





# TRAINING PROGRAMME 2026



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# WELCOME



## A heartfelt thank you and a warm welcome to the UNISON South East 2026 Training Programme.

First and foremost, a massive thank you from all of us at UNISON South East for your unwavering support and vital contributions to our members and the wider community. Your dedication is the backbone of our union, and we are immensely grateful for everything you do.

We are proud to introduce our 2026 training programme, designed to support all our committed members, whether you're a UNISON Steward, Branch Officer, Health & Safety Rep, Equality Rep, Union Learning Rep, Workplace Rep, or a member looking to deepen your knowledge of what UNISON stands for and how we can work together for mutual benefit.

Following the success of our hybrid learning model introduced in 2023—offering both virtual and in-person training—this approach will continue in 2026. We recognise that flexibility is essential in meeting the needs of our diverse membership, and we hope that this blend of online and classroom-based sessions will continue to support your learning preferences and requirements as reps.

Myself and the team have once again worked closely with TUC tutors to develop our core training courses, including Organising Stewards, Health & Safety Reps, and ERA programmes, ensuring they are available in both formats. Our commitment to providing access to experienced mentors and guiding you every step of the way remains as strong as ever.

Our programme continues to include a wide variety of short, accessible webinars on crucial topics, alongside our popular

Open University and CRUSE courses. From exploring key issues like tackling misinformation with “Hope not Hate” to workshops on “The Menopause,” we are committed to ensuring you have the knowledge and resources needed in an ever-changing world.

Equalities remain at the heart of all we do, and our virtual training programme will be regularly updated with new and relevant courses. Keep an eye on our website and social media channels for the latest updates and additions to our programme.

Our training not only empowers you within the union but also helps support your career development and builds your confidence. We are here to guide you toward further support, information, and learning opportunities across the union and remain dedicated to delivering high-quality training that equips you with the skills you need.

A special thank you goes out to our remarkable Regional Education Team, who have worked tirelessly to develop and adapt these courses. Their support throughout your learning journey is unwavering, and they will be available to assist you through each of our e-training courses and webinars.

Enjoy your course, stay tuned for more webinars on exciting new topics, and most importantly, stay safe.

Thanks

**Sam Raymond**  
Regional Education Organiser

# MEET THE TEAM

Introducing the Regional Education Team who will support you around Learning and Organising. You can contact the Regional Education Team (e-learning) on [educationse@unison.co.uk](mailto:educationse@unison.co.uk) or Member Learning (webinars) on [membereducationse@unison.co.uk](mailto:membereducationse@unison.co.uk).



## **Sam Raymond**

Regional Education Officer

[s.raymond@unison.co.uk](mailto:s.raymond@unison.co.uk)

Sam works closely with the Regional Education and Training Committee and has responsibility for the strategy, planning and implementation of UNISON South East's Education provision. Please contact Sam for advice on any education policy matters and how to integrate organising around learning in your Branch.



## **Bridget Satchell**

Member Learning Course Administrator

[membereducationse@unison.co.uk](mailto:membereducationse@unison.co.uk)

Bridget offers administrative support to members applying to attend Member Learning Courses in the region. She works closely with the Regional Education Officer to ensure that members have a positive learning experience. Please contact Bridget if you have any questions relating to Member Learning.



## **Vicki Gibbs**

Area Organiser (Education and Equalities)

[v.gibbs@unison.co.uk](mailto:v.gibbs@unison.co.uk)

Vicki works closely with the Regional Education Officer and other strategic Equality leads to support the provision of our courses and webinars.

## MEET THE TEAM

Introducing the Regional Education Team who will support you around Learning and Organising. You can contact the Regional Education Team (e-learning) on [educationse@unison.co.uk](mailto:educationse@unison.co.uk) or Member Learning (webinars) on [membereducationse@unison.co.uk](mailto:membereducationse@unison.co.uk).



### **Therese Parmenter**

Regional Course Administrator

[educationse@unison.co.uk](mailto:educationse@unison.co.uk)

Therese deals with all admin queries relating to all courses on offer in the region. She works closely with the Regional Education Officer to ensure that members have a positive learning experience and is the first point of call for newly elected Education Co-ordinators. Please contact Therese if you have any questions relating to course administration.

# IMPORTANT INFORMATION

## What are our courses like?

Our courses are friendly and informal. Our training is aimed at making learning a fun rather than a daunting experience. Everyone's views and experiences are listened to. You will not be lectured at, but given every opportunity to participate and there is no exam at the end unlike school or college.

## How do I apply for a course or webinar?

Click on the link next to the event description which will take you to an email address where you will need to register your interest in attending or the link to download a classroom based course application form.

## Are there closing dates for courses?

All classroom based and E-learning courses have a 2 week closing date and for webinars it is 48 hours to allow for registration documents and guidance on how to access the systems to be sent.

## What happens if I have not received joining instructions for a course that I have applied for?

These will be sent by email 2 weeks before the start of a course but may have gone to your junk email box, if not, please contact Rupert Gibson at [educationse@unison.co.uk](mailto:educationse@unison.co.uk)

## What happens if I need to cancel my place on a course?

Due to these courses being in high demand, with waiting lists if we exceed numbers, we ask that you notify us as a matter of urgency to enable us to be able to offer the place to others who may be on the waiting list.

## Do you all courses start and finish at the same time?

No, all courses start and finish at different times which we will notify you of, once you have registered your interest in attending.

## Am I entitled to time off to attend a course?

Yes, if you are an Activist, you should approach your line manager to arrange time off in the same way you would for annual leave. More details on arranging time off can be found on **page 7**.

## Is there a cost for me to attend the course?

Classroom-based courses: £35 per day. All online activist courses of 3-hours or more, will be subject to a fee of £10 per day. All member learning courses will remain free of charge. All fees and travel expenses will be paid by your branch.

## What do I do if I have further questions to ask before I apply for a course?

If you have any questions that have not been covered above or need any further information please contact the regional education administration team at [educationse@unison.co.uk](mailto:educationse@unison.co.uk) or questions relating to webinars at [membereducationse@unison.co.uk](mailto:membereducationse@unison.co.uk)

## Do the courses get updated?

Yes. New courses are added on a quarterly basis therefore you will need to check the programme for most up to date information.

# FACILITY TIME AND MANAGING COURSEWORK

## What is facility time?

Facility time is time off from an individual's job, granted by the employer, to enable a rep to carry out their trade union role including online/hybrid learning. This can include time off to complete trade union related training.

## The right to time off

In workplaces where the trade union is recognised, trade union workplace representatives have a right to paid time off for the purpose of carrying out their trade union duties or to take part in union training.

Where there isn't a recognition agreement or facility time agreement, reps should seek advice from their branch in the first instance in regards to time off for training.

## How do I request facility time?

You will need to request facility time from your manager in order to receive time off to complete the course. As soon as you have the dates of the course you would like to complete, approach your manager and request the facility time you require; try and give them as much notice as possible. Make sure to specify the amount of uninterrupted time needed to complete the course and any tutorial dates/times that you must attend.\* If you have a work diary or calendar, block out the time that you are completing the course so colleagues know not to interrupt you. If this first conversation with your manager is a verbal discussion, follow up with an email to confirm the conversation.

