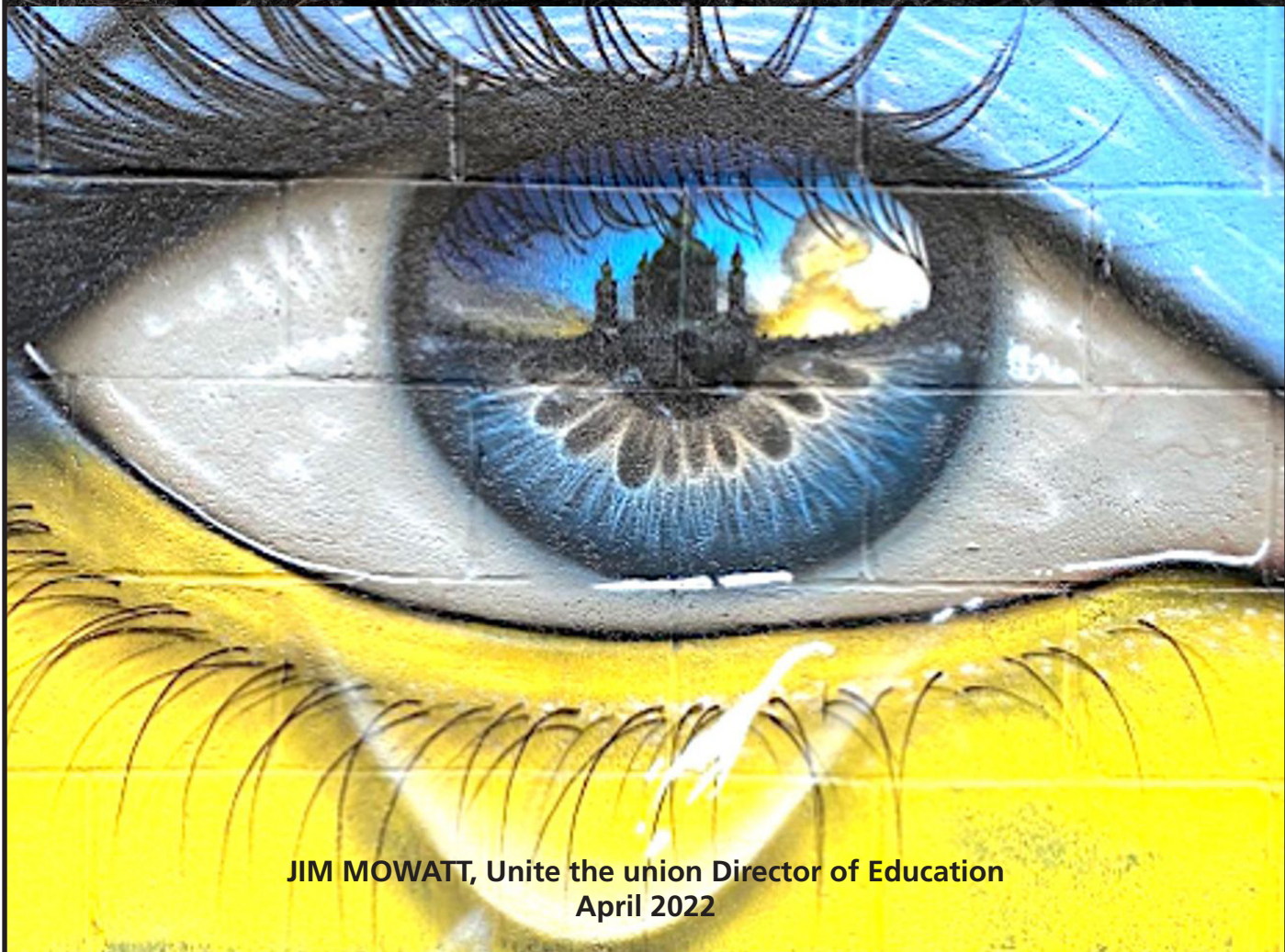


# UNITE EDUCATION REPORT



JIM MOWATT, Unite the union Director of Education  
April 2022





Dear Colleague

April 2022

Forged in adversity, Unite the union was created in 2007 the year before the epoch of the Global Financial Crisis; and today austerity still continues to reduce our members' living standards. The corrosive Scottish Independence vote, the divisive Brexit outcomes, the imposed imperatives of the Climate Emergency and the Covid-19 pandemic have ALL adversely impacted on our union – yet we as an organisation have demonstrated a remarkable resilience.

Our positive action to the horrific war in Ukraine underlines our union's capacity to respond quickly and effectively. The cover picture of the stretcher bearers carrying the fatally wounded mother and child is visually powerful and epitomises wanton cruelty of war. And the graphic communicates the deep sadness of the situation in Ukraine.

And so for Education in Unite – continuing to deliver a massive course programme for our members and their representatives. This multi-layered, multi-dimensional service is reported in detail in my written report to the Executive Council – albeit a wee but long winded!

I have sought to capture the core strength of our service which is democratically determined through the E.C. and its Education Committee. Our courses, their contents and their mode of delivery, from 10 days courses to bite sized sessions of 2 hours are fashioned to meet the needs of our shop stewards and representatives – not for the administrative convenience of union apparatchiks and tutors.

As a result of the Conservative Government's myopic and spiteful decision to abolish the 'Union Learning Fund' (ULF) in England, our own ULF project – 'Learn with Unite (LWU)' – has had to be 100% funded by the union.

As a decision about the future of 'Learn with Unite' is imminent, I included the full report of the 'Learn with Unite' by our Head of Lifelong Learning' Kenny Barron to the full Executive Council. It is attached to this written report in see appendix one of the April Report.

<https://www.learnwithunite.org/national-education/>

Although our education programme is centrally determined, its delivery is through our English Regions and Celtic Countries as is illustrated in my 'report from the regions' section. This helicopter view allows you to appreciate the diversity in our education offer and how that flexibility permits our ability to respond to the specific requests from Combines, NISCS, Regional Committees, Companies and sub-sector groups of stewards. The resilience and robustness of our union is echoed in your Education Department.

In solidarity



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

# Unite Education Report

**TO: EXECUTIVE COUNCIL**  
**FROM: JIM MOWATT DIRECTOR OF EDUCATION**

VERBAL REPORT

MARCH 2022

Please let me address my Education Department Report with good, news, the E.C. Document is not nearly 60 pages long. It is only 47 pages in length. Page 1 to page 39 – plus a copy of the minutes of the Education Sub-Committee meeting. These minutes are to be found on pages 40 to 43.

My introduction is only 1 page long with another page of statistics of Education courses. A series of reports follow:

- Kenny Barron's 'Learn with Unite'.
- The Equalities' Report from Chantelle Brown.
- The Migrant Workers Education Report from Pete Myers.
- From page 13 to page 28, I have introduced a new initiative of Brief Reports from the Celtic countries and the English regions. 10 reports in all; 16 pages 'in toto'.

I've developed this format for you as Executive Councillors, so that, I hope, you'll get a helicopter perspective of what your education team is actually doing on your behalf. My thinking is that I want to display our education wares across the union, geographically by region and industrially by sector. As National Representatives it's all too easy to be only aware of what's happening in your Region or Sector.

Plus, as you know, in Unite our Regions are very different:

- Individually
- Culturally and
- Politically

You can see this in my report – deliberately so.

By employing this new initiative you as Education Councillors are more conscious of what's happening elsewhere in our vast organisation.

Allow me to share a few wee snapshots.

Wales has successfully developed the first 'Future Leaders Programme' then why don't other regions and or sectors emulate that Welsh success?

The launch of a bespoke "Equalities programme" in East Midlands invites others to follow that lead: so, too, for the bite sized course on insolvency in London and Eastern. Migrate that work of short sharp bite-size courses to meet our reps needs throughout the union. In Ireland the 6 pack of Continuous Personal Development courses mounted for the expanding Childminders Branch including autism strategies, and also and also the Irish Construction Health and Safety qualifications.

If we can do this in Ireland – then why not in every region and country?

The tranche of brand new qualifications in the North East, Yorkshire and Humberside open up opportunities to be available in other regions and sectors.

Redundancy and the TUPE advice which is so appropriate in the North West is already being offered elsewhere in the union.

All these initiatives are given oxygen centrally through our national meetings.

And if successful we migrate a course throughout the union.

- Mental Health Awareness courses are a classic example of this.

Incubated and born in Scotland, our Mental Health work is a belting example of this best practice.

The South East region has already put its whole education programme for 2022 'Live online' – additionally creating a downloadable brochure, too.

Now, please let me turn to the very topical issue of 'face-to-face' classes. These have been re-introduced when and where the proper Health and Safety procedures can be guaranteed – especially in our own Unite premises. The vast majority of our pre-pandemic education courses were housed in our own offices – so we have to ensure the health and safety of our own staff – as employers, in addition to our members, visitors and tutors.

As for environment courses the South West region leads not just for the union but the whole trade union movement. Having successfully run a 3 day course for Environment Reps 'Unite and the Green Agenda'. The success and co-ordination of this was built on creating a designated Regional Officer for the Environment – A very tangible success.

Bespoke courses in the West Midlands for, amongst many workers, DHL and for Lear Corporation and for the Health Sector Reps, actually encouraged some-stewards to seriously consider becoming Unite tutors - stewards teaching stewards.

And in ALL countries and regions, the staple diet of courses for all our reps and Accredited Support Companions – and for our youth, communities and retired members – all these courses are being refreshed and re-written.

Plus, we are working through how to better produce our teaching materials with lower environmental impacts.

So 16 pages on Regional Reports. Please let me know if this works for you as E.C. members.

And to finish off my report. Steve Craig's first class 'Skills Report': covering 6 pages. This is augmented in an Appendix and a couple of 'Mind Maps'. See pages 44 – 45. The appendices can be located <https://www.learnwithunite.org/national-education/director-of-education-reports/>

In his Political Education report Barry Faulkner crams in tons of information – particularly on the impact of our 'Unity over Division' activities within companies and with Local Authorities. This work had real purchase across the union.

My education report is completed with my very brief account of the Unite Environment Taskforce. Deliberately the focus of the Unite Environment Taskforce is on our shop stewards and their workplaces to achieve 'Just Transition'; indeed our next Environment Quarterly is dedicated to 'Just Transition'.

I have hoovered up a nest of issues under the Rubric 'Miscellany'.

The minutes of the Executive Council's 'Education Sub-Committee meeting' held on 3<sup>rd</sup> February 2022 are to be found on pages 40 to 43.

Today our union faces a catalogue of seismic difficulties:

- The colossal Global Collapse of Economics and austerity policies.
- Brexit with its deep uncertainties.
- A horrific pandemic impacting on all our members.
- And Environmental emergencies with immediate detriments to our members quality of life and standards of living as oil and gas prices spike. Coupled to the Russian imperialistic Invasion of Ukraine.

All these catastrophes will have to be paid for!

And all the signs are that the UK Government will be burdening all these costs on working people:-  
Our members and their families.

The need for a strong fighting back union is now more urgent than ever.

And the Education team's only imperative is to equip our stewards to fight for our members and their families.



Thank you  
Jim Mowatt

# Unite Education Report

**TO: EXECUTIVE COUNCIL**  
**FROM: JIM MOWATT DIRECTOR OF EDUCATION**

## WRITTEN REPORT

### 1. INTRODUCTION

A massive organisation (and employer) such as Unite the union has to have the ambition of making the very best use of our resources – human, financial and property. And to invest wisely, Education must, in my experience, be regarded as an investment in our members and staff, the cost of which is borne by the members' union subscriptions. This poses an enormous responsibility on the General Secretary and the Executive Councillors.

Decisions have to be made on the basis of policy and reported verifiable evidence. And in that respect my report is deliberately short, stark and positive. As previously many items reported have large appendices attached to them so you can examine in detail the reports, conclusions and projections.

Long-term austerity compounded by the Covid-19 pandemic, has had a very negative impact on our members and thus on our union. From the Statistical Returns detailed in the next section, you will conclude, I hope that the Education Team has proven resilient, adaptable and innovative through this dire experience: of course, there have been a few technological hiccoughs as we segued from the classroom teaching to virtual education. But we have continued to deliver a first class education service to our stewards and our members.

The study of statistics is like swimwear in that what it shows can be interesting but what it hides is vital: and so for our annual Education Department statistical returns for 2020 and 2021.

Even in the uncertainty of a pandemic, Unite's Education Team delivered a 50% increase:

- In the number of formal education courses.
  - In the number of participating representatives
  - In the number of teaching days completed and
  - In the most accurate measurement a 50% increase
- With over 30,000 teaching days completed.

This is a remarkable achievement by any standard but genuinely exceptional in the prevailing circumstances.

This was not a uniform result across the Celtic countries and the English regions. Some regions experienced an attendance hesitancy. Bluntly, variations were experienced in some areas where a number of our shop stewards resisted the virtual education courses, preferring to wait until our policy of returning to classroom teaching was actually activated. As the pandemic progressed two contributing trends were discerned viz:-

Tranches of our reps recognised the likelihood of a continuing lockdown and decided to take advantage of our virtual education programme whilst others assumed that the pandemic structures would be loosened and a return to face to face classroom – based courses would be reinstated – hence the lower percentage in the last quarter (October to December 2021) educational statistical returns..

Nevertheless, a real fighting, dogged spirit has prevailed in the Education Department as can be evidenced in our core education programme in Section 2 and in our 'Learn with Unite' LwU work reported in Section 3 in my report by Kenny Barron and his LwU team.

## 2. EDUCATIONAL STATISTICAL RETURNS 2020 - 2021

UNITE THE UNION EDUCATION DEPARTMENT: QUARTERLY STATISTICAL RETURNS ANNUAL 2020 & 2021						
REGION	No of Courses	No of Courses	No. of Students	No. of Students	No. of Teaching Days	No. of Teaching Days
	2020	2021	2020	2021	2020	2021
East Midlands	56	89	476	722	1721	2622.5
Ireland	18	27	181	286	993	1374
London & Eastern	88	163	930	1750	3359	7358
North East, Yorks & Humber	84	112	975	1142	3468	4337
North West	60	70	652	529	2753	2440
Scotland	67	98	608	887	2337	3251
South East	42	98	415	529	1718	2462
South West	34	59	350	575	1750	2182
Wales	28	39	304	322	1808	2418
West Midlands	57	82	494	708	2181	3138.5
National	3	10	23	95	76	371
<b>TOTALS</b>	<b>537</b>	<b>847</b>	<b>5408</b>	<b>7545</b>	<b>22164</b>	<b>31954</b>

UNITE THE UNION EDUCATION DEPARTMENT: QUARTERLY STATISTICAL RETURNS OCT - DEC 2020 & 2021						
REGION	No of Courses	No of Courses	No. of Students	No. of Students	No. of Teaching Days	No. of Teaching Days
	2020	2021	2020	2021	2020	2021
East Midlands	14	19	98	160	325	772
Ireland	8	7	89	70	386	214
London & Eastern	22	40	235	405	999	1705
North East, Yorks & Humber	32	21	534	200	1299	696
North West	19	13	170	115	666	567
Scotland	21	19	163	187	582	705
South East	8	33	76	168	328	760
South West	15	14	152	141	710.5	587
Wales	8	8	49	56	325	389
West Midlands	15	23	108	234	468	1070
National	2	5	17	38	46	107
<b>TOTALS</b>	<b>164</b>	<b>202</b>	<b>1691</b>	<b>1774</b>	<b>6134.5</b>	<b>7572</b>



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

I present you with samples of Learn with Unite (LwU) project activities taking place in Scotland, England, Northern Ireland and Wales.

