

# **LONDON & EASTERN REGION EDUCATION DEPARTMENT**

## **EQUALITY & DIVERSITY COURSES & WORKSHOPS 2026**

**FOR COURSE BOOKINGS CONTACT THE EDUCATION DEPARTMENT:**

Please advise your name, membership number, course type(s), venue(s) and date(s) requested.

Email: [education.londoneastern@unitetheunion.org](mailto:education.londoneastern@unitetheunion.org)

Telephone: 020 8800 4281 (Option 4)

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

Online booking form: <https://surveys.unitetheunion.org/230653263116853>

**MARGARET BOURNE**  
**REGIONAL EDUCATION ORGANISER8**  
**(01-08-26)**



**Important training information for reps and activists  
JANUARY - DECEMBER 2026**

Unite London & Eastern is proud of our richly diverse region and we are firmly committed to equalities for all. We strongly encourage ALL reps and branch officials to attend equality & diversity courses/workshops as part of the region's 'Industrialisation of Equalities Strategy' – We are ALL affected by equalities issues!

Unite provides a first-class education provision. Courses are designed to empower you and give you the confidence to represent our members, as well as enhancing your personal development by learning new skills and knowledge. The core Equality & Diversity course is designed to give all Unite Reps and Branch officials the confidence and knowledge to address equality and diversity issues by guiding you through Unite Policies and the Equality Act 2010, which underpins the legislation that we rely on to win for our members. Equality Workshops supplement the core course by providing knowledge and tools to address some of the many issues experienced within the workplace.

This schedule includes information on the region's equality structures and our equality & diversity courses/workshops. The full course list and information on Unite education services is available at: [www.unitetheunion.org/education](http://www.unitetheunion.org/education). You will find both online and in-person courses to be held in Unite Offices. We understand that reps have differing preferences/needs for online or in person courses - please be assured that we are committed to providing both options and we are planning more courses as the dual programme develops. If you have any learning needs, eg, dyslexia, impaired hearing, impaired sight that you may need support with, please let us know so that Ruskin College/Unite can endeavour to assist you.

Courses are delivered by Ruskin College tutors and/or Unite specialists/leaders, using collective and collaborative approaches to teach trade union education, including blended learning, tutor led sessions, breakout rooms for group study and independent learning. Courses will run from 9.30am – 4.30pm (unless stated) with regular refreshment and comfort breaks. Online courses use online and offline approaches to complete activities to avoid long periods on the screen, via Ruskin College – Virtual Google Classroom or via Unite Zoom Link.

Unite – your Union remains ready to support you! We urge you to take advantage of the training that Unite offers so that together, we are prepared and confident to continue winning for our members – JOBS, PAY & CONDITIONS.

Thank you for fulfilling this vital role and your continued endeavours in support of Unite members and their families.

We look forward to welcoming you at a course.

**Privacy Statement - Information about Training and Education Courses**

For information about data processing of rep or member information on training and education course booking forms see Unite's full privacy policy (section 3 in particular).

Your data is covered by the Unite Privacy policy.

For more details visit: <https://unitetheunion.org/legal-information/privacy-policy/>

