-actively with the organising agenda, we have attended Union education training courses, AACs & RISCs meetings to promote our activity to frontline reps. We are closely monitoring activity in workplaces where Union learning is being supported to identify the positive impact upon membership levels.

Our ability to gain access to non-members in the workplace whilst having positive support from employers to do so, is an opportunity difficult to replicate through other organising initiatives. We are able to gather intelligence in a very efficient manner which allows us to promote union membership and identify if learners would like to hear more about joining Unite the union. This is allowing us to build workplace maps of members and non-members, identify new activists, and raise awareness of union activity in the workplace. This information is being shared with officers, organisers and reps providing vital intelligence and the opportunity to engage and organise workers in the workplace. The current pilot gathering this intelligence is working remarkably well and provides a strong case for incorporating and maintaining Union Learning into the organising agenda.

Having reviewed membership data across several workplaces where the learning agenda is active, we have identified there have been **555 new joiners' year to date**.

Workplaces worthy of note are:

- TATA Steel where we are running a campaign of Mental Health & Neurodiversity training where there are 88 new joiners.
- Welsh Ambulance Service Trust where CPD and Mental Health courses have proved to be very popular, there are 134 new joiners.
- Betsi Cadwaladr Health Board where we have run several courses including: Social Media Training, Minute Taking, Microsoft Excel, Microsoft Teams and Mental Health training, there are 145 new joiners.

##### **Workplace Support**

Year 3 of the WULF project continues to be disrupted by the Covid pandemic, nonetheless in the face of adversity we continue to develop and support learning initiatives in the workplace. Over the last quarter project work has delivered support in the following sectors/ workplaces:

**Aerospace:** Aim Aviation, Airbus, Cardiff Airport, **Automotive:** Caerbont Automotive, Stately Albion

**CPPT:** Abingdon Flooring, Yuasa, **CYW & NFP:** Merthyr Valley Homes, Tai Calon, Arts Council of Wales **Education:** International Baccalaureate, **Energy & Utilities:** Western Power, SSE, **EMS:** TATA Steel

**Finance and Legal:** Lloyds, Principality Building Society, HSBC, **Health:** Public Health Wales, Velindre (Welsh Blood service), BCUHB, Cwm Taff HB, Welsh Ambulance Service Trust North Wales

**Local Authorities:** Bridgend, Cardiff, Flintshire, Denbighshire, RCT, Blaenau Gwent, Pembrokeshire, Carmarthenshire, Caerphilly, Torfaen, Swansea,

**Training topics delivered in these workplaces this quarter include:**

Mental Health incl. Awareness, Stress & Anxiety, i-Act accredited, Connect 5, Neurodiversity, Menopause Awareness, CPD skills incl. Communication Skills, Time Management, Confidence, Resilience, Influencing, Presentation skills, Difficult Conversations, Managing Conflict, Employability Skills incl. CV Writing, Cover Letters, Interview Skills, Job Searching, Resilience, • MS Teams, • Health and Safety incl. IOSH, NEBOSH, Manual Handling & Working at height

Through these workplace learning programmes, we have already supported over 500 people this quarter to upskill and access training.

**New workplace initiatives being developed:**

**Swansea Council** - The project is working with Swansea Council transport to address the urgent need for electrical vehicle training for members and employees. It is an ideal opportunity to highlight WULFs' role in providing skills for the green economy, we are also working closely

**Members Matter - Redundancy Support**

Over the last quarter the project has continued to organise support for members affected by redundancy, although fortunately this has been limited to individuals rather than mass redundancies in workplaces.

The Project continues to monitor redundancy activity across the region to proactively engage with workplaces and branches where the risk of redundancy exists. Whilst we fear that as the Furlough scheme winds down at the end of September 2021, there remains a high risk of redundancies escalating throughout the Region, the project remains poised and ready to quickly implement support wherever it is needed to assist our members through these difficult times.

**Construction Wales Innovation Centre** - To assist with retraining workers to support the Green Retrofit Programme.

**Connect 5** - The project is working to provide a package of Mental Health training through Public Health's Connect 5 programme. Connect 5 aims to improve population mental wellbeing by changing the way the non-mental health workforce has conversations about mental wellbeing with members of the public. Connect 5 is the first, and only, evidence based mental health promotion training programme available in the UK.

This is currently being discussed with several workplaces including Torfaen Council, Blaenau Gwent Council, Abingdon Flooring and Stately Albion. We hope to roll this out to several other sectors and workplaces in the future. We have also been invited to undertake Train the Trainer training with Connect Collaborations, this will allow us to deliver the Connect 5 programme 'in house' and utilise the huge bank of resources that form part of the programme.

**Pembrokeshire Council** – The project is currently in discussion with the council to support Kickstart placements and new apprentices, this presents a great opportunity to highlight the importance of trade unions and union learning to young workers.

**Community** – We are going to be supporting a group of Syrian refugees who need to improve their English skills by providing ESOL through the Learn with Unite platform

## **Adult Learners Week Wales 2021**

Adult Learners Week Wales took place from the 20th to 26th September 2021. Adult Learners' Week now in its 30th year is the biggest adult learning campaign in Wales with over 10,000 adults in Wales taking part.

The aim of the campaign is to raise awareness of the value of adult learning, celebrate the achievements of inspirational people and projects and motivate people to discover just how learning can positively change their lives.

To celebrate ALW, the Unite WULF team have put together a huge programme of activities, including a programme of 30 Free online Webinars which cover a variety of topics including:

Mental Health & Wellbeing, Rep Development, Reboot & Recovery, Employability Skills, Working Online

The ALW campaign will be supported by a big publicity campaign including mass mails to members, promotion through Reps, Branches and workplaces, a social media campaign and use of online Landing page through our website: <https://unitewulf.cymru/adult-learners-week-2021/>

**Unite Welsh Union Learning Fund (WULF) Website** - As part of our ALW campaign, we have formally launched our own website dedicated to support available to members living in the Wales Region, this will allow us to be flexible, dynamic, and timely in highlighting support unique to members living in the Wales region, as well as allowing us to highlight and direct members to support available through the National Learn with Unite platform.

The platform also has a Welsh Language function, allowing us to be more inclusive within the Wales Region.

**ECS** - The Unite WULF team along with Regional Education Officer Glyn Connolly have recently met with ECS co-ordinator Stephen Craig to initiate the roll out of support for ECS qualifications in the Wales Region, something that does not currently exist. This will be a great offer for members in Wales and will also provide a means of generating revenue and new membership for Unite. The WULF Team will be getting trained as invigilators, and due to the unique way, the WULF project operates we will be able to offer a flexible demand led approach to deliver ECS training in Wales, by bringing the classrooms into the workplace utilising our existing resources.

We will also be identifying additional people to train up as invigilators to develop a network of testing centres for maximum convenience for our members.

**Individual Support** - An increase in the number of Individual referrals for training support have been received through a campaign of increased mass mailing, social media posts and targeted workplace engagement.

Over 1000 individual members have received advice and support to enable them to access training this year, our ability to provide either direct support through the project or signpost to other funding and support streams ensures that everyone who engages with us is able to identify a means to support their learning journey.

**New training developed this quarter** - We continue to adapt and develop our learning offers, working closely with tutors and training providers to develop new courses and learning activities to meet the needs and demands of learners. The WULF team are also engaged in a programme to deliver more training directly through the Regional Learning Organisers.

The latest courses added to our excellent range of offers include:

- Social Media training
- Rep Development

**Union Learning Reps** - The Unite WULF project will be working closely with Wales TUC this project year to increase the number of union learning reps within workplaces through a targeted campaign and welcomes the opportunity to speak to reps, branches, and committees to raise awareness of the importance of ULRs and Union learning in the workplace. This year to date approximately 12 new ULRs have been recruited as a direct result WULF activity.

**Mental Health Survey** - During this quarter Unite worked in partnership with the National Education Union (NEU) to promote a mental health survey to all its members in the Education sector. This was in response to the current mental health pandemic in Wales and focused on the needs of frontline staff in education. The results of the 1600 plus multi union response are being collated and analysed and will be available for the next report. The survey will also be used to canvas health and care workers across local authorities with the support of Unite Officers and Reps during the remainder of this project.

**Harmful Gambling** - The Project attended a presentation of Unite's Harmful Gambling programme at TUC Congress. The programme has already been discussed in detail with the WTUC and the Project is seeking to gain support from the Regional office to deliver training to Officers, Reps and Activists, and to promote the programme across all regional sectors.