#### **Scotland**

Glasgow Taxis Glasgow Council changed start date for need to have qualification to 1<sup>st</sup> January 2022 (this may change with current situation). We have completed 9 courses and have another 6 planned for January, training is taking place at Toryglen and tutors are doing a sterling job, we have trained 4 taxi drivers who are active in the branch and branch has grown to 482 members and we have recruited a further 120 in the private hire sector. Unite the Union is earning a name for providing quality training in this sector.

#### **England**

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 by both 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.

#### **Northern Ireland**

ULO has had to put in a constant fight to secure additional government funding to keep this redundancy response current and meaningful. ULO has been able to use this funding to help our members from other sectors transitioning through redundancy. We have also assisted some of our community members access this training in order to obtain employment.

As this project is the first of its kind it is being watched closely by Department for Economies to determine its validity and we will be using this as best practice to use to request redundancy response funding when required.

#### **Wales**

Unite WULF was successful in its application for further funding from April 2022 – March 20225. The Welsh Government has a commitment to Union Learning in Wales for the next 5 years, embedded in its manifesto. An outline of aims and objectives of the new project will be included in our final Year 3 report in April.

Within [appendix one](#) of this Education Report is a much fuller exposition of what the LwU team is delivering for our vast membership. We currently have well over 600,000 of our members signed up to Learning Agreements with employers whom we have collectively bargaining arrangements. Below is the LwU (England) Equality and Diversity Report.

## Equality and Diversity Report

### Introduction

The following report aims to map Learn with Unite outcomes data, against Equality and Diversity data from the English regions membership.

Membership data provided having been extracted from the Stratum database by the Legal Services department. The membership data for gender; age; and disability, was made to fit in analogous fashion with the categories set by the ULF. Ethnicity proved more problematic as Unite employs 28 ethnic origin categories within its membership database against the six, plus undeclared, traditionally used for ULF data reporting. A best fit approach was adopted which grouped the Unite categories around the much broader ULF categories.

In terms of gender reporting, LWU does not report learning outcomes for which we cannot identify gender which results in learning data reporting never having an undeclared category. In contrast there were 2,901 members within the membership database that did not have a recorded gender category (0.33%).

### The Data Comparison:

	<b><u>Member umbers (England)</u></b>	<b><u>Member %</u></b>	<b><u>Learner Outcome Numbers: Oct – Dec 2021</u></b>	<b><u>% of Recorded Outcomes</u></b>
<b><u>Gender</u></b>				
Male	630,942	73%	2,840	79.60%
Female	235,676	27%	656	18.50%
Non Binary	-	-	68	1.90%
Totals	<b><u>869,519</u></b>		<b><u>3,564</u></b>	
<b><u>Age</u></b>				
16-24	27,025	3.1%	544	15.26%
25-49	380,927	43.9%	1,577	44.25%
50+	426,387	49%	696	19.52%
Undeclared	35,180	4%	747	20.97%
<b><u>Ethnicity</u></b>				
African/Caribbean	7,306	0.8%	44	1.24%
African	10,523	1.0%	105	2.95%
Asian	35,931	4.0%	85	2.38%
Black (Other) Ethnic Minority	12,588	1.0%	73	2.06%
White	544,326	62.0%	2,071	58.1%
Other	15,519	1.7%	188	5.27%
Undeclared	243,326	27.9%	998	28.0%
Disability	14,069	1.6%	27	0.75%

### Observations and Notes:

Although not all learners will be Unite members, the categories remain valid for comparative purposes and analysis. This quarter compares percentages against the previous report which was for year July 2021-Septmeber 2021.

**Gender:**

A slight increase in Male learners was observed as was a 2% decrease in Female. Learners identifying as Non Binary increased relatively substantially to 1.9%.

**Age:**

- (i) The 16-24 years age cohort decreased slightly to 15.26%. This again is being boosted by consistently healthy construction data submissions and remains a significant statistic in terms of organising and recruitment potential across Unite when comparisons with our membership profile are made.
- (ii) The 25-49s increased by almost 11%.
- (iii) The 50+ cohort increased by over 6%.
- (iv) A substantial reduction in undeclared age; by over 15% was achieved this quarter.

**Ethnicity:**

- (i) African learners reported almost doubled to 2.9%
- (ii) White learners increased by 16% but remain 4% behind membership profile.
- (iii) Undeclared ethnicity was reduced substantially by 13.74%, to 28% reported.

**Disability:**

Learners reporting a Disability increased slightly to 0.75 in comparison with a 1.63% membership profile. The preponderance of construction learners who typically record low rates of disability once again will have affected our data capture as reported for the quarter.

**Selected Outcomes Report:**

Since the demise of the ULF in March, the opportunity was provided to refocus our efforts free of predetermined priorities set by Government. As recorded in the E&D report above **3,564 learners** were recorded for this report period, and **14,616 learners** are now recorded as a **running total**. The following data is particularly notable for this period:

- (i) **Vocational Learners = 1,848**
  - (ii) **Redundancy Support = 265**
  - (iii) **Reps Trained on the LWU Offer as a Branch Building Tool = 247**
- For this quarter **51.85%** of all learners were on **Vocational Qualifications**.

In addition the following data is of particular interest, although not counted within the 'learner' category:

- (iv) **Members Recruited = 126**
- (v) **Members Retained = 32**
- (vi) **ULRs Recruited = 8**

**Higher Education Update:**

Since a staffing change at Birkbeck and the responsibility for data exchange having passed to the fees department, it appears that our previous arrangements have broken down despite our signed agreement. I have again emailed the fees department asking for an update as I am conscious that our reported HE numbers are significantly down on last year. If I do not receive a positive response by the end of January, I intend to formally write to the Vice-Master emphasising our agreement arrangements.

**LWU Presentations within Reps Education Courses:**

The approach of promoting the LWU programme as an organising and recruitment tool is now rolling out more evenly across the regions and overall numbers increased this quarter.

**Kenny Barron**

Head of Life Long Learning

#### **4. EQUALITIES EDUCATION SUMMARY CHANTELE BROWN – NATIONAL TUTOR EQUALITIES EDUCATION**

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 organising for equality in today's workplace Course**

This course is for Unite workplace representatives, branch officials, organisers and active members to understand the importance of equality for all and why it is crucial to organize, campaign and bargaining around workplace equality issues to build an inclusive strong organised union at the workplace. It also highlights good practices among employers, and indicates areas where action needs to be taken.

##### **Unite National Organising for Equality IN Today's Workplace 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 Health and Safety & Equalities
- Equal Pay
- Maternity and Pregnancy
- Women and Pensions
- Workplace sexual harassment
- Violence against women and girls

The National Officer also reminded reps of the vital task of organising, representing and involving the full diversity of all our members' in Unite structures to build organisation in the workplace, and urged members to come forward and stand for next year's elections.

I was honoured to be invited to present to the Education Sub-Committee a overview of Unite national Equalities Education programme, in particular Women's National Week. The national programme is inclusive and representative of and for, our women black and Asian disabled and LGBT+ members our approach is to ensure through positive action measures that all Unite reps can get involved in our equalities courses. Equalities Education Programme and courses are promoted throughout the union and work is undertaken with other sectors throughout the regions to ensure take up.

The Women's Week programme has four courses which cover the interests of newly elected to senior experienced representatives:

- Organising your workplace
- Getting involved in your union
- Campaigning at Work
- Leadership Development for women

Last year 2021 for the first time Women's National Week was held online incorporating lunch time plenaries which were scheduled from 12:00 – 13:00, and open to **all** women members (regardless of participation in the Women's Week programme).

##### **Unite women's week 2021**

Two national courses were held online:

- Leadership Development for Unite Women
- Understanding Your Union and Getting Involved



All reps received the 'New equality briefing for reps – Covid19 and the impact on women'. The daily lunch time plenaries covered a broad range of key issues for women workers where all Unite women members were invited. The General Secretary Sharon Graham was our keynote speaker for the final lunch time plenary which was very well attended and was very much appreciated by national women's week.

Unite black women's network meeting was also held during women's week where there was a good attendance and positive discussion in regards to moving forward and building the network turnout.

### **Unite National & Regional Equalities Workshops**

The national course was held on 15 December for all reps, women, BAEM, disabled and LGBT+ who want to get further involved in Unite. Assistant General Secretary (AGS) Diana Holland and National Officers for Equality and Chairs and Vice Chairs of the National Equalities Committees, all presented their experiences to encourage further involvement in Unite this was a very positive event.

The regional workshops are continuing to be rolled out working with Regional Women Equality Officers (RWEO) and Chairs of Regional Equalities Committees' to promote tutor and support roll out of these online equalities workshops, on a regional (or cross-regional) basis. East Midlands and North West regions courses are taking place over the next weeks. All other regions/countries have held their 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. The second set of workshops, also from the Equality Task Group, is a one-day Workshop for women, BAEM, Disabled member and LGBT+ reps together, who are interested in being committee delegates and further building their involvement in Unite.

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

This working group, which has been re-established to ensure all education course materials are equality proofed, working with Regional Education Organiser for East & West Midlands Lesley Hoo and National Officers for Equalities and Equalities Researcher and AGS.

### **Unite National Black Workers Political Course**

I am working with the national political department and National Officer for BAEM Harish Patel to plan programme materials development and speakers. **This course is scheduled for October 2022.**

### **Unite National Disability Equality Trade Unions and Work Course**

This course is scheduled for 7-11 March and is for all workplace reps who want to support disability rights in the workplace and build representation of disabled workers in Unite. All courses materials are being updated in line with the GS Manifesto for Equalities priorities: work pay and conditions.

### **Chantelle Brown**

Unite National Tutor

## **5. UMWEP<sup>1</sup> ACTIVITIES REPORT FROM SEPTEMBER 2020 TO OCTOBER 2021 PROVIDED BY PETE MYERS REGIONAL LEARNING MANAGER**

Activity in Quarter October to December 2021.

Taking into account that this is a short quarter this period up to the end of the year saw UMWEP continuing with the informal English for speakers of other languages (ESOL) Entry Level 1 for beginners with 6 new learners enrolling in November to add to the existing cohort. We have now 2 groups running Entry 1 on Saturdays. Whilst maintaining the existing courses we continued to work with the learners from Waling Waling. The original domestic worker group, who are attached to UMWEP. Their profile is to fight to protect the rights of domestic workers and promote and develop members through education.

We explored the capacity to start more courses during the weekdays using tutors from the Workers' Education Association (WEA<sup>2</sup>), which we were able to promote them amongst our former and current students. The plan being was to open up the UMWEP opportunities with learners in the sectors that we had previously delivered to prior to the pandemic, but with a reduced capacity putting us in a good position to widen the offer as we return to a classroom setting eventually.

UMWEP held an enrolment day and whilst we are still continuing with the online provision the response was evidence that the enthusiasm is there as the numbers are continuing to build, however the need to return to the classroom is evident. Hopefully in the New Year we will formalise the use of the Holborn Office for these classes as this has been disappointingly fluid in the past.

With our partners (WEA and TCHC) we have been offering taster courses through December.

### Proposed Activity for the next quarter:

Working with our existing tutors and the WEA and TCHC<sup>3</sup>, we are hoping to maintain the momentum and support for our learners to continue the learning as we have done throughout the pandemic.

The need to react to the increased demand in the London and Eastern region from those in the Afghan community means that we can offer more support to students identifying as refugees who have recently arrived in London. Working in the Watford area with the WEA we have already been approached by Unite Community members and we have started to develop a programme of courses.

Going forward into 2022 we are aware of the issues around digital poverty and how UMWEP learners are affected. Many have been accessing their learning through their smart phones, on borrowed tablets or laptops that our partner providers have lent for the duration of the course. The equipment that we have at our disposal is sadly out of date and increasingly inadequate for the developing needs of UMWEP. Thus we are exploring external funding avenues and will be looking centrally for support in order to help our learners.

**Pete Myers**

Regional Learning Manager

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<sup>1</sup> UMWEP – The United Migrant Workers Education Programme.

<sup>2</sup> WEA - <https://www.wea.org.uk/>

<sup>3</sup> TCHC GROUP – Apprenticeship Training Providers <https://www.tchc.net/>

## 6. EDUCATION: ROUND THE REGIONS AND CLETIC COUNTRIES

### SUMMARY OF EDUCATION REPORT FROM EAST MIDLANDS EDUCATION ORGANISER

#### – LESLEY HOO

The **4<sup>th</sup> quarter of 2021** continued to deliver education to our reps with attendance and number of courses returning to higher than pre-pandemic levels. We had a total of **160 Reps** attend **19** courses equating to **772** learning days. There was a **decrease** in the proportion of **Women reps** with only **10%** and **BAEM Reps** with **7.5%**. **However 11% of Reps were young and 2% declared a disability.**

The annual figures for 2021 show **722 reps** attending **89 courses** with **2,622 learning days**. The proportion of **Women reps** was **18%**; **BAEM Reps 11%**; **young members 9%** and **3% declared a disability**. These are just an 18% reduction on the pre-pandemic 2019 figures.

Courses continued to be delivered effectively online and we piloted a Health and Safety 1A and 1B course at Caterpillar, following a specific request and assurances that all Covid safety measures were in place.

We ran another Mental Health Awareness and an Equalities course this quarter.

Our term's courses include some physical ones which we are hoping will run alongside virtual courses. With reps elections this term I have included a number of the induction courses.

I have continued to interview existing reps as potential lay tutors in line with the agreed procedure. 2 candidates have passed their national tutor training and are now shadowing.

Work is progressing with Cecile Wright the Women and Equalities Officer to offer a bespoke Equalities programme in the region as requested by the BAEM Committee.

During my attendance at the Policy Conference where I run the education stall and promoted education, I was greeted by many activists that have come through our education programme, and now support Unite at many levels.

I planned and delivered a Unity over Division course to our reps at Pandrol in Worksop after the signing of the Charter. We are now planning on a roll-out to all employees on site. I also joined and supported our members in their industrial dispute on the B&Q Picket line.

Jointly working with the Political Officer and the Political Education Co-ordinator we are reviewing and planning our regional 2022 programme. This work was undertaken in two meetings.

Another meeting was held with the Retired members Officer, Chair and Secretary to look at how to support them in their campaigns and vice versa.

Senior Organisers have been invited to do a session on the courses around Work Voice Pay and will be reviewing the pilot early in the New Year. Thus our meeting proved very positive.

I attended the national Education Officers 2 day review and planning conference in Birmingham. This included a presentation evening to Bob Anderson and Dave Proctor, who were both retiring as head of the TU Education departments, to thank them for their support and tutoring over the years to Unite and our former unions.

This quarter the regional Health and Safety Conference was held which I attended.

There is another Accredited Support Companion (ASC) course scheduled for January.

My attendance at all courses to promote the education offer proves productive; promoting the regional plan and campaigns encouraging Reps to become more involved in Unite campaigns, activities and structures.

Weekly tutor meetings are held which are beneficial in keeping everyone updated, we support each other to deliver what our reps need.

Working with colleagues I have continued to attend regular zoom meetings with the senior education management team, tutors and staff. I have also had regular meetings with the Regional Secretary to review and plan the education offer.

### **Lesley Hoo**

Regional Education Officer

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

During October – December 2021 - 405 students attended 40 courses: 18 Workplace Reps; 8 Health & Safety Reps; 0 Lifelong Learning; 6 Equality and 8 other courses.

From January – December 2021 - 1750 students attend 163 courses: 68 Workplace Reps; 32 Health & Safety Reps; 2 Lifelong Learning; 17 Equality and 44 other courses.