*\*For some of our courses there are no set tutorial times and the work can be completed flexibly. Instead you should ask for the amount of hours per week needed and that this can be taken at any time during*

*your working week. For example, for our online Organising Stewards course, you should ask for 6 hours per week of facility time to complete the course (5 hours for the coursework, 1 hour to discuss queries and questions with your mentor) Be sure that specific time is allocated in your diary to complete the work.*

## Time management and managing coursework

We recommend that you dedicate time to complete the course each week. It can be hard to complete the course if you are unsure when you will get an opportunity to complete the coursework. Set aside specific times to complete the work, even if it is one of our courses that can be completed flexibly.

## Points to consider

Where are you going to be doing the online course? In a busy or loud environment which may be distracting? Somewhere where you are likely to be interrupted? If possible find a quiet space to complete the course either at work or at home.

What equipment are you going to use? To access all of our E-learning courses, you will need a tablet or computer. If you are using your employer's IT equipment, then make sure you have permission to use it for a trade union course. Most facility agreements allow you to use employer equipment, but check with your branch if you are unsure.

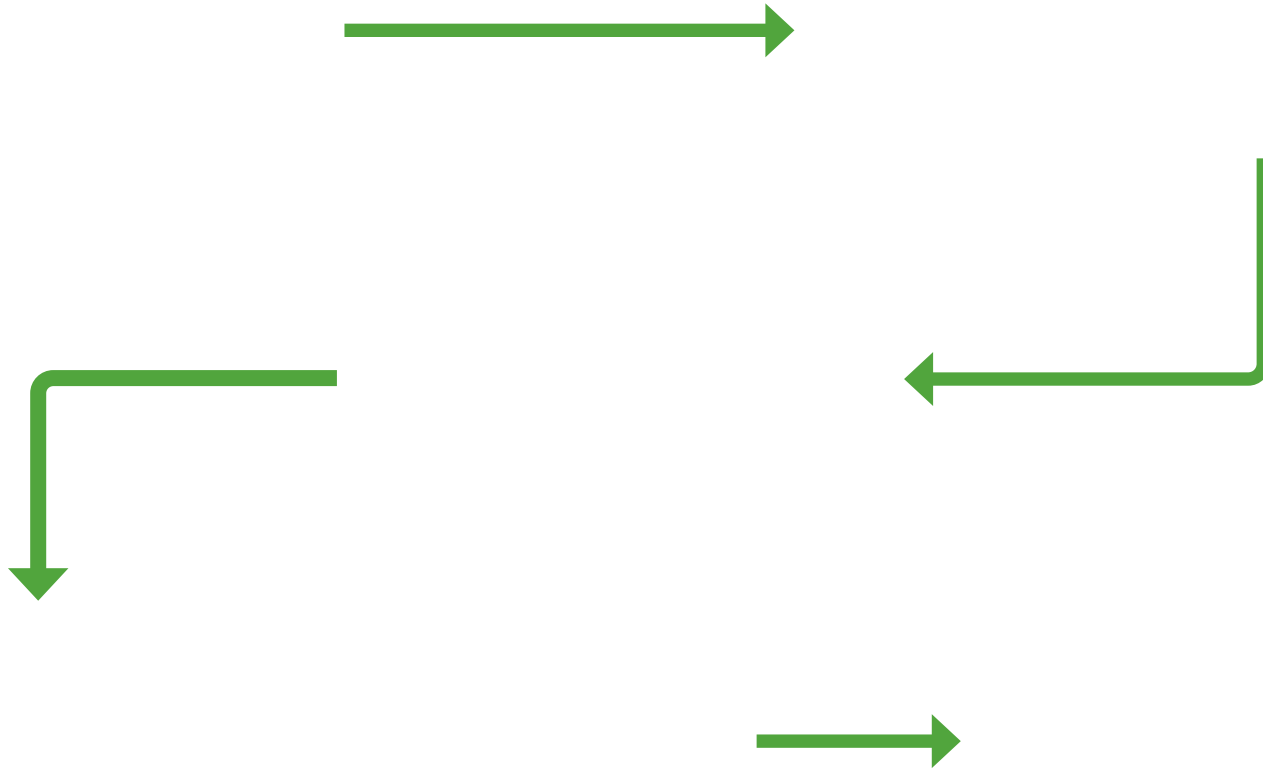
# BRANCH BASED COURSES (PROCEDURES)

In order that we can effectively monitor and track who attends training, Regional Organisers and Branches arranging courses should follow the guidelines below:

