Unite the Union National Education Course

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.

Throughout the remainder of this year – and perhaps into 2021 – we shall be 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
The format for the courses has changed from the physical classroom to ONLINE.

Day one we start at 9.30am - 4.30pm there will be 10 minute breaks every hour and lunch break etc. Courses have been designed to use both the online and offline approach to complete activities so there will not be any long periods on the screen.

**Dealing with Redundancy (5 days) 21 - 25 June**

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.

**Incident Management & Investigation (5 days) 21 - 25 June**

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.

**The Information & Consultation of Employee Regulations (3 days) 28 - 30 June**

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 reps 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 and Safety.
- 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.
Organising & Bargaining in a Global Economy (5 days) 13 – 17 September

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.

Health & Safety Reps Certificate Module 1B (5 days) 13 – 17 September

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 and safety legislation including aspects of criminal and civil law.

Dignity at Work - Challenging Workplace Harassment, Discrimination & Bullying (5 days) 13 – 17 September

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.

Black & Asian Ethnic Minority Leadership Development (5 days) 14 - 18 June

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.
Supporting LGBT+ Members in the Workplace (5 days)  

28 June – 2 July

Course description:

This course is for workplace representatives and branch officials defining themselves as LGBT+. This course is also for workplace reps and branch officials who want to support LGBT+ equality in the workplace.

This course aims to make a positive contribution to Unite Strategy for Equality Agenda:

- By raising awareness of key issues for LGBT+ workers
- Empowering and encouraging Lesbian, Gay, Bi-sexual and Trans+ individuals and groups to get involved in their union
- To supporting workplaces and communities through campaigns for equality and genuine opportunity of access for LGBT+ people.

Please complete an online application form.

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

Contact details:

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Education website: https://unitetheunion.org/education/

Please visit: www.unitetheunion.org/education where up-to-date information on Unite education courses and services for reps and activists is available.