



Jobs, Pay and
Conditions



Education

EAST MIDLANDS REGION

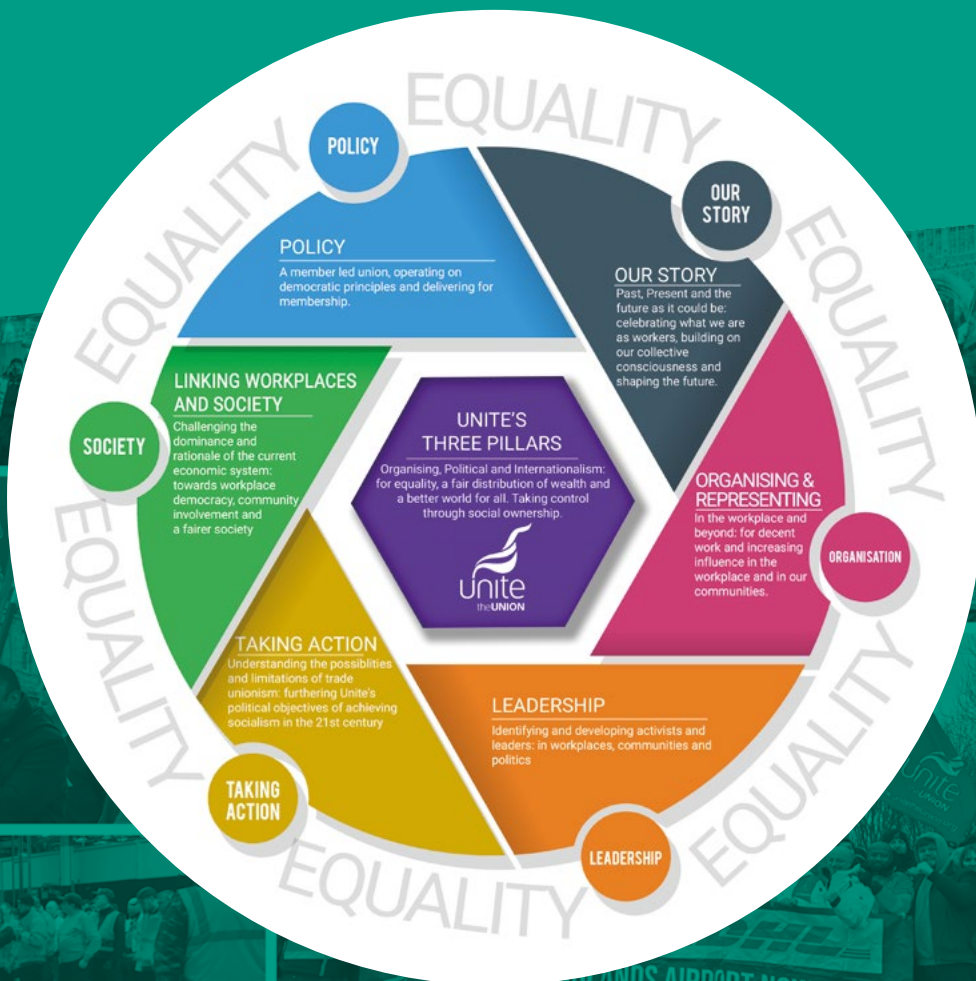
COURSE PROGRAMME 2026/27



www.unitetheunion.org/education



Unite Vision & Values



A message from Paresh Patel the Regional Secretary, Unite East Midlands

In the East Midlands we believe our strength is in our membership and the support we provide. Our education programme is key to this and the choice of courses grows every year. Unite Education has at its core, the delivery of our union's vision focused on the workplace to deliver jobs, pay and conditions. This vision is reflected in our education programme where developing our Representatives is a key priority of Unite.

To be sure that the members we support in their workplace receive the best guidance and information, we ask that all newly elected Reps attend their induction training as soon as possible following your election. Representatives are entitled to time off work with paid release from their employer to attend (permission must be sought from the employer prior to booking training).

Ensuring equality remains at the heart of what we do. We have courses designed specifically to tackle workplace issues that empowers our Activists to show strength, successfully campaign, organise for growth and promote dignity and respect.



Paresh Patel

Education opens opportunities for growth and undoubtedly improves living standards for our members, workers and their families. We offer training to our membership free of charge and we cater for differing learning styles. Our courses are also easily accessible. I hope that you will take advantage of this great opportunity and I wish you the very best for the future.