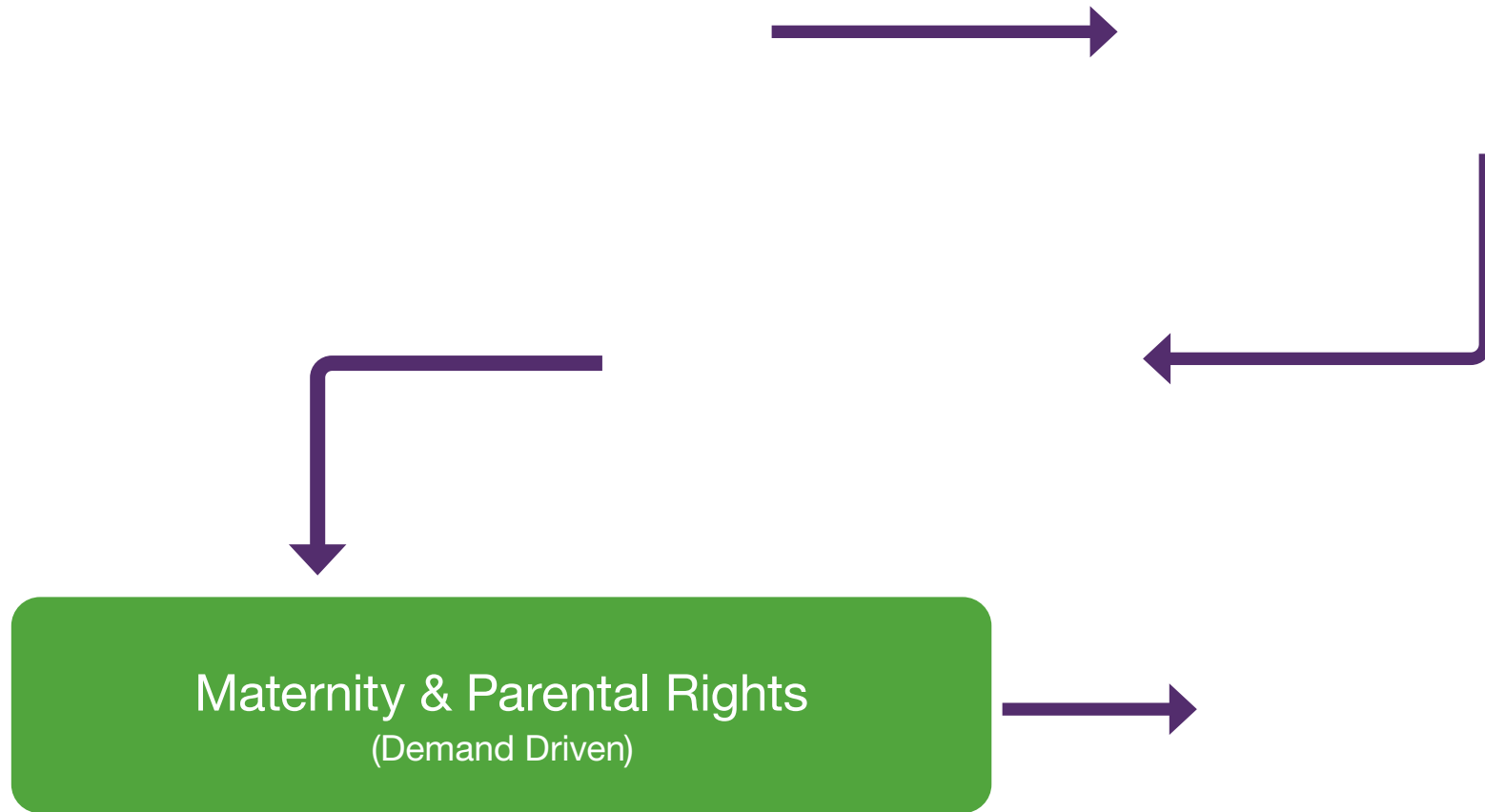
1. An evaluation should take place jointly between the Branch and the Regional Organiser in the first instance to assess the need for the training.
2. If a Branch requests an ERA Refresher course or an Introduction to Employment Law course they must ensure that all participants have attended all 5 days of the Organising Stewards Course beforehand.
3. In order for a course to run there should be a **minimum of 12 participants**. If a Branch cannot meet this minimum, they may decide to work with neighbouring Branches to make up the number; or ask the Regional Organiser. **Failure to ensure that there are 12 participants may result in financial penalties or cancellation.**
4. The attached form should be completed by the course organiser and then forwarded to the Regional Organiser for authorisation. There should be a lead in time of at least 10 weeks between the date of receipt of the form by the Regional Organiser and the first day of the course. Upon receipt the Education and Training Team will arrange a tutor and provide the course training materials. Once the tutor is arranged and upon request, the contact details of the tutor will be forwarded to the Regional Organiser or the elected person in the Branch responsible for organising the course.
5. With appropriate assistance from the Regional Organising Team, the Branch will arrange the venue, the catering, accommodation, publicity and recruitment, and cover Branch participants' expenses, where applicable and the courier costs for the course materials.
6. Where a course is for more than one branch or other branch members are attending, the host branch will use the scale of charges as set out in the SE education programme to charge other branches for their members attendance. Where the cost of catering and venue hire is expected to be over or under the reclaim amount, the host branch should set a charge that ensures the event is cost neutral, which all branches should be made aware of in advance.
7. The final details of the course including date(s), times and numbers attending should be agreed between the Regional Organiser, Branch contact and the Education and Training Team
8. A closing date of 2 weeks prior to commencement should be agreed. If 12 participants have not been recruited by the closing date the Education and Training Team should be contacted immediately, since if the course is cancelled there may be financial implications to the Branch. The closing date may need to be extended if there is a shortfall of confirmed applicants by the original closing date and the Education and Training Team still believe that the course may run. If this happens the Regional Education Regional Education Administrator will ensure where possible that the closing date is extended to give enough time for applicants to make alternative arrangements if the course was to be cancelled. When the final closing date is reached, the Regional Education Organiser will decide if the course is viable and the Regional Education Administrator will write to the applicants accordingly. **Please in the meantime/until applicants get confirmation that the course will run, ensure that any arrangements are made provisionally by/on behalf of the applicants, where possible.**
9. The attendance list should be completed by the Tutor, and together with course evaluation forms and the tutor report form, returned to the Education and Training Team no later than 3 working days after the course ends.

**A South East Branch based course application form can be found on the [last page of this PDF](#).**

# SUGGESTED TRAINING ROUTE FOR ALL STEWARDS



# SUGGESTED TRAINING ROUTE FOR ALL HEALTH & SAFETY REPS



## ACTIVIST COURSES AT A GLANCE

## CLASSROOM E-LEARNING

Date	Venue	Course
19–23 January	Online	Organising Stewards >
29–30 January	Online	ERA Refresher >
16–20 February	Woking	Health & Safety Reps >
23–27 February	Woking	Organising Stewards >
6 March	Online	Unconscious Bias >
9–13 March	Online	Organising Stewards >
19–20 March	Woking	Dealing with Bullying & Harassment >
23–24 March	Online	ERA Refresher >
30 March	Online	Making Equality Central to your Branch Practice >
9–10 April	London	ERA Refresher >
13–15 April	Woking	Equality in your Branch >
20–24 April	Brighton	Organising Stewards >
7–8 May	Woking	Further Representation Skills >
11–15 May	Online	Organising Stewards >
16–17 May	Non-residential	Branch Officers Training Weekend >
18–22 May	Online	Health & Safety Reps >
28–29 May	Brighton	ERA Refresher >
8–12 June	Maidstone	Organising Stewards >
8–9 June	Brighton	Environmental Reps >
18–19 June	Woking	Negotiating Skills >
30 June	Online	Trans Ally >

Date	Venue	Course
6–10 July	Online	Organising Stewards >
13–14 July	Maidstone	ERA Refresher >
7, 14, 21, 28 August & 4 September	Online	Organising Steward >
10–11 September	London	ERA Refresher >
14 September	Online	Making Equality Central to your Branch Practice >
21–25 September	Havant	Organising Stewards >
28–29 September	Online	Dealing with Bullying & Harassment >
12–16 October	Online	Organising Stewards >
19–23 October	Woking	Health & Safety Reps >
29–30 October	Havant	ERA Refresher >
5–6 November	Woking	Further Representation Skills >
9–13 November	Woking	Organising Stewards >
16 November	Online	Unconscious Bias >
23–24 November	Online	ERA Refresher >
26–27 November	Woking	Negotiating Skills >
7–11 December	Online	Organising Stewards >
17–18 December	Woking	ERA Refresher >

## Organising Stewards

This course is aimed at newly elected and less experienced UNISON stewards and is delivered either online or in a classroom. This course will help you to understand the steward's role in organising members at local level and help you to feel confident in carrying out your duties as a steward.

### The course will help you:

- ▶ Understand the role of an organising union in public services
- ▶ Recognise the importance of equalities in UNISON
- ▶ Work with members to tackle issues in the workplace
- ▶ Work with members in resolving cases
- ▶ Know where and when to seek advice and guidance
- ▶ Understand how procedures work in practice
- ▶ Handle grievance and disciplinary and similar types of cases as the representative of UNISON members within your workplace
- ▶ Become certified as competent to accompany members at a disciplinary and grievance hearing in line with Employment Relations Act 1999
- ▶ Understand the broader roles in which UNISON operates, including internationally.

### Requirements for online courses:

The structure of this course is a combination of set tutorial times and coursework which can be completed within each week flexibly. The tutor of the course as well as an assigned mentor will be on hand to help with any questions you may have. Here are a number of other criteria which you must be able to commit to before embarking on the course and these are listed below.