**Student Discount** - We have welcomed a new partner to the Unite Union WULF project – **XO Student Discounts**. This means we are now able to offer a **FREE** student discount scheme from XO Student Discounts. The student discount is available to Unite Union members in Wales who engage in **any** learning activity supported by the Unite WULF project. This includes any individual learning activities, workplace activities or open activities, so is a great incentive to encourage people to both engage with the learning agenda and join Unite the Union so they can take advantage of the discount.

**Inspire award** - The Unite WULF team were nominated for an Inspire award at the Adult Learning Awards 2021 run by the Learning and Work Institute. Although we didn't win, we were one of the shortlisted finalists, which is a great achievement for the project recognising all the hard work the Unite WULF team carry out to support our members here in Wales.

## **Northern Ireland**

### **Construction**

Through the medium of Zoom we are able to update on project progress with feedback from sector representatives and map potential learners. We are actively contacting Training Providers and Colleges for the delivery of the qualifications required by employers.

There has been many zoom meetings and telephone contacts with the CITB to identify, develop and deliver an upskilling project for the Construction sector.

Member of NIAW NI Wide Regional Sub-Group Apprentices.

Member of the Board of CITB NI.

- I have been working with Clare Caulfield, CITB and the DFE on redundancy training and support
- Advising UNITE ULRs and answering queries for them. Advising on career paths post redundancy.
- I have maintained contact with the Regional Secretary to update on project progress.

- Reporting back to UNITE Head of Lifelong Learning.
- Working with Communities Officer Albert Hewitt on mapping potential learners and workplaces.

This Project targets those that are hardest to reach e.g. SME's, Self-Employed, unemployed in diverse communities. Guidance and outreach is central to the project's view of social inclusion. Community engagement consists of informing, consulting, involving, listening and responding to communities and their leaders through the on-going relationships and networks we have built. The same applies to the small employers and self-employed in the Construction sector.

*Patrick McGilloway currently works for BMS Ltd on a temporary basis. However an opportunity has arisen for a longer contract on renewable energies and this required him to undertake a NVQ L2 in a Wheel Loading Shovel. He has now obtained this qualification and looks forward to more sustained employment*

Demand has risen markedly but the restriction on the number of learners in a classroom situation means that the throughput volume is less than it was before the outbreak of the pandemic. The same applies to NVQ training.

ULRs are present for the bi-monthly Regional Committee for Construction (RISC) and inform the Project manager in terms of workplace mapping and upskilling opportunities. They also serve as a conduit to construction employers. They also receive updates on the Project's targets and development of partnership opportunities.

The Project Manager engaged with 53 members this quarter. This engagement took the form of advice, guidance and appropriate course placement.

## **England**

### **Learn with Unite Platform Update**

Learn with Unite has its own virtual learning platform which has provided learning support to members since it began in 2009. The progression of the platform has been continuous each year because the platform is able to deliver training and learning support to our members, workplace representatives and potential members.

The statistics demonstrate the current impact

- 2021- 120,935 users
- On the 25<sup>th</sup> June 2021 19,157 users. This number of users coincided with the promotion of the Level 1 Mental Health Awareness Course.

If we compare the statistics above it demonstrates growth

- 1<sup>st</sup> July to 18<sup>th</sup> August 2020 11,369 users
- 1<sup>st</sup> July to 18<sup>th</sup> August 2021 36,511 users

The site usage has increased by 212% in the last 90 days.

**LWU Administration Report.** The relaunch of the LWU website, working with designers and Andy Pearson to ensure all material on the website is current and correct. That all functionalities work and supporting colleagues to include new material where needed.

Over the last three months we have been encouraging students to complete their outstanding courses. Enrolments have been steady through these months as we find the summer months to be quieter due to school holidays etc.

We have continued to work on the LWU social media pages (FB and Twitter) to promote learning offers, achievements and other activities. Working with all of the LWU team to get posts from all regions onto our social media pages.

Facebook Posts Reached 4,469 which is 24.5% up and 13 new page likes

Twitter Impressions – 46231, Profile Visits – 4486, New Followers – 30 (Note from June 2020 to present the increase of new followers equates to an increase of 259).

### **North East, Yorkshire & Humber**

We continue to recruit members through learning especially in organisations like, Leeds City Council, Kirklees Council, First Bus and North East Linc Council (all accounted for and evidenced)

Have supported and retained members through redundancy at Sabic, Darchem, Npower, RAF Linton, Switch Mobility and at INEOS/BASF North East sites.

Using education and learning to partake in Regional and Cluster campaigns to grow Unites profile, support our branches and Reps as well as recruit new members; for example at BeeLine in Hull City Council, creating a Hub on the Learnwithunite platform to support the National Hospitality Campaign, Coordinated an education course for British Sign Language and Deaf Awareness for Health sector reps, creating campaign materials to support South Yorkshire Police, supported the Sub group of Regional Committee looking at the future of Home/Hybrid working.

Successfully worked with our strategic partner The Skills Network on expanding the Mental health Awareness Award to members of Unite as well as supporting their development of their new qualification launched in October, a Level 2 Certificate in Understanding Environmental Sustainability & Level 2 Certificate for Sustainability Impact for Work. This is to dovetail into Unite's Environmental Taskforce group aims of educating and engaging with our broader membership.

We continue to revisit pre pandemic organisations to relaunch their Learning agenda including BAE Systems, British Steel as well as supporting officer on potential new campaigns including Arla Foods.

We have supported officers on activities including Reps at York NHS Trust on Three Health and Wellbeing days and recruiting new members.

Our nomination for the Festival of Learning Award 'Learning for Health' was successful and Paul Akroyd our Unite member from Leeds Bramley First Bus depot won a well-deserved accolade.

We have supported the Five Live campaign 'Words Matters' by introducing them to our great Learning project within Kirklees Council who have given many of our members both literacy and numeracy qualifications since its inception in 2013. This is a joint union and employer collaboration and we were delighted to hear of James Sykes' journey live on Wednesday 15<sup>th</sup> breakfast show.

### **North West**

The NW team continue to support our reps and members from home due to Covid restrictions although we are now beginning to get access to some workplaces.



First Bus Oldham have re-opened their learning centre and we supported an open day in September where we promoted learning opportunities with the three ULRs in the canteen. We are arranging a further day in November to complete learning surveys.

We continue to provide redundancy support workshops mainly via Zoom but as we are now gaining access to workplaces these will be done onsite where possible.

We have supported a further 100 members with redundancy workshops and have organised a Mental Health Awareness course for 12 reps and a TUPE/Redundancy course for 8 reps.

We anticipate a high volume of redundancies as furlough ends and we are prepared to support our members and then retain them through the Back to Work membership.

We continue to promote our Learn with Unite site and signpost our reps and members to the hundreds of learning opportunities available. We sent out a mailshot to our NW members in August promoting the new Level 1 Mental Health Awareness course which has had an excellent uptake so far and has generated many queries about our offer.

We were involved with the BBC literacy campaign and Sue Mann, our ULR at Blackpool Transport, gave an interview which has been broadcast by Radio 5 Live, a video has also been produced by Sue to promote literacy and the 'Learning Curve' learning centre.  
[https://www.youtube.com/watch?v=eE\\_BlzDdzlg](https://www.youtube.com/watch?v=eE_BlzDdzlg)

We are improving the computer skills of our members at Ecolab over two shifts which also supports the employer. A paid hour at the end of one shift and the beginning of the next has been negotiated and agreed with the employer and a member of our team is facilitating these sessions.

## **Construction**

### **Recruitment and Retention**

Project staff continue to support regional membership units contacting members under threat of redundancy or who have recently stopped their direct debits to the union. Over 170 members have been retained since January and over 120 new members recruited, primarily through the ECS programme.

### **ECS**

The provision of ECS testing is offered through the team and at four test centres across England. Bradford has been added to Liverpool, Manchester and the Canary Wharf Learning Centre in London. A further venue in Newcastle is also operational along with an increased delivery in the West Midlands. Unite offers this service to the Construction industry and as highlighted above, is a vehicle to recruit new members. Demand for the qualification has been maintained throughout the pandemic as the sector continues to work through the lockdown. Since January over 7000 workers have attended their ECS test through Unite the Union.

### **Service to Union Representatives**

Members of the team based in the North West continue to work closely with regional officers servicing the construction industry and meet regularly to map activity and recruit on sites. The Social Housing Combine (SHC) continues to provide information and support for union representatives employed by social housing employers across the North West. Despite COVID, the Combine has continued to grow through regular online meetings and communication through a bespoke Whatsapp group. Project staff also attend and submit a report into the Construction RISC committee.