In solidarity

Paresh Patel

Regional Secretary

Unite East Midlands



Scan QR Code for
application form

A Message to Unite Members

I am pleased to welcome you to the 2026/2027 Unite Education Programme for the East Midlands Region. Inside you will find a wide range of courses we are offering from September 2026 until July 2027 for Shop Stewards, Health & Safety Reps, and all key reps in the East Midlands Region. All newly elected Reps should attend their induction training within 12 months of being elected. You are entitled to time off with paid release from your employer to attend. Please make sure you have permission before applying.

All Unite Courses run from Monday to Friday, commencing at 09.30 and conclude each day around 16.30.

We offer courses at Unite offices and online as an alternative. All courses may be subject to being transferred to another venue or online.

The Workplace Reps, Health & Safety Reps, and Negotiating & Bargaining Courses are of 10 days duration split into two separate weeks consisting of: A&B courses for Workplace Reps, Health & Safety Reps and Part 1 and Part 2 for Negotiating & Bargaining Courses. If you are booked onto an A course, you will automatically be booked on to the corresponding B course or in the case of the Negotiating & Bargaining courses Part 1 and corresponding Part 2.

For those having completed their 1A and 1B courses we highly recommend the 5-day Equality Course, **5-day Mental Health Awareness Course, 5-day Environmental Health & Safety Course, 5-day Challenging Conversations Course and 5-day Neurodiversity Course**. Those that have not attended these courses are encouraged to do so now as they are for all reps and give you the tools to support our members during these challenging times.

Our courses are run by experienced tutors in a supportive learning environment where members share their own experiences and knowledge and learn from each other.

Please access the East Midlands Course application form via the QR code (top right of this page) or by clicking on the following link.
<https://surveys.unitetheunion.org/230252924345856>

For the online courses you will need to access the course individually on a PC or laptop, with a camera, a tablet can be used (if you are able to download, amend and upload documents) and **you will need good internet connection**. Please note that it is not possible to share computers and many employers have firewalls preventing access to the online provider therefore **you will need to attend from home**.

Please ensure that you have secured your paid release from your employer to attend. If you have any problems in securing paid release for trade union courses, please contact your Regional Officer.

All travel expenses are reimbursed along with parking with a valid receipt; mileage is reimbursed at 45 pence per mile. Please be aware that additional allowances are not reimbursable as food is provided at our venues. For further information regarding education expenses Please contact the Education department – education.eastmids@unitetheunion.org.

I would like to take this opportunity to thank you for all that you do for our members and if you have any questions or queries regarding East Midlands education courses please email your query to education.eastmids@unitetheunion.org or telephone 0116 253 2020.

We also run bespoke and bite size courses upon request. Please contact your Regional Officer or myself for further details.

In solidarity

Mick Till

Regional Education Officer,
Unite East Midlands Region

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How to apply for a course:

Education Department,
East Midlands Regional Office,
Unite the Union,
Friars Mill,
Riverside Building,
102 Bath Lane,
Leicester
LE3 5BJ

Email: education.eastmids@unitetheunion.org

Tel: 0116 253 2020

Or visit: www.unitetheunion.org/education

Any courses that don't recruit sufficient numbers may be cancelled, merged or converted to a online course using Microsoft Teams.

PLEASE NOTE THAT ALL THESE COURSES ARE NON-RESIDENTIAL AND ACCOMMODATION WILL ONLY BE GRANTED IN EXCEPTIONAL CIRCUMSTANCES WITH AGREEMENT FROM THE DIRECTOR OF EDUCATION.

All travel expenses are reimbursed.

○ Workplace Reps Introductory Certificate

Module 1A | Duration: 5 consecutive days

Course description:

This course is designed to be the core initial training for Unite workplace reps.

The course covers the wide range of knowledge and skills needed by the new Rep including:

- Key skills for organising your workplace
- Handling discipline and grievance cases
- Communication skills
- Introduction to Employment Law Equality at Work

Application:



To apply for courses please access the East Midlands Course application form via the QR code or by clicking on the following link.
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Any courses that don't recruit sufficient numbers may be cancelled, merged or converted to a online course using Microsoft Teams.