### **Attendance by Sector – 2021 Annual**

<b>SECTOR</b>	<b>No</b>	<b>%</b>	<b>SECTOR</b>	<b>No</b>	<b>%</b>
Aerospace & Shipbuilding	6	0.35	Finance & Legal	116	6.80
Automotive Industries	61	3.25	FDT	54	3.17
Chemicals, Pharm, Textiles	21	1.23	GPMU & IT	49	2.87
CAT	283	16.60	Govt. Defence	9	0.53
Community	13	0.76	Health	122	7.16
CYNFP	235	13.84	Local Authority	81	4.75
Construction	39	2.29	Passenger	235	13.84
Docks, Rail, Ferries	52	3.05	Retired Members	23	1.35
Education	24	1.41	RTC	126	7.39
Energy & Utilities	23	1.35	Services	92	5.40
Engineering, Manuf. & Steel	30	1.76	Unknown	9	0.53

### **Attendance by Sector – 2021 Annual**

Bespoke Courses were run for: a) Imperial Cancer Research – Organising around Bullying & Harassment – hybrid tutor appeared virtually to a group in their organisation's meeting room and online. b) Higher Education – Outsourcing – (bitesize course)

Senior reps undertook presentations to reps attending first stage courses. This input has been welcomed by students and Unite. I wish to thank participants officially for their endeavours.



We have extended the Equality Workshops provision to pilot new and redeveloped workshops. Also scheduled are Advanced Reps courses aimed at reps who may have completed their training some time ago. In addition to, offering a range of legal briefings for ASCs: Redundancy, TUPE, Conduct & Capability, Insolvency and GDPR. All ASCs have been requested to attend Equality & Diversity courses.

Dave Proctor has retired from his post as Trade Union Education Leader. He will continue to support Ruskin providing guidance and tutoring. We whole heartedly thank Dave for his workmanship. We welcome Sue Gwillim who has assumed responsibility of the post temporarily.

Not all certificates were issued by the end of December 2021, due to transition and integration.

- Getting involved & Building Involvement workshops

Workshops have been held regionally and nationally to encourage under-represented groups to stand as reps or constitutional committees delegates. LE will continue to schedule open workshops in 2022, to coincide with the electoral cycle and beyond, periodically.

- Equality Course/Workshop Attendance

Attendance has increased significantly in 2021. o Equality &

Diversity Courses/Workshops – 203 attendees

18 Equality reps only, 24 Equality reps/joint positions, 161

Other o Mental Health Awareness – 60 attendees

1 Equality rep only, 11 Equality rep/joint positions, 48 Other

Workplace reps, health & safety reps, learning reps, branch secretaries & officials and ASCs attend equality & diversity courses also. Due to joint initiatives to promote equalities through the education provision, additionally with Carolyn Simpson's participation in promoting courses.

- Constitutional Committee Equalities

Delegates elected to represent members beyond their workplace regionally should at least have an awareness, and ideally, a working knowledge of equality law and the region's industrialisation of equalities strategy. We are pleased to have received an invitation to present at an Area Activists' Committee (AAC).

We would like to place on record our thanks to Malti Parekh – Finance Department, for sharing her knowledge and expertise on the Branch Secretaries & Branch Officials courses. A role which was played for a number of years. Happy forthcoming retirement Malti.

**Margaret Bourne**

Acting Education & Development Organiser

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

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

Due to illness, the ROI Education Officer has been unavailable and in the interim the Regional Secretary has asked that I oversee education in that remit. We have set up a number of classes from the latter part of 2021 to run through until mid-2022.

We now have organising sessions in all our core classes and are rewriting all our courses to reflect the legislation applicable in NI.

The tutor along with input from research and Mick McGrath are developing a bespoke Unity over Division course which will also reflect on the sectarian tensions that impacts on workplaces.

Our Community Officer is working with groups to improve employability skills.

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

## **UNITE LEARNING FUND IRELAND**

### **Funding 1 – General ULF**

Registered Childminders Branch:

We are continuing with education courses. We have just completed 6 CPD bespoke courses:

- Child development
- Transitions and supporting children with additional needs
- Personal, social, emotional development and the arts
- Language development and early math
- Physical development and the world around us
- Simply science
- Autism strategies and promotion of inclusion in a childcare setting.

We included our Scottish members in this set of courses as a trial to see how provision via zoom would work. Overall, it worked well, with a few tweaks we will continue to offer provision like this to encompass other nations.

Another set is being organised for Qtr4.

Additional tasks:

- NI Government Skills Strategy Advisory group – TU seat (currently writing the 2023-2038 skills strategy for NI.
- NI Apprenticeship Advisory Group – TU seat
- NI Inclusivity skills strategy Advisory Group

Funding for 2022-2023 has been agreed

## **Funding 2 – Redundancy support**

### **Caterpillar Redundancy support.**

I am still working on the redundancy support for our members in Caterpillar.

Now that the construction skills training has been concluded I have remapped current needs which give a clearer picture of individuals who have moved on, and have reassessed their career needs thus have a fuller understanding of their re/upskilling needs.

There are over 180 learners about to commence qualifications up to level 5.

I have had to put in a constant fight to secure additional government funding to keep this redundancy response current and meaningful.

I have been able to use this funding to help our members from other sectors transitioning through redundancy. We have also assisted some of our community members access this training in order to obtain employment.

As this project is the first of its kind it is being watched closely by Department for Economies, to determine its validity and we will be using this as best practice to use to request redundancy response funding when required.

Quarter 4 will be focusing on bringing all these projects to a close and a detailed report as to how impactful and effective the redundancy support has been. This would enable us to bid for similar help. A first for NI and with a further set to be completed in Qtr 4.

### **Clare Caulfield**

Unite Learning Fund

## **REGIONAL TUTOR IRELAND**

In the last quarter I have delivered the following courses

Workplace Reps Stage 1 x3  
Health and Safety Stage 1 x1  
Health and Safety stage 2 x1  
Workplace Reps Stage 2 x2  
Accredited Support Companions training  
Building Sustainable workplaces  
Public speaking skills  
Grievance and discrimination/ABC Council

All classes recruited sufficient numbers as laid down by the college/union criteria despite the impact of Covid 19.

In November 2021 we built into the programme the visit to the Stormont assembly buildings as part of the course programme. This fits in with the political pillar of Unite.

The visit consisted of an introduction by the assembly staff on the role and functions of the assembly and a tour of the building. All induction reps are given the opportunity to attend on an introduction session. Working with the assembly team we are developing an advanced session which will be used with the stage 2 reps. It is anticipated that this will be in place in the spring of 2022 .my understanding is we are the only union that are proactive in this regarding actively engaging with the Stormont authorities within an educational capacity.

In the last quarter we also delivered building sustainable workplaces which key note speakers from Friends of the Earth and Ecojustice Ireland Community Interest Group, .this course was accredited at level 2 by the South Eastern Regional College. It is anticipated that we will schedule in further sustainable course later in the year in line with the unions policy on a just transition.

In another development we delivered Accredited Support Companion training and public speaking classes and a short grievance and disciplinary course for our members in ABC Council Mid Ulster.

Currently all the courses are in the process, ongoing or being rewritten. In that context the reps stage 1 course for the Republic of Ireland (ROI) has been completed as have the rep health and safety 1 reps 2, due to time constraints health and safety 2 and unity over solidarity are still at draft stage.

Having identified a gap in course provision in the ROI we have scheduled in confirmed dates for both reps 1 and 2 course for the ROI, due in the early spring as well as public speaking classes later in the year.

Alongside this we have scheduled in external training for a number of reps in Thermos King and are now planning courses for our members in the education sector in ROI, prior to Xmas 2020 we delivered the first reps 1 course for our southern membership online.

That concludes this report.

**Greg Sachno**

National Tutor

## **REGIONAL COMMUNITY REPORT IRELAND**

Over the past quarter we have organised training for employment and upskilling, **15** members obtaining Construction Health and Safety qualifications (CSR) , **5** members completing Forklift training. This training is being delivered to community and industrial membership.

Going forward Job Asses has offered Unite the following:

- Paediatric First Aid – 20 spaces
- Emergency First Aid – 130 spaces
- Access NI – 10 spaces
- CSR – 50 spaces
- Health and Safety at work – 50 spaces
- Manual Handling – 50 spaces
- SIA Door supervisor – 30 spaces
- Health care assistant training – 10 spaces
- Basic Food Hygiene – 10 spaces
- Forklift – 5 spaces
- Scissor lift – 5 spaces

We are also working with the Open University in relation to a foundation course at the moment we have 1 member which is taking up the course

**Albert Hewitt**

Community



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

### Course Review

During the period October to December the department delivered 21 courses. This figure includes 7 New Reps induction courses that trained 135 new reps. Delivery continues to be strong and feedback from students attending the New Reps Inductions online continues to be very positive.

Of the 203 students attending courses

135 were male (67.5%)

68 were female (32.5%)\* Regionally the ratio of female activists is 13.8%

6 were BME members (2.9%)

9 stated they had a disability

7 Stated they were LGBT

Reg	Data	Workplace Reps	Health & Safety	Lifelong Learning	Equality Reps	Other Courses	Grand Total
NE	No. of Courses	7	0	0	0	14	21
NE	Male Student Total	64	0	0	0	71	135
NE	Female Student Total	27	0	0	0	41	68
NE	YM Student Total	5	0	0	0	0	5
NE	YF Student Total	2	0	0	0	1	3
NE	BME Student Total	4	0	0	0	2	6
NE	Disabled Total	3	0	0	0	6	9
NE	Student Total	91	0	0	0	112	203
NE	Total Student Days	535	0	0	0	161	696

The final quarter of any normal triennial period is usually quiet. We saw good student numbers in October and early November, however we did suffer a large number of student cancellations towards the end of the year. This led to a small number of shorter courses being cancelled. The primary reason was staff shortages in workplaces meaning release was cancelled at the last minute.

We have also been impacted by ongoing funding issues due to devolution. This has not impacted students and we are pleased to announce the first batch of Unite approved level two qualifications have now been awarded to students in our region.

Steps are being taken to secure funded provision in West Yorkshire and this should be in place by early 2022. This would leave the north of the region still unfunded, with the two TUC centres insisting that

Unite students attend their courses and not willing to have Unite tutors deliver our own courses. East Riding College is able to fund provision in South Yorkshire and utilize our tutors. This however may be undermined by the TUC Education team looking for a new partner college in South Yorkshire.

To our reps attending our programme no matter where in the region, they will notice no difference. They will attend a course taught by a Unite trained and qualified tutor and receive a qualification as usual. This will be TQUK Level 2 Certificate for Unite Union Representatives. Other students will receive the NOCN level two certificate in Trade unions today.

#### 2021 as a whole

Reg	Data	Workplace Reps	Health & Safety	Lifelong Learning	Equality Reps	Other Courses	Grand Total
NE	No. of Courses	45	5	0	0	62	112
NE	Male Student Total	303	28	0	0	427	758
NE	Female Student Total	108	8	0	0	268	384
NE	YM Student Total	14	0	0	0	3	17
NE	YF Student Total	4	0	0	0	4	8
NE	BME Student Total	9	0	0	0	24	33
NE	Disabled Total	11	1	0	0	26	38
NE	Student Total	411	36	0	0	695	1142
NE	Total Student Days	3011	432	0	0	894	4337

Due to how courses are structured all newly trained H&S, ULR's and Equality reps are included in the workplace reps training statistics. This is because they all attend the new reps induction guaranteeing them 10 days of initial training.

This should be the quietest year for the department but nothing is true to form these days. In fact we trained 17% more reps this year than last and delivered an extra 869 training days. We also trained 112 more new reps this year over last!

**Andrew Pearson**

Regional Education Officer

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

We continue to run as many courses as possible via Zoom and Microsoft Classroom. There are a number of reps who are waiting to attend courses face to face.

The quarterly figure was 115 reps with an average of 8.8 per course. There were 30 (27%) female reps. I have noted that even though the general figures are very low the percentage of female reps has risen.

3 Workplace Rep 1 courses took place during the quarter which had 30 new reps in attendance. In addition to this we ran 3 Workplace Rep 2 courses with 32 reps attending, 1 Workplace Rep 4 course ran with 5 attendees.

In addition to the above courses we ran 1 Branch Officers course which had 8 attendees and 1 Drugs & Alcohol Awareness course which had 6 reps attending (a course which was requested).

On Health and Safety, we ran 1 Health & Safety 1 course with 10 new reps attending. We ran 1 Health & Safety 2 with 12 attending and 1 Health & Safety 3 which had 8 attending.

We ran a companion course that had 4 new companions in attendance. A large number of applicants failed to attend. This is happening on a number of our courses.

I am working with the Regional Secretary to utilise the companions more in the region, particularly in sectors with large individual members such as EMS.

I received a large number of cassette tapes that recorded the Liverpool Dockers strike in the nineties. These have been put on a digital platform and it is my intention to hold an event in Jack Jones when this is permitted. Tony McQuade has informed the activists we will be inviting.

The ULF Round 18 Project is still on hold at the moment.

Brian Whitehill continues to offer redundancy advice and TUPE on request, while this is obviously a sad and worrying time for our reps, their feedback has been extremely good regarding all the help and knowledge Brian has provided.

Brian has helped me set out a number Mental Health Awareness courses for 2022 which have been advertised along with all the other courses available in the North West.

The taxi project has seen a large number of applicants for both Taxi and Private Hire badges. This has meant running over six days per week in the bases located 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

## **SUMMARY OF EDUCATION REPORT FROM SCOTLAND EDUCATION ORGANISER – JIM AITKEN**

During this year we achieved 887 students attending 98 courses with 3251 learning days.

<b>YEAR</b>	<b>COURSES</b>	<b>STUDENTS</b>	<b>LEARNING DAYS</b>
2010	124	1266	5405
2011	125	1284	4747
2012	117	1249	4756
2013	132	1356	5447
2014	139	1503	5452
2015	119	1308	4385
2016	131	1405	4718
2017	159	1707	6010
2018	153	1525	5523
2019	141	1406	5407
2020	67	608	2337
2021	98	887	3251

The final quarter of the year October to December the number of courses offered achieved 187 students attending 19 online courses with 705 learning days.

The regional programme was extended to include the following courses:

Workplace Reps Stage 2 for Rolls Royce Reps  
Suicide Awareness Training  
Two extra Mental Health Awareness courses

Our education has still seen serious disruption with regards to the Covid Pandemic.

Our 2022 education offer as per our regional brochure has now been updated for online learning. Many reps have told us they would prefer to wait till courses were back in a classroom with many not wanting to do a course at home, some have indicated they are not comfortable using IT, some do not have the basic IT equipment and there are also some reps who do not want to ask for time off/paid release during the pandemic.

If any reps workplaces/sectors/branches would like a bespoke course/briefing/workshop around any issues/directives etc we will endeavor to aspire to assist.

Leadership Course  
Environmental Reps Course (3 days)  
Domestic Violence Course (1 day)  
Menopause Awareness Course (1 day)

Various Zoom education meetings with Scottish tutors  
Fortnightly Zoom education meetings with Jim Mowatt and National team Online meetings with Learnwithunite team.  
Various other online meetings with officers/colleges etc  
Facilitating many face to face ECS tests

**Jim Aitken**  
Regional Education Officer

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

In the last quarter we have run 34 courses detailed below with approximately 171 reps attending google classroom. We continue to run the courses on the google classroom and it looks likely this will be the case until at least March 2022.

Breakdown of the courses October- December 2021.

Bus Scheduling
Health & Safety Mod 1A
TUPE
Health & Safety Mod 1B
Health & Safety Mod 2A
Mental Health Stress Awareness
Leadership and Development Stage 2
Redundancy
Equality and Diversity
Workplace Reps Mod 1A
Health & Safety Mod 1A
Workplace Reps Mod 1B
Workplace Reps Module 2A
Health & Safety Mod 2B
Workplace Reps Mod 2B

Even though this has been another year of uncertainty for all our reps the engagement in the Education programme from Unite reps has been amazing. In the past year we have seen 529 reps attending courses online and have run 30 Workplace Reps courses, 24 Health & Safety Course and 13 Equality reps training courses. In addition to this we have run 21 other courses including mental Health courses, bus scheduling and Branch Sec courses amongst others.