- ▶ A computer or tablet on which you can access Microsoft Teams
- ▶ Permission from your employer if you are using their IT equipment
- ▶ Agreed Facility Time (time off) from your employer. If you need any help with this, then please speak to your branch
- ▶ To be able to commit to attending all tutorials
- ▶ Learners will need approx. five hours per week inclusive of tutorial times (An additional one hour may be necessary to receive support from your mentor)
- ▶ There will also be time slots for 1:1 sessions with the tutor if needed, this will be discussed at the beginning of the course

As well as the tutor support, you will be assigned a mentor to help with questions.

We are not able to send out hard copies of course related resources at the moment, you will be able to access them electronically.

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Organising Stewards (5 days)

### E-LEARNING

19–23 January 2026

**To complete this course you will require a total of 30 hours facility time between 19–23 January 2026.**

The course is 25 hours tutorial (see below) and 5 hours of self-guided learning, which could include tutor and 1-1 learning support.

#### Tutorial Dates:

Monday 19 January (10am – 3pm)  
Tuesday 20 January (10am – 3pm)  
Wednesday 21 January (10am – 3pm)  
Thursday 22 January (10am – 3pm)  
Friday 23 January (10am – 3pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

#### PLEASE NOTE:

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0012

### CLASSROOM

23–27 February 2026

Woking

This course is classroom based, delivered by West Thames College, at UNISON, Woking Office.

If you would like to attend this course, then please complete the booking form, following the link below.

#### PLEASE NOTE:

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0015

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Organising Stewards (5 days)

### E-LEARNING

9–13 March 2026

**To complete this course you will require a total of 30 hours facility time between 9–13 March 2026.**

The course is 25 hours tutorial (see below) and 5 hours of self-guided learning, which could include tutor and 1-1 learning support.

#### Tutorial Dates:

Monday 9 March (10am – 3pm)  
Tuesday 10 March (10am – 3pm)  
Wednesday 11 March (10am – 3pm)  
Thursday 12 March (10am – 3pm)  
Friday 13 March (10am – 3pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

#### PLEASE NOTE:

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0017

### CLASSROOM

20–24 April 2026

Brighton

This course is classroom based, delivered by West Thames College, at the Jubilee Library, Brighton.

If you would like to attend this course, then please complete the booking form, following the link below.

#### PLEASE NOTE:

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0023

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Organising Stewards (5 days)

### E-LEARNING

11–15 May 2026

**To complete this course you will require a total of 30 hours facility time between 11–15 May 2026.**

The course is 25 hours tutorial (see below) and 5 hours of self-guided learning, which could include tutor and 1-1 learning support.

#### Tutorial Dates:

Monday 11 May (10am – 3pm)  
Tuesday 12 May (10am – 3pm)  
Wednesday 13 May (10am – 3pm)  
Thursday 14 May (10am – 3pm)  
Friday 15 May (10am – 3pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

#### PLEASE NOTE:

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0025

### CLASSROOM

8–12 June 2026

Maidstone

This course is classroom based, delivered by West Thames College, at The Orida Hotel, Maidstone.

If you would like to attend this course, then please complete the booking form, following the link below.

#### PLEASE NOTE:

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0035

## Organising Stewards (5 days)

### E-LEARNING

6–10 July 2026

**To complete this course you will require a total of 30 hours facility time between 6–10 July 2026.**

The course is 25 hours tutorial (see below) and 5 hours of self-guided learning, which could include tutor and 1-1 learning support.

#### Tutorial Dates:

Monday 6 July (10am – 3pm)  
Tuesday 7 July (10am – 3pm)  
Wednesday 8 July (10am – 3pm)  
Thursday 9 July (10am – 3pm)  
Friday 10 July (10am – 3pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

#### PLEASE NOTE:

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0038

### E-LEARNING

7 August – 4 September 2026

**To complete this course you will require a total of 30 hours facility time between 7 Aug–4 Sept 2026.**

The course is 25 hours tutorial (see below) and 5 hours of self-guided learning, which could include tutor and 1-1 learning support.

#### Tutorial Dates:

Friday 7 August (10am – 3pm)  
Friday 14 August (10am – 3pm)  
Friday 21 August (10am – 3pm)  
Friday 28 August (10am – 3pm)  
Friday 4 September (10am – 3pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

#### PLEASE NOTE:

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0040

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Organising Stewards (5 days)

### CLASSROOM

21–25 September 2026

Havant

This course is classroom based, delivered by West Thames College, at Havant Plaza, Havant.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0043

### E-LEARNING

12–16 October 2026

**To complete this course you will require a total of 30 hours facility time between 12–16 October 2026.**

The course is 25 hours tutorial (see below) and 5 hours of self-guided learning, which could include tutor and 1-1 learning support.

**Tutorial Dates:**

Monday 12 October (10am – 3pm)

Tuesday 13 October (10am – 3pm)

Wednesday 14 October (10am – 3pm)

Thursday 15 October (10am – 3pm)

Friday 16 October (10am – 3pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0045

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Organising Stewards (5 days)

### CLASSROOM

9–13 November 2026

Woking

This course is classroom based, delivered by West Thames College, at UNISON, Woking Office.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0049

### E-LEARNING

7–11 December 2026

**To complete this course you will require a total of 30 hours facility time between 7–11 December 2026.**

The course is 25 hours tutorial (see below) and 5 hours of self-guided learning, which could include tutor and 1-1 learning support.

**Tutorial Dates:**

Monday 7 December (10am – 3pm)

Tuesday 8 December (10am – 3pm)

Wednesday 9 December (10am – 3pm)

Thursday 10 December (10am – 3pm)

Friday 11 December (10am – 3pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0053

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## ERA (Employment Relations Act 1999) Refresher Training

### What is it?

By law, all workplace representatives are required to undertake training at least once every five years to keep up to date and maintain their ERA certification. The refresher course aims to update reps on new legislation which is relevant to their role and introduce new developments within UNISON.

### The legal position

The Trade Union and Labour Relations (Consolidation) Act 1992 makes provision for trades unions to elect officials in workplaces to act as representatives of the union. The Act, in conjunction with the ACAS Code, requires the employer to give reasonable time off to these trade union officials to carry out duties which are concerned with industrial relations, and to undergo training in aspects of industrial relations. UNISON identifies officials accredited under the 1992 Act as Stewards.