Venue	Start	End
Derby	07 Sept 2026	11 Sept 2026
Leicester	21 Sept 2026	25 Sept 2026
Nottingham	14 Sept 2026	18 Sept 2026
Northampton	28 Sept 2026	02 Oct 2026
Online 🗓	28 Sept 2026	02 Oct 2026
Lincoln	05 Oct 2026	09 Oct 2026
Derby	11 Jan 2027	15 Jan 2027
Nottingham	18 Jan 2027	22 Jan 2027
Leicester	18 Jan 2027	22 Jan 2027
Northampton	01 Feb 2027	05 Feb 2027
Online 🗓	01 Feb 2027	05 Feb 2027
Lincoln	01 Feb 2027	05 Feb 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

Workplace Reps Introductory Certificate

Module 1B | Duration: 5 consecutive days

Course description:

For reps who have completed Module 1A.

This course covers:

- Evaluating and assessing your experience since the Stage 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

Application:



To apply for courses please access the East Midlands Course application form via the QR code or by clicking on the following link.

<https://surveys.unitetheunion.org/230252924345856>

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Venue	Start	End
Derby	30 Nov 2026	04 Dec 2026
Leicester	07 Dec 2026	11 Dec 2026
Nottingham	14 Dec 2026	18 Dec 2026
Northampton	11 Jan 2027	15 Jan 2027
Online 	11 Jan 2027	15 Jan 2027
Lincoln	25 Jan 2027	29 Jan 2027
Derby	15 March 2027	19 March 2027
Nottingham 4 Days (Mon-Thurs)	22 March 2027	25 March 2027
Leicester 4 Days (Mon-Thurs)	22 March 2027	25 March 2027
Northampton	26 April 2027	30 April 2027
Online 	26 April 2027	30 April 2027
Lincoln	26 April 2027	30 April 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

○ Negotiating & Bargaining

Part 1 | Duration: 5 consecutive days

Course description:

This course is designed for Reps who have completed the Workplace Reps Introductory Certificate Modules 1A & 1B. Reps need to complete Part 1 and Part 2 to achieve accreditation within the academic year.

This course includes:

- Understanding the trade union approach to Employment Rights
- Workplace rights
- Rights to information
- Understanding employment rights relating to Industrial Action
- Collective bargaining legal framework

Application:



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Any courses that don't recruit sufficient numbers may be cancelled, merged or converted to a online course using Microsoft Teams.

Venue	Start	End
Derby	12 Oct 2026	16 Oct 2026
Nottingham	26 Oct 2026	30 Oct 2026
Derby	25 Jan 2027	29 Jan 2027
Leicester	01 March 2027	05 March 2027
Online 	08 March 2027	12 March 2027
Nottingham	05 April 2027	09 April 2027
Northampton	12 April 2027	16 April 2027
Lincoln	10 May 2027	14 May 2027
Leicester	07 June 2027	11 June 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

○ Negotiating & Bargaining

Part 2 | Duration: 5 consecutive days

Course description:

Reps must have completed Part 1 in order to complete this course.

This course includes:

- Presenting trade union information to members
- Agreements
- The case for collective agreements
- Planning for getting an agreement
- Collective bargaining and negotiation

Application:



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Venue	Start	End
Derby	08 Feb 2027	12 Feb 2027
Nottingham	22 Feb 2027	26 Feb 2027
Derby 4 Days (Tues-Fri)	30 March 2027	02 April 2027
Leicester	24 May 2027	28 May 2027
Online 	05 July 2027	09 July 2027
Nottingham	28 June 2027	02 July 2027
Northampton	12 July 2027	16 July 2027
Lincoln	19 July 2027	23 July 2027
Leicester	19 July 2027	23 July 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

○ Workplace Reps Introductory Certificate

Module 2A | Duration: 5 consecutive days

Course description:

This course is an advanced course designed for Reps who have completed the Workplace Reps Introductory Certificate Modules 1A & 1B and the Bargaining & the Law Part 1 and Part 2. Reps will be required to complete both 2A and 2B.

This course covers:

- Understanding the trade union approach to workplace issues and how to use sources of information
- Understand Collective bargaining in today's economy
- Understanding and applying Unite's organising and bargaining strategies in the workplace
- Leading in the trade union collective agenda

Application:



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<https://surveys.unitetheunion.org/230252924345856>

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Venue	Start	End
Leicester	05 Oct 2026	09 Oct 2026
Derby	23 Nov 2026	27 Nov 2026
Northampton	08 Feb 2027	12 Feb 2027
Online 🗣️	15 March 2027	19 March 2027
Lincoln	15 March 2027	19 March 2027
Derby	19 April 2027	23 April 2027
Nottingham	17 May 2027	21 May 2027
Leicester	05 July 2027	09 July 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

○ Workplace Reps Introductory Certificate

Module 2B | Duration: 5 consecutive days

Course description:

Reps must have completed Module 2A within the academic year.