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

The South East education programme for the next academic year 2022 is now live online with a downloadable brochure. Reps can request a place on the course by reserving a place online using this link:

<https://www.learnwithunite.org/regional-education/south-east-regional-education/>

We have arranged the courses so that all the reps have access to a reps course each month. The additional benefit of running the courses online is that we can split the numbers and run more than one on the same week.

With the year of the rep elections the next quarter is going to be busy with training all the newly elected reps. We will be supporting the reps with the online programme and can offer any bespoke training during this time for any additional support required. On the course programme we are also offering the 2 day induction courses for reps that just want a short course giving them the essentials to support the role before they can get release for the reps programme.

A couple of new additions to the programme is the advanced reps course for reps who have done the all 4 stages of the workplace reps courses. This new course has been designed to advance the knowledge of experienced reps and to raise their awareness of current legislation and the impact it has on our members to ensure that we can continue to win in the workplace.

The other course that has been put into the programme ahead of the rep elections is the environment reps course. We would like to encourage reps to take on this important role in the workplace and the course outline is as follows:

The course covers: • Environmental Definitions • Environment: An Overview • Standards & Legislation • Environmental Impact mapping • Handling Environmental Issues • Presenting Information: For more information about the Environmental reps please have a look at the Unite website.

## **Equality & Education**

In November we ran a series of 'Getting to know your Union' sessions for each of the Equality streams. To make these sessions run well team joined regions with Ireland, Wales, S.W. and London & Eastern. The sessions all went well and we will be running a building your union session in April for all existing reps to attend and understand more about the structure of Unite and how to get involved.

## **Course Packs**

The course packs have started to be sent out again on courses and we have had some stock sent to the Slough office. They get sent out on the Monday the course starts to we only send them to the reps that have attended the course. Any other resources that the reps need we do endeavour to provide them but some resources can be downloaded from the LWU website.

<https://www.learnwithunite.org/resources/>

During the first quarter of 2022 we are going through the process of re-writing and re-branding some of the materials and updating content.

## **Accredited Support Companions:**

In the South East region we have 49 ASC's and 10 of which are being training on the course 10-12 Jan

2022 on google classroom. We will continue to arrange legal updates for the ASC's and run the forums on a bi-monthly basis for feedback and to raise any questions.

## **Rebecca Carr**

Regional Education Officer

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

City of Bristol College a new provider is providing courses. We have already established a strong working relationship Unite has retained full control over the course content and allocation of tutors.

Virtual courses have continued student support and resources are provided. Feedback from the online virtual classroom delivery is overwhelmingly positive.

In the final quarter of the year we delivered Workplace Reps training at first and second level, Health & Safety courses also at first and second level, Equality & Diversity and the first stage of a Union Learning Reps course.

Bookings remain healthy with a number of courses are now fully subscribed. Any reduction in numbers are likely to be related to the pandemic. No shows presents challenges from a college funding point of view and equally because other reps may have been unable to join the course due to it being full. Thus we are raising the cap on numbers for a course, sending additional reminders of courses to reps, reminding them to engage with their Officers if they encounter problems around release, and working with the Officers themselves on issues arising from specific workplaces or sectors.

We have now scheduled our first 3-day environment course, Unite and the Green Agenda - Environment Reps Course Stage 1, which will take place on 1<sup>st</sup> - 3<sup>rd</sup> March. We will be increasingly



focussing on the green agenda both within our existing courses and specific Environmental Reps training.

We are also planning for the additional demand that will follow the triennial elections. It will be our intention to schedule a number of Reps Introduction Days, for newly elected activists. This will provide an overview of the various departments of the union and an introduction to their role ahead of entering the full education programme.

In Guernsey we delivered two courses Disciplines & Grievances and Collective Issues & Negotiating Skills. We have identified a number of priority areas for training for both Guernsey and Jersey with the respective Regional Officers also agreed a programme of courses across 2022 for the islands.

In November Regional Legal Officer Stuart Davies and I delivered the latest Accredited Support Companions course. Following this ten of the attendees successfully completed their assessments and have now been accredited for this increasingly important role in the region.

We are looking at how to complement the existing predominantly 5-day/10-day programme with further shorter courses. Areas of consideration are further Covid-19 Health & Safety Risk Assessments,

Organising & Recruitment, Discipline & Grievance, Negotiating Skills, and a revival of the Unconscious Bias and Menopause Awareness courses. I am working with Regional Equality Officer Karen Cole, and Stuart Davies, to widen our equality offer.

The statistics for the final quarter of the year, total of 14 courses where we engaged with 141 Reps over 587 student days. This breaks down into 26 female and 115 male Reps, two of those attending were BAEM and two identified as having a disability. The stats for 2021 overall was 59 courses with 575 Reps attending over a total of 2182 student days. 101 of these Reps were female with 474 male, 11 were BAEM and 4 identified as having a disability. These figures do not include any reps from the South West attending courses in other regions.

We need to diversify our reps population which in turn will diversify the education programme. We are working with Karen Cole to help support the development of Reps from underrepresented groups.

I express appreciation to all the tutors as we ensure that our Reps continue to receive the education and training they need which in turn allows them to provide vital support to our members. From sitting in on a number of courses it's clear that those taking part are fully engaged in discussions and our Reps are working with the tutors to share knowledge, experience and solidarity.

Thank you as always to Graham Gordon for all his hard work in administering the courses and supporting Reps, to my colleagues in Unite and to the Regional Committee itself for ongoing support for the education programme.

**Matt Gillett**

Regional Education Officer

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

### **Courses Review**

During the fourth quarter of 2021 we delivered 8 courses engaging 56 activists, accounting for 389 student days.

The quarterly statistics for 2021 are as follows:

	<b>Courses</b>	<b>Students</b>	<b>Student Days</b>
<b>Q1</b>	10	94	659
<b>Q2</b>	12	106	835
<b>Q3</b>	9	66	535
<b>Q4</b>	8	56	389
<b>Total</b>	<b>39</b>	<b>322</b>	<b>2,418</b>

All of this training was delivered virtually through Zoom, as has been the case since classroom based learning had to end in late March 2020 due to the Covid19 pandemic.

The pandemic has impacted our course recruitment this year although encouragingly we have increased our annual student days total for 2021 from that of 2020. Pre-pandemic we would normally exceed 3,000 students days per year. In 2022 we will aim to build upon our steady increase over the past two years and attempt to again break the 3,000 student days mark.

	<b>Courses</b>	<b>Students</b>	<b>Student Days</b>
<b>2020</b>	28	304	1,808
<b>2021</b>	39	322	2,418

Substantial credit must go to our excellent tutor team who have adapted, learnt new digital training and delivery techniques and are now able to teach the entirety of our core programme outside of the physical classroom setting.

Despite the continued reluctance by some of our reps to apply for online courses alongside enormous pressures around obtaining paid release, we have seen very strong recruitment for our courses starting in January 2022. We have 6 workplace reps courses scheduled to start in the second week of January 2022 with over 50 activists enrolled.

With regards to how 2022 progresses in terms of the pandemic and our ability to return to the physical classroom we will assess this on an ongoing basis. All scheduled Unite courses have been moved online for the first quarter of 2022 with a hope that we will be able to again run some of our education courses back in our offices following Easter.

As reported previously what we have now is the ability to move in and out of online learning as circumstances dictate.

## **WULF 2022-2025**

Unite Wales has been successful in its bid to Welsh Government for funding to extend our WULF project for a further 3 years from April 2022 – March 2025. This is excellent news for the region and our members in Wales. Thousands of our members have benefitted from accessing WULF funding and expertise over the years. The funding of £180,000 per year will enable us to continue to finance the WULF project team and all the work they do, particularly in terms of redundancy support and skills provision.

## **Future Leaders Programme**

The Future Leaders Programme concluded with a socially distanced celebratory event in our Cardiff office on 3<sup>rd</sup> December which was attended by our First Minister Mark Drakeford. The feedback we have received from this initial cohort has been excellent. The retention rate has been very good with 7 of the original 10 completing the training. All the activists feel far more confident about their ability to pursue future leadership roles within Unite, which was our primary objective from the beginning. We intend to continue providing support to this group of activists as we view the training as the beginning of their development journey, not the end. It is planned for the group to have continued training on a less frequent basis, perhaps at six monthly intervals.

With the continued support from the union we intend to start the process of recruiting for the second group of FLP activists during the first quarter of 2022. Hopefully the programme will continue to evolve and benefit many more activists from our equality strands in the years ahead.

See [Appendix two](#) for a full report concerning the Welsh Education Programme.

## **Glyn Conolly**

Regional Education Officer

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

The **4<sup>th</sup> quarter of 2021** continued to deliver education to our reps with attendance and the number of courses returning to pre-pandemic levels. We had a total of **234** Reps attend **23** courses equating to **1,070** learning days. There was a **decrease** in the proportion of **Women reps** with **20%** but a continuing increase in **BAEM Reps** with **20%**. **1 Rep** was **young** and **1 declared a disability**.

The annual figures for 2021 show **708 reps** attending **82 courses** with **3,139 learning days**. The proportion of **Women reps** was **21%**; **BAEM Reps 17%**; **young members 2%** and **1% declared a disability**. These are less than 30% reduction on the pre-pandemic 2019 figures.

Courses continued to be delivered effectively online and we piloted a couple of courses physically where there were specific requests, or demand was sufficient and all Covid safety measures were in place (although it should be noted they were all male attendees).

We ran 2 more successful Mental Health Awareness courses this quarter, in addition to a Pensions, and an Equalities course.

A 1 day Redundancy course was delivered for the Reps at DHL, and another one for Reps at Lear Corporation at the request of the Officers.

Another Health Sector Reps 1 day induction course was successfully delivered again this quarter with the RISC Chair and Secretary supporting a tutor and Officer. This has encouraged the new reps to become more active and to attend the core courses.

Course details for the term has been sent out to all reps this term's courses which includes some physical ones which we are hoping will run alongside the virtual ones. With reps elections this term we have included a number of the induction courses.

Interviewing of existing reps to become potential lay tutors continues in line with the agreed procedure. 1 has passed his national tutor training and is now shadowing.

Working with the Women and Equalities Officer we delivered the "Getting Involved" workshops to encourage members from under-represented groups to become reps and active in the union. These were really well attended and a positive initiative.

I attended the Policy Conference to staff the education stall and promote the education courses. It was really great to see so many activists that have come through our education programme and are now supporting Unite at all levels.

The Unity Over Division courses are underway in the region.

A review of the current provision and planning for 2022 regional political programme was undertaken during a couple of meetings with the political officers and the political education co-ordinator.

The national Education Officers 2 day review and planning conference in Birmingham this included a presentation evening to Bob Anderson and Dave Proctor who were both retiring as head of the TU Education departments. This enabled the team including me to thank them for their support over the years to Unite and our former unions.

Promotion of the education offer, the regional plan and campaigns is undertaken by attending all courses.

This is important to encourage reps to become more involved in Unite campaigns, activities and structures.

Weekly tutor meetings which I Chair are beneficial in keeping everyone updated and supporting each other to deliver what our reps need.

I have continued to work with my colleagues attending regular zoom meetings with the Senior Education Management team, the regional SMT, tutors and staff.

Supporting our members I distributed leaflets outside Pizza Express about their staff tips policy and attended the Global Action day on the Climate in Birmingham.

**Lesley Hoo**

Regional Education Officer

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

Quarterly activity, outcomes, finance and delivery continued to be impacted by the Covid-19 pandemic and associated restrictions across the country. Although Unite has been unable to deliver our standard programme, out our methods to deal with Covid are effective. As a result, **Unite has delivered the highest number of ECS assessments since our ECS programme started over 12 years ago.**

In 2021 the Unite ECS programme has:

(Figure 1).

✓	<b>Delivered nearly <u>11,000</u> ECS assessments in a year</b>
✓	<b>Recruited more new members than at any time since the ECS programme began</b>
✓	<b>Recruited more apprentices than ever</b>
✓	<b>Delivered the highest financial return for the Unite-JIB partnership ever</b>
✓	<b>Delivered the largest financial return for the union ever</b>
✓	<b>Trained/re-trained and registered more Unite Invigilators than ever</b>

The following key themes underpin the delivery of the various Unite programmes and reflect our linking learning and organising approach:

**‘Learning to Organise – Organising to Learn’**

(Figure 2).

✓	<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 Covid-19 pandemic has seen a dramatic cut back in 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 Dovecot MAC Centre, Liverpool.**
- **Thornbury Training Centre, Bradford.**
- **Pottery Bank Community Centre, Newcastle**
- **Wakefield & District Housing, Wakefield**
- In this last quarter of 2021, arrangements were made to resume ECS delivery out of the **Unite Regional Office, Birmingham**; to establish a new testing venue at the **new Unite Office in Bradford**; and to explore the establishment of delivery venues in both **Bristol** and **Cardiff**.

**(Figure 3)**  
**ECS Quarterly & Annual Figures**

Month	Number of tests, Nationally	No of ECS tests to date	Income from JIB	Unite Annual Income to date
October	1021		£19,488	£232,416
November	756		£15,624	£248,040
December	350		£TBC	£TBC
<b>4<sup>th</sup> Quarter Total</b>	<b>2,127</b>	<b>10,907</b>	<b>£35,112 Not including December</b>	<b>£248,040 Not including December</b>
*				
<b>**Under arrangement, Unite &amp; JIB partnership share the income generated by our ECS programme. Unite's annual income to date is £248, 040</b> <b>The joint annual income (excluding December) for 2021 = <u>£496, 080</u>.</b>				

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

We have achieved nearly **11,000** ECS tests this year and delivered the highest financial return for both the union and JIB.

Despite operating a reduced number of venues, conducting the CV-19 precautionary and prevention regimes, and accommodating the usual fall in candidate numbers in the run-up to the Christmas period this has been a very successful quarter for our ECS programme.

Across the quarter,

- We conducted **2,127** 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
  - 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.
- 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.

Training was conducted with 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. It is likely that alternative testing venues will be provided in both regions until the Unite offices are fully open.

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

The **Learn with Unite website** is vital to the success and delivery of Unite's ECS, CCNSG and 18<sup>th</sup> Edition programme offer. It houses the **promotion, registration, and financial administration of the ECS programme, will promote and administer our forthcoming CCNSG activity and the**



**‘construction landing page’ provides a virtual link to the website of ‘Learning Lounge’, our partners supporting our 18<sup>th</sup> Edition programme.**

- Apart from the ECS programme, the LWU website is also being developed to provide landing pages and a platform for Unite’s Employment Rights & Responsibilities (ERR) programme
- 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.**

A new and updated Unite ERR pack of materials has been developed and will be ready for use in January 2022. 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. As part of my National Development Officer duties, I also attending the Cross-Construction Apprenticeship Taskforce (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.**

### **ECS/JIB announce card/test increase to £60 effective from February 2022**

In line with other ECS programme providers, Unite will be increasing the cost of the ECS Assessment from February 2022. Unite will continue to provide a discount to members whilst non-members will have to pay the new full amount. Further details of the pricing structure will be provided in the Quarter 1 report in 2022.

### **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.

**Figure 5:Q3 Construction Skills Certification Scheme (CSCS)**

Monthly Summary	Number of CSCS Test
October	22
November	10
December	4
Total	36

## 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.

Our existing CCNSG trainer underwent re-training to renew his CCNSG/LaTS courses and trainer credentials – this training has now been completed. A new version of the CCNSG course materials have been released by the ECITB and these will form the basis of our deliver programme in 2022.

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.