### PLEASE NOTE:

**This is the only course that complies with ERA recertification.**

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## ERA Refresher Training (2 days)

### E-LEARNING

29–30 January 2026

**This course is a total of ten hours spread over two days between 29–30 January 2026.**

**Tutorial Dates:**

Thursday 29 January (10am – 3pm)

Friday 30 January (10am – 3pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0013

### E-LEARNING

23–24 March 2026

**This course is a total of ten hours spread over two days between 23–24 March 2026.**

**Tutorial Dates:**

Monday 23 March (10am – 3pm)

Tuesday 24 March (10am – 3pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0019

# ACTIVIST COURSES

**CLASSROOM** **E-LEARNING**

## ERA Refresher Training (2 days)

### **CLASSROOM**

9–10 April 2026

London

This course is classroom based, delivered by West Thames College, at UNISON Centre, London.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0021

### **CLASSROOM**

28–29 May 2026

Brighton

This course is classroom based, delivered by West Thames College, at Jubilee Library, Brighton.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0034

# ACTIVIST COURSES

**CLASSROOM** **E-LEARNING**

## ERA Refresher Training (2 days)

### **CLASSROOM**

13–14 July 2026

Maidstone

This course is classroom based, delivered by West Thames College, at The Orida Hotel, Maidstone.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0039

### **CLASSROOM**

10–11 September 2026

London

This course is classroom based, delivered by West Thames College, at UNISON Centre, London.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0041

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## ERA Refresher Training (2 days)

### CLASSROOM

29–30 October 2026

Havant

This course is classroom based, delivered by West Thames College, at Havant Plaza, Havant.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0047

### E-LEARNING

23–24 November 2026

**This course is a total of ten hours spread over two days between 23–24 November 2026.**

**Tutorial Dates:**

Monday 23 November (10am – 3pm)

Tuesday 24 November (10am – 3pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0051

# ACTIVIST COURSES

**CLASSROOM** **E-LEARNING**

ERA Refresher Training (2 days)

## **CLASSROOM**

17–18 December 2026

Woking

This course is classroom based, delivered by West Thames College, at UNISON Office, Woking.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0054

## Health & Safety Representatives (5 days)

This course is aimed at new health and safety representatives. We have transformed our classroom based course into an online course, delivered by experienced TUC tutors.

You will learn about health and safety legislation, including the law relating to risk assessment, and also your employer's responsibilities. It will help you work with members to tackle workplace issues and develop your confidence to represent them effectively.

### The course will help you:

- ▶ Find out more about your role as a UNISON Health & Safety rep
- ▶ Practice the skills you will need
- ▶ Develop your confidence to represent your members effectively
- ▶ Understand your employer's key responsibilities for health and safety at work
- ▶ Understand the law relating to health and safety at work
- ▶ Show an awareness of the risks in the workplace
- ▶ Understand the key legal requirements concerning risk assessments and the criteria used
- ▶ Be familiar with the UNISON approach to risk assessment
- ▶ Understand how risk assessment can be used as part of a workplace strategy for improving the health, safety and welfare of their members
- ▶ Develop a risk assessment resource pack for use in the workplace and union

As the course involves group work and discussion, you will be expected to attend webinar based tutorials at fixed times. There are a number of other criteria which you must be able to commit to before embarking on the course and these are listed below.

### You will need:

- ▶ A computer or tablet on which you can access Microsoft Teams
- ▶ Permission from your employer if you are using their IT equipment
- ▶ Agreed Facility Time (time off) from your employer. If you need any help with this, then please speak to your branch
- ▶ To be able to commit to attending all tutorials
- ▶ Learners will need approx. 2-3 hours per week for group work (5 hours per week including tutorials)
- ▶ There will also be time slots for 1:1 sessions with the tutor if needed, this will be discussed at the beginning of the course. As well as the tutor support, you will be assigned a mentor to help with questions.

We are not able to send out hard copies of course related resources at the moment, you will be able to access them electronically.

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Health & Safety Representatives (5 days)

### CLASSROOM

16–20 February 2026

Woking Office

This course is classroom based, delivered by West Thames College, at UNISON, Woking Office.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0014

### E-LEARNING

18–22 May 2026

**To complete this course you will require a total of 30 hours facility time between 18–22 May 2026.**

The course is 23.75 hours tutorial (see below) and 6.25 hours of self-guided learning, which could include tutor and 1-1 learning support.

**Tutorial Dates:**

Monday 18 May (10am – 2.45pm)

Tuesday 19 May (10am – 2.45pm)

Wednesday 20 May (10am – 2.45pm)

Thursday 21 May (10am – 2.45pm)

Friday 22 May (10am – 2.45pm)

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0033

# ACTIVIST COURSES

CLASSROOM E-LEARNING

Health & Safety Representatives (5 days)

## CLASSROOM

19–23 October 2026

Woking Office

This course is classroom based, delivered by West Thames College, at UNISON, Woking Office.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0046

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Equality in your Branch (3 days)

This course is aimed at all members and activists helping you understand how discrimination affects our members, what the union can do to tackle discrimination at work and how we can encourage under-represented members to be involved in union activity.

The course will cover:

- ▶ What is expected of branches and the practical measures branches can take to promote equality
- ▶ The range of issues relating to the equality agenda in the union and the workplace
- ▶ Main pieces of equality legislation in particular, Proportionality, Fair Representation and Self Organisation and branches' responsibilities

This course can help you to build your local union organisation and play your part in tackling discrimination.

**CLASSROOM**

13–15 April 2026

Woking

This course is classroom based, delivered by West Thames College, at UNISON, Woking Office.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0022

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Further Representation Skills (2 days)

This course is aimed at existing UNISON Stewards and is designed to follow on from the Organising Stewards course. **The course will cover:**

- ▶ Process for identifying needs and exploring what is and isn't a case
- ▶ Recap on sources of information especially the ACAS code
- ▶ Preparing for a grievance and a capability case
- ▶ Planning and building a case including interviewing witnesses
- ▶ Possible outcomes from cases
- ▶ Building confidence, getting organised and looking after yourself

### CLASSROOM

7–8 May 2026

Woking

This course is classroom based, delivered by West Thames College, at UNISON, Woking Office.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0024

### CLASSROOM

5–6 November 2026

Woking

This course is classroom based, delivered by West Thames College, at UNISON, Woking Office.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0048

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Negotiating Skills (3 days)

This course is aimed at UNISON representatives who are involved in negotiations or who are likely to become involved in negotiations with management on pay and conditions of service.

The course will cover:

- ▶ Understanding the process of negotiating
- ▶ Becoming familiar with different styles of negotiating
- ▶ Working effectively as part of a negotiating team
- ▶ Understanding how to prepare, present and negotiate on an issue
- ▶ Developing and practising negotiating skills

The course is organised in an active way that gives us all an opportunity to have a say as well as listen to others. In addition, a large part of the course is based on practice negotiating sessions giving you practical experience of negotiating situations. The scenarios used in the course are designed to be as close to reality as possible and will enable you as a group to work together to develop strategies for successful negotiations.

# ACTIVIST COURSES

**CLASSROOM** **E-LEARNING**

## Negotiating Skills (3 days)

### **CLASSROOM**

18–19 June 2026

Woking

This course is classroom based, delivered by West Thames College, at UNISON, Woking Office.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0037

### **CLASSROOM**

26–27 November 2026

Woking

This course is classroom based, delivered by West Thames College, at UNISON, Woking Office.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0052

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Making Equality Central to Your Branch Practise

The course is **mandatory** for all Stewards that have completed the Organising Stewards course within the last 2 years. **This course aims to:**

- ▶ Look at how reps can make equality central to their union practice
- ▶ Learn about equality legislation
- ▶ Find out more about UNISON's equality campaigns
- ▶ Action plan

### E-LEARNING

30 March 2026

9.30am–4pm

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0020

### E-LEARNING

14 September 2026

9.30am–4pm

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0042

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Trans Ally Workshop

This workshop aims to:

- ▶ Identify the role of a trans ally and why it's needed
- ▶ Explore UNISON's definition of transgender
- ▶ Explore what you can do to be a good trans ally
- ▶ Know where to find resources and support

### E-LEARNING

30 June 2026

12.30pm–2.30pm

If you would like to attend this course, then please register your interest below remembering to **quote your membership number**.