This course covers:

- Planning, Organising and campaigning for Trade Union Reps
- Developments in employment
- Recognise, negotiate and evaluate workplace issues and priorities
- Understand key aspects of union principles, structure and resources

Application:



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<https://surveys.unitetheunion.org/230252924345856>

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Venue	Start	End
Leicester	25 Jan 2027	29 Jan 2027
Derby	08 March 2027	12 March 2027
Northampton	01 March 2027	05 March 2027
Online 🗣️	14 June 2027	18 June 2027
Lincoln	14 June 2027	18 June 2027
Derby	21 June 2027	25 June 2027
Nottingham	26 July 2027	30 July 2027
Leicester	26 July 2027	30 July 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

○ Health & Safety Reps Certificate

Module 1A | Duration: 5 consecutive days

Course description:

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

The course covers:

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

Application:



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Venue	Start	End
Lincoln	07 Sept 2026	11 Sept 2026
Northampton	07 Sept 2026	11 Sept 2026
Leicester	14 Sept 2026	18 Sept 2026
Online 🗣️	21 Sept 2026	25 Sept 2026
Derby	05 Oct 2026	09 Oct 2026
Nottingham	02 Nov 2026	06 Nov 2026
Online 🗣️	09 Nov 2026	13 Nov 2026
Lincoln	18 Jan 2027	22 Jan 2027
Northampton	18 Jan 2027	22 Jan 2027
Leicester	08 Feb 2027	12 Feb 2027
Nottingham	12 April 2027	16 April 2027
Derby	24 May 2027	28 May 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

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○ Health & Safety Reps Certificate

Module 1B | Duration: 5 consecutive days

Course description:

The course develops the skills and knowledge learnt in Module 1A:

- Examining your workplace risk assessment and evaluating them
- Understanding health & safety audits and company accident statistics
- Appreciate health & safety legislation including aspects of criminal and civil law

Application:



To apply for courses please access the East Midlands Course application form via the QR code or by clicking on the following link.

<https://surveys.unitetheunion.org/230252924345856>

Any courses that don't recruit sufficient numbers may be cancelled, merged or converted to a online course using Microsoft Teams.

Venue	Start	End
Lincoln	30 Nov 2026	04 Dec 2026
Northampton	30 Nov 2026	04 Dec 2026
Leicester	14 Dec 2026	18 Dec 2026
Online 🎧	07 Dec 2026	11 Dec 2026
Derby	01 Feb 2027	05 Feb 2027
Nottingham	01 March 2027	05 March 2027
Online 🎧 4 Days (Tues-Fri)	30 March 2027	02 April 2027
Lincoln	05 April 2027	09 April 2027
Northampton	05 April 2027	09 April 2027
Leicester	10 May 2027	14 May 2027
Nottingham	07 June 2027	11 June 2027
Derby	12 July 2027	16 July /2027

Note: Online virtual teaching will be delivered using Microsoft Teams

○ Health & Safety Reps Certificate

Module 2A | Duration: 5 consecutive days

Course description:

Module 2A of Unites Health & Safety training builds upon the knowledge learnt in Modules 1A and 1B.

The course covers:

- Assessment of workplace action plan
- Understanding COSHH and related hazards
- Carrying out a workplace audit
- Explore manual handling and ergonomic risks
- Creating a healthier work environment

Application:



To apply for courses please access the East Midlands Course application form via the QR code or by clicking on the following link.

<https://surveys.unitetheunion.org/230252924345856>

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Venue	Start	End
Northampton	12 Oct 2026	16 Oct 2026
Leicester	12 Oct 2026	16 Oct 2026
Lincoln	02 Nov 2026	06 Nov 2026
Nottingham	16 Nov 2026	20 Nov 2026
Leicester	04 Jan 2027	08 Jan 2027
Online 🖥️	19 April 2027	23 April 2027
Derby 4 Days (Tues-Fri)	04 May 2027	07 May 2027
Lincoln 4 Days (Tues-Fri)	04 May 2027	07 May 2027
Northampton 4 Days (Tues-Fri)	04 May 2027	07 May 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

○ Health & Safety Reps Certificate

Module 2B | Duration: 5 consecutive days

Course description:

Module 2B of Unites Health & Safety training builds upon the knowledge learnt in Modules 1A, 1B and 2A.