## EQUALITY & DIVERSITY

| COURSES/WORKSHOPS                                          | DATE                                                                                                                                                            |
|------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>EQUALITY &amp; DIVERSITY (5 days)</b>                   | 16-20 March<br>13-17 April (Heathrow)<br>18-22 May<br>6-10 July<br>27-31 July (Regional Office)<br>10-14 August<br>9-13 November<br>16-20 November (Chelmsford) |
| <b>EQUALITY WORKSHOPS</b>                                  |                                                                                                                                                                 |
| • Menopause Awareness (1.5-2hrs)                           | 5 March, 15 April, 11 June, + 1TBA                                                                                                                              |
| • Neurodiversity & Hidden Disabilities                     | 26 March, 29 May, 13 November                                                                                                                                   |
| • Negotiating Reasonable Adjustments                       | 27 March, 16 November                                                                                                                                           |
| • Tackling Racism in the Workplace                         | 30 March, 5 October                                                                                                                                             |
| • Unconscious Bias                                         | 31 March, 6 October                                                                                                                                             |
| • Confidence Building for All                              | 30 April, 1 May, Sep/Oct TBC                                                                                                                                    |
| • Confidence Building for Women                            | 30 April                                                                                                                                                        |
| • Menopause – A Workplace Issue (1 day)                    | 5 May                                                                                                                                                           |
| • Domestic Abuse                                           | 6 May, 3 December                                                                                                                                               |
| • Women's Health, Safety & Wellbeing                       | 7 May, 4 December                                                                                                                                               |
| • Tackling Sexual Harassment in the Workplace              | 8 May, 19 November                                                                                                                                              |
| • Men's Health, Safety & Wellbeing                         | 26 May, + November (TBC)                                                                                                                                        |
| • Men's Health, Safety & Wellbeing                         | 27-29 May                                                                                                                                                       |
| • Organising around Bullying & Harassment                  | 28 May                                                                                                                                                          |
| • LGBT+ Awareness in the Workplace                         | 23 July, November (TBC)                                                                                                                                         |
| • Artificial Intelligence: Impact on Equality              | 2 July                                                                                                                                                          |
| • Artificial Intelligence: Threat or Opportunity           | 3 July                                                                                                                                                          |
| • Harmful Gambling                                         | 9 October, 1 TBA                                                                                                                                                |
| • Workplace Stress                                         | 29 October                                                                                                                                                      |
| • Flexible Family Friendly Working                         | 30 October                                                                                                                                                      |
| • Equal Pay                                                | 20 November                                                                                                                                                     |
| <b>CAMPAIGNING FOR A FOUR DAY (SHORTER) WORKING WEEK</b>   | 29 May                                                                                                                                                          |
| <b>MENTAL HEALTH AWARENESS</b>                             | 27 April–1 May<br>6-10 July (Luton)<br>10-14 August<br>9-13 November<br>14-18 December (Regional Office)                                                        |
| <b>ORGANISING TO WIN IN THE WORKPLACE</b>                  | 22 May                                                                                                                                                          |
| <b>PENSIONS – STAGE 1</b>                                  | 20-24 April<br>1-5 June (Regional Office)<br>13-17 July<br>23-27 November                                                                                       |
| <b>PUBLIC SPEAKING</b>                                     | 9-10 April<br>23-24 July<br>11-12 December                                                                                                                      |
| <b>REGIONAL POLITICAL SCHOOL</b>                           | 24-26 July (London)<br>4-6 September (Norwich Office)                                                                                                           |
| <b>RUNNING EFFECTIVE MEETINGS FOR ALL</b>                  | 8 May, September/October TBC                                                                                                                                    |
| <b>GETTING INVOLVED/BUILDING INVOLVEMENT IN YOUR UNION</b> | TBA                                                                                                                                                             |
| <b>NATIONAL WOMENS' WEEK</b>                               | 22-27 November                                                                                                                                                  |
| <b>NATIONAL EQUALITY COURSES - RESIDENTIAL</b>             | Various                                                                                                                                                         |

## EQUALITY & DIVERSITY COURSES/WORKSHOPS OUTLINES

### **EQUALITY & DIVERSITY (5 Days)**

|                 |                          |           |                |              |
|-----------------|--------------------------|-----------|----------------|--------------|
| Online          | 16-20 March              | 18-22 May | 6-10 July      | 10-14 August |
| Unite Office(s) | Heathrow District Office |           | 13-17 April    |              |
|                 | Luton                    |           | 6-10 July      |              |
|                 | Chelmsford               |           | 16-20 November |              |
|                 | Ron Todd House           |           | 27-31 July     |              |

This essential course is designed to give all Unite Reps and branch officials 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 the perception of equality and diversity. Decide how best to support workers in response to new equality legislation and develop equality policies and practice. Please bring a copy of your relevant workplace policies (eg: equality, diversity, inclusion) for self-review.

### **EQUALITY WORKSHOPS (1 day – select from available options) Online via Unite Zoom**

These workshops are an interactive support to our current Equality Campaigns, ensuring that reps and branch officials have the knowledge and tools to push equalities up bargaining and organising agendas and to have all the support you need to represent members and organise on equality issues at work. These workshops are open to all Unite reps. If you are an equality rep, health and safety rep, workplace rep or branch officer, equality issues are dealt with by us all. Please bring a copy of your relevant workplace equality policies (eg: equality, diversity, inclusion) for self-review.