Spaces are **limited to 25** and will be booked on a first come first served basis.

**Course code:** 08-26-0069

# ACTIVIST COURSES

# CLASSROOM E-LEARNING

## Dealing with Bullying & Harassment (2 days)

The course is aimed at active members who want to find out more about identifying problems of bullying and harassment in their workplaces and look at ways of raising these issues with the employer and within the branch. **The course will cover:**

- ▶ How to identify potential cases
- ▶ How to deal with them in the workplace
- ▶ How to negotiate with the employer around these issues

### CLASSROOM

19–20 March 2026

Woking

This course is classroom based, delivered by UNISON, Woking Office.

If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0018

### E-LEARNING

28–29 September 2026

This course is delivered online by West Thames College. If you would like to attend this course, then please complete the booking form, following the link below.

**PLEASE NOTE:**

This course is subject to Branch approval and a £10.00 per day fee.

Once you have been enrolled your contact will be directly with West Thames College.

**Course code:** 08-26-0044

# ACTIVIST COURSES

CLASSROOM E-LEARNING

## Unconscious Bias Workshop

In this workshop you will learn about what unconscious bias actually is and how our brains process information.

This workshop will cover:

- ▶ Why does unconscious bias happen and where does it come from?
- ▶ What are the effects and impact of unconscious bias on individuals in society and in the workplace?
- ▶ How can we address our own and other people's unconscious bias and take practical steps towards managing it?

### E-LEARNING

6 March 2026

9am–12pm

If you would like to attend this course, then please register your interest below remembering to **quote your membership number**.

Spaces are **limited to 25** and will be booked on a first come first served basis.

**Course code:** 08-26-0016

### E-LEARNING

16 November 2026

1pm–4pm

If you would like to attend this course, then please register your interest below remembering to **quote your membership number**.

Spaces are **limited to 25** and will be booked on a first come first served basis.

**Course code:** 08-26-0050

# ACTIVIST COURSES

# CLASSROOM E-LEARNING

## Environmental Reps (2 Days)

The Environmental Officer co-ordinates the union's green and environmental agenda in the branch. The job of trade union Environmental Officer involves representing the workforce in discussions and negotiations regarding the development and implementation of company/employer environmental policies and practices.

### This course will include:

- ▶ Inequality and the impact of Climate Change
- ▶ UNISON policy and the role of the environmental officer/green rep
- ▶ Branch Organisation
- ▶ Understanding sectoral impacts of climate change
- ▶ Developing a strategy to approach the employer and formulating a plan
- ▶ Developing a just transition agreement with the employer
- ▶ Building alliances with external organisations

## CLASSROOM

8–9 June 2026

Brighton

This course is classroom based, delivered by UNISON at University of Brighton.

If you would like to attend this course, then please complete the booking form, following the link below.

### PLEASE NOTE:

All classroom based courses are subject to Branch approval and a £35.00 per day fee.

**Course code:** 08-26-0036

# ACTIVIST COURSES

## Branch Officer Training Weekend

16–17 May 2026, Hilton Southampton, Utilita Bowl, Botley Road, Southampton, SO30 3XH

All Branch Officer training courses are **non-residential**, aimed at all newly elected and/or untrained officers. Accommodation if required, will need to be booked by your Branch.

### Branch Secretary

This course is designed to help existing and potential UNISON Branch Secretaries to carry out their role effectively. As well as examining the role of the Branch Secretary and the branch itself the course focuses on the skills branch secretaries need, developing a team approach to branch work and on the future development of Branch Secretaries.

**Course code:** 08-26-0026

### Branch Chairperson

The course is aimed at anyone who has to chair a formal trade union meeting, whether it be Branch meetings, Branch committee, working parties or Self-Organised Group meetings. Find out how to practice the skills needed to run a meeting so as to be fair to all participants. This course is suitable for all activists but especially Branch Chairs.

**Course code:** 08-26-0027

### Branch Equality Officer

This course is open to all Branch Equality Officers and Branch Officers for Self-Organised Groups, this course will look at the role of the Equality Officer, how to organise for equalities in Branches. It will also look at equalities as a bargaining and campaigning issue.

**Course code:** 08-26-0028

# ACTIVIST COURSES

## Branch Officer Training Weekend

16–17 May 2026, Hilton Southampton, Utilita Bowl, Botley Road, Southampton, SO30 3XH

All Branch Officer training courses are **non-residential**, aimed at all newly elected and/or untrained officers. Accommodation if required, will need to be booked by your Branch.

### Women's Officer

This course will show how Branch Women's Officers can contribute to the effectiveness of the branch and play a part in discrimination. The overall aim of the course is to help women's officers understand their role and the link between women's organisation and the branch. The course will also cover a range of issues affecting women members and the main pieces of equality legislation.

**Course code:** 08-26-0029

### Communications Officer

This course is mainly for those Branch activists who are already, or who wish to become involved in Branch publicity, producing leaflets, newsletters and Branch magazines. The course will be practical-based, drawing on the skills of UNISON's publicity department. It will cover writing copy, headlines and captions, using photographs and cartoons and how to use layout to the best effect to produce finished newsletters using computers and modern technology.

**Course code:** 08-26-0030

# ACTIVIST COURSES

## Branch Officer Training Weekend

16–17 May 2026, Hilton Southampton, Utilita Bowl, Botley Road, Southampton, SO30 3XH

All Branch Officer training courses are **non-residential**, aimed at all newly elected and/or untrained officers. Accommodation if required, will need to be booked by your Branch.

### Labour Link Officer

This course helps members explore and understand the UNISON Labour Link Officer role within the branch and equips them with campaigning techniques. The aims of the course are to understand why politics are important in the branch, develop skills to encourage interest in political activity in the branch, understand and respond to common issues about UNISON Labour Link and to develop skills around effective campaigning.

**Course code:** 08-26-0031

### Branch Education Co-ordinator

Good education within the Branch is vital for making local organisation work. This course will look at how to identify your Branch education needs, how to plan and budget for education and how to support and encourage representatives in training.

**Course code:** 08-26-0032

# NATIONAL ACTIVIST COURSES

CLASSROOM E-LEARNING

**Registration:** Course application and registration process is managed by LAOS and course places are now advertised on the UNISON College website. <https://learning.unison.org.uk/events/>

**Course fees:** Please note that there will be a charge to the branch of £30 per learner for OLBA and There for You training.

## Branch Treasurer OLBA training

Online, Module 2. 9.30am – 1pm

This one day course will be delivered by UNISON's National Finance Team. Learners will need to complete the Branch Treasurer and GDPR e-notes as part of their training.

### Dates:

- ▶ Course 1: Wednesday 29 April 2026
- ▶ Course 2: Friday 1 May 2026
- ▶ Course 3: Thursday 7 May 2026
- ▶ Course 4: Friday 15 May 2026
- ▶ Course 5: Thursday 28 May 2026
- ▶ Course 6: Thursday 25 June 2026
- ▶ Course 7: Thursday 10 September 2026
- ▶ Course 8: Friday 20 November 2026

## Branch Welfare Officer training

Online. 10am – 1pm

This two half day session course will be delivered by There for You tutors. Completion of the Branch Welfare and GDPR e-notes are a course requirement **before** attending the online workshop.