## **Harmful Gambling in the Workplace Campaign**

Learn with Unite, in partnership with harmful gambling treatment provider Beacon Counselling Trust, have developed a training programme looking at the subject of harmful gambling and the role of employers and trade unions in helping to address the issue within a workplace environment.

Over 22,000 members are now covered by a harmful gambling workplace charter signed both by trade unions and employers. It commits signatories to providing an environment where people affected by gambling related harms receive advice support and, if required, signposted to specialist support.

The primary delivery platform of awareness raising and information on the subject in a trade union context is the one-day Bet You Can Help online zoom training for union professionals, union representatives and employers. The course has now been accredited at level 2 by the Royal Society of Public Health (RSPH). By attending this course members gain a better knowledge and understanding of the subject and will be in a position to both discuss with other groups and offer support to people affected by harmful gambling.

The harmful gambling workplace charter is the framework used to offer support to those affected by harmful gambling and the course looks at the charter in more detail. Unite and the TUC are the most recent employers to sign the charter at a fringe event on the 14<sup>th</sup> of September. Recently developed resources produced with the TUC were also made available the same day. They include a harmful gambling toolkit for union representatives and a short online awareness raising micro-teach course. Registration for the level 2 accredited course is available through both resources.

## **South West**

HPC-Following relaxation of pandemic rules we now have permission to set up face to face learning. Also, agreement from HPC for Unite to use the Apprentice hub for 3 months.

Balfour Beatty- Met with Training manager and Training Co-ordinator- now have agreement for us to use their training room and laptops for delivery of informal ICT learning-waiting on availability details-had put forward a one day awareness event and waiting on confirmation.

EDF have advised they will not consider rebadging our ULO on HPC site until confirmation that the role is continuing with Unite.

Negotiating with provider(s) to set up English/Maths workplace learning-Bridgwater and Taunton College have advised they are struggling with lecturers for adult learning and hope to resolve the situation soon and will come back to us

Attended meeting with EDF learning team and GMB ULO have put forward a proposal for us to deliver basic ICT skills. Waiting on Balfour Beatty re availability of their training room and also news on the ULO role with Unite. May look to do training at the Apprentice Hub as Balfour Beatty training room is too far for some learners. All being well we can commence some learning in November 2021. Recruited ULR's for the accredited ULR training with Education. Supporting the new ULR's to promote learning at HPC. HPC Learning steering meeting organised and took place. All reps are keen to support and relaunch the learning agenda at HPC. Concern raised re future of the Learn with Unite team.

**FIRST**-Now have go ahead to reopen Learning centres from 25 October 2021. Continued supporting all the ULR's and 3 will attend the ULR training planned for October. One ULR was looking to step down, I have managed to keep on board with the promise of my support. I have helped to plan some relaunch events working closely with the Learning Co-ordinator

and the ULR's. Wranx training has been popular. All are looking forward to the opening of the centres and feel this will help to boost the morale of members and potential members.

**DHL**-supporting ULR, still waiting on learning agreement to be agreed and signed.

**Newton Abbot Community Aid-New Learning Centre and Community Hub** opened on 22 September 2021. I have been providing ongoing support to the Community Union Learning reps as they are new to the role (recruited and trained recently). I have been helping to publicise the centre and our learning in the area. Have met with many organisations, they will promote amongst their service users. The hub is going to be used by many organisations we are looking into sustainability. Planning further events including UK online week event with hope to support our members and recruit new members. Early days but huge potential.

### **Ongoing:**

MEMBER SUPPORT-individual support for members writing/calling in.

Supporting new colleagues-retention team –overview of learning available and how to direct/retain members plus personal development.

ESOL conversation clubs-continuing facilitating, new term, great start.

OFFICERS- continuing to support where needed for own, member.

### **Midlands**

Continuing to support Apprentices at James Watt College in Birmingham with further dates currently being arranged, just delivered ERR sessions to Apprentices at Derby Homes.

We have just secured an additional slot each month at James Watt College to run ECS sessions and it has been confirmed that we will be able to use the Birmingham office from November, first sessions now booked for 8<sup>th</sup>.

We are supporting members at Bromford Industries in Birmingham. The site will be closing around March 2022 but most of the workforce will be leaving in December of this year. On 13<sup>th</sup> October we delivered three CV workshops on site and will be continuing to support (remotely) over the coming weeks.

We have recently assisted the Rep at Leicester Council with a Learning Event. It's a difficult situation at the site we visited as they have no facilities at all in terms of canteen etc so we held the event outside in the staff carpark (gazebo) and welcomed members who were coming back to site to pick things up or who were dropping their vans off. We are hoping to do other events, but with the winter coming round it may not be feasible to stand outside.

Attended a drop in day at one of the NHS trusts in Birmingham, where we signed up another nine people to begin an English course.

Continuing to work with the Education Department & South and City College Birmingham and have been able to present the LWU platform to Reps over the past few weeks attending the Mental Health, Workplace Reps courses and DHL Reps on a Redundancy course. We have also been asked to present to the Reps at Caterpillar (on site) who will be attending a course soon.

We have also now been able to present our offer on-site to all of the RMU team in the West Midlands as well to the full time convenor, shop stewards and Officer at Toyota (site visit) on 1<sup>st</sup> October. The Convenor has suggested the presentation is shown to the ULR's on site so this is going to be arranged. We believe there will be real opportunities to get learning up and running there.

Met with Rep at East Midlands Trains and discussed future events at Derby and Nottingham depots.

Continuing to support the RMU team with retention calls in the West Midlands, 20 retained in October so far.

### **South East Region**

We continue to support our members at Varian Medical Systems at Crawley

There is South East ULR Forum arranged with a good agenda and several guest speakers scheduled for Monday 25<sup>th</sup> October

We continue to run the successful Friday zoom training sessions to an audience of around 75 activists.

Planned joint activity with Royal Literacy Fund again to run addition sessions

Recruitment of ULRs and agreed training dates following elections.

### **London and Eastern Region**

#### **UMWEP**

Summer school activities were run covering English conversation with debates covering mental health awareness in pandemic times, Trade unionism, Organisation and Freedom of association, updates on Colombia.

The curriculum for the next session has been finalised and recruitment will commence.

The Waylin Waylin group have continued to attend English classes delivered by the WEA. More of the 140 learners surveyed will continue to create learning opportunities for all as the terms develop.

Work to support members in Bernhard Matthews in Norfolk is an ongoing target under the UMWEP banner working with the organising department and the officer. We expect that we will also be reaching out to the local community branch to maximise the unions potential to organise a complicated workplace.

#### **Redundancy and Retention**

Redundancy support at Smurfit kappa in Thurrock continued with a number of members getting back into work and upskilling.

The work at the International Money Exchange at Luton Airport has covered the redundancy support and retention of members. We retained 50% of the members, signposting them to the LWU platform. This has also been extended to the members from Menzies Baggage Handling.

Southend Airport has been put under threat with Ryanair pulling out and other airlines not committing to a winter programme. We have been offering redundancy support to members at Stobart's through the Learn with Unite platform.

Stansted airport has begun to build up after the pandemic downturn but our membership has also suffered. In the last quarter, working with the officers we have identified organising targets that the learning agenda will play a major part in. This has brought together sector learning hubs covering CAT and Hospitality. At Stansted Airport we have made the Learn with Unite platform available to the members at M.A.G to get employability support.

**Industrial** We have continued to develop learning opportunities at First Bus Essex with the TULRs promoting English classes. This will show fruition in the planned poetry competition and the upcoming BBC Radio 5Live Big Readout campaign. Arla Dairy in London has had a learning day and has recruited new learning reps to support the members. This work is mirrored across the sector at Sainsburys and Iceland where the reps are opening up the learning centre after a long period of closure due to the pandemic. At Milbrook Tyres we are using the learning agenda to grow and retain the membership, the ULRs are planning open events to retain the membership.

**Equalities** Continued work with the Equalities Department has opened up opportunities to promote the learning platform into workplaces and organisations. With the Menopause Awareness training and BAME diversity training we helped deliver in Arriva buses we were able to promote learning and equalities and developing organising opportunities.