- **WORKSHOP – MENOPAUSE/ANDROPAUSE AWARENESS (1-2 hrs)**

Online      5 March @ 9.30am, 15 April 1.30 pm, 11 June @ 1.30 pm

These short sessions are usually held during the lunch break so that reps can attend as they are able. Ideally commence at start of the session and leave when you need to. The main session will last approx. one hour and Q&As in the last hour. We also offer bespoke sessions upon request – please contact us for more information.

- **NEURODIVERSITY & HIDDEN DISABILITY AWARENESS (1 day)**

Online      26 March      29 May      13 November

This course will help us to understand the term neurodiversity and recognise non-visible disabilities. We will explore the barriers that colleagues with non-visible disabilities face in the workplace. The course will also provide an overview of equality law and the need for reasonable adjustments by exploring how we can support individual members facing issues at work. We will also look at dealing with disability as a collective issue by negotiating supportive workplace policy and procedures. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

- **EQUALITY WORKSHOP – NEGOTIATING REASONABLE ADJUSTMENTS (1 day)**

Online      27 March      16 November

Equality law recognises that bringing about equality for disabled people may mean changing the way in which employment is structured, the removal of physical barriers and/or providing extra support for a disabled worker. Disabilities can be visible and invisible. The duty for employers to make reasonable adjustments aims to make sure that a disabled person has the same access to everything that is involved in getting and doing a job as a non-disabled person, as far as is reasonable. This course will cover what can be defined as a disability under the Equality Act, and how to support a member in gaining reasonable adjustments from an employer, and how to signpost members for support outside of the workplace. This interactive workshop includes: The law around disability at work; What are reasonable adjustments? Recent tribunal cases and improving workplace policies. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

- **WORKSHOP – TACKLING RACISM IN THE WORKPLACE (1 day)**

Online      30 March      5 October

Within our movement it is now widely accepted that race equality is a key trade union issue. Trade unions have a crucial role to play in helping to create working conditions that are fair to all workers – including Black, Asian and ethnic minority workers. The Equality Act 2010 provides protection for our members from racism and harassment and the opportunity to promote race equality. This course aims to build on good practice and assist in developing policies as part of our bargaining agenda on race equality in the workplace. We want to ensure that all negotiators have as much support as possible in understanding and dealing with racism and harassment, but also to create a climate in the workplace that welcomes diversity and positively promotes good race relations. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

- **WORKSHOP – UNCONSCIOUS BIAS AWARENESS (1 day)**

Online      31 March      6 October

How a person thinks can depend on their life experiences and sometimes they have beliefs and views about other people that might not be right or reasonable – known as ‘unconscious bias’ (ACAS). This workshop will raise awareness of the impact of unconscious bias and how various individual and structural biases can impact negatively on other people, eg: due to their gender, age, race or disability. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

- **WORKSHOP – CONFIDENCE BUILDING FOR ALL (1 day)**

Online      30 April      1 May      September/October TBC

This course is designed to encourage Unite reps to speak up and speak out in daily life and within the trade union movement. We will look at strategies to increase our self-confidence and overcome self-doubt. We also aim to increase the effectiveness of our communication skills and build knowledge of the platforms available to us to get our voice heard. Please also consider the Public Speaking Course.

- **WORKSHOP – CONFIDENCE BUILDING FOR WOMEN (1 day)**

Online      30 April

This course is designed to encourage Unite women reps to speak up and speak out in daily life and within the trade union movement. We will look at strategies to increase our self-confidence and overcome self-doubt. We also aim to increase the effectiveness of our communication skills and build knowledge of the platforms available to us to get our voice heard. Please also consider the Public Speaking Workshop.