### Dates:

- ▶ Course 1: Day 1: Tuesday 13 May 2026 / Day 2: Tuesday 20 May 2026
- ▶ Course 2: Day 1: Tuesday 9 September 2026 / Day 2: Tuesday 16 September 2026
- ▶ Course 3: Day 1: Tuesday 11 November 2026 / Day 2: Tuesday 18 November 2026

# NATIONAL COURSES

Empower your future and learn with UNISON.

We are committed to lifelong learning. We partner with adult education organisations and train our tutors to ensure every member has the opportunity to gain valuable skills for both work and everyday life.

From confidence building, CV writing, EXCEL, bereavement awareness, money skills and more, learning is free for UNISON Members.

**Registration:** Course application and registration process is managed by LAOS and course places are now advertised on the UNISON College website.

<https://learning.unison.org.uk/events/>

**CLASSROOM** **E-LEARNING**

# BLACK MEMBERS TRAINING PASSPORT

10 steps to Empower, Develop and Support Black members and build Black member activism in UNISON.

BLACK MEMBERS TRAINING PASSPORT		TICK PREFERRED ATTENDANCE		
ALL THESE COURSES WILL BE DEMAND DRIVEN AND COURSES LISTED BELOW CAN BE COMPLETED IN ANY ORDER.	TICK COURSE/S	ONLINE	IN PERSON	
			BRIGHTON OFFICE	UNISON CENTRE, LONDON EUSTON
1. Organising Steward ( <b>essential</b> )*				
2. Black Member Officers course (including how to set up a Black Members Group in your Branch).				
3. Unconscious Bias				
4. Breaking Barriers				
5. Race Protocol				
6. Confidence skills and Resilience building fro Black activists – <i>strategies to support Black members to deal with negative behaviours and attitudes as and when they arrive. Do's and Don'ts of how to deal with racism, prejudice and discrimination.</i>				
7. Next steps to participation				
8. Race Discrimination				
9. Mindfulness & Wellbeing – <i>strategies and techniques to deal with stress and negative behaviours.</i>				
10. Motion writing, speech writing and building confidence in public speaking and understanding conference procedures.				

\* **NB** If you have already completed the Organising Steward course, you do not need to complete this course again.

# BLACK MEMBERS TRAINING PASSPORT

CLASSROOM E-LEARNING

## How do I book?











- ▶ Details how to book the Organising Steward course can be seen on pages 11-17 on this programme.
- ▶ All courses will be demand driven.
- ▶ Once we have minimum numbers to run each course, we will contact you with the planned course dates and further details.

## Information we need from you

- ▶ Please email the following information to [educationse@unison.co.uk](mailto:educationse@unison.co.uk)
  - ▶ Name
  - ▶ Membership Number
  - ▶ Email
  - ▶ Contact number
  - ▶ UNISON Branch

## 2026 WEBINARS AT A GLANCE

# WEBINARS

Date	Webinar
7 January	YOGA – Year of Green Activity – Launch Event >
12 January	Union Learning Representatives >
19 January	All About Pensions (LGPS Members) >
20 January	All About Pensions (All Members) >
6 February	Cruse Loss and Bereavement > 
2 March	Inequality: Climate change affecting Women > 
9 March	History of Women's Health & The Gender Health Gap > 
16 March	Pregnancy/Maternity rights > 
23 March	Women in History > 
30 March	Violence against Women > 
1 April	Autism Awareness in the Workplace >
10 April	Autism Awareness for Schools Workers >
13 April	Union Learning Representatives >
11 May	Cruse Loss and Bereavement > 
13 May	All About Pensions (All Members) >
14 May	All About Pensions (LGPS Members) >
15 May	Makaton for those working in NHS Settings > 
6 July	Union Learning Representatives >
14 August	Makaton for those working in schools > 
1 September	Makaton for those working in social care > 
5 October	Union Learning Representatives >

# MEMBER LEARNING

# WEBINARS

## Union Learning Representatives

<b>Date:</b> 12 January 2026	<b>Time:</b> 10am–12.00pm	<b>Course code:</b> 08-26-0003
<b>Date:</b> 13 April 2026	<b>Time:</b> 10am–12.00pm	<b>Course code:</b> 08-26-0004
<b>Date:</b> 6 July 2026	<b>Time:</b> 10am–12.00pm	<b>Course code:</b> 08-26-0005
<b>Date:</b> 5 October 2026	<b>Time:</b> 10am–12.00pm	<b>Course code:</b> 08-26-0006

If you are a union learning representative (ULR) these sessions are aimed to provide with you up to date information and develop skills needed to succeed in your role. Each Session will follow a similar agenda but will have different content. Agenda items include:

- ▶ Introductions
- ▶ The member learning programme
- ▶ Your role and support that you may need
- ▶ Interactive learning workshop

# MEMBER LEARNING

# WEBINARS

## All About Pensions

### For members who are part of the LGPS:

**Date:** 19 January 2026

**Time:** 10am–11.00am

**Course code:** 08-26-0007

**Date:** 14 May 2026

**Time:** 10am–11.00am

**Course code:** 08-26-0010

### For all members:

**Date:** 20 January 2026

**Time:** 10am–11.00am

**Course code:** 08-26-0008

**Date:** 13 May 2026

**Time:** 10am–11.00am

**Course code:** 08-26-0009

These free sessions are open to UNISON members who would like to gain a better understanding of their pensions! They are hosted by an expert financial adviser and is designed to help you understand how to secure the income you need for a comfortable retirement. There will also be sessions for those who are members of the LGPS.

**For members who  
are part of the LGPS**

**For all members**

# MEMBER LEARNING

## Cruse Loss and Bereavement

**Date:** 6 February 2026      **Time:** 10.15am–12.45pm      **Course code:** 08-26-0001

**Date:** 11 May 2026      **Time:** 10.15am–12.45pm      **Course code:** 08-26-0002

UNISON partner with Cruse to deliver online high quality workshops to support our members both whilst at work and at home. As an organisation, Cruse helps people through one of the most painful time in life, with bereavement support, information and campaigning.

This training will give delegates a better understanding of how a bereavement can impact an individual and the factors that influence how they grieve. It will explain what support people need when they are grieving and help overcome the barriers to talking about death, loss and grief.

# WEBINARS

*Cruse* Bereavement  
Support

# WOMEN'S HISTORY MONTH

To celebrate Women's History month UNISON South East will be hosting Lunchtime webinars for all members to attend.

## Inequality: Climate change affecting Women

**Date:** 2 March 2026

**Time:** 12.00noon–1.00pm

**Course code:** 08-26-0055

As part of the Year of Green Activity we are kicking off Women's History Month with a focus on the exacerbated inequalities that climate change brings and how this affects Women around the world.