The course covers:

- Assessment of workplace action plan
- Understanding accidents and finding route cause
- Investigation techniques
- Managing risks and incidents

Application:



To apply for courses please access the East Midlands Course application form via the QR code or by clicking on the following link.
<https://surveys.unitetheunion.org/230252924345856>

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Venue	Start	End
Northampton	25 Jan 2027	29 Jan 2027
Leicester	01 Feb 2027	05 Feb 2027
Lincoln	08 Feb 2027	12 Feb 2027
Nottingham 4 Days (Tues-Fri)	30 March 2027	02 April 2027
Leicester	08 March 2027	12 March 2027
Online 🎧	19 July 2027	23 July 2027
Derby	19 July 2027	23 July 2027
Lincoln	26 July 2027	30 July 2027
Northampton	26 July 2027	30 July 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

○ Environmental Health and Safety

Duration: 5 consecutive days

Course description:

This course is designed for activists who are interested in developing their knowledge and understanding environmental issues in the workplace and beyond.

To develop research, inspection and negotiation skills to make a difference at the bargaining table as we move to a greener economy.

The course develops your understanding of the climate crisis and its impact in the workplace.

Application:



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Venue	Start	End
Lincoln	12 Oct 2026	16 Oct 2026
Northampton	26 Oct 2026	30 Oct 2026
Leicester	23 Nov 2026	27 Nov 2026
Nottingham	01 Feb 2027	05 Feb 2027
Online 	08 Feb 2027	12 Feb 2027
Derby	22 Feb 2027	26 Feb 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

Equality & Diversity

Duration: 5 consecutive days

Course description:

Designed to give all Unite Reps the confidence and knowledge to address equality and diversity issues, the course provides a comprehensive overview of equality in the workplace. On completion of the course Reps should be able to:

- Recognise equality issues within the workplace
- Know what constitutes discrimination, harassment and bullying
- Challenge their perception of equality & diversity
- Understand the key points of new equalities legislation, measures and legal decisions
- Decide how best to support workers in response to new equalities legislation
- Use interviewing techniques to deal with individual and workplace equality issues
- Develop equality policies and practice

Venue	Start	End
Northampton	14 Sept 2026	18 Sept 2026
Lincoln	26 Oct 2026	30 Oct 2026
Leicester	02 Nov 2026	06 Nov 2026
Online 	23 Nov 2026	27 Nov 2026
Nottingham	30 Nov 2026	04 Dec 2026
Derby 4 Days (Mon-Thurs)	22 March 2027	25 March 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

Application:



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○ Challenging Conversations

Duration: 5 consecutive days

Course description:

This course is aimed at all representatives in the workplace to help and support you to understand what types of issues are most likely to give rise to challenging conversations in the workplace.

This will also help and support you on how to identify challenging conversations which effect behaviour and why this makes us uncomfortable in many situations at work and in a social environment.

Application:



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Venue	Start	End
Northampton	21 Sept 2026	25 Sept 2026
Lincoln	28 Sept 2026	02 Oct 2026
Leicester	26 Oct 2026	30 Oct 2026
Nottingham	08 March 2027	12 March 2027
Derby	15 March 2027	19 March 2027

○ Pensions

Stage 1 | Duration: 5 consecutive days

Course description:

This course is designed to provide an understanding of pensions to enable Workplace representatives to develop their representational skills in basic pension provision.

Application:



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<https://surveys.unitetheunion.org/230252924345856>

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Venue	End	Start
Leicester	28 Sept 2026	02 Oct 2026
Derby	02 Nov 2026	06 Nov 2026
Nottingham	19 April 2027	23 April 2027

○ Branch Secretary & Branch Officials

Duration: 5 consecutive days

Course description:

The Branch Secretary is a key player in the Unite team. The concept of this course is to develop Branch Secretaries and Branch Officers within Unite by providing them with the knowledge and skills, and nurturing their passion, to drive forward the ideology of our union, to develop our activist base and grow and strengthen our membership. This course is designed for all new Branch Officers, and for those who have not attended the course recently.