- **WORKSHOP – MENOPAUSE AWARENESS – A WORKPLACE ISSUE (1 day)**

Online      5 May

This extended workshop is designed to raise awareness of the issues that members affected by the menopause experience and the impact on their attendance, health & safety and performance at work. This workshop will look at recent tribunal cases and the law to discuss and develop action plan to organise and tackle the issues collectively to ensure that this issue is placed on the bargaining agenda. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review

- **WORKSHOP – DOMESTIC ABUSE – A WORKPLACE ISSUE (1 day)**

Online      6 May      3 December

The effects of domestic violence/abuse can have an impact on performance, health & safety and attendance at work. This interactive workshop covers: Why is domestic violence/abuse a workplace issue? Definitions – violence, abuse and coercive control – eg, financial and emotional; Supporting individual members; Absence and productivity; Negotiating a policy. This course is suitable for all workplace, H&S, equality reps and branch officers. Please bring a copy of your relevant workplace equality policies (eg: equality, diversity, inclusion) for self-review

- **WORKSHOP – WOMEN’S HEALTH, SAFETY & WELLBEING (1 day)**

Online      7 May      4 December

In workplaces where mainly or only women work, hazards are often unrecognised or under-researched and differences between workplace health issues for women are often insufficiently addressed. Unite campaigns for healthy, safe workplaces and working lives for all. This one day workshop will examine specific women’s issues including: pregnancy, fertility, menopause, PPE, domestic violence and abuse; TUC Gender health and safety checklist; Data and science – the shortcomings. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

- **WORKSHOP – TACKLING SEXUAL HARASSMENT IN THE WORKPLACE (1 day)**

Online      8 May      19 November

Unite campaigns for healthy, safe workplaces and working lives for all and is opposed to all forms of harassment at work including sexual harassment. This workshop is designed to identify different forms of sexual harassment and to develop strategies to prevent its occurrence in the workplace and to organise to ensure that all workers are treated with dignity and respect in the workplace. Please bring a copy of your relevant workplace equalities policies (equality, diversity, inclusion) policies for self-review.

- **WORKSHOP – MEN’S HEALTH, SAFETY & WELLBEING (1 day or 3 days)**

Online      26 May (1 day)      or      27-29 May (3 days)      November (1 day) TBC

There are two options available that can be attended independently. One day provides an overview of the issues that men experience. The three-day option provides an opportunity to look more extensively at the issues. There is increasing evidence that health improvement initiatives in the workplace are not only effective at engaging men but are also welcomed and valued by men. On average, men spend far more of their lives, away from home in the workplace and are more likely to work full time. This workshop will look at the statistics and highlight of the issues that male colleagues experience including: andropause, suicide, heart disease, mental health challenges and dispelling the ‘man up’ culture which can have an impact on performance, health & safety and attendance at work. This workshop will raise awareness to develop an action plan to organise and tackle the issues collectively. Unite campaigns for healthy, safe workplaces and working lives for all. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

- **WORKSHOP – ORGANISING AROUND BULLYING & HARASSMENT (1 day)**

Online      28 May

Bullying at work is a widespread problem, which affects an estimated two million people in the UK each year and results in the loss of some 18.9 million working days due to stress related illnesses. Many members who find themselves being bullied at work are reluctant to come forward and speak out. The likelihood is if a members in your workplace is being bullied, the bully is not just targeting this one person, it is therefore vital that union reps are pro-active about bullying in workplaces, not just taking them one case at a time. This workshop will include: look at what constitutes bullying and harassment in the workplace, why it is a health and safety issues, what the law states; dealing with individual cases and how we can organise to tackle bullying. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

- **WORKSHOP – ARTIFICIAL INTELLIGENCE: IMPACT ON EQUALITY (1 day)**

Online      2 July

This pilot workshop will focus on the equality impact of artificial intelligence. Detailed course outline to follow. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

- **WORKSHOP - ARTIFICIAL INTELLIGENCE: THREAT OR OPPORTUNITY (1 day)**

Online      3 July

Artificial intelligence is being used increasingly to replace functions that were previously performed by our members. This course will look at the impact Artificial Intelligence (AI) is having on our workplaces and how we can organise to ensure we are not in a race to the bottom of terms and conditions. We will also explore opportunities that AI can bring to benefit our members.

- **WORKSHOP – LGBT+ AWARENESS IN THE WORKPLACE (1 day)**

Online      23 July (updated)      TBA

This course is designed to raise awareness of the issues that our colleagues in the LGBT+ community face. We will be looking at the history of LGBT+ rights; explore terminology and language; identify barriers faced by LGBT+ colleagues in the workplace and examine support for individual members facing issues at work by being an active ally and through rep support. Please bring a copy of your relevant workplace policies (eg: equality, diversity, inclusion) for self-review.