**Other Work** The ManVan has started to bring men's health information to Veolia sites in London. The direct access to the van and the webinars continue to inform members of vital health issue that affect our members. The regeneration of Stevenage offers a huge organising potential. We have been working with Green Skills Partnership to develop the links with the local authority and provide funded training and employment avenues that will boost local employment and membership of Unite.

The Employment Rights and Responsibilities training developed by colleagues from the Construction project is planned to roll out to apprentices in the region and will hopefully expand to engage young members in colleges.

### **Scottish report**

Learning organisers agreed to set up lists for courses going forward as the best policy for ensuring the training budget is spread as much as possible and share the resources in a fair and transparent fashion to avoid people getting multiple courses at the exclusion of others.

We have planned courses for the year which include 18<sup>th</sup> Edition wiring regs, Electrical vehicle charging, Inspection & testing, PAT testing and a Drone surveying course, places are restricted due to Covid. We have 9 who completed 18<sup>th</sup> edition course at West College Scotland in July.

**Glasgow Taxis** Over 100 drivers have completed courses. All being done at Toryglen Community centre, Certificates will be sent directly to candidates home address during Covid and classes are currently restricted to 8 per course. We are running 3 courses at a time Monday Tuesday and Friday. We had an external audit from SQA they looked at 3 main areas, Resources, Candidate Support and Internal Assessment and Verification, High Confidence identified in all 3 areas, so well done to all in team for their sterling work branch membership now at 453 and growing.

Glasgow City Council have made qualification mandatory on renewal of badge or initial application from 1st January 2022.

**Offshore groups** We are in discussion with colleges around developing a model for delivery of 18<sup>th</sup> edition wiring regs which will suit offshore workers.

**Online learning platform** 127 users this quarter, courses completed include Customer Service, Conflict Resolution, Assessing Mental Capacity, Mental Health Awareness and Bullying & Harassment for Managers.

**OU** Open learn Courses have been put onto learnwithunite site on Scotland page.

**Aviation sector** Talks with Scottish government finalised and initial agreement has been reached with continuing Covid response fund for this sector. Meetings with members and employers to take this forward now at an advanced stage. There will be £400,000 available in first tranche.

This is being delivered by application to Scottish Union Learning who will administer fund.

**Virgin Atlantic** Cabin crew completed basic Spanish course.

**Dalcross** Thanks to excellent work by Shauna Wright we now have a recognition agreement with this employer at Aberdeen and Inverness airports. We have issued a survey for all airport staff and are in process of collecting responses.

**Arjo Wiggins** We postponed event for signing a learning agreement due to Covid and will revisit this in October. Have agreed a training and learning schedule at the mill, to upskill workers, 10 apprentices have been started. This includes 2 Graduate apprenticeships in conjunction with Robert Gordon University.

**Menzies** Talks at an advanced stage.

**Aberdeen Airport** Finalising arrangements for training meeting scheduled for 28<sup>th</sup> September 21, 2021.

**Loganair** Talks ongoing arrangements being put in place.

#### **Childminders branch**

We are assisting organising campaign with the establishment of a Scottish childminders branch. These are all self-employed people and we are in discussions with City of Glasgow college trade union department (Collective learning partnership) to look at setting up a suite of courses using the Paulo Freire model.

As mentioned in the 1<sup>st</sup> Quarter report Covid restrictions are still impacting delivery of face2face courses in Highlands & Islands, particularly those normally delivered by the colleges which have been fully on-line, with reduced operations. However, the new academic year is about to start, with students returning to the classroom for the first time in 18 months and it is hoped that successful re-opening will allow for part-time business courses to run in future.

Personal contact with reps and members remains a challenge and the momentum built up around learning in the first half of the Highlands project has been lost during this last year and half. Covid numbers across the Highlands following the summer & schools return is high but if it stabilises and a further lockdown is avoided project worker hopes to resume some workplace visits to raise awareness of learning and recruit more active ULR's to progress this. In the meantime project worker has been contacting members direct by email and it is apparent from replies that there are still many industry sectors and workplaces which are unaware of Learn with Unite. Project worker will work with the new Industrial Officer for H&I to identify such workplaces and will attend AGM's/Activists meetings etc. on-line meantime to keep the learning agenda profile current.

## **Courses bid for and attended this year are:-**

**18<sup>th</sup> Edition Wiring Regs (BS 7671)** delivered to 11 members through Certsure's blended programme. There are good advantages to this type of learning, particularly for members in remote areas, as learners do not have to physically attend a course for 3 consecutive days. Instead, they study in their own time and follow this up with 1 day on-line tutorial and assessment. For that reason it has been well received and feedback good. However, that is only amongst those for whom no technical challenges arose and unfortunately, there were several in this latest course. Project worker is currently working with the learners and provider to re-schedule tests and tutorials for those affected.

**Global Wind Organisation Basic Safety Training** – interest in this has been very popular amongst members in the traditional energy sector who had been made redundant or are at risk of being so. Long-term contracts no longer appear to be the norm in this sector, both off-shore and on-shore with workers on short job2job offers with no security. Workers are therefore seeking that security by re-skilling into the Renewables industry and require this safety training before they can apply for work. Due to the cost, in relation to the small budget for H&I only 8 learners attended these courses, over three different weeks. However, as previously reported it has proved to be a good recruiting tool for the Union and new members appreciating the benefits of Union learning meant the project worker had to turn down place requests and the course could easily have been filled over again. The learners attended this very hands-on, practical course over 6 days and participated in First Aid, Manual Handling, Fire Awareness, Sea Survival, Working at Heights and Hub Rescue.

**Suicide & Bereavement** – This course was requested to assist reps and members at Dounreay following a suicide and unexpected natural deaths of colleagues and face2face was the preferred medium of the learners. Unfortunately, it has twice had to be postponed due to Covid outbreak and then Track & Trace absences. The provider, 'mentalhealthtraining' has been extremely accommodating and it is scheduled again next month for 30 learners with the acceptance that a 3<sup>rd</sup> postponement would see it delivered on-line instead.

**Drugs & Alcohol Awareness** - Reps and members from the same workplace as above attended this one day on-line course this week. This followed one rep attending the Unite education course delivered by the same provider and recognising its additional benefits to colleagues who have previously attended Mental Health Awareness courses. The reps at Dounreay have a real appetite for this area of health and wellbeing and pre-Covid had convinced their employer to roll out MHA to all workers. The Employer's commitment has currently stalled but project worker was pleased that the reps continue to broaden their understanding of the subjects and are keen to pass on their learning and support colleagues, while continuing to press the Employer.

**Menopause Awareness** – There has been interest in this type of course for some time and the additional stresses of COVID has heightened many women's symptoms and with home working having been the norm for 18 months some feel isolated and lacking support. An application has therefore been submitted to deliver this training to Unite members in a variety of workplaces throughout the Highlands. Cognitive Behaviour Therapy may also be part of the course to help women manage their symptoms.

This last course will utilise the last of project worker's budget for 21-22 but she will continue to look to deliver learning in the final 2 quarters through 'free' or external sources, such as CLP (Collective Learning Partnership) for British Sign Language or IT courses and through Thomson's Solicitors for Will Workshops, all of which have some interest from members.

A large sum of money has been secured by Unite Scotland from the Scottish Government to assist redundant or potentially redundant workers in the Aviation industry badly affected by the pandemic. A Learning Needs Survey was recently issued to members across HIAL,

which represents 11 Highland & Islands Airports, including the largest in Inverness. This is currently being examined by learnwithunite to plan a programme of courses to best support the re-skilling/up-skilling of members.

Participation in all the aforementioned courses delivers on all 5 dimensions of the Government's Fair Work Policy – respect, effective voice and especially opportunity, fulfilment and security.

Within the last 3 months the Learning Organiser has engaged closely with workplace reps and Conveners to organise the following lifelong learning courses; 2 x 2 day City and Guilds Electric Vehicle Charging for 16 electricians from various private sector contractors, 1 x City and Guilds 18<sup>th</sup> Edition Wiring Regs (Blended Model) for 8 electricians from City Building Glasgow LLP, 1 day online NICEIC Electric Vehicle Charging for 8 electricians including 4 from Dundee City Council, Onsite Assessment for 8 members (occupations include painting and decorating, plastering and Ames taping) to achieve the necessary SVQ level 2 qualification to obtain a CSCS blue skilled worker card, x5 CPR Awareness sessions at Multiplex for 40 learners working at the flagship Glasgow University Campus site and CPCS plant courses for 6 members including telehandler and slinger disciplines.