This work also dovetails with the union's activities on the Unite Environment Taskforce and links to initiatives being developed around reps' training; 'just transition'; re-skilling/up-skilling; Net-zero apprenticeships; 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**.
- 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 **Tradeswomen Building Bridges in the USA**.
- Leading on Unite-BWI Qatar activity.
- 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 UET Conference arrangements

### **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 5: 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.

**Steve Craig**

National Development Officer

## **8. POLITICAL EDUCATION SUMMARY – FROM BARRY FAULKNER - POLITICAL EDUCATION COORDINATOR**

### **Unity over Division**

We are now operating or about to start operating Unity over Division programs with the following organisations:

Caerphilly Council  
Swansea Council  
Penarth Council  
Bristol City Council  
Birmingham City Council  
Dudley Council  
Coventry Council

Action for children  
Arriva East Midlands  
Wincanton  
Thirteen housing Teesside  
Rail parts manufacturer Worksop  
Hinckley power station

Some of the above programs are already in progress, others are in preliminary planning stages involving our shop stewards and officers.

### **Other UoD activities**

I now sit on the committee of the Battle of Stockton Campaign and am working with them on developing the 2022 events and associated publications.

I continue to liaise between the film project and unions and this quarter met with RMT the Bakers and Equity. All three are supportive of the project.

### **Core program UoD.**

Our new core education program for shop stewards includes a range of activities which are based around case studies from our UoD work.

### **International anti-fascist Network.**

Attended at the invitation of the Rosa Luxembourg foundation, the inaugural meeting of the international anti-fascist network. The network provides extremely useful research materials on the growth of fascism internationally particularly around Europe and the measures taken to combat this rise.

Spanish Civil War film project.

### **Environment work**

The environment work continues to build at speed and the following work has been undertaken in this quarter.

Several presentations to NISC RISC Equality committees and Branches around our environment agenda and how activists can become more engaged.

The five day environment course was written and has just been piloted residentially at our Birmingham conference centre at the end of January. It was very successful. A detailed evaluation with delegates and a report will be included in the fifth quarterly report. In due time it will be available on the environmental hub on the learn with Unite website at [www.learnwithunite.org/environment](http://www.learnwithunite.org/environment)

Working now with a number of groups of shop stewards and their employers to develop environmental policy, and establish environmental reps.

We have also delivered and continue to deliver regional one day environmental courses for community and retired members via zoom.

We are looking at creating a short film which can be utilised by regions at any meetings or committees as a precursor to more in-depth sessions/bespoke courses.

### **Political Education**

We held a very successful face to face political weekend course in NEYH focussing on understanding politics, the politics of the workplace and the nature of the political economy including the future challenges of automation AI and climate crisis. This weekend was held in Leeds office.

A couple of regions continue to advertise short political online courses including introduction to the politics of Unite and more bespoke courses ranging from 90minutes of an evening to 5 hour Saturday courses. Attendance at these has been somewhat haphazard; we are looking at the potential of returning to face to face weekend events but retaining some online provision in particular around introductory courses.

### **Durham**

We are planning to meet with the National political team in order to discuss the potential for a face to face national school in Jul. In the lead up to the Durham Miners Gala Further reports will be provided in the next quarter on developments.

### **Hospitality Sector**

February will see the start of a new tranche of evening hospitality sector courses including the following:

- Introduction to Unite
- Organising in hospitality
- Intro for new Branch officials
- Case handling
- Health and safety basics
- Sex discrimination and harassment
- Bullying at work
- Radical leadership (3 stage course)
- Bespoke education courses e.g. Whitbread reps development

### **Schools**

Continue to support Mary Sayer in the schools program in relation to building resources online, and the delivery of physical and online sessions to school students and the training and development of schools speakers from our activist core.

### **Core course development**

All the four stages of workplace reps and health and safety have now been written and the final layout is currently being done in order to ensure there are no mistakes and the formatting is suitable for print. We are also examining the carbon footprint of the materials and by reducing font size, using electronic links and looking at more environmentally friendly covers, we have managed to dramatically reduce the size of the materials. We will of course still be able to provide larger print versions for those with sight problems.

### **Community education**

A suite of courses has been developed and is due to be delivered from March to community members around, organising and campaigning, public speaking, branch officials and environmental campaigning.

### **Young Members**

Contacting regions and nations in order to recruit for a national young members' course in June 2022 and developing materials for that course.

Meeting other relevant parties in South East region in order to consider what can be done to support young members' education initiatives in the region.

### **Other work**

#### **RMU work**

Working with officers and staff developing a two day program for staff in our retention units in order to better equip them with a wider understanding of Unite and the roles of representatives in order that they are better able to perform their roles.

#### **Nissan EWC**

Developing sessions for the Nissan EWC on a number of key issues identified by our leading shop stewards on conjunction with their national officer.

#### **Health Sector public health England etc.**

Working with reps and our national officer to develop and deliver joint Union sessions with our stewards and PCS and Prospect reps in order to build their Pay Terms and conditions strategy.

#### **DHL**

Developing face to face sessions with shop stewards at Gatwick supporting their officer and senior reps in building their team and developing campaigning.

#### **Barry Faulkner**

Unite National Political Education Coordinator

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

As Convenor our main ambition for the UET is to enthuse advice, and learn together with our shop stewards on the collective bargaining agendas in their workplace, company, sector and community.

Following up from the successes of the 'People's submit' at COP26 in Glasgow in November – wonderfully led by Roz Foyer of the Scottish TUC – the Taskforce is unanimous in its focus on workplaces and a worker's-led Just Transition.

Bespoke environment courses have been designed by our Unite tutors for nearly all sectors and dedicated elements have been woven into all our courses to ensure an understanding of the threats and opportunities posed by environmental imperatives.

Our Environment Charter has been put before all NISCs – and before Easter every RISC will have been offered a speaker from the Taskforce.

Work continues with the Greener Jobs Alliance, the Global Labour Institute, the TUC (TUSDAC) and the Labour Party's Leader of the Opposition (LOTO), 'Just Transition' Working Party. Preparation is in hand for our next Unite Environment Conference and the next issue (Number 5) of our Environment Quarterly. Our UET meets fortnightly on Tuesday forenoons and delegates from Combines and NISCs are especially welcome.



## 10. MISCELLANY

Consideration is being given to convening another meeting of the Unite Mental Health Taskforce in the aftermath of approach of two well received union publications on Mental Health.

Job evaluation and other forms of workplace management performance systems are currently under review as a few sectors have reported yet another wave of the 'Employers offensives'.

For retired members and community branches, the education department has been busy on mounting specific courses on the environment and on pensions.

'Culture Matters' is not simply a slogan but a physical non-party political organisations with which we work very closely – and specifically with **the** 'Bread and Roses' poetry competition usually culminating in our awards ceremony at our Political Education School in Durham which coincides with the Miners' Gala in July each year. Our involvement also includes collaborations with Townsend Theatrical Productions. 'Yes, Yes to the UCS!' is the latest production which we are promoting through the Regions, Wales and Scotland. Engaging more actively with social media is imperative if we are to publicise our education courses and events throughout the whole union. Adam Heppell, the Education Department's Communications Assistant has proven pivotal in this development.

## 11. CONCLUSION

Routinism has value. We continue to refresh our big education offers.

The workplace reps basic courses are being evaluated now by our core team including two unite tutors – Kevin Murphy of Vauxhall Motors and Sue Gwillan our stalwart now based inside Ruskin College at the University of West London. So, too, for our writing short, sometimes 2 hour courses, half-day courses, evening and weekend courses.

All our work is for our reps, stewards and their members. And certainly not for the convenience of our own Unite tutors. Our litmus test is the bespoke education we provide for the union.

**MINUTES OF MEETING**  
**UNITE EDUCATION COMMITTEE MEETING**  
**Thursday 3<sup>rd</sup> February 2022**  
**Zoom meeting**

<b>Attendees:</b>			
Ken Drury (KD)	EC Member	Wendy Gilligan (WG)	EC Member
Ruth Hayes (RH)	EC Member	Kenny Barron (KB)	Head of LLL
Jim Mowatt (JM))	Director of Education	Joan Francis (JF)	Minute Secretary
<b>Guests:</b>			
Jos Andrews (JA)	Educator	Jo Galazka (JG)	Regional Women's Officer
Glyn Connolly (GC)	Education Organiser	Andrew Pearson (AP)	Education Organiser
<b>Apologies:</b>			
Suzanne Abachor (SA)	EC Member	Susan Matthews (SM)	EC Member (Vice Chair)
Tony Woodhouse (TW)	EC Member		

**1. Opening meeting :**

- a) Apologies. The Committee were informed that apologies were received from SA, SM and TW.
- b) Committee members agreed receipt of the Education Sub-Committee Reports and other documentation which had been previously circulated.
- c) JM informed the Committee that he is to have further conversations with the GS concerning:
  - i) Future developments of the Education Department.
  - ii) Further developments concerning the Learn with Unite (LwU) offer to members. The item is to be further explored under item number 5 in the agenda.

**2. Presentations by Andy Pearson Region Education Officer – NEY&H**

- a) **Unite own qualifications.**
- b) **New developments on the Learn with Unite platform.**
- c) **Taking education to the next level.**

AP commenced his presentation by showing slides to the Committee.

Ethos central to the Education Department's principles:

*'Not just being fluid and not just flexible'.*

Project commenced in 2018.

Forward planning.

Level 2 qualification (same value as TUC certificate).

Plan to expand provision to higher level qualifications.

The main reason for the initiative

Independence from external negative influences relating to devolved funding and Conservative government negative regulations concerning trade union education.

Unite members requested a recognised qualification after taking courses.

The main benefits of independent and professional qualifications:

Independence cannot be overstated.

Recognised qualification fit for purpose

35 students have received the qualification thus far.

Level 2 qualification developed thus far:

- Certificate for union representatives (new representative introduction course)
- Certificate for Employment Law for union representatives.
- Certificate for Health & Safety union representatives.

Other new qualification offered: professionally academically qualified:

- Association of Accounting Technicians (AAT).
- Electricians – 18<sup>th</sup> Edition.

Established professional qualifications Electrotechnical Certification System (ECS) almost 11,000 successful students this year alone.

- The ECS card needs to be renewed every three years.
- Generates revenue.
- Avenue into further education colleges to teach and introduce trade unions to students.

#### How to utilise:

Introduce Unite's structure, ethos and principles.

Support individual members in unsupported sites.

Ability to support member's learning, map out a student journey.

Offer standardisation and quality assurance for students.

Materials, guides and tools utilised universally provided nationally.

Interactive learning not just mechanical can be made as media rich as developer wants it to be.

Used for refresher courses and additional material not able to cover in classroom due to time restraints.

Expand reach of audience, remote members, taster courses, generate interest, younger portfolio, a tool to train members who are uncomfortable in a classroom, provide material for members who schedule does not match any offers provided by Unite, enthuse technically minded members who wish to learn at their leisure, a quick and efficient way of imparting some knowledge to members who require information instantly, or have a specialist interest etc, temporary measure until member is able to attend face to face training.

#### Questions and answers:

KD trade unionism requires collectively – individual learning does not foster collective bargaining.

AP classroom learning will NOT be replaced. System to complement the classroom not replace face to face learning.

WG observed that the approach to education would support isolated workplaces and representatives. Tangible asset to union as is Learn with Unite service.

#### **ACTION POINTS:**

1. JM to provide a summary of presentation in report to EC and include PowerPoint in appendix. Please note summary of presentation is on page 64. In addition you may choose to use the following hyperlink: <https://www.learnwithunite.org/national-education/director-of-education-reports/>
2. The Committee thanked AP for his presentation.

### **3. Education Birmingham Centre:**

Work required in the Education suite is now being undertaken.

- The furnishing of the Ed/Ex Advanced Education Suite.
- The sound proofing of the Sean McGovern Tutorial Room.
- A resource room with a coffee station is being finished.

Costs for use of the Birmingham hotel, conference and national education centre are being reviewed. An official opening is planned for later in the year.

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

Pat Egan in Scotland has been made a Regional Industrial Officer.

Approximately 20 former LwU team members are now employed in substantive posts within Unite. This has proven a great historic channel of recruitment of officials, organisations and researchers for Unite. Devolved nations have ensured that they continue to fund the Union Learning Projects which incorporates the LwU project.

#### Benefits of LwU project:

- Tangible.
- Increases learning skills and knowledge.
- Benefits member, their family, their workplace and their community.
- A levelling up tool.
- Tool to achieve promotion.
- Improved efficiency
- Team spread nationally able to provide support to members across the country.

- Opportunity to learn uniquely provided by Unite in trade union movement a model that others wish to emulate.
- Engagement of 16-24 age group = 15%, 25 – 49 age group = 11% thus under 50 = 59%
- Opportunity cost too great for Unite to lose traction for engaged recruitment.
- High quality service to members.
- Services are well established and progressive.
- Demand high with employers asking for participation and the opening of hubs etc. which the employer finances and Unite partnerships.
- The biggest impact is with reference to redundancy and retention.
- The team are well qualified and seasoned in the work being undertaken.
- Skillset of team extraordinary.

#### Questions and Answers:

KD asked KB to confirm if costing of the project was available to be presented to the EC. What were the costing as ball point figures?

KB confirmed that the costings of the project have always been available to the General Secretariat. To employ 25 members at the current rate is just over 100,000 per month.

JM reported that it is important that we focus on the **service** to members. The LwU offers real tangible benefits to our members. The Committee agreed that a verbal report expressing the benefits of the project should be provided to the Executive Council. It is important that the service is provided across the UK. Only England has been defunded whilst Ireland, Scotland and Wales are continuing to receive funding. It is important that Unite members receive a similar service across the whole of the UK.

#### ACTION POINTS:

1. JM to chase secondment for Welsh project team member Richard Jackson.
2. The Committee accepted KB report.

#### **5. Presentation by Welsh Education Future Leaders Programme**

**Jos Andrews, Jo Galazka and Glyn Conolly**

**12:00 – 12:20 presentation with questions and answers**

A PowerPoint presentation was utilised.

#### Main aim of project:

Encourage active participation and establishment within the structure of Unite of unrepresentative groups within Unite. This would include union representatives, staff, officers and local activists etc.

A project that has woven together the Equalities an Education blend effectively and efficiently. Important to utilise full talent of individuals and not leave anyone behind.

Project slogan: 'If it is to be someone why cannot it be me?'

#### Structure of course:

- Structures and tailored to provide personal growth of students.
- Interactive, constructive, constant honest feedback, flexible learning in accordance to needs of group and individual.
- Project was lay members led.
- Built commitment and community learning, actively supported each other in learning process.
- Transferrable skills identified and enhanced.
- Strengthened and built valuable skills sets.

#### Questions and answers:

RH what type of post course support network has been established? In addition what type of tracking of progress of past students has been established?

JG confirmed that an Alumni and Facebook page has been established coupled with free communication to the Team Leaders. With reference to tracking the progression of past students six monthly checks are

being undertaken. Any opportunities for progression identified within Unite are communicated to the cohort.

Important to encourage progression of individuals. Now that I have achieved that, what now?

**ACTION POINTS:**

1. Keep and develop logo and identity across the union.
2. JM to provide presentation to Executive to encourage traction.
3. Keep subject as a standing item in Education Report.

**6. Publications**

- The Great Yarmouth Dockers – item has been published.
- Sean McGovern booklet – item going to publisher.

**7. Directors Report**

**a. Bursaries – Two received**

**Matt Aiken**

**Charles Brian Heading**

Both bursaries have been approved by the Committee.

**b. Ruskin College, Oxford**

The University of West London (UWL) have requested the establishment of a group of four previous trustees to represent the interests of Ruskin with reference to advising on the future course programme at Ruskin College.