- **WORKSHOP – HARMFUL GAMBLING (1 day)**

Online      9 October

Unite recognises the devastating impact that gambling can have on individuals and their families. What can start as a harmless 'flutter' can very quickly spiral out of control as people are trapped by the many enticing advertisements or become desperate to supplement their income, particularly during the cost-of-living crisis. The consequences are far reaching and can affect a person's general wellbeing, attendance and performance at work, and beyond within society. This workshop will raise awareness of the many issues and explore how to support members. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

- **WORKSHOP – WORKPLACE STRESS (1 day)**

Online      29 October

Unite is campaigning against workplace stress and to prevent workplace discrimination for people who have a mental health condition. This workshop outlines the legal responsibilities of the employer to tackle stress at work. We will cover: The scale of the problem; The HSE Stress Management Standards; Risk Assessment and the role/rights of the H&S reps, workplace reps, equality reps and branch officials. This course will also cover why it is important to explain to members that our role as Unite reps is to provide representation on issues relating to employment. It is essential that reps do not provide counselling or health advice to members as reps and to use the information provided to ensure our members can access health advice and support where necessary. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review

- **WORKSHOP – FLEXIBLE & FAMILY FRIENDLY WORKING (1 day)**

Online      30 October

This workshop explains the current legal situation around flexible working and time off for parents and carers. This workshop will help you to present a case for your members and explore how to negotiate a family friendly policy for our members. We look at model policies and best practice in the workplace. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

- **WORKSHOP – EQUAL PAY (1day)**

Online      20 November

It is vital that equal pay is at the centre of collective bargaining. Unite reps have a key role in ensuring that progress is made towards closing the gender pay gap which will take a mere 38 years to close at the current rate of 'progress', as well as the ethnicity pay gap where experiences differ according to minority groups. The pay gap also impacts members with disabilities and LGBT+ members. This workshop will help you put together an equal pay plan for your workplace. You will learn how to carry out Equal Pay Audits; Bargain for Equal Pay and review lessons learned from the Single Status Equal Pay Law. You will also explore some recent case law updates and their implications for trade unions. Please bring a copy of your relevant workplace policies (eg: equality, diversity, inclusion) for self-review.

**MENTAL HEALTH AWARENESS (5 days)**

|                  |                       |                |               |
|------------------|-----------------------|----------------|---------------|
| Online           | 27 April – 1 May      | 10-14 August   | 9-13 December |
| Unite Office (s) | Luton District Office | 6-10 July      |               |
|                  | Ron Todd House        | 14-18 December |               |

This course will help reps develop a better understanding on mental health issues and how they affect members in the workplace. You will develop a better understanding of Disability Law and how it applies to people with mental health illnesses. This training will enable you to develop a strategy to deal with workplace mental health issues and ensure employees are not discriminated against. Please bring a copy of your relevant workplace (equality, diversity, inclusion) policies for self-review.

**ORGANISING TO WIN THE WORKPLACE (1 day)**

Online      22 May

This workshop is designed to advance the skills and knowledge of all experienced and newly elected reps and branch officials, so that we can continue to work together to win for our members.

This workshop will provide an overview of some of the key organising strategies for growth including: the Organising Cycle; Work-Voice-Pay Strategy, using the WVP Portal; accessing agreements and templates; organising around Health & Safety; organising around Equality; effective communicating methods to ensure that the collective and industrial voice of our members is heard; membership retention as well as other organising initiatives. This workshop will build on the introductory sessions that are provided on initial courses for new activists; as well as providing a refresher for experienced reps and branch officials who have not attended training for some time.

**ORGANISING FOR A FOUR-DAY (SHORTER) WORKING WEEK (1 day)**

Online      29 May

This pilot workshop is designed for reps and branch officials who are interested in campaigning on and winning a four-day (shorter) working week, with no loss of pay.