The Learning Organiser met with North Lanarkshire Council to establish a Joint Learning Steering Committee and Learning Agreement, met with Mears to discuss future electrical course provision for members including Drone Surveying, liaised with rep at Aberdeen City Council regarding collective ECS test bookings for the electrical section. In addition, the Union Learning Organiser attended Glasgow City Council's Gambling Submit and has met with the Regional Officer to establish the Unite Gambling Charter with the Council and organise training in the first instance for reps around the issue of harmful gambling and how to support members.

Within the quarter, the Learning Organiser has started the process of redundancy support for our members at the McVities Tollcross site. A learning survey has been distributed, with responses analysed and a skills audit has been distributed to the Engineering section to capture their existing skills, qualifications and experiences in the event any vacancies arise within the sector or through the employer federation Scottish Engineering. The Learning Organiser has contacted anyone under 26 week's arrears and has been able to influence members to rejoin off the back of learning supports that will be delivered in the future. The redundancy support is still in its infancy as we wait to hear the employers' response to ongoing counter proposals to save jobs.

The Learning Organiser has also assisted and processed ECS applications for electricians looking to sit their ECS test and renew their grade card.

**Kenny Barron**

Head of Life Long Learning



## **ECS, CSC AND CCNSG PROGRAMMES FULL REPORT FROM STEVE CRAIG - NATIONAL DEVELOPMENT OFFICER**

### Appendix 3

We present an update for the above period in connection with the delivery of Unite's **Electrical Certification Scheme (ECS)**, **Construction Skills Certification Scheme (CSCS)** and **Client Contractors National Safety Group (CCNSG)** programmes and associated activities.

Targets for quarterly outcomes, finance and delivery activities continue to be impacted by the Coronavirus pandemic and associated restrictions across the country. Unite has been unable to deliver its normal programme because of the aforementioned circumstances but despite these challenges we can report a very successful level of activity across the quarter.

As highlighted in previous reports, the following key themes underpin the delivery of the various Unite programmes and reflect our philosophy of:

#### **'Learning to Organise – Organising to Learn' (Figure 1).**

<b>✓ Linking learning and organising to secure membership growth; provide recruitment and organising intelligence; and non-member/workplace profiling;</b>
<b>✓ Qualifying the construction workforce to help workers secure accreditation and recognition of their skills; improve knowledge of health &amp; safety; support 'employability', apprenticeships; and continued professional development across occupations/the sector; and</b>
<b>✓ Generate income for the union through the delivery of the programmes and the provision of accredited card schemes.</b>

#### **Electrotechnical Certification Scheme (ECS Programme)**

Ordinarily, the Unite ECS delivery model is provided across a network of **28** venues (mainly Unite offices, combined with a few external locations) across the English regions. The closure of offices due to the Coronavirus pandemic has meant that we have had to dramatically cut back delivery arrangements, and, at present, the union is only conducting ECS assessments/testing at the following **eight** venues:

- **Unite's Canary Wharf Learning Centre, London.**
- **Carrington Business Park Training Centre, Manchester.**
- **James Watt College, Birmingham.** (The use of the Unite Regional Office in Birmingham was temporarily suspended due to the transition of the Regional Office) to the new Unite Hotel & Conference Centre).
- **The Dovecot MAC Centre, Liverpool.**
- **Thornbury Training Centre, Bradford.**
- **Pottery Bank Community Centre, Newcastle** ((New venue, added June 2021)
- **Wakefield & District Housing, Wakefield**
- As of September 2021, arrangements were made to resume ECS delivery out of the **Unite Regional Office, Birmingham.**

### ECS Quarterly & Annual Figures (Figure 2)

Month	Number of tests, Nationally	No of ECS tests to date	Income from JIB	Unite Annual Income to date
July	893	-	£21,432	£169,032
August	888	-	£21,312	£190,344
September	941	-	£22,584	£212,928
3 <sup>rd</sup> Quarter Total	<b>2,722</b>	<b>8872</b>	<b>£65,328</b>	<b>£212,928</b>
<p>*Under arrangement, Unite &amp; JIB partnership share the income generated by our ECS programme. On this basis, the actual figures achieved for the parties for the Q3 period = <b>£130, 656</b>. The annual income to date = <b>£425, 856</b>.</p>				

**To date, this is the highest number of ECS tests ever achieved by Unite.**

During the year there have been three months where we have conducted over **1,000** tests per month. It is likely, despite the CV-19 conditions and challenges, that we may be near to achieving **10,000** ECS tests per year.

Despite operating across a reduced number of venues, conducting the CV-19 precautionary regimes, and having to accommodate the usual absences due to candidates being on holiday during the months of July August, this has been a very successful quarter for our ECS programme. Across the quarter:

- We conducted **2,722** ECS Assessments.
- The Unite Canary Wharf Learning Centre alone, achieved an annual total of over **5,000** test at one venue.
- 'Outreach' activity (external delivery in-company/onsite) delivered at an FE College and **two** company locations.
- Not all young people aged between 16 & 24 are actual Apprentices. (E.g; in July we had **45** young people attend but only **15** were Apprentices.
- Many young people are working as Labourers or working towards experienced workers cards with the aim of obtaining their required electrical qualifications whilst working. Although not all are actual Apprentices, they are just as vulnerable and require support which we provide in the same manner.
- For example, the ECS test can be quite a challenge for many adults candidates as the test has several electrical / fire specific questions, so it is no surprise that a high proportion of Apprentices struggle with these questions.
- Many (if not all) Apprentices are only given the Apprenticeship on the understanding that they pass the test, consequently, not only are we providing valuable support we are ensuring they gain employment.
- We also give young people time and support and where necessary allow them some practice on an on-line ECS test simulator.
- Many Apprentices become Unite members after our recruitment induction prior to taking the test.

**ECS Youth & Apprenticeship profile**  
**Figure 3:**

July	45 - 16-24 years in attendance	15 Apprentices	5 recruited.
August	54 - " " " " "	18 Apprentices	6 recruited
September	47 - " " " " "	9 Apprentices	5 recruited
Total 16-24 in attendance = 146 Total Apprentices = 42 (Total recruited = 16)			
<b>Total young people/apprentices recruited Q3 = 32</b>			

Across the quarter, the ECS team has continued to deliver Unite induction sessions with ECS candidates. Unite recruitment literature and information is handed out at these sessions and non-members are encouraged to join the union. We continue to have success in contributing to membership growth and supporting apprentices and apprenticeship activity across both the public and private construction sectors.

**Responding to the challenges of the CV-19 pandemic and beyond**

Unlike many other industries, the construction industry continued to operate (across the public and private sector) despite occasional CV-19-related incidents. The Joint Industry Board/Electrical Certification Scheme awarding bodies allowed extensions of the dates on which ECS cards would ordinarily have to be renewed and this has helped the industry accommodate the impact of pandemic disruptions. However, this period is now over, and candidates are required to renew their cards before they expire in the traditional manner.

Unite has continued its practice of researching, pricing, and negotiating access to alternative delivery locations) to enable the delivery of the ECS programme offer. Having consolidated a network of alternative venues for delivery purposes, it has been necessary to make extensive arrangements (and appropriate adaptations) to ensure appropriate CV-19 preventative and precautionary measures were (and remain) in place to protect Invigilators, members, and non-members.

Unite's ability to continue to deliver our ECS programme during these challenging times is only possible as a result of collective work and dedication of our ECS team. Pauline Timpson and Tracey Conboy provide administrative support, essential to facilitating the registration and financial processing of candidates' applications.

As ever, my thanks are extended to our network of Invigilators involved in delivering Unite's ECS programme as they have worked tirelessly to ensure our programme 'offer' has continued to be made available to candidates across the CV-19 period.

Unite has continued to liaise with the ECS/JIB to ensure our delivery, precautionary measures and arrangements complied with awarding body expectations and government requirements. Unite has been one of the few ECS provider organisations to maintain (apart from March -April 2020) such an elevated level of delivery during the coronavirus pandemic.

At all times, the health, safety and welfare of our invigilators and candidates has been of paramount importance and we have emerged from our activities without a single CV-19 - related infection incident.

We maintained our practice of increasing the number of candidates tested and the number of test session per day. It has therefore been necessary, in some venues, to double-up the number of Invigilators as, in many venues we are testing as many as **49** candidates per day. This is a challenging number, given the work Invigilators must do (checking registrations, photographing, and inducting candidates, deep-cleaning computers and workstations) but the additional Invigilator fee of £150 per day is a sound investment given the return Unite receives for the increased volume of assessments delivered.