**c. Unite History project regional meeting 17<sup>th</sup> February 2022**

A national meeting will be held on 17<sup>th</sup> February to discuss the progression and developments of the project. The General Secretary has written the preface for the publication.

**d. Environment**

The project requires the active participation of industrial sectors which is being encouraged. The subject affects each member in all sectors and social demographic status.

The response from the National Secretaries has been very encouraging.

Unite's Environment Charter has met with a very positive response throughout the union. So, too for the Environment Quarterly. The workload in the Education department developing propaganda, courses, literature on the myriad Environmental issues has grown exponentially as can be evidenced in our Environment Taskforce notes. The involvement Adam Heppell and Carl Jerromes has been pivotal to our success.

**ACTION POINTS:**

1. JF to write to regions and bursary applicants to confirm approval of bursaries.
2. JF to send a copy of the Unite Environment Quarterly Issue 4 to Committee members.

**a. Dates of Next Meeting 2022 dates are under consideration with the Chair of the Education Sub-Committee**

<b>AMENDED</b>	<b>Thursday</b>	<b>April</b>	<b>28th</b>
	<b>Thursday</b>	<b>July</b>	<b>28th</b>
	<b>Thursday</b>	<b>October</b>	<b>27th</b>

Dates were tentatively agreed.

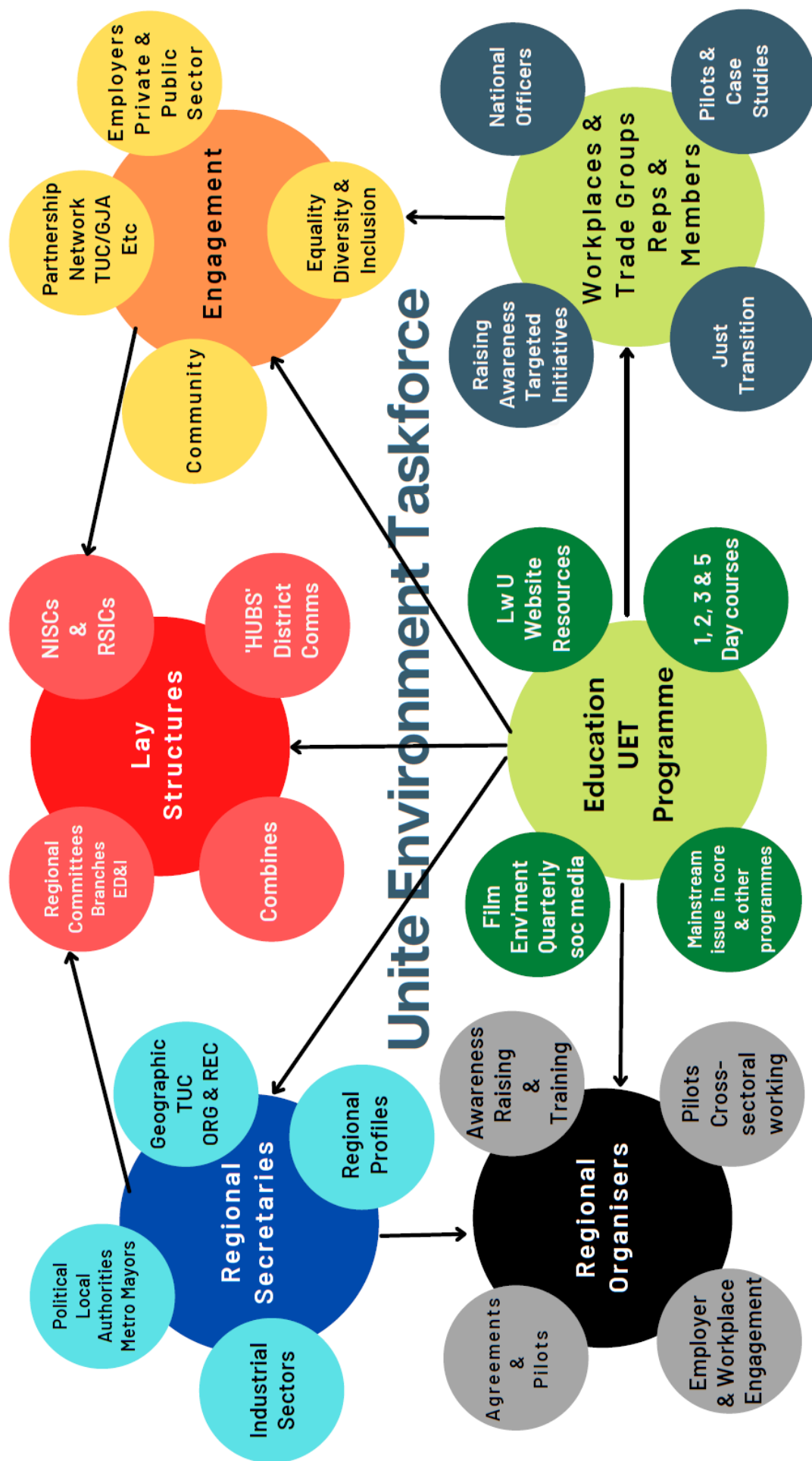
**ACTION POINT:**

JF to send an email to the Committee to ratify amended dates for meetings.

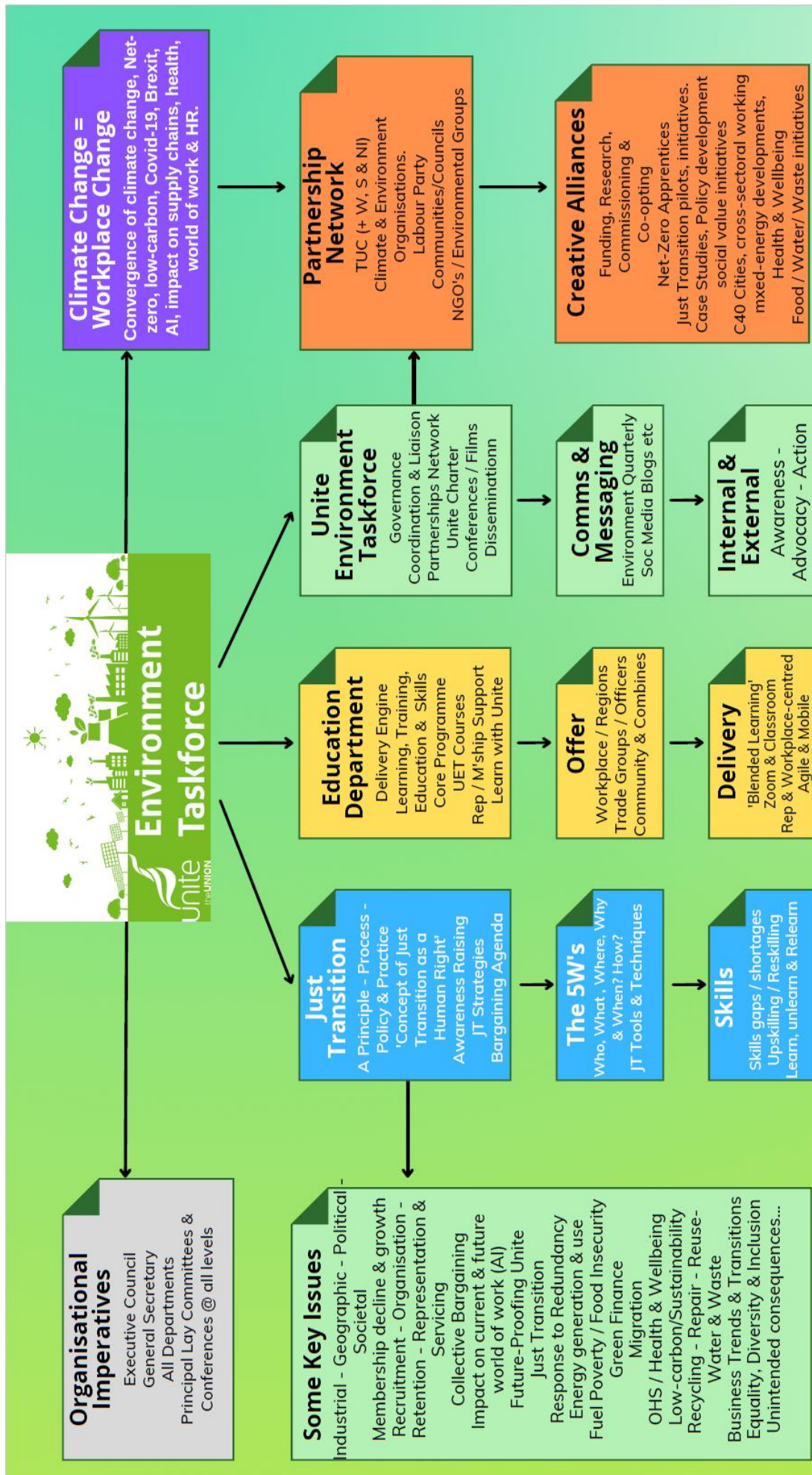
**8. AOB**

No other business was raised.

**9. Closure of meeting 13:45 hours.**









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

### [Appendix One](#)

Here is my full report concerning activities being undertaken within the Learn with Unite project in Scotland, England, Northern Ireland and Wales.

## SCOTLAND

### Aviation sector

This is being helped by Scottish government giving support to this sector through the trade unions. We have training taking place at all the main airports in Scotland mostly in Aberdeen, Edinburgh and Glasgow, and we have won recognition agreements with Dalcross at Aberdeen and Inverness airport. Working well with Menzies aviation, Dalcross, CHC Heli, Loganair and others.

However what has become transparent is the need for sectoral bargaining in this sector, especially for ground handling companies. They have been in a race to the bottom for some time now trying to undercut each other to win contracts at airports, they are all struggling to recruit as the terms and conditions are not attractive to new employees.

We are looking at age profile of people made redundant at Rolls Royce to see if there is a route we can develop to retrain them as aircraft engineers. We are aware that this specialty is heavily dependent on a workforce who are mostly in their late 50s early 60s and believe this group would only require some CAA modules to bring them up to speed. We have also asked for other roles and vacancies in this sector. We have submitted 40 applications to aviation fund

**Glasgow Airport** So far applications for courses in airport security, customer services, maintenance and new employee inductions have started with many more to start after the New Year until March 22. Menzies have applied for the biggest share of the fund and Unite's Industrial Officer has been negotiating the terms of their access to this fund which includes no compulsory redundancies, an 85% reduction in zero hour contracts and wage rises. ICTS have agreed on a small number of courses and we are in discussions with Loganair around courses such as stress management.

**Glasgow Prestwick Airport:** No further interest has been given to the National Transition Training Fund for the Aviation sector at the beginning this was due to COP26 and also the forthcoming sale of the Airport which has since fell through. Emails were sent to the reps regarding the proposed Stage 1 ULR course to be distributed to their members, however no interest was expressed.

**PACE** Gave a presentation to Pace/SDS workshop on 7<sup>th</sup> December on benefits of partnership working in redundancy situations.

**Glasgow Taxis** Glasgow Council changed start date for need to have qualification to 1<sup>st</sup> January 2022 (this may change with current situation). We have completed 9 courses and have another 6 planned for January, training is taking place at Toryglen and tutors are doing a sterling job, we have trained 4 taxi drivers who are active in the branch and branch has grown to 482 members and we have recruited a further 120 in the private hire sector. Unite the Union is earning a name for providing quality training in this sector.

**Offshore groups** 2<sup>nd</sup> cohort completed 18<sup>th</sup> edition wiring regs

Redundancy support is still the biggest issue in this sector and whilst we have had some success in accessing the DWP rapid response funding this has created other issues for us. Following on from suggestion that we look at development training for learning organisers to give advice to members applying to this fund, we have had preliminary discussions with DWP but decided to park this as there is so much else to do with Covid and other streams of funding which is changing on a regular basis. **Online learning platform** We have had 37 learners complete our online courses this quarter

**Childminders branch** Supported the organising unit in providing learning and training to childminders branch through SUL learning fund and CLP this is progressing quite well with further training planned for next quarter.

**Construction Sector** We met with the Energy Skills Partnership (ESP) and Scottish Universities Life Sciences Alliance to explore funding opportunities to support members develop new energy efficient/ green skills and to be considered for training to move into one of the growing sectors of the Scottish Economy. Information on both initiatives have been distributed to members who are currently unemployed, were made redundant due to covid or those currently facing redundancy such as McVities members. Our Unite assessors completed the portfolios for 1 painter and decorator and 4 dry lining finishers. 8 learners passed Electrical vehicle charging course at West College Scotland campus in Paisley. This course was the third and final City and Guilds course to take place during this year. All courses have now had full attendance and pass rates (24/24).

**CPCS red card qualification course** Three learners successfully sat the 5 day CPCS accredited telescopic material handler course

**McVities** Unite through the RCO for McVities has been working in the background to secure new jobs for McVities members at Babcock. The ULO was able to get a hold of the job descriptions from Pladis and CV's from members to pass on to Babcock HR. Both sets of HR now have each other's details to further liaise on this.

Information has been passed on to reps and members about Enginuity (the sector skills council, previously SEMTA) and the free online learning resources available. Through this platform learners can network directly with employers as the short courses have been created by industry for industry.

The function and service of RealiseHR is akin to PACE. They will deliver CV and interview sessions, pensions and 1 to 1 coaching sessions.

**Missiles and Space Batteries** During the quarter, Unite were notified that there would be a small amount of redundancies at Missiles and Space Batteries in Coatbridge. Initially 10 workers were selected for redundancy including 4 Unite members. The Learning Organiser informed the local PACE chair of the situation and PACE provided some remote support such as the YouTube link to redundancy presentation and some useful links and helpline number for workers to speak to PACE advisers. Through the good work of the workplace reps only 1 member was made redundant and the Learning Organiser remains in contact with this individual in the event learning support is required. The Collective Learning Partnership also supported 1 of our members around CV support however this member in the end retained employment.

**BAE systems** Steering group meetings are going ahead regularly between Unite, Collective Learning Partnership and BAE. A meeting took place virtually early December 2021 and a number of courses were discussed. Lead workplace reps and ULR are discussing further demand for courses with the workforce around mental health and IT needs. Once the number of learners is confirmed these courses will be added to the schedule.

**South Lanarkshire Council:** Funding had been agreed for the Locksmithing course. The ULR and myself had a zoom meeting with Susan Rennie at Borders College to set dates in October. Contacted the college again in November and again in December. Neither the ULR nor I have had any further contact from the college.

**Scotrail:** A Basic welding 2 day course ran at WCS Clydebank Campus for two cohorts during 30<sup>th</sup> Oct until Nov 20<sup>th</sup>. Excellent feedback from the participants:

- Course was good plenty of hands on practice
- Agree course was really good, instructor was knowledgeable, friendly and approachable. Course had the right amount of info, examples shown by instructor would highly recommend looking for anyone looking to give it a try. ☐ Great wee course
- Spot on, the tutor was really knowledgeable, plenty of time for practice.
- Thanks for the funding and everyone's input

A Suicide and Bereavement course had funding agreed however this was put back due to COP26 due to leave being refused while this was ongoing.

**Electricians Various workplaces:** A 2391-50 inspection & Testing, 10 completed this course which ran from 23<sup>rd</sup> Oct until 4<sup>th</sup> December 2021. Some of the 12 who completed the expression of interest pulled out for varying reasons: Covid and changes to shift patterns. Due to the late notice it proved too late to fill the spaces with those on the reserve lists.

**Various workplaces: 2391-51** 9 completed this course which ran from 23<sup>rd</sup> Oct until 4<sup>th</sup> December 2021. Some of the 12 who completed the expression of interest again pulled out for the same reasons and notice was too late to fill the spaces.