**Course Objectives**

- Inform – provide details on what the four-day week is and why it makes for a good workplace campaign.
- Personalise – get thinking about your own workplace – which issues might a 4-day week respond to, what obstacles might be in the way?
- Practice – in groups, engage with core organising skills and learn how they relate to a 4-day week campaign.
- Develop – work on the building blocks of an actual campaign so that every rep leaves with a plan for how to go back to their workplace and begin the drive towards a 4-day week.
- Understand Unite's Equality for all principles for implementation
- Provide an overview of some of the key organising strategies to support workplace campaigns including: the Organising Cycle; Work-Voice-Pay Strategy, using the WVP Portal.

### **PENSIONS STAGE 1 (5 days)**

Online 20-24 April 13-17 July 23-27 November  
Unite Office(s) Regional Office 1-5 June

Pensions are an integral part of Jobs, Pay & Conditions which are often overlooked or compromised due lack of awareness, diminishing available schemes or even the cost-of-living crisis. Pensions should be high on the wage claim as they represent deferred wages. We strongly recommend all reps and branch officials attendance to enable effective collective bargaining to avoid poverty in retirement. eg: As a result of Women, BAEM, Disabled and LGBT+ Pay gaps, these people will experience an increased detrimental impact; absence from work due to maternity, ill health or industrial death. This is an essential course to support the region's strategy for equality in work and in retirement.

This course is designed to provide an understanding of pensions to enable reps and branch officials to develop their representational skills in basic pension provisions. As the prospect of retirement at a reasonable age seems further and further away, good pension arrangements are more important than ever, whether provided by employers, the Government or a combination of the two.

In a world of change, can you prevent a change in pension arrangements from turning out to be a disaster? Is your pension at work good enough and, if not, what can you do about it? Is there a threat of your scheme closing, as many have others have done, and, if there is, can closure be prevented? And what about the State pension, auto-enrolment and NEST (National Employment Savings Trust)? What's going on? - What can you do about it? This just what this Pensions introductory course is all about. Sign up and make sure that you are in the know. Please bring a copy of your scheme handbook and annual benefit statement for self-review.

### **PUBLIC SPEAKING (2 days)**

Online 9-10 April 23-24 July 11-12 December

This 2-day practical course will explore the art of public speaking and giving presentations. Day 1 will cover developing your content or message; organising and creating the structure of your speech or presentation; improving your delivery; techniques for increasing confidence and controlling nerves. Day 2 will start with a discussion about how to give constructive feedback and then there will be the opportunity to practise a short speech or presentation in an encouraging and supportive environment.

### **RUNNING EFFECTIVE MEETINGS FOR ALL – CHAIRING & ORGANISING SKILLS (1 day)**

Online September/October TBC

The purpose of this one-day briefing is to equip our reps and activists with the skills they need to effectively Chair Unite meetings. Chairing meetings, especially union meetings, can be a difficult and demanding job. Union meetings are also often beset by old traditions and language which can make them less accessible to younger workers or those from different cultural and ethnic backgrounds.

## GETTING INVOLVED & BUILDING INVOLVEMENT IN YOUR UNION WORKSHOPS

### UNITE NEEDS YOU!!!

Do you want to get more involved in Unite?

Would you like become a rep or a constitutional committee delegate?

These workshops will guide members, reps and branch officials on how they can get more involved in Unite and what the various roles entail. We will show you how to increase your participation and/or stand for election, as well as looking at the barriers that our members and reps experience in getting more involved. Unite's lay democracy structure is the foundation of our union. Unite policies are determined by members for members. These informal workshops are designed to encourage the full diversity of our members to stand as reps and delegates within Unite constitutional and democratic structures.

There are various roles including:

- Workplace Rep (Shop Steward); Health & Safety rep; Equality Rep; Learning Rep; Environment Rep
- Branch Officers: Secretary; Chair; Treasurer; Equality Officer.
- Constitutional Committee Delegate:
  - Regional Industrial Secretor Committee (RISC);
  - Equalities Committees: Women; BAEM; Disabled; LGBT+; Young Members; Retired Members
  - Area Activists

We welcome applications from all members and reps, particularly from our under-represented groups of workers. We hope that you will find a convenient briefing and understand that you may not be able to attend the full session due to your work and personal commitments – please do not let this prevent you from attending part of a session if necessary.

### COME ON, GET INVOLVED!

These informal and relaxed sessions will be held online via Unite Zoom link.

- **GETTING INVOLVED IN YOUR UNION WORKSHOP**

Designed for members who are not reps and are considering standing for election as a rep or branch official.