In addition, we conduct financial monitoring of programme outgoings (E.g., Invigilator fees and venue hire costs) to ensure Unite maintains a healthy profit margin across our ECS activities.

Work to extend the ECS programme into the **Wales and Southwest** areas has been progressed with meetings being held with the Wales Region Education Organiser and the Wales Union Learning Fund team.

Arrangements have been made to train the WULF/Southwest Learning Organisers and others in the region to become ECS Invigilators and for ECS testing facilities to be established at the Unite Regional Office in Cardiff (with possibly a second venue at the Unite Wrexham Office) and Bristol Office when these offices open again in the near future subject to the agreement of the respective Regional Secretaries.

### **The Learn with Unite Website**

The ECS programme has also previously benefitted from financial support from the **Unite Union Learning Fund project (ULF)** and, by association, the **Learn with Unite website**. The governments' decision to end financial support for the ULF (31<sup>st</sup> March 2021), meant that this quarter has been only the second for over a decade where payment of Invigilators travel, and other incidental expenses will have to be borne out of the ECS programme budget, rather than the ULF budget.

The aforementioned costs can be accommodated by the programme, but it is vital that the **Learn with Unite platform** is supported going forward, as it houses the **promotion, registration, and financial administration of the ECS programme without which Unite would not be able to deliver our ECS offer and activity**.

Apart from the ECS programme, the LWU website is also being developed to provide landing pages and a platform for Unite's:

- CCNSG programme
- 18<sup>th</sup> Edition offer (in association with our partners Learning Lounge)
- Apprenticeship & Skills activities (linked with JTL, CCATF, ECA & JIB/ECS).

(The apprenticeship and skills initiative is being developed with Bro. Richard Clarke work, Unite National Apprenticeships and Skills Officer).

### **Supporting Apprentices**

We have continued to support construction apprentices via both our **ECS, and Employment Rights & Responsibilities (ERR) programmes delivered at local Further Education Colleges**. We also have also brokered an initial protocol with one college where the college covers the union dues of construction apprentice for the first year of membership as part of its safeguarding arrangements.

A new and updated Unite ERR pack of materials has been developed and will be ready for use in November 2021. This document will be supported by a PowerPoint

presentation, recruitment literature and use of a Unite film resource to support our work with apprentices/young people. Also attending the CCATF on behalf of Unite.

### **Recruitment & Organising Intelligence**

Across the quarter Unite has continued its '**outreach**' activity of offering companies in the construction sector the opportunity of having a Unite ECS Invigilator attend company premises to conduct ECS assessments on-site. This extension of our standard ECS offer, is becoming increasingly popular with employers as the 'business case' for these organisations is that they:

- save 'lost time' (caused by having to release workers to travel to external ECS testing venues).
- save time and money on disruption to the business as large numbers of candidates can be tested at local level thereby saving on travel costs; and
- the on-site pre-training of candidates increases the pass rate incidence thereby saving on the costs of re-testing.

Under the arrangements, employers pay for the travel (and accommodation costs of invigilators) and enhanced Invigilator fees of up to **£250** per day so that the activity is financially viable for the union. Companies have made use of this offer and we will endeavour to progress this programme of work in the next quarter. This activity also means that Unite can have an invigilator on-site for most of the day (often in non-unionised workplaces) and allows the **invigilator to spend time recruiting and gather intelligence on the workplace to discuss with local Regional Organisers.**

### **New ECS Card Developments**

This section of the report reflects and builds upon activities highlighted in earlier reports as this work will be on-going until arrangements are consolidated. Given the growing success of the Unite ECS programme, we have continued to progress negotiations to further develop the range of ECS cards we are able to offer across the construction and related sectors. To this end, **Unite has secured agreement for the union to be able to deliver four new ECS-related cards** in the same manner we deliver the standard ECS general card.

This will extend the reach of the union's programme into new areas of the construction industry and will provide the opportunity to access and recruit and organise non-members; provide validation of a wider range of ECS qualifications; improve health and safety standards; and generate additional income streams for the union/JIB/ECS. A brief overview of the new ECS cards has been provided in previous reports.

### **Health, Safety & Environmental Assessment**

Workers must have an up-to-date health and safety qualification to be awarded with an ECS card. Unite is currently exploring (with ECS) the possibility of developing a 1-Day H&S Assessment set of materials that would allow Unite to offer/deliver this course which would accompany the ECS online assessment.

### **Invigilator Training and capacity building**

To support ECS developments, we ensure existing Invigilators pass the new JIB/ECS Invigilators online assessment and this has continued over the third quarter. Whilst working in the unusual conditions caused by the CV-19 pandemic, we have continued the practice of holding regular Zoom meetings with Invigilators. This enables us to maintain contact with Invigilators, consolidate learning, share best practice, problem-solve issues, and conduct training on topics such as recruiting ECS candidates and using IT equipment during ECS sessions.

## CSCS

Our CSCS programme is offered only out of the Unite Canary Wharf Learning Centre (CWLC) in London and delivered professionally by Matthew Skelly who coordinates with our partners to help facilitate delivery of the CSCS tests.

Due to the high volume of ECS assessment being conducted at the CWLC this has meant that the number of CSCS has been reduced our Invigilator can only conduct 5 CSCS tests at a time and this is resource intensive compared to the returns generated via ECS activity. Once again, despite another challenging quarter experienced due to Covid - 19 pandemic, Unite's H&S card programme has performed well, and this is a testament to the hard work and commitment of our Invigilator delivering this programme.

### Q3 Construction Skills Certification Scheme (CSCS)

Figure 4

Monthly Summary	Number of CSCS Test
July	3
August	4
September	5
Total	12

## CCNSG

As has been reported previously, Unite has temporarily suspended our CCNSG 2-Day Health & Safety Passport, 1-Day Renewal and Lets courses due to the complications associated with the Coronavirus lockdown and associated restrictions. In addition, one of our CCNSG trainers has retired and another was required to undergo training to renew his CCNSG trainer credentials – this training has now been completed.

Unite is embarking upon a review to:

- Evaluate how Unite accommodates anticipated changes likely to be introduced because of the current review of CCNSG being conducted by the ECITB (which includes analysis of registration, provider 'price capping' online and offline testing provision; license fees; virtual training delivery and assessment; administration processes and approvals).
- Develop a CCNSG 'landing page' on the LWU website
- Improve financial administration, registration, promotion, and delivery of the CCNSG programme.
- Provide opportunities for training of Unite's CCNSG Tutors and expand the network of CCNSG trainers.
- Develop new online/offline marketing and promotion materials; and
- Work with ECITB to improve the effectiveness of our CCNSG administration and provision to support the ECITB strategic review.

Unite will be required to accommodate several changes and developments to comply with ECITB strategic programme initiatives. These include the introduction of the new 8.2 version of the core CCNSG materials: changes to the delivery of the 1-Day renewal and 2-Day Health & Safety passport course and the introduction of online provision and testing arrangements.

The ECITB Board has focussed on four key drivers for change underpinning its strategic direction which are:

- **COMPETITION FOR SKILLS.** £600bn of infrastructure projects are set to be delivered over the next decade. Alongside EU Exit this could exacerbate competition for skills.

- **INDUSTRY 4.0.** As evidenced during the pandemic, digitalisation is revolutionising the world of work, leading to growing demand for digital skills and a shift towards blended and remote learning and assessment.
- **DEMOGRAPHIC CHANGE.** With 14% of ECI workforce expected to retire by 2026. These workers need to be replaced with the next generation of young, diverse talent.
- **PREPARING FOR NET ZERO** The UK's commitment to achieve net zero emissions by **2050** (**2045** in Scotland) will impact all ECI sectors and create significant business opportunities, requiring a skilled workforce.
- **COMPETENT WORKFORCE.** Ensuring the workforce is safe, productive and has transferable skills is critical to the success of the ECI and the wider economy.

These elements reflect the context within which Unite itself operates and preparations for net-zero apprenticeships and pathways to address future skills gaps are a common goal.

This work also dovetails with the union's activities on the recently established Environment Taskforce and links to initiatives being developed around reps' training; 'just transition'; re-skilling/up-skilling; activity around low-carbon and emissions reductions; job protection and employability; redundancy support; and activities associated with the impact of the wider 'green agenda'.