**West Dunbartonshire Council:** Another cross-union steering group meeting was held on 18<sup>th</sup> November 2021 to discuss the way forward and set out our Strategy for the future. This would include finding out what the barriers are to learning and how we can assist in eliminating these and progress the launch of the Trade Union Learning Agreement.

Due to Covid, no courses took place at the following workplaces in this quarter:

Diageo: (Shieldhall), Aviva: Bishopbriggs, First Bus: Caledonia depot, Peelports, Glasgow Life NHS Ayrshire and Arran, Mahle: No course was delivered this quarter however one of the members undertook a course through the IHASCO platform, 2 Sisters Food Group, Midlothian Council, Aberdeen Council, NHS Tayside, Lothian Buses, Fife Council, COTA, Sainsburys, City of Edinburgh Council, Borders Council, NHS Fife, NHS Borders, Coop, Capercaille Care

### **Highlands & Islands LearnwithUnite project**

As mentioned in the 1<sup>st</sup> two Quarter reports 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. Discussions have recommenced with colleges and while there have been additional challenges with delivery of business courses in the region there are signs that this is improving and we hope to be able to offer members courses going forward.

Active engagement with reps remains a challenge and the momentum built up around learning in the 1<sup>st</sup> half of the Highlands project has been lost during this last year and half. During this period Learning organiser has been contacting large and varying groups of members direct to raise awareness of Unite's learning agenda & this has had some success. Learning organiser aims to reach those sectors which do not have active reps and to bring these members into the learning environment. She also continues to build up a good relationship with the new H&I Unite Industrial Officer to identify workplaces which will benefit from learnwithunite and to attend AGM's/Activists meetings etc on-line meantime to keep the learning agenda profile current.

The courses delivered this quarter and those arranged for final quarter include:-

**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 had twice been postponed due to Covid outbreak and then Track & Trace absences. The provider, 'mentalweathraining' was extremely accommodating and it was finally delivered face2face over 2 days in October and feedback from the participants was excellent.

**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. Applications were successful to run two courses in January/February; a one day course Menopause in the Workplace to be delivered by Unite Education and a 2/3 hour awareness session with optional Cognitive Behaviour Therapy to be delivered by Letstalkmenopause. Numbers are filling up from a variety of workplaces & locations across the H & I.

The H&I has benefited from a significant proportion of the additional funding from the Scottish Government to assist redundant or potentially redundant workers in the Aviation industry badly affected by the pandemic. Following the issue of a Learning Needs Survey to members and a meeting with HIAL, which represents 11 Highland & Islands Airports, including the largest in Inverness the following courses were requested.

**Conflict Resolution/De-escalation** – the pandemic and the associated travel restrictions and changing requirements has seen confusion and anger amongst passengers and customer facing staff have had to deal with an increasing number of unhappy & aggressive customers. This course will help them manage these situations and will be delivered face2face to approximately 30 members in Inverness in February. The training provider Conflict Resolution Training is new to Unite but the course content fitted the requirements of HIAL who chose this provider.

**Root Cause Analysis** – Fire Service members in Sumburgh airport, Shetland have requested this course and the project worker is in process of arranging this on-line with a provider in Aberdeen. 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.

## **Abbreviations**

CLP – Collective Learning Partnership  
CPCS - Construction Plant Competence Scheme  
CSCS – Construction Skills Certification Scheme  
PACE – Partnership Action for Continuing Employment  
SDS – Skills Development Scotland  
WCS- West College Scotland

## **ENGLAND**

### **Midlands**

**Supporting Apprentices:** Waiting on dates from James Watt College in Birmingham to begin visits to Apprentices on site. Delivered Employment Rights and Responsibilities' sessions to Apprentices at Derby Homes on 6<sup>th</sup> October.

**ECS Test Programme:** Ran ECS sessions at James Watt College in Birmingham until November of 2021, hoping to start again in the New Year. Successfully ran 4 sessions at the Birmingham office with approx. 100 attendees. Further sessions booked for January 2022. In December we ran our first session at the Nottingham office since the Covid 19 outbreak.

**Redundancy Support:** GKN Drive Line Birmingham - involved in talks to support in the New Year. We will be attending the Jobs Fair on 24<sup>th</sup> January. Currently helping individual members with their CV's and advice on interviews.

**Bromford Group** in Birmingham - assisted with CV writing etc. via workshops. Discussed courses we can offer through the Learn with Unite platform and benefits available if they were to retain their membership. November and December 2021- workshops at both **Lear** in Coventry and **Carters** in Birmingham. **Lear** is an ongoing situation at the moment in terms of possible job losses. Completed all sessions at Carters by the 30<sup>th</sup> November, continuing to support with CV's and questions around job searching etc. We also put those that required financial advice in touch with Unieac.

**EON** various sites - help with CV's (1-2-1's basis and a group) via Teams. Currently liaising with members regarding their CV's. We have further sessions arranged for January 2022.

**Sainsbury** – requested by the National Convenor to deliver redundancy support in December. Met with a small group who are at risk of redundancy. Advice on CV writing/interview techniques.

Assisting individual members with putting CV's together, advice on how to prepare for interviews, course information. We also discuss their membership in terms of what else is available to them through retention.

#### **Other Activities to report on:**

- Supporting Birmingham and Solihull Mental Health Trust in promoting functional skills as well as other opportunities which is all part of their Band 2-4 Well Being Charter.
- Supported the Trust Deputy Convenor at Sandwell and West Birmingham NHS with learning events at a couple of sites.
- Delivered to date, 2 sessions on basic IT at the NHS Ambulance Service in Dudley. Currently have one more session booked for 11<sup>th</sup> January. Recruited 6 new members on the back of the sessions. □ Pizza Factory in Nottingham - completed initial English assessments, waiting on course start dates. □ Toyota Burnaston - met with full time Convenor and Officer on site 30<sup>th</sup> September, gave a presentation on the Learn with Unite platform. Visiting the site again before elections to speak with prospective ULR's.
- Leicester City Council - supported the Reps at a Learning Event on 23<sup>rd</sup> September; an outside event at the Maintenance Depot. Interest in Mental Health and Wellbeing, we will look to set up another event on site focusing on these subject areas.
- East Midlands Trains, attended Learning Event, supporting the reps to promote their learning agenda. Also had the opportunity to talk to apprentices on site.
- Caterpillar- spoke with reps receiving their training on site, interest in Mental Health/Wellbeing courses.
- Attended a Lloyds Bank reps briefing session which was held at the Birmingham Conference Centre.
- Worked with the Education Department & South and City College Birmingham up until Christmas, presenting the learning platform to reps attending various core program courses, we will begin again in the New Year.

#### **NEYH**

Paul Ackroyd received his Festival of Learning Award, Learning for health certificate from Kenny Barron Head of Lifelong Learning and Colin Brushwood, Operations Manager in a presentation at the Leeds Depot.

Supporting Learning Organiser, Chris Muscroft commented, 'Paul is a worthy and worthwhile winner, who has overcome his adversities to progress his knowledge around certain health conditions, not only for personal gain, but also to help and support others. The work and progress Paul has made is testimony to the 21 year partnership around learning between First Bus and Unite the Union, a partnership which continues to deliver for our members and all parties involved and something more employers should look to emulate'.

#### **KEY ACTIVITY OVER THE PAST QUARTER – NEYH LEARNWITHUNITE TEAM**

- Leeds City Council – supporting ULRs to promote education/learning opportunities and highlight/identify opportunities for recruitment
- Hull City Council – B-Line campaign, a campaign around raising the functional skills level at a specific workplace and addressing Mental Health and equality issues, which has resulted in four Mental Health Taster sessions being run and a Level 1 qualification planned for delivery in the new year as well as Maths English and ICT classes, details TBC
- Hull CC – sub Committee, discussed the training needs for the reps and gave an update on the new Level 2 environmental qualification, which has been used to identify 3 potential environment reps, prior to the new elections
- Supporting officers in their allocation at South West Yorkshire Partnership NHS Foundation Trust and West Yorkshire Health branch promoting LWU and the recruitment of reps leading to the

Reps elections in 2022 as well as supporting the integration of the Harrogate and District branch to the NE/408/28 Branch.

- Facilitated York Teaching hospital branch in getting a member a dyslexia screening at the Sheffield office paid for by the trust
- Met with Wakefield District Housing to arrange Mental Health First Aider Training
- Met with Arla Foods to discuss a learning agreement and opening two learning centres on site and ran a series of awareness sessions
- Supported the “End Fire and Re-Hire” regional demo
- Supported a day of action for the Pizza Express campaign as part of Learnwithunite national involvement with the Hospitality Campaign
- Supported the officer at a Wavin National Reps Day at the Sheffield Office an event designed to bring the reps from the whole group together and discuss collective issues. Our purpose was to promote education within the group of reps both industrially and personally.

#### **Redundancy support during last quarter**

- INEOS/BASF – continuing till March 2022
- Greens desserts redundancy support awareness session on site
- Koyo Bearing meeting on site( initial contact made in December 2021 with Phil Bown, reps and HR), Support required throughout first half of 2022
- Altrad Employment Services (Hartlepool Power Station)
- RAF Leeming Bar
- Sabic

#### **National Hospitality Campaign**

Chris Muscroft is supporting the officer Dave Turnbull who has national responsibility and fellow colleagues on this national campaign. Please take a look at the resource hub on the Learnwithunite website :- <https://www.learnwithunite.org/hospitality/>

As part of this campaign in partnership with the Department of Work and Pensions and HRMC we are facilitating the running of workshops in February on the subject of the National Minimum Wage. Please see attached leaflet. These workshops are extended to all members, activists and Reps who work in an organisation or sector that is affected by the use of the National minimum wage (including apprentices). To book a place on ‘Understanding the National Minimum Wage’ follow this link:- <https://www.learnwithunite.org/rep-training/locations/learnwithunite-workshops>

#### **North West**

Due to the latest Covid variant a number of our workplaces have suspended visitors being allowed on site, we are overcoming this by utilising the LWU platform so that distance learning can take place. We have recruited 6 new ULRs and now have 12 awaiting a Stage 1 course and a similar number requesting a Stage 2, RLM will be liaising with the team and the tutor to put dates in place for these two courses. We expect that these courses will be taught via Zoom and due to the Covid variant we will be looking at March/April 2022 dates.

We have a date at the end of January for an open day at United Utilities and, at their request, we will be promoting Prostate Cancer Awareness and Harmful Gambling.

The ULR at Rosso Transport has requested a meeting to organise the reopening of the Learning Centre and a promotional day, RLM will be meeting him next week.

First Bus Oldham have also requested a meeting and RLM is awaiting a date.

We are looking to promote the role of the ULR to coincide with the upcoming elections and we are liaising with other regions on this and will be organising a mailshot in the near future. We continue to support our members with Redundancy Zoom workshops.

## **London & Eastern Region**

Whilst the majority of the team were on annual leave through December there was progress in some workplaces.

The work at First Buss Essex has continued at a slow pace as a result of ULR facility time being cut back on by the company. However the new ULR in Chelmsford has started to survey the members and has had positive feedback from a small group for English. This will be promoted further through all garages with the Poetry competition. We hope to begin to roll out the competition through February. By promoting the LWU platform we hope to grow the number of learners and eventually be able to start face to face classes. Through the pandemic the union lost approximately 500 members due to redundancies at Stansted Airport.

Working with the officer and ULR's the '500 Campaign' is exploring Hospitality, Baggage Handling and Security as targets as this is where we have lost the most members. The national Hospitality campaign is part of the programme and working with Dave Turnbull we have identified some hotel groups that have active campaigns which we can use at the airport. The LWU leaflets have been distributed and we will monitor the response with the hope that we can develop the organising opportunities.

The learning project at SKF in Luton went into stasis due to the COVID pandemic. There has been an increase in interest and the company have approached the learning project to get project restarted. The

ULR's are promoting maths, English and ESOL to begin with. Smiths News is a new employer and following on from a meeting with the officer, Jeff Hodge, reps and HR there is a keenness to develop the learning agenda. We are looking into how we can launch the project across the company's other sites in the region.

UMWEP has had an enrolment day and will be continuing with the online provision. Working with our existing tutors and the WEA we are hoping to maintain the momentum and support our learners to continue the learning as we have done through the pandemic.

## **Construction**

Recruitment and Retention

Project staff continue to support regional membership units in contacting members under threat of redundancy or who have recently stopped their direct debits to the union. Over 180 members have been retained since January and over 150 new members recruited, primarily through the ECS programme.

## **ECS**

The provision of ECS testing is offered through the team and at 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 increase in delivery through 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 lockdowns. Since October over 1500 workers have passed their ECS test through Unite the Union's LWU Construction team. An invigilators' training session was held for Unite staff in Cardiff to further extend the offer across the South West and Wales.

## **Service to Union Representatives**

Members of the team based in the Northwest 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 region. Despite COVID, the Combine has continued to grow through regular online meetings and communication through a

bespoke WhatsApp group. Project staff continue to attend and submit a report into the Construction RISC committee.

### **Employment Rights and Responsibilities (ERR)**

The Construction team developed a workshop primarily delivered to apprentices and other potential members in both a college and workplace setting. It covers the rights and responsibilities of employers and employees and is used to describe and promote the role of trade unions and recruit new members. The Construction team have been working with other LWU colleagues to bring the accompanying resource materials up to date and make them generic. They will be used across a range of sectors in addition to Construction and workshop presentations will be more reflective of a wider audience. This campaign is expected to make a positive contribution to the recruitment of new members.

### **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 by both 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) and is free to trade union members. By attending this course members gain a better knowledge and understanding of the subject and will enable attendees to both discuss with other groups and offer support to people affected by harmful gambling.

Registration numbers for the Bet you Can Help level 2 accredited course have been excellent. The first accredited course was delivered in December. Further courses will be available over the next quarter alongside the one-hour awareness raising sessions called 'Bet You Can Help Now'. Many other employers have expressed an interest in the charter and are looking to work in partnership with Unite the Union.

### **South West**

**Unite Union Learning Reps - 11** attended (**5 HPC**) and completed Level 2 ULR Stage 1 accredited course through City of Bristol College November 2021. Stage 2 will take place in February 2022. ULO has been supporting the new ULR's on a 1:1 over the telephone, email and zoom.

**Meeting with HPC reps and officer**-working together and looking to relaunch learning agenda. Learning steering meeting organised.

**Training at HPC- IT sessions** commenced on site at the Apprentice hub with the ULO and Vince Board (GMB) from 9 November 2021 for 3 weeks-total 6 learners. Demand was high and we have a waiting list restrictions on number being trained due to original client agreements. Will review and look to run further sessions. On hold due to pandemic guidelines. Ongoing search of providers and negotiation.

**English sessions for HPC** through Diversity voice-helped to fill spaces now fully booked with a waiting list. Total 33 learners, commenced 1 December 2021-(10 week course).

**Somerset Passenger Solutions (SPS)**-have now received certificates for the IT courses completed and looking to arrange a small celebration event. Information, advice and guidance



session held 9 December 2021. ULO will look to arrange further drop in/training days in 2022. Arrange Harmful Gambling awareness sessions for HR and Training team in 2022. Training team happy for Unite to use training rooms for drop in training sessions –need to agree dates in advance.

**Individual support**-continuing to support colleagues, members and reps on a one to one basis, promoting courses for personal & professional development as well as wellbeing, CV's, reskilling etc.

**FIRST** Learning Centres reopened at First bus depots after pandemic closure, relaunching the learning agenda. ULO supported ULR's to develop their skills and also to support members and potential members to engage in lifelong learning. ULO attended the openings, recruited new members, enrolled members on CPD- Level 2 courses, Wranx and Future learn courses. Guidance and support given for local initiatives including gardening.

**Community Learning at Newton Abbot-Newton Abbot Community Aid** - ULO lead on the opening event coming up with many ideas to launch the project and learning. I have organised online events and wellbeing events. Also, set up as new online centre. Unable to promote widely as issues with the venue and we had to move out in December 2021. I suggested the new temporary venue-the museum which we were able to move to from 2022.

ULO made connection with a local Community café and they are hoping to open a second café this year which will have meeting rooms and potential for us to link together. On first discussion-very keen to link with Learn with Unite and ULO will arrange to meet more formally in the coming weeks.

**DHL**-supporting ULR, waiting on learning agreement to be agreed and signed. Met with workplace reps and obtained their agreement to work as one team to promote Learn with Unite.

**COLLEAGUE SUPPORT**- trying to engage colleagues with Learn with Unite for themselves and to promote to members and potential members.

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

**ESOL** conversation clubs-continuing to facilitate for Bristol City Community Learning weekly. Will also set up a Unite regional conversation club in 2022. Have recruited new members, supported with learning including Level 1 ICT, CV's, and job searching with some successes.

**OFFICERS**- continuing to support where needed for own, member and workplace development including redundancy support.

Continuing to look for opportunities for Learn with Unite to engage with employers and organisations and to promote Unite the Union

## **NORTHERN IRELAND**

### **Funding 1 – General ULF**

Registered Childminders Branch:

We are continuing with education courses. We have just completed 6 CPD bespoke courses: ☐ Child development

- Transitions and supporting children with additional needs
- Personal, social, emotional development and the arts
- Language development and early math
- Physical development and the world around us
- Simply science
- Autism strategies and promotion of inclusion in a childcare setting.

We included our Scottish members in this set of courses as a trial to see how provision via zoom would work. Overall, it worked well, with a few tweaks we will continue to offer provision like this to encompass other nations.

Another set is being organised for Qtr4

Additional tasks

NI Government Skills Strategy Advisory group – TU seat (currently writing the 2023-2038 skills strategy for NI.

NI Apprenticeship Advisory Group – TU seat

NI Inclusivity skills strategy Advisory Group

Funding for 2022-2023 has been agreed

## **Funding 2 – Redundancy support Caterpillar**

Redundancy support

ULO still working on the redundancy support for our members in Caterpillar.

Now that the construction skills training has been concluded the ULO has remapped current needs which give a clearer picture now that those who have moved on and have reassessed their career needs have a fuller understanding of re/upskilling needs.

There are over 180 learners about to commence qualifications up to level 5.

ULO has had to put in a constant fight to secure additional government funding to keep this redundancy response current and meaningful.

ULO has been able to use this funding to help our members from other sectors transitioning through redundancy. We have also assisted some of our community members access this training in order to obtain employment. As this project is the first of it's kind it is being watched closely by Dept for Economies to determine its validity and we will be using this as best practice to use to request redundancy response funding when required.

Quarter 4 will be focusing on bringing all these projects to a close and a detailed report as to how impactful and effective the redundancy support has been. This would enable us to bid for similar help. A first for NI.

and with a further set to be completed in Qrt 4

## **WALES**

### **Next project cycle**

Unite WULF was successful in its application for further funding from April 2022 – March 20225.

The Welsh Government has a commitment to Union Learning in Wales for the next 5 years, embedded in its manifesto. An outline of aims and objectives of the new project will be included in our final Year 3 report in April.

### **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 can 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 this has been limited to individuals rather than mass redundancies in workplaces. The expected increase in redundancy numbers at the end of furlough in September was thankfully minimal. The Project continues to monitor redundancy activity across the region to proactively engage with workplaces and branches where the risk of redundancy exists.

Merthyr Mining, Allavard Springs, Toyoda, OVO Energy and 3M are currently anticipating job losses and closures during 2022. The Project team have prepared a programme of support to roll out throughout the year that will include Employability Skills, benefits advice, signposting to support agencies, information, advice and funding for upskilling and retraining.

### **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 been delivered in the following sectors/ workplaces:**

**Automotive:** Caerbont Automotive, Stately Albion, **CPPT:** Abingdon Flooring, Yuasa,

**CYW & NFP:** Merthyr Valley Homes, Arts Council of Wales, **Education:** International Baccalaureate,

**Energy & Utilities:** Western Power, Ovo Energy, **EMS:** TATA Steel

**Finance and Legal:** Lloyds, Barclays, **Health:** Public Health Wales, Velindre (Welsh Blood service),

BCUHB, Cwm Taff HB, Welsh Ambulance Service Trust North Wales, Aneurin Bevan HB, **Local Authorities:** Bridgend, Cardiff, Flintshire, Denbighshire, RCT, Blaenau Gwent, Caerphilly, Torfaen, Pembrokeshire, Carmarthenshire, Swansea, Monmouthshire, Wrexham, Merthyr Mining, Stagecoach, 3M, Samaritans, Allavard Springs.

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

Mental Health incl. Awareness, Connect 5 Mental Health, Mental Health First Aid refresher, Mental Health training for Managers, Counselling, Neurodiversity, Menopause Awareness

CPD skills incl. Communication Skills, Time Management, Confidence, resilience, influencing, Presentation skills, Difficult Conversations, Managing Conflict, Managing for the First Time, Remote Management, 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, Minute Taking, Electrical

Vehicle Maintenance, HGV Cat C training, LGV Cat C, Horticulture level 2, Starting A Business (HST),

Skills for Jobs Security Officer level 2, Neuro Linguistic Programming level 3, Employment Law level 2,

CPC training

Maths and English GCSEs, Counselling level 3, Using MS Teams, CMAP in Mortgage Advice level 3,

English GCSE, Maths GCSE, Health and Safety incl. IOSH, NEBOSH, Manual Handling & Working at Height, CPCAB Counselling Studies Level 3, Through these workplace learning programmes;

WULF directly supported over 350 members this quarter to upskill and access training and signposted 1000 plus members to additional training schemes.

#### **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. As a result, 16 members and employees have been able to access fully funded EV training. 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. The project will be driving this agenda in Unite workplaces from 2022 to reflect WG targets for Carbon Zero targets and to promote Unite's own Environmental Charter.
- **Personal Learning Accounts** - The project has been instrumental in negotiations with WG and the WTUC to access additional funding through the WG Personal Learning Account Programme for the provision of funding to support essential training to help fill current skills shortages in the public and transport sectors, working in partnership with regional FE colleges to direct employers and individuals to the WG PLA programme. Consequently, WULF has been able to promote the availability of fully funded HGV training to members through branch networks and in consultation with employers. This will be launched as an all Wales campaign in 2022.
- **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, and the Project staff have attended the Train the Trainer course which 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.

**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. Since the launch the site has registered over 13,000 visits. The platform also has a Welsh Language function, allowing us to be more inclusive within Wales.

**ECS in Wales** The Unite WULF team along with Regional Education Officer Glyn Connolly was able to arrange a training day in December to deliver Unite ECS Invigilator training to WULF staff and Unite employees/ reps in Wales and the Southwest.

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 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. The ECS offer will be available across Wales from 2022.

**Union Learning Reps** The Unite WULF project will be working closely with Wales TUC in 2022 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** The Project is working towards re-engagement with long standing employers to pick up with work previously initiated around enhanced learning agreements and workplace action plans which will highlight equality of opportunity for vulnerable and hard to reach workers. This is particularly evident in the work being delivered across those local authorities and health boards that have engaged with unions to help support and develop mental health training. Work has centred on Cardiff, Bridgend, Blaenau Gwent, Monmouthshire, Caerphilly, Swansea, Flintshire, Denbighshire and Wrexham Councils, as well as Health Boards and Public Health Wales.

Employers are recognising the longer-term impact of the Covid crisis on staff: working from home and working remotely, an increase in the reliance of online platforms to communicate, and juggling work with home schooling, care responsibilities and the stress of life in a pandemic has led to a huge increase in the demand for any training linked to health and wellbeing, and practical skills for remote management and building successful teams.

A need for Mental Health training for Unite officers, Reps and Activists has been identified regionally. Feedback from our Southeast Wales Officers shows that reps in particular feel unable to adequately support members who need representation due to problems with poor mental health. Discussions have taken place in the Cardiff office to identify options for addressing the problem, and available cross border support from Brian Whitehill in the Northwest and Anne Mathie, Mental Health tutor with a solid background in mental health training within the union. The project can support a programme of mental health training for staff within Unite in Wales and further discussions will take place in the new Year with the Regional Secretary and education Officer.

**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 from 2022 onwards.

**KickStart** In consultation with the WTUC, Unite WULF submitted a successful bid to Welsh Government for additional funding to support the Kick Start programme within Social Housing and Local Authorities with the aim of providing

- Learning opportunities/qualifications to allow for redeployment into key sectors
- Innovative collaborative approaches to workplace learning
- Opportunities to workers in isolation
- Individuals with advice and guidance
- Focus on Kickstart, Digital Innovations/Upskilling/Job Progression/Essential Skills delivery

WULF partnered with Merthyr Valleys Homes to offer support to a Kick Start cohort of 30 plus young people at risk of long-term unemployment. MVH were an obvious choice for us to partner with having good working relationships with multiple unions, and recognition of the value of social partnership working. Their work practices are exemplary – tenant led, fair wage employer, active employee development, commitment to the wider community through their Brighter Futures programme.

Unions have a clear role to advocate for those who may not have a strong voice - Kickstart provides fantastic, practical opportunities for young people to get the skills they require to obtain gainful employment, that they would otherwise struggle to access.

We are confident that the partnership between MVH and Unite WULF provides an example of best practice for other employers and trade unions to follow.

Our position as a Trade Union will allow us to take this best practice example and promote it within our network of unionised workplaces and organisations within Wales.

The first Merthyr Valleys Homes (MVH) Kick Start cohort ended in December 2021 as a second cohort consisting of 32 – 40 new placements began to take shape in November. The Unite / MVH working partnership has continued throughout the second quarter, and funding provided for further

qualifications as listed. One of our Unite Union Learning Reps has provided mentoring for one of the placements who has now progressed to a level 2 Plastering course, begun in a local college in September. 3 placements have begun apprenticeships within the organisation and MVH hope to provide an increased number of apprenticeships for the second cohort with a Sept 2022 start. A full report of outcomes will be included in the final quarter of Year 3.

#### **Kick Start provision of training in partnership with MVH**

☐ Cat (Cable Avoidance Training)

and Scan

☐ Customer Service Training Course

☐ Warehouse safety training

☐ Level 1 food Hygiene & Safety

☐ Workplace first aid training

☐ Creative Writing Skills Course

☐ Time Management Course

☐ GDPR

☐ Social Media Marketing Training

☐ Presentation Skills

☐ Mental health awareness

☐ Asbestos Awareness

☐ Challenging Behaviour Training

☐ Confidence & Communication Skills

☐ Resilience Training

☐ Employability Skills

☐ Equality & Diversity Training Course

☐ Time Management Training Course

☐ Business Writing Skills Training Course

☐ Social Media Marketing Training

☐ Nutrition for children

☐ Autism Awareness

☐ Manual Handling

☐ Working at Heights

☐ ADHD training

The company also provided some placements with driving lessons to help remove barriers to work, and toolkits for those working in construction. Much of the training was paid for by MVH, and this list does not include the whole range of training on offer, which also included NVQs in Business Administration, IT and digital training.

Merthyr Valleys Homes put together a video which showcases the work that has been implemented with the Kickstart placements, whereby they outline the importance of working with the Unite Union to make the programme a success. This is a great example of social partnership in action and can be utilised to demonstrate the fantastic opportunities available to employers who engage with trade unions in a positive manner, the You Tube video presentation is available to view using the following link:

<https://www.youtube.com/watch?v=roBuzTNKQ2E>

**Kenny Barron**

Head of Life Long Learning

## FULL EDUCATION REPORT FROM WALES EDUCATION ORGANISER – GLYN CONOLLY

### Appendix two

#### Wales Union Learning Fund Report

##### **Unite Wales Union Learning Fund (WULF) Report October – December 2022**

##### **Learn with Unite Wales – Pathways to Progress 2019 - 2022 Regional Learning Organisers Sue Da'Casto & Richard Jackson**



##### **New Project**

Unite has been successful in the latest WULF project bidding round which is excellent news. Welsh Government funding of over

£180,000 per year will enable the project to continue supporting our members for at least a further 3 years.



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

The project continues to run pilots across several workplaces looking at more pro-actively with the organising education training courses, AACs & activity to frontline reps.



how union Learning can link in agenda, we have attended Union RISC meetings to promote our

We are closely monitoring activity in being supported to identify the levels.

workplaces where Union learning is positive impact upon membership

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.



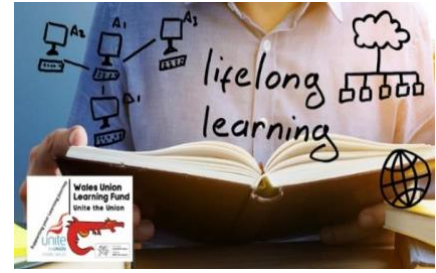
The Project continues to monitor redundancy activity across the region to proactively engage with workplaces and branches where the risk of redundancy exists. With the ending of the furlough scheme the project remains poised and ready to quickly implement support wherever it is needed to assist our members 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



## 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 tutors and activists undertook ECS invigilator training in December 2021 to support the introduction of 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 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.



## 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.



## 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

Regional Education Officer

## **Presentation made by Andy Pearson to the Education Sub-Committee 3<sup>rd</sup> February 2022:**

### Taking Unite Education Forward

#### Our own Qualifications – What factors have led to this initiative?

- ❖ Devolution and changes in financial support from Central Government
- ❖ Gaps in TUC coverage
- ❖ Stopping a two tier offer
- ❖ Aim to Inspire our members
- ❖ Assist our members to Achieve and Succeed

#### Our Qualifications:

- ❖ Level 2 Certification for Union Representatives – New Reps Induction
- ❖ Level 2 Certification in Employment Law for Union Representatives
- ❖ Level 2 Certification in Health & Safety for Union Representatives
- ❖ Awarded based on quality, standardisation and systems

#### New developments on Learn with Unite Platform:

- ❖ New Trial Partnership with AAT word leaders in financial skills training
- ❖ Working with Learning Lounge to offer a pilot release of 18<sup>th</sup> Edition training for members in the Construction Sector
- ❖ Almost 11,000 bookings last year for ECS
- ❖ 32,000 page views in the last 30 days

#### Support for Reps:

- ❖ NEYH Education Course Resources
- ❖ NEYH Education Tutor Resources
- ❖ Short courses and refresher training

#### Education to the next level:

- ❖ Additional not alternative
- ❖ Interactive material to support members, activists and reps alike
- ❖ Technology you can take anywhere
- ❖ Built in accessibility

#### Easy to Navigate:

- ❖ Growing the campaign – every interaction is a chance to engage people in the campaign
- ❖ Information to help – things that will help you in your colleagues to the union
- ❖ Reasons to join – some reasons why someone may not want to join and counter arguments
- ❖ End of Module Quiz – assess knowledge and assist in take away information

#### Interactive – Types of membership:

- ❖ Individuals who are in receiving an income through employment – varying subscription rates
- ❖ Retired members
- ❖ Young members – apprentices, students working part time.
- ❖ Community membership – members engaged in their community working towards a more equal society, noting dignity and respect above all else. We also have a School's Program

#### How will we use these tools?

- ❖ For members interested in learning more about what we do
- ❖ For members wanting to be more active
- ❖ To support activists in unrecognised workplaces
- ❖ Refreshers for reps
- ❖ Topics we do not currently cover with our normal provision
- ❖ Expand our reach with our environmental message

## **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 102 Bath Lane Friars Mill, LEICESTER LE3 5BJ	<b>Lesley Hoo Ed.Org</b> Sarah Elliot Email Education.eastmids@unitetheunion.org	01162 532020
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