TBA

- **BUILDING YOUR INVOLVEMENT IN UNION WORKSHOP**

Designed for reps who are considering increasing their involvement in Unite constitutional committees and democratic structures.

TBA

If you are interested in either of these workshops and the dates above are unsuitable, please let us know by registering your interest in future sessions.

**PLEASE FEEL TO CIRCULATE TO OTHER INTERESTED MEMBERS AND REPS WHO HAVE EXPRESSED AN INTEREST IN BECOMING MORE INVOLVED IN UNITE**

## **UNITE THE UNION – NATIONAL WOMEN'S NATIONAL WEEK 22-27 NOVEMBER 2026**

National Women's Week is a national education course which covers the diversity of Unite women members', whom attend a positive learning environment to share experiences and views, listen to key speakers and learn more about issues facing women in the workplace, with the help of experienced women tutors who are also trade unionists.

These courses provide an opportunity for women to develop and enhance their already amazing skills. There are four courses available providing a fantastic opportunity for women to: build on their confidence, personal skills, knowledge and development; to support and represent members within the workplace; progress within Unite structures and the wider movement.

**This week is dedicated to women - for women, about women and by women.  
JOIN US!**

Please select **one** course from the following four options:

- **UNDERSTANDING YOUR UNION AND GETTING INVOLVED**

Course description: This course is designed for less experienced women representatives who want to get more involved. This course covers: How the union works, promoting the Union in your workplace and community and building confidence.

- **WOMEN ORGANISING IN THE WORKPLACE**

Course description: This course for women representatives looks at strategic organising in the workplace, as well as the related legal challenges and workplace organising issues. This course covers: The skills for representing women at work.

- **WOMEN CAMPAIGNING AT WORK**

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

- **LEADERSHIP DEVELOPMENT FOR UNITE WOMEN**

Course description: This is an advanced course for experienced women activists who have attended other union education courses and who now want to build on their union involvement and encourage others to get involved. This course covers: Leadership theories and the power dynamics of the worker employer relationship for women, skills needed in the workplace, the Union, at conferences and in the wider community.

Your course can be booked:

- by using the online booking service at: [www.unitetheunion.org/education](http://www.unitetheunion.org/education)
- by cutting and pasting the link below into your web browser:

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

*For more information on Unite Equalities please visit: [www.unitetheunion.org/equalities](http://www.unitetheunion.org/equalities)*

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| <b>PRE-RETIREMENT</b><br>(For members retiring within 2 years)                                                                                                                                                                                                                                                 | 16-20 March                             |
| <b>YOUNG MEMBERS'</b>                                                                                                                                                                                                                                                                                          | 23-27 March<br>27-29 November           |
| <b>EQUALITIES AT WORK</b><br>(Select One) <ul style="list-style-type: none"> <li>Disability, Equality, Trade Unions and Work</li> <li>Supporting LGBT+ Rights at Work</li> <li>Anti-racism</li> </ul>                                                                                                          | 23-27 March                             |
| <b>YOUNG MEMBER POLITICAL WEEKEND</b>                                                                                                                                                                                                                                                                          | 8-10 May<br>28 September –<br>2 October |
| <b>ADVANCED NEGOTIATION SKILLS</b><br>(Select One) <ul style="list-style-type: none"> <li>Advanced Negotiation Skills for Jobs and Jobs of the future</li> <li>Advanced Negotiation Skills for Decent Conditions</li> <li>Advanced Negotiation Skills for Pay</li> </ul>                                       | 18-22 May                               |
| <b>ORGANISING AND BARGAINING COURSES</b><br>(Select one) <ul style="list-style-type: none"> <li>Organising, Bargaining and Campaigning at Work</li> <li>Organising and Bargaining for Equality</li> <li>Organising and Bargaining in Mental Health</li> </ul>                                                  | 1-5 June                                |
| <b>HEALTH &amp; SAFETY ADVANCED COURSES</b><br>(Select one) <ul style="list-style-type: none"> <li>Incident Management</li> <li>Risk Assessment for New Methods of Working</li> <li>Refresher course for Experienced Health and Safety Reps</li> <li>Organising around Health, Safety and Wellbeing</li> </ul> | 8-12 June                               |
| <b>BLACK &amp; ASIAN MEMBERS' LEADERSHIP DEVELOPMENT</b>                                                                                                                                                                                                                                                       | 8-12 June                               |
| <b>BLACK &amp; ASIAN MEMBERS' POLITICAL WEEKEND</b>                                                                                                                                                                                                                                                            | 11-13 September                         |
| <b>DIGNITY AT WORK-CHALLENGING WORKPLACE HARASSMENT, DISCRIMINATION &amp; BULLYING</b>                                                                                                                                                                                                                         | 14-18 September                         |
| <b>ADVANCED LEADERSHIP SKILLS</b>                                                                                                                                                                                                                                                                              | 14-18 September                         |
| <b>ORGANISING &amp; BARGAINING FOR EQUALITY</b>                                                                                                                                                                                                                                                                | 19-23 October                           |
| <b>NATIONAL WOMENS' WEEK</b><br>(Select One) <ul style="list-style-type: none"> <li>Understanding Your Union &amp; Getting Involved</li> <li>Women Organising in the Workplace</li> <li>Campaigning for Women in the Workplace</li> <li>Leadership Development for Unite Women</li> </ul>                      | 22-26 November                          |