### **Additional Activities**

I have continued to work, supporting Gail Cartmail, Unite AGS, (currently on sick leave) and Jerry Swain, National Construction Officer, across several construction-related initiatives including:

- The **HS2** Skanska-Costain-Strabag Joint Venture campaign.
- Coordinating **Unite's global campaigning work associated with SKANSKA.**
- This involves weekly Zoom meetings with the international combine involving Unite, the **Building Workers International (BWI)**, **Byggnads** (Sweden), the North American Building Trades Union Federation (**NABTU**) and numerous affiliates such as **SMART**, and **IUPAT**.
- Presentations/engagement with the **NABTU North American Organising Committee.**
- Unite is leading on a range of activities including the review of a **BWI-Skanska International Framework Agreement (IFA)**; participation in the forthcoming **European Works Council** review; and supporting complimentary activities around skills, OHS, **Responsible Contractor Policy** pilots and international solidarity.  
(This combine is expanding to include unions from Europe and the USA, and to target additional global employers in construction. This work links to activities with Dan Pedrotty, Construction Advisor in the Biden Administration relating to the President's \$2 Trillion infrastructure initiative, the largest American jobs and skills investment since World War II).
- Supporting the development of a **Unite Women in Construction (UWiC)** network and linked activities supporting women in the **BWI**, the **Nuclear New Build Generation**

## **Company and Women in manual Trades in the USA.**

- Work on the Construction Talent Retention Scheme
- Work supporting various BWI activities including strategy developments, the BWI Organising Academy, Mega Sporting Events initiatives, ED&I in construction, climate change, **C40 Cities** and **COP26** initiatives.

## **Unite Environment Taskforce (UET)**

Under the direction of Jim Mowatt, Education Director, my participation in the Unite Environmental Taskforce continues. Activity in this areas has included:

- Attendance at UET fortnightly meetings, preparation of presentations and resources materials.
- Delivery of UET sessions to Unite NISC's, RISC's and Equality committees.
- Coordinating (with Graham Petersen) development of a **Unite Climate Change = Workplace Change Toolkit**.
- Supporting the recent UET Conference
- Developing a Unite UET Film (with Unite's Barry Faulkner & filmmaker Dan Smith)

## **Harmful gambling Workplace Charter**

Harmful gambling is a growing problem in our workplaces and communities and there is growing anecdotal evidence that this is affecting Unite members. In the UK it is estimated that approximately **430,000** people are suffering from compulsive gambling – and for every gambler there are 6-10 affected others (family, friends and workmates) impacted by their addiction.

This means **7%** of adults, or **3.6 million** people, report having been negatively affected by someone else's gambling problem. Overall, research suggests that nearly **5 million British people have experienced harm linked to gambling**

This number has grown dramatically over recent years and can be attributed to a variety of factors including the economic downturn, increased presence of betting shops on the high street, increased marketing of betting companies, mobile and digital gambling platforms, increased lottery draws and scratch-cards and FOBT machines in betting shops (usually Roulette)

Work in this area includes:

- Developing a **Unite-BCT L2 'Bet You Can Help' Harmful Gambling course accredited by the Royal Society for Public Health (RSPH)**
- Drafting (with Keith Lewis, Unite Construction Learning Manager) a Unite-Beacon Counselling Trust **Harmful Gambling Toolkit** for the Wales TUC.
- Supporting a **Harmful Gambling TUC Fringe** event at which Paul Nowak (TUC Deputy GS) signed the Unite **Harmful Gambling Workplace Charter (HGWC)**
- Developing a TUC Toolkit and Harmful Gambling e-note.
- Signing up **Lancashire & South Cumbria NHS Foundation Trust**, which employs **7,000** people to the HGWC. **Wigan Council** have already signed up to the HGWC and training has already taken place with reps and Managers.
- Training over **200** workers and Reps on the Unite -BCT 'Bet You Can Help online course.
- Engaging with various employers and community organisation interested in tackling harmful gambling.
- Both **Glasgow City Council** and the **Workers Education Association** have also expressed an interest in signing the HGWC in the next quarter.



**Figure 4: Harmful Gambling in the UK**

- **Harmful gambling is one of the top 10 priorities in the NHS National Plan.**
- The UK has one of the biggest gambling markets in the world, generating a profit of **£14.2 billion in 2020**.
- The economic cost of harmful gambling is around **£1.27 billion** but this is consider an underestimate.
- Harmful gamblers are **15 times** more likely to commit suicide than the societal average. It is thought that there is **one gambling-related suicide every day** of the year in the UK.
- Just **2%** of HG addicts were able to access treatment - compared to **15-20%** for drugs and alcohol addictions.
- Reports also found that nearly half of all addicts were not receiving treatment, with **poorer people, women and those from a BAME** background the worst affected.
- The rate of harmful gambling among **11-16year olds is twice as high as for adults - amongst boys it is three times as high.**
- The **types of 'harms' include**, financial, relationship disruption, conflict or breakdown, mental and physical health, cultural, employment and education (referred to as reduced performance at work or study) and criminal activity.

Finally, after a protracted period of engagement and communication with EFC CEO Denise Baxendale-Barrett, work to secure a meeting with Everton Football Club and Principal Contractor Laing O'Rourke was achieved.

Liverpool City Council's planning officer's report reveals the project has a construction value of **£505m** and is expected to create **8,136** construction jobs. The redevelopment of Everton's current home, Goodison Park, has been priced at **£82.5m** and is anticipated to generate **1,382** jobs. The report also suggests the scheme will prompt "wider catalytic" developments in land adjacent to the site with a construction value of **£212m**.

The new EFC Stadium is anticipated to be the 'greenest' and most accessible stadia in Europe.

A similar programme of work to engage with Liverpool Council following the change in City Mayor from Joe Anderson to Joanne Anderson (no relation) and the establishment of a completely new Council Cabinet also generated a positive response with the new Mayor agreeing to meet with Unite in the fourth quarter.

This work will now be progressed by the Northwest region.

Despite the challenges presented by the CV-19 pandemic and the usual drop-in activities due to the holiday period during the months of July and August, this has been an active, positive and fruitful quarter for the union.

**Stephen Craig**

National Development Officer

## [Appendix 4](#)

### **Unite Wales Union Learning Fund (WULF) Report Jul- Sep 2021**

#### **Learn with Unite Wales – Pathways to Progress 2019 - 2022**

**Regional Learning Organisers Sue Da'Casto & Richard Jackson**



#### **Next project cycle**

Meetings will be taking place throughout September with Wales TUC and Welsh Government to outline the details for the next project bidding round. It is expected the new bidding round will be formally launched in November.



The recently re-elected Welsh Labour Government has committed to continue supporting Union Learning in its manifesto and sees it as an important component of the Social Partnership agenda here in Wales.

#### **Work, Voice, Pay**

The project continues to run pilots across several workplaces looking at how union Learning can link in more pro-actively with the organising agenda, we have attended Union education training courses, AACs & RISC meetings to promote our activity to frontline reps.



We are closely monitoring activity in workplaces where Union learning is being supported to identify the positive impact upon membership levels.

Our ability to gain access to non-members in the workplace whilst having positive support from employers to do so, is an opportunity difficult to replicate through other organising initiatives.

We are able to gather intelligence in a very efficient manner which allows us to promote union membership and identify if learners would like to hear more about joining Unite the Union, this is allowing us to build workplace maps of members and non-members, identify new activists, and raise awareness of union activity in the workplace.

This information is being shared with officers, organisers and reps providing vital intelligence and the opportunity to engage and organise workers in the workplace.

The current pilot gathering this intelligence is working remarkably well and provides a strong case for incorporating and maintaining Union Learning into the organising agenda.

### Members Matter - Redundancy Support

Over the last quarter the project has continued to organise support for members affected by redundancy, although fortunately this has been limited to individuals rather than mass redundancies in workplaces.



The Project continues to monitor redundancy activity across the region to proactively engage with workplaces and branches where the risk of redundancy exists. Whilst we fear that as the Furlough scheme winds down at the end of September 2021, there remains a high risk of redundancies escalating throughout the Region, the project remains poised and ready to quickly implement support wherever it is needed to assist our members through these difficult times.

### Workplace Support

Year 3 of the WULF project continues to be disrupted by the Covid pandemic, nonetheless in the face of adversity we continue to develop and support learning initiatives in the workplace.