The course covers:

- The administrative role of the Branch Secretary
- How the union works
- How 'lay democracy' starts at local branch level
- Understanding organisation procedures
- Encouraging active participation within the Unite structure
- Branch Finance
- Understanding Unite's organising strategies
- Setting out a local campaign for recruitment, retention and participation in branch life
- Branch Portal
- Chaining and Organising Skills

Venue	Start	End
Leicester	15 Feb 2027	19 Feb 2027
Lincoln	22 Feb 2027	26 Feb 2027
Derby	26 April 2027	30 April 2027
Nottingham	10 May 2027	14 May 2027

Application:



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Mental Health Awareness

Duration: 5 consecutive days

Course description:

This course will help Reps develop a better understanding of mental health issues and how they affect members in the workplace. You will develop a better understanding of Disability Discrimination Law and how it applies to people with mental health illnesses. The training will enable you to develop a strategy to deal with workplace mental health issues and ensure employees are not discriminated against.

Application:



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Derby	04 Jan 2027	08 Jan 2027
Northampton	04 Jan 2027	08 Jan 2027
Lincoln	04 Jan 2027	08 Jan 2027
Online 	25 Jan 2027	29 Jan 2027
Leicester	14 June 2027	18 June 2027
Nottingham	05 July 2027	09 July 2027

Note: Online virtual teaching will be delivered using Microsoft Teams

○ Neurodiversity

Duration: 5 consecutive days

Course description:

Neurodiversity refers to the natural diversity in human brains and neurodivergence is the term for when someone's brain processes, learns, and/or behaves differently from what is considered "typical". Some neurodivergent conditions include:

- Dyslexia
- Dyspraxia (also called Developmental Coordination Disorder, or DCD)
- Dyscalculia
- Attention Deficit Hyperactivity Disorder (ADHD)
- Autism Spectrum Condition (ASC)

This course will help you as a representative to help others in the workplace.

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Leicester	30 Nov 2026	04 Dec 2026
Derby	05 April 2027	09 April 2027
Nottingham	21 June 2027	25 June 2027

Application:



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Additional Courses

Pre-Retirement Seminars

Duration: 1 day

Course description:

We will be holding a series of pre-retirement seminars which are open to all Unite members aged 55 and above who are still in the workplace. Emails will be sent to eligible members when dates are fixed. Members can also contact education.eastmids@unitetheunion.org to be added to the waiting list for a seminar.

Application:



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Venue	Date	Time
Leicester	TBC	TBC
Derby	TBC	TBC
Lincoln	TBC	TBC
Nottingham	TBC	TBC
Northampton	TBC	TBC

Additional Courses

Senior Leadership Training Course

Duration: 5 days

Course description:

This course is for senior activists in the region who may wish to progress their skills and knowledge in the workplace and in the wider union.

This course will run over 5 days from Monday to Friday and will be residential in the East Midlands Region.

Venue	Date	Time
Quorn Grange Hotel	TBC	10am – 1pm

Application:



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Artificial Intelligence

Duration: 1 day

Course description:

This workshop gives you an insight into Artificial Intelligence and how you may need to navigate changes in the workplace in the future.

Venue	Date
Derby	09 Nov 2026
Nottingham	10 Nov 2026
Leicester	11 Nov 2026
Northampton	12 Nov 2026
Lincoln	13 Nov 2026

○ Unite offices and course venues

Regional Office

Leicester

Unite the Union, Friars Mill, Riverside Building, 102 Bath Lane, Leicester LE3 5BJ
T: 0116 253 2020 E: education.eastmids@unite-theunion.org

District Offices

Derby

Unite the Union, Unit 2, Pride Point Drive, Pride Park, Derby DE24 8BX
T: 01332 548 400 F: 01332 385 689

Lincoln

Unite the Union, 5 Kesteven Street, Lincoln, Lincolnshire LN5 7LH
T: 01522 300 084

Northampton

Unite the Union, 11 Duncan Close, Red House Square, Moulton Park Industrial Estate, Northampton NN3 6WL
T: 01604 622 097 F: 01604 603 157

Nottingham

Unite the Union, 8 Castle Quay, Nottingham NG7 1FW
T: 0115 947 6784 F: 0115 979 9271

Notes

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Notes

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Education

EAST MIDLANDS REGION
COURSE PROGRAMME 2026/27



www.unitetheunion.org/education

Unite the Union, Friars Mill, Riverside Building, 102 Bath Lane, Leicester LE3 5BJ