Application form link: (cut and paste below into your web browser)

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

For further information on National Residential Courses:

Email: [education.education@unitetheunion.org](mailto:education.education@unitetheunion.org)

## LONDON & EASTERN REGION CONTACTS & INFORMATION

### REGIONAL EDUCATION ORGANISER

Margaret Bourne

Education.londoneastern@unitetheunion.org

[www.unitetheunion.org/education](http://www.unitetheunion.org/education) 0208 800 4281 (Option 4)

### REGIONAL WOMEN & EQUALITIES OFFICER

Aisha Malik-Smith

Aisha.Malik-Smith@unitetheunion.org

[www.unitetheunion.org/equalities](http://www.unitetheunion.org/equalities) 0208 800 0151

| REGIONAL EQUALITY COMMITTEES         | SECRETARY         | CHAIR           |
|--------------------------------------|-------------------|-----------------|
| Women                                | Aisha Malik-Smith | Patricia Obende |
| Black & Asian Ethnic Minorities      | Aisha Malik-Smith | John Noblemunn  |
| Disabled Members                     | Aisha Malik-Smith | Dave Pearce     |
| Lesbian, Gay, Bisexual, Transgender+ | Shereen Higginson | Mike Todd       |
| Retired Members                      | Aisha Malik-Smith | Eamonn Murphy   |
| Young Members                        | Aisha Malik-Smith | Jess Barnard    |

### INFORMATION FILMS

Please click or cut and paste into your web browser:

- Unite Education Offer <https://www.youtube.com/watch?v=PY6xzwLXpjq>
- Unite Reps Assistance Program <https://www.unitetheunion.org/repmentalhealthfilm>

This resource has been developed in consultation with Unite reps to help deal with the stress, anxiety and other mental health issues. This specialist service will ensure that mental health professionals are on hand to offer support 24 hours a day, the service is available to Unite reps.

### ‘MY UNITE’ ONLINE ACCOUNT

Members can create/access their own Unite online account using their own email address and membership number via: [www.myunite/unitetheunion.org](http://www.myunite/unitetheunion.org). This enables members to update/view some contact and personal information including: name, address, contact number, email, equality monitoring and mailing preferences. Members will also find a range of information including their branch secretary and local Unite office/officer details. Alternatively, members should contact their local Unite office or branch secretary to update their record. This will help us to communicate more effectively so that we are targeting and allocating our resources appropriately, to ensure that our structures reflects and represents the full diversity of our membership.

### MESSAGE FROM SHARON GRAHAM, GENERAL SECRETARY

*“Equalities is at the centre of our Industrial Strategy and it is put firmly on the bargaining table. I understand the clear and urgent need for our union to action all Unite equalities policies to move forward. Union Equality Reps by Rule should be elected in every workplace and branch and play a very important role in building a strong campaigning union for all. We continue to call for collective statutory rights for all union equality reps who make a real difference in the workplace, in the wider community and in the union.”*

**“EQUALITIES – ACTION - NOT WORDS!”**