## History of Women's Health & The Gender Health Gap

**Date:** 9 March 2026

**Time:** 12.00noon–1.00pm

**Course code:** 08-26-0056

Women may live longer than men however on average they spend longer in ill health. This isn't because Women are unhealthier but because have been historically excluded from medicine creating the gender health gap today. This session will look at the gender health gap and explore why women are still facing this today

# WEBINARS



International  
Women's Day

# WOMEN'S HISTORY MONTH

# WEBINARS

## Pregnancy/Maternity rights

**Date:** 16 March 2026

**Time:** 12.00noon–1.00pm

**Course code:** 08-26-0057

Pregnancy and maternity is a protected characteristic under the Equality Act 2010. This session is an introduction to the law surrounding pregnancy and maternity rights and is suitable for all members who would like to know more about statutory provisions.



International  
Women's Day

## Women in History

**Date:** 23 March 2026

**Time:** 12.00noon–1.00pm

**Course code:** 08-26-0058

Women have often been written out of history – in this session we will look at key women in history who have often been overlooked in history books!

## Violence against Women

**Date:** 30 March 2026

**Time:** 12.00noon–1.00pm

**Course code:** 08-26-0059

There is an epidemic of violence towards Women and Young girls. This webinar will take at this issue in more depth and how we can tackle this together.

# AUTISM AWARENESS MONTH

# WEBINARS

World Autism Awareness month is celebrated in April each year. It's aim it to raise awareness and create a society where autistic people are understood, accepted and supported. UNISON have partnered with JMG Training and consultancy to provide UNISON members with training to support whilst at work.

## Autism Awareness in the Workplace

**Date:** 1 April 2026

**Time:** 9.00am–12noon

**Course code:** 08-26-0061

This course will be of benefit to members who may work with Autistic people or come into contact with them throughout the course of their work (adult service users etc).

On completion of this Autism Awareness Training course you will be able to:

- ▶ Have a better understanding of what autism is
- ▶ Identify some of the main differences you will encounter when working with autistic people
- ▶ Have a better understanding of the sensory issues often associated with autism
- ▶ Understand some of the communication difficulties that autistic people can have
- ▶ Identify special interests and understand the advantages and disadvantages that these interests can have for an autistic person
- ▶ Have a range of strategies for working with autistic people and feel more confident in supporting positive behaviour
- ▶ Feel more confident working with autistic people.

# AUTISM AWARENESS MONTH

# WEBINARS

## Autism Awareness for Schools Workers

**Date:** 10 April 2026

**Time:** 9.20am–12.30pm

**Course code:** 08-26-0062

This course will be of benefit to members who work in schools and who may work with autistic children or young people.

On completion of this Autism awareness training course you will be able to:

- ▶ Have a better understanding of what autism is
- ▶ Identify some of the main differences you will encounter when working with autistic people
- ▶ Have a better understanding of the sensory issues often associated with autism
- ▶ Understand some of the communication difficulties that autistic people can have
- ▶ Identify special interests and understand the advantages and disadvantages that these interests can have for an autistic person
- ▶ Have a range of strategies for working with autistic people and feel more confident in supporting positive behaviour
- ▶ Feel more confident working with autistic people.

# MAKATON

Makaton is a unique communication programme that uses symbols (pictures), signs (gestures) and speech to enable people to communicate. It supports the development of essential communication skills such as attention and listening, comprehension, memory, recall and organisation of language and expression.

Each course is designed for those working in certain settings so that signs and symbols learnt can reflect your working environment. We are offering Makaton course for those working in NHS settings, Schools and Social Care.

Course information:

- ▶ All courses with UNISON will be 3 hours long and delivered online
- ▶ No experience is needed to attend the course
- ▶ The course is delivered by a licenced Makaton Tutor
- ▶ Includes a Makaton manual with signs and symbols learnt and a certificate of attendance.

Once enrolled we will contact you to confirm your address so that your workbook can be sent to you.

## Makaton for those working in NHS Settings

**Date:** 15 May 2026

**Time:** 9.00am–12.30pm

**Course code:** 08-26-0063

## Makaton for those working in schools

**Date:** 14 August 2026

**Time:** 9.00am–12.30pm

**Course code:** 08-26-0064

## Makaton for those working in social care

**Date:** 1 September 2026

**Time:** 9.00am–12.30pm

**Course code:** 08-26-0065

# WEBINARS



# YOGA – YEAR OF GREEN ACTIVITY

# WEBINARS

## Launch event

**Date:** 7 January 2026

**Time:** 12.00noon–1.00pm

**Course code:** 08-26-0060

2026 sees UNISON celebrate the year of green activity. Join us online for launch event, where we will share our calendar of events, talk through UNISON's green agenda and highlight key ways we can make a difference to our environment.

# Learning at Work Week

18–24 MAY 2026



All UNISON members are invited to come and learn with us.

Learning at Work Week is a unique annual event to build learning cultures at work. It aims to put a spotlight on the importance and benefits of continual learning and development.

This year UNISON South East are putting on an array of events, which you can find on the next three pages, open to all members in the region.



# TUC CENTRE

TUC Education provides training for more than 57,000 union representatives, Health & Safety representatives and union learning representatives each year.

They offer high quality training through a network of TUC approved providers across the UK where learners achieve nationally recognised educational credits and qualifications.

TUC courses encourage everyone to learn in a friendly, supportive environment, usually in surroundings designated for trade union courses. Courses are offered flexibly to suit the needs of union representatives and through the traditional day-release model.

For many reps this is a second chance to learn. A range of learning pathways has been established, offering all reps the opportunity to achieve their full potential.

The following is the TUC approved college and contact that UNISON South East uses for training.

**Jon Dunn**

West Thames College

London Road

Isleworth TW7 4HS

Tel: 020 8326 2000

Email: [jon.dunn@west-thames.ac.uk](mailto:jon.dunn@west-thames.ac.uk)

The logo for TUC (Trade Union Congress) features the letters 'TUC' in a bold, white, sans-serif font. The 'T' and 'C' have a slight 3D effect with a shadow on the right side. The letters are set against a blue background that is part of a large arrow pointing to the right.

Changing the world  
of work for good

The logo for UNISON College features the word 'UNISON' in a bold, dark blue, sans-serif font above the word 'College' in a bold, green, sans-serif font. To the left of the text is a stylized graphic element consisting of a dark blue shape and a green leaf-like shape.

# UNISON

*South East*

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Wells House  
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For further information  
please contact:  
Sam Raymond  
Regional Education Officer  
[s.raymond@unison.co.uk](mailto:s.raymond@unison.co.uk)  
[southeast.unison.org.uk](http://southeast.unison.org.uk)



# BRANCH BASED COURSE APPLICATION FORM

Proposed Course (Title):	
Briefly explain how this course helps to meet UNISON's Regional Aims and Objectives:	
Proposed date(s):	Proposed Venue:
Branch Name:	Estimated No. of participants:
Any requests regarding tutor provision?	
<p>Name of Regional Organiser who requested course:</p> <p>Will you be attending?      Yes      No</p> <p>(Preferably 'Yes' for Basic New Stewards Course, Grievance and Disciplinary Handling, and One Step Ahead courses in particular. However, you can attend any other course as well)</p> <p>(If No) Please provide name of Regional/Area Organiser who will be attending, if applicable.</p>	<p>Who should we contact in the branch?</p> <p>Name:</p> <p>Post Held:</p> <p>Tel:</p> <p>Mobile:</p> <p>Email:</p>
Regional/Area Organiser authorisation:	
Signed:	Date: