

# National Education



**Residential Course  
Dates 2022**

## A message from Jim Mowatt the Director of Education

Niels Bohr, Nobel Prize winning Physicist pronounced that 'Production is easy; it is predicting the future which is difficult!'

Certainly none predicted the global havoc of Covid-19. In UNITE education we have responded to this crisis by examining ways to deliver our vast programme of education courses, to our Members and Representatives for whom trade union education is important, even essential for them to undertake their role of an UNITE Rep. Essentially the education NEEDS of our Reps have not changed. How we in UNITE education meet YOUR needs has to change. And we have.

We are exploiting the latest technology to deliver the full range of UNITE courses available to you by Virtual Teaching in virtual classes.

Your legal entitlements as an UNITE Accredited Rep will be enforced by your union to ensure that you will have time off with pay to study – no matter if you are learning in a building with built in social distancing elements or whether you are studying at home.

UNITE education will continue to do what we have always done – design and deliver relevant courses to meet YOUR needs.

As a democratic, member led union, we shall continue to put union resources into your priority areas, providing accredited 'fit for purpose' education programmes that are easily accessible, cater for different learning styles and are free to access all over the UK and Ireland. Take advantage of our courses and please take care and stay safe.

And enjoy yourself.

In solidarity



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

## **NATIONAL EDUCATION COURSE DATES: 2022**

Unite's commitment to delivering courses recognises the different circumstances in which our Reps find themselves. This is why there are various modes of delivery for the same course. Residential courses are for those who simply cannot dovetail into our regional provision whether that is for geographical or domestic or other reasons. Please note that all travel and accommodation is arranged by the National Department.

National residential courses venues to be confirmed, kick off at 15:00 hrs. on Monday and finish with a session on Action Plans at Noon on the Friday. You will appreciate that being residential students are expected to participate in a couple of evening sessions which are less formal.

**Due to Covid we are currently ONLY running online courses.**

### **[Workplace Reps Certificate - Module 1A](#)**

#### **Course description:**

This course is designed to be the core initial training for Unite Workplace Reps and offers an understanding of the wide range of knowledge and skills needed by the new Rep.

#### **This course covers:**

- Key skills for organising your workplace.
- Handling, discipline and grievance cases.
- Communication skills.
- Aspects of Employment Law & Equality at work.

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
To be confirmed	25 April	29 April	5 consecutive days

## Workplace Reps Certificate – Module 1B

### Course description:

For Reps who have completed module 1A Course:

### This course covers:

- Evaluating and assessing your experience since the part 1 course - Understanding the concept of 'good work'.
- Understanding and dealing with Issues around Dignity and Respect in the Workplace.
- Problem solving skills.
- Bargaining skills.
- Work-Life balance.
- Building a strong workplace union.

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
To be confirmed	3 October	7 October	5 consecutive days
To be confirmed	7 November	11 November	5 consecutive days

## Health & Safety Reps Certificate – Module 1A

### Course description:

This course is the essential course for all new Unite Health and Safety Reps.

It is designed to help you build the skills, knowledge and confidence to organise effectively in order to carry out your work as a Safety Rep as well as to create understanding of how economic and others aspects affect the working lives, health, safety and welfare of working people.

### This course covers:

- Understanding the role of a Unite Rep.
- The legal framework of Health and Safety.
- Rights of Safety Reps
- How to involve members in Health and Safety.
- Accident Investigations – Risk Assessments.

2022	2022	2022	2022
Venue	Start	End	Duration
To be confirmed	4 June	8 June	5 consecutive days

## Health & Safety Reps Certificate – Module 1B

### Course description:

For Reps who have completed module 1A

### This course covers:

- The development of skills and knowledge from module 1A.
- Examining your workplace risk assessments and evaluating them.
- Understanding health & safety audits and company accident statistics.
- The appreciation of health & safety legislation including aspects of criminal and civil law.

2022	2022	2022	2022
Venue	Start	End	Duration
To be confirmed	12 September	16 September	5 consecutive days

## Environmental

Climate change means workplace change. 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

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
To be confirmed	13 June	17 June	5 consecutive days
Birmingham Centre	7 November	11 November	5 consecutive days

## Dealing with Redundancy

### **Course description:**

Workplace Reps facing redundancies or Reps wanting to gain further knowledge of redundancy issues will find this course useful.

### **This course covers:**

On completion of the course Workplace Reps should be able to:

- Develop a good understanding of the law surrounding redundancy.
- Gain in confidence, skills and knowledge to fight redundancies and lessen the impact on members.
- Play a full and effective part in redundancy consultation processes.
- Organise effective campaigns around redundancies.
- Represent members going through redundancy.
- Support members through the redundancy process

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
To be confirmed	20 June	24 June	5 consecutive days
Birmingham Centre	26 September	30 September	5 consecutive days

## European Works Council

## For European Works Council Reps

### Course description:

Enables participants to gain an understanding of European Works Councils in context of the EWC Recast Directive and the amendments to the Transnational Information and Consultation Regulations 2010.

### This course covers:

- The history of EWC's. Where they come from and why?
- An analysis of the EWC Directive & Recast Directive and develop an in-depth understanding of the legislation.
- The exploration of the roles, responsibilities and rights of EWC Employee Reprs.
- The development of an understanding of how the new legislation impacts on different EWC's and how to negotiate the new provisions into existing EWC agreements.
- The differing interpretations of EWC's – Employer perspective.
- An exploration of communication networks in order to report back effectively to constituents.

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
To be confirmed	13 June	17 June	5 consecutive days
To be confirmed	10 October	14 October	5 consecutive days
To be confirmed	21 November	25 November	5 consecutive days

## Incident Management & Investigation

### Course description:

This challenging course is intended to equip experienced Safety Reps with specific skills in the field of incident management and investigation. The program also provides a comprehensive understanding of the benefits of investigations.

### This course covers:

- The value of conducting investigations.
- How to conduct a full and meaningful investigation.
- Understand the employers' legal obligations.
- Developing a local framework of workplace investigative procedures.
- Confidence building when dealing with HSE inspectors, police and solicitors.
- Effective communication methods with employers.
- The recommendation of meaningful interventions to prevent a recurrence.
- Understanding the benefits of a no-blame culture.

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
To be confirmed	20 June	24 June	5 consecutive days
To be confirmed	21 November	25 November	5 consecutive days



## The Information & Consultation of Employee Regulations

### Course description:

This course focuses on areas where the provision of information and consultation is prescribed by European and domestic law. It examines how unions can utilise and build on these rights to develop effective organisation.

The course is designed for Senior Rep and aims to give them an overview of relevant legal standards equipping them to strengthen and reconfigure workplace, company and transnational consultation arrangements.

### This course covers:

- Legal definitions of information and consultation as specified in the various enactments and regulations, contrasting these rights with collective bargaining agreements.
- Employee and Union Representation - what the legislation and caselaw says.
- Three key areas of the law where specific collective consultation rights kick-in re TUPE, Redundancy and Health & Safety.
- The extension of collective consultation rights contained in the ICE regulations and the European Works Council Directive.
- Obtaining information for the purpose of collective bargaining, looking at Legal standards and the ACAS Code of Practice.
- Best practice in using these rights will be developed and refined throughout the course.
- The implementation of information and consultation rights in order to enhance organising agendas, member participation, mobilisation and unionisation in order to build the unions representational and collective bargaining capacity.

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
To be confirmed	13 June	15 June	3 consecutive days.
To be confirmed	10 October	12 October	3 consecutive days

## Organising & Bargaining in a Global Economy

### **This course covers:**

- The nature of global organising and links with global trade union federations.
- Understanding of Unites international policies and links with other organisations worldwide.
- Appreciation of how to make practical links with workers in your own company or sector in other countries.
- Understanding of how to campaign globally and an appreciation of the labour power within global supply chains.
- Knowing your own organisation and its place in the global economy.
- Understanding the value of Works Councils.

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
To be confirmed	13 June	17 June	5 consecutive days
To be confirmed	12 September	16 September	5 consecutive days
To be confirmed	7 November	11 November	5 consecutive days

## Pensions – Stage 2

### **For Reps who have completed Pension Stage 1**

### **This course covers:**

- The provision of an understanding of trustee decision making.
- The role of the Actuary.
- Fund investment strategies.
- Negotiating pension issues and pension disputes resolution.

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
To be confirmed	13 June	17 June	5 consecutive days

## Pre-Retirement Course

This course is for members and staff who are nearing retirement.

### Course description:

This course will provide members and staff with a brief understanding of the importance of financial preparedness for retirement. In addition to the importance of preparing for one's wellbeing through retirement.

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
Online Course	8 March	10 March	2 Day Online Tuesday & Thursday
Online Course	26 April	28 April	2 Day Online Tuesday & Thursday
The View Hotel	17 October	20 October	4 consecutive days
To be confirmed	5 December	8 December	4 consecutive days

## Unite Retired Members' Education Course

### To attend the course:

Attendance to this course is by selection.

The attendee must be retired.

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
The View Hotel	9 October	13 October	5 consecutive days

## Young Members Course

### Course description:

The national Unite young members course is an opportunity for young members from all regions and nations (who do not need to be an Elected Rep) to come together. In a relaxed training environment to learn more about Unite and how to get involved.

### This course covers:

- Unite's young members structure and how it fit into the wider union.
- A session on the union's International, Political, Industrial and Environmental Policies and Campaigns.
- A brief analysis of how to develop a good campaign.
- Creative elements providing the opportunity to work with others to create short films.

2022	2022	2022	2022
Venue	Start	End	Duration
To be confirmed	6 June	10 June	5 consecutive days

**Please note:** For information only as attendance will be by selection.

## Equalities Courses

### National Women's Week 2022

2022	2022	2022	2022
Venue	Start	End	Duration
To be Confirmed	24 July	29 July	6 consecutive days

#### **Understanding Your Union and Getting Involved**

**Course description:**

This course is designed for less experienced Women Representatives who want to get more involved.

**This course covers:**

How the union works, promoting the Union in your workplace and community, and building confidence.

#### **Women Organising in the Workplace**

**Course description:**

This course for Women Representatives looks at strategic organising in the workplace, as well as the related legal challenges and workplace organising issues.

**This course covers:**

The skills for representing women at work.

#### **Women Campaigning at Work Course description:**

This course deals with the Unite Women's key campaigns such as Equal Pay and Union Equality Reps, as well as developing negotiating and campaigning skills to tackling workplace equality issues such as Family Friendly Rights, Women's Health policies, part-time working, and Sexual harassment.

## Leadership Development for Unite Women

### Course description:

This is an advanced course for experienced Women Activists who have attended other union education courses, and who now want to build on their union involvement and encourage others to get involved.

### This course covers:

Leadership theories and the power dynamics of the worker employer relationship for women, skills needed in the workplace, the Union, at conferences and in the wider community.

**Please choose one of the above courses**

### Remember:

You must contact your Regional Women & Equalities Officer to apply for Women's Week BEFORE getting your application countersigned by your Regional Education Officer

## Disabled Members' Equality at Work

This course is for Workplace Reps', and branch Equality Officers who want to take action for disability equality rights and challenge disability discrimination at the workplace.

### This course covers:

- Key issues from the Unite Negotiators Guide.
- Disability Rights at Work including.
- The Social Model of Disability.
- Disability Equality: choices at work, in the union and in the community.
- Organising, representing and involving disabled members in Unite.

2022	2022	2022	2022
Venue	Start	End	Duration
Birmingham Centre	7 March	11 March	5 consecutive days

## Organising for Equality in Today's Workplace – Understanding the Equality Act 2010

### Course description:

This course will assist Workplace Representatives, Branch Officers and Organisers to understand the importance of equal opportunities for all, and why it is essential to organise, negotiate and campaign around equality in the workplace.

### This course covers:

Issues for all underrepresented groups within our membership: Women, Black, Asian Ethnic Minorities, Disabled and LGBT+, Young members and Older workers.

2022	2022	2022	2022
Venue	Start	End	Duration
Birmingham Centre	19 April	22 April	4 consecutive days
The View Hotel	3 October	7 October	5 consecutive days

## LGBT+ Organising for Equality at Work

### Course description:

This course is for Workplace Representatives and Branch Officials defining themselves as LGBT+ as well as for LGBT+ Lead Activists campaigning on LGBT+ equality issues in the workplace and community.

### This course covers:

- Key issues and campaigns for LGBT+ equality at work and will also.
- Provide opportunity to plan and organize actions to achieve LGBT+ equality in the workplace.
- Build on the representative's own experiences and union involvement to identify ways to encourage LGBT+ Activists and Reps to get involved in union structures.
- Raise awareness and understanding on UNITE equality rules, strategies, policies and campaigns.
- Examine the international issues for LGBT+ people

Lesbian, Gay, Bisexual and Tans+ (LGBT+) people in Britain have seen many advances in the last two decades. As trade unionists, we can be proud of the part we played in those achievements. But serious problems remain and unions still have much work to do.

2022	2022	2022	2022
Venue	Start	End	Duration
Birmingham Centre	14 November	18 November	5 consecutive days

## **Black & Asian Ethnic Minority Leadership Development**

### **Course description:**

A course designed for Unite Black and Asian Ethnic Minority Workplace Representatives and Branch Officials, to fully understand the Trade Union and Labour Movement. This course will empower Workplace Reps to build their confidence and progress by identifying effective ways and methods to encourage Black and Asian Ethnic Minority members to get involved in Unite.

### **This course covers:**

The skills needed in the workplace, in the union, at conference and in the wider Labour Movement, at all levels, to build involvement and take action for Race Equality.

**This course positively encourages applications from black and Asian ethnic minority women.**

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
Birmingham Centre	13 June	17 June	5 consecutive days

## **Dignity at Work – Challenging Workplace Harassment, Discrimination & Bullying**

### **Course description:**

This course is designed for Workplace Reps and Branch Equality Officials and looks at the key issue of Harassment, Discrimination and Bullying that leads to workplace stress.

### **This course covers:**

The course examines ways to challenge inappropriate behaviors in the workplace by using effective strategies and methods to prevent workplace harassment and to promote Dignity at the Workplace.

<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Venue	Start	End	Duration
Birmingham Centre	16 May	20 May	5 consecutive days
	12 September	16 September	5 consecutive days



## Black & Asian Ethnic Minority Political Seminar

2022	2022	2022	2022
Venue	Start	End	Duration
Birmingham Centre	24 October	28 October	5 consecutive days

Webpage: [www.unitetheunion.org/education](http://www.unitetheunion.org/education)

### UNITE NATIONAL EQUALITIES

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**For application forms, regional contact details and details of all UNITE courses, visit our website at:**

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



## **NATIONAL POLITICAL EDUCATION SCHOOL: DURHAM Course: Wed 6<sup>th</sup>–9<sup>th</sup> Sat July**

### **The 136<sup>th</sup> Big Meeting Gala 9<sup>th</sup> July 2022**

Building on a highly successful Summer School Programme to coincide with the Durham Miners' Gala, we are trawling the whole of the membership for participants in this exciting venture. This has been designed for those members who align themselves with Unite's political strategy and feel that they can contribute to making our policy a reality in the workplaces and the community in which they live.

If you want to be considered please write directly to your Regional Education Organiser.

You would need to ensure that you have secured paid time off. If you have any difficulties please contact your Regional Education Organiser and your Regional Officer.

### **WORKERS UNITING: BUILDING POWER INTERNATIONALLY (W.U.B.P.I.)**

The course is made up of members of Unite and USW and is held across two years with the first leg in North America and the second leg in the UK/Ireland.

These courses have been very successful in building relations between Activists in multinational and sectors in USW and Unite and preparing the next generation of Workers Uniting Activists.

The aim of the W.U.B.P.I. programme is to give participants a strong understanding of the trade union cultures and practices within Unite and USW; an appreciation of what led to the formation of Workers Uniting; the consequences of globalisation; use and purpose of social media; and a greater knowledge of the international industrial, political, social and economic issues that require a global response from trade unions if we are going to fight back on behalf of our members and their communities.

Normally the first leg of the course will be held in North America one week in May.

Please ask your Education Organiser for details of the course and an application form.

Please also note that this programme and venues may be subject to change.