Over the last quarter project work has delivered support in the following sectors/ workplaces:

- **Aerospace:** Aim Aviation, Airbus, Cardiff Airport
- **Automotive:** Caerbont Automotive, Stately Albion
- **CPPT:** Abingdon Flooring, Yuasa
- **CYW & NFP:** Merthyr Valley Homes, Tai Calon, Arts Council of Wales
- **Education:** International Baccalaureate
- **Energy & Utilities:** Western Power, SSE
- **EMS:** TATA Steel
- **Finance and Legal:** Lloyds, Principality Building Society, HSBC
- **Health:** Public Health Wales, Velindre (Welsh Blood service), BCUHB, Cwm Taff HB, Welsh Ambulance Service Trust North Wales
- **Local Authorities:** Bridgend, Cardiff, Flintshire, Denbighshire, RCT, Blaenau Gwent, Pembrokeshire, Carmarthenshire, Caerphilly, Torfaen, Swansea

Training topics delivered in these workplaces this quarter include:

- Mental Health incl. Awareness, Stress & Anxiety, i-Act accredited, Connect 5
- Neurodiversity
- Menopause Awareness
- CPD skills incl. Communication Skills, Time Management, Confidence, Resilience, Influencing, Presentation skills, Difficult Conversations, Managing Conflict
- Employability Skills incl. CV Writing, Cover Letters, Interview Skills, Job Searching, Resilience
- MS Teams
- Health and Safety incl. IOSH, NEBOSH, Manual Handling & Working at height

Through these workplace learning programmes, we have already supported over 500 people this quarter to upskill and access training.

### New workplace initiatives being developed:

- **Swansea Council** - The project is working with Swansea Council transport to address the urgent need for electrical vehicle training for members and employees. It is an ideal opportunity to highlight WULFs' role in providing skills for the green economy, we are also working closely with Construction Wales Innovation Centre to assist with retraining workers to support the Green Retrofit Programme.
- **Connect 5** - The project is working to provide a package of Mental Health training through Public Health's Connect 5 programme. Connect 5 aims to improve population mental wellbeing by changing the way the non-mental health workforce has conversations about mental wellbeing with members of the public. Connect 5 is the first, and only, evidence based mental health promotion training programme available in the UK.

This is currently being discussed with several Workplaces including Torfaen Council, Blaenau Gwent Council, Abingdon Flooring and Stately Albion. We hope to roll this out to several other sectors and workplaces in the future. We have also been invited to undertake Train the Trainer training with Connect Collaborations, this will allow us to deliver the Connect 5 programme 'in house' and utilise the huge bank of resources that form part of the programme.

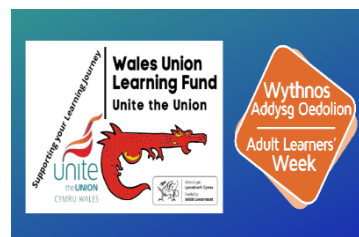
- **Pembrokeshire Council** – The project is currently in discussion with the council to support Kickstart placements and new apprentices, this presents a great opportunity to highlight the importance of trade unions and union learning to young workers.
- **Community** – We are going to be supporting a group of Syrian refugees who need to improve their English skills by providing ESOL through the Learn with Unite platform

### Adult Learners Week Wales 2021

Adult Learners Week Wales took place from the 20<sup>th</sup> to 26<sup>th</sup> September 2021.

Adult Learners' Week now in its 30th year is the biggest adult learning campaign in Wales with over 10,000 adults in Wales taking part.

The aim of the campaign is to raise awareness of the value of adult learning, celebrate the achievements of inspirational people and projects and motivate people to discover just how learning can positively change their lives.



To celebrate ALW, the Unite WULF team put together a huge programme of activities, including a programme of 30 Free online Webinars covering a wide variety of topics including:

- Mental Health & Wellbeing
- Rep Development
- Reboot & Recovery
- Employability Skills
- Working Online

The ALW campaign has been supported by a big publicity campaign including mass mails to members, promotion through Reps, Branches and workplaces, a social media campaign and use of online Landing page through our website: <https://unitewulf.cymru/adult-learners-week-2021/>

The programme of activities successfully delivered training to over 300 learners, this is a massive achievement for the project, and we thank everyone who took part, shared and promoted our events.

### Unite WULF Website

As part of our ALW campaign, we have formally launched our own website dedicated to support available to members living in the Wales Region, this will allow us to be flexible, dynamic, and timely in highlighting support unique to members living in the Wales region, as well as allowing us to highlight and direct members to support available through the National Learn with Unite platform.



The platform also has a Welsh Language function, allowing us to be more inclusive within the Wales Region.

### ECS in Wales

The Unite WULF team along with Regional Education Officer Glyn Connolly have recently met with ECS co-ordinator Stephen Craig to initiate the roll out of support for ECS qualifications in the Wales Region, something that does not currently exist. This will be a great offer for members in Wales and will also provide a means of generating revenue and new membership for Unite.



The WULF Team will be getting trained as invigilators, and due to the unique way, the WULF project operates we will be able to offer a flexible demand led approach to deliver ECS training in Wales, by bringing the classrooms into the workplace utilising our existing resources.

We will also be identifying additional people to train up as invigilators to develop a network of testing centres for maximum convenience for our members.

### Individual Support

An increase in the number of Individual referrals for training support have been received through a campaign of increased mass mailing, social media posts and targeted workplace engagement.

Over 1000 individual members have received advice and support to enable them to access training this year, our ability to provide either direct support through the project or signpost to other funding and support streams ensures that everyone who engages with us is able to identify a means to support their learning journey.



### New training developed this quarter

We continue to adapt and develop our learning offers, working closely with tutors and training providers to develop new courses and learning activities to meet the needs and demands of learners. The WULF team are also engaged in a programme to deliver more training directly through the Regional Learning Organisers. The latest courses added to our excellent range of offers include:

- Social Media training
- Rep Personal Development





## Union Learning Reps

The Unite WULF project will be working closely with Wales TUC this project year to increase the number of union learning reps within workplaces through a targeted campaign and welcomes the opportunity to speak to reps, branches, and committees to raise awareness of the importance of ULRs and Union learning in the workplace, year to date approximately 12 new ULRs have been recruited as a direct result WULF activity.



## Mental Health Survey

During this quarter Unite worked in partnership with the NEU to promote a mental health survey to all its members in the Education sector. This was in response to the current mental health pandemic in Wales and focused on the needs of frontline staff in education. The results of the 1600 plus multi union response are being collated and analysed and will be available for the next report.



The survey will also be used to canvas health and care workers across local authorities with the support of Unite Officers and Reps during the remainder of this project.

## Harmful Gambling

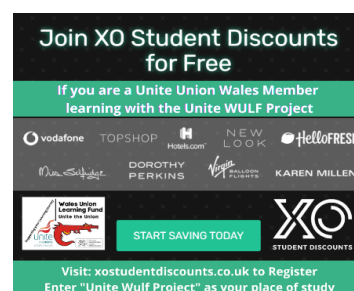
The Project attended a presentation of Unite's Harmful Gambling programme at TUC Congress. The programme has already been discussed in detail with the WTUC and the Project is seeking to gain support from the Regional office to deliver training to Officers, Reps and Activists, and to promote the programme across all regional sectors.



## Student Discount

We have welcomed a new partner to the Unite Union WULF project – **XO Student Discounts**.

This means We are now able to offer a **FREE** student discount scheme from XO Student Discounts. The student discount is available to Unite Union members in Wales who engage in any learning activity supported by the Unite WULF project, this includes any individual learning activities, workplace activities or open activities, so is a great incentive to encourage people to both engage with the learning agenda and join Unite the Union so they can take advantage of the discount.



## Inspire award

The Unite WULF team were nominated for an Inspire award at the Adult Learning Awards 2021 run by the Learning and Work institute. Although we didn't win, we were one of the shortlisted finalists, which is a great achievement for the project recognising all the hard work the Unite WULF team carry out to support our members here in Wales.



### **Environment Taskforce**

Unite the Union has launched an environmental taskforce. Climate change means workplace change and We want our members to be at the forefront of that change, making the decisions alongside their employers. Ensuring everyone benefits from a greener economy, change focused on skills, education and high-quality green jobs!



The Unite WULF team are already supporting our members in ensuring just transition within their workplaces. We are working with Swansea Council to help upskill workers with training to maintain electric vehicles and we have supported a number of members to train for roles within the green retrofit sector, delivering on the Welsh Government agenda of decarbonisation of housing stock and business premises.

We look forward to working with our workplaces and branches to expand our support delivering training to upskill and reskill our members for a just transition into high quality green jobs.

**Glyn Conolly - Education & Development Organiser – October 2021**