



A MESSAGE TO UNITE MEMBERS

Dear Colleague,

I am pleased to welcome you to the 2026/27 Unite Education Brochure for Scotland. Inside you will find a wide range of courses that are available to you as a Unite Scotland activist.

Most of our courses are held at our Unite offices across Scotland ensuring there are as many courses available as possible close to your home or workplace.

For Workplace Reps and Health and Safety Reps we are now offering restructured 20-day training packages split into 4 modules of 5 days (1A, 1B, 2A & 2B). These certificate courses provide clearly structured training progression for activists.

In addition to the fantastic courses for our Workplace Reps, Health and Safety Reps, Equality Reps and Learner Reps, we can also run bespoke courses and bite size training upon request. Please contact your local office if you wish to pursue this.

All of our training is delivered in partnership with Fife College and the SQA. Our courses are run by experienced tutors in an informal learning environment where members share their own experiences and knowledge and learn from each other.

Our training will provide you with the skills, knowledge and tools to fight back and win better terms and conditions in your workplace.

Please take a few minutes to look through the brochure and sign up for one of the many courses on offer, either by completing the application form in this brochure or by contacting us by email: education.scotland@unitetheunion.org or telephone 0141 375 7050. Alternatively, you can view all our course dates online at: www.unitetheunion.org/education together with full information on Unite education services.

We look forward to welcoming you at one of our courses in the near future.

In Solidarity

Angela Johnston
SCOTLAND EDUCATION OFFICER

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Workplace Reps Introductory Certificate Stage 1A (5 consecutive days)

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

2026

VENUE	START	END
Aberdeen	03 August	07 August
Inverness	10 August	14 August
Dundee	24 August	28 August
Glasgow	24 August	28 August
Edinburgh	24 August	28 August
Ayr	24 August	28 August
Dumfries	31 August	04 September
Glasgow	19 October	23 October
Edinburgh	19 October	23 October

2027

VENUE	START	END
Dundee	11 January	15 January
Inverness	11 January	15 January
Aberdeen	11 January	15 January
Glasgow	18 January	22 January
Edinburgh	18 January	22 January
Ayr	25 January	29 January
Dumfries	01 March	05 March
Glasgow	08 March	12 March
Edinburgh	07 June	11 June

Workplace Reps Introductory Certificate Stage 1B *(5 consecutive days)*

For reps who have completed Stage 1A.

This course covers:

- Evaluating and assessing your experience since the Module 1A
- 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

2026

VENUE	START	END
Edinburgh	17 August	21 August
Aberdeen	14 September	18 September
Inverness	21 September	25 September
Ayr	05 October	09 October
Dundee	19 October	23 October
Glasgow	26 October	30 October
Edinburgh	26 October	30 October
Dumfries	02 November	06 November
Edinburgh	23 November	27 November
Glasgow	07 December	11 December

2027

VENUE	START	END
Aberdeen	01 February	05 February
Inverness	22 February	26 February
Dundee	08 March	12 March
Edinburgh	08 March	12 March
Glasgow	15 March	19 March
Ayr	15 March	19 March
Dumfries	19 April	23 April
Glasgow	07 June	11 June

Workplace Reps Introductory Certificate Stage 2A (*5 consecutive days*)

For reps who have completed Stages 1A and 1B.

This course covers:

- Improving confidence and knowledge in exploring, questioning and using employment law
- Exploring research skills and developing the ability to find out how legal provisions impact on your members rights in the workplace
- How changes to employment law impact on your workplace rights
- Planning alternative solutions other than employment law to your workplace issues
- Working as a team to develop collective actions

2026

VENUE	START	END
Dundee	31 August	04 September
Aberdeen	05 October	09 October
Inverness	26 October	30 October
Glasgow	09 November	13 November
Ayr	23 November	27 November

2027

VENUE	START	END
Dundee	25 January	29 January
Aberdeen	01 March	05 March
Inverness	05 April	09 April
Glasgow	19 April	23 April
Edinburgh	03 May	07 May

Workplace Reps Introductory Certificate Stage 2B (5 consecutive days)

The course is designed for representatives as follow on training for those that have completed Modules 1A, 1B and 2A.

This course covers:

- Rights to information
- Workplace rights
- Collective bargaining
- Agreements
- The Case for collective agreements
- Planning for getting an agreement
- Collective bargaining and negotiation

2026

VENUE	START	END
Edinburgh	07 September	11 September
Aberdeen	16 November	20 November
Dundee	23 November	27 November
Inverness	07 December	11 December

2027

VENUE	START	END
Ayr	11 January	15 January
Glasgow	08 February	12 February
Dundee	22 March	26 March
Aberdeen	22 March	26 March
Inverness	10 May	14 May
Glasgow	21 June	25 June

Pensions

Stage 1 *(5 consecutive days)*

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

2026

VENUE	START	END
Glasgow	14 September	18 September

2027

VENUE	START	END
Glasgow	24 May	28 May

Pensions

Stage 2 *(5 consecutive days)*

Stage 2 of the pensions course looks at trustee decision making, the role of the actuary, fund investment strategies, negotiating pension issues and pension disputes resolution.

2026

VENUE	START	END
Glasgow	09 November	13 November

Health & Safety Reps Certificate Stage 1A (*5 consecutive days*)

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

2026

VENUE	START	END
Inverness	17 August	21 August
Dundee	17 August	21 August
Aberdeen	07 September	11 September
Ayr	07 September	11 September
Glasgow	07 September	11 September
Dumfries	28 September	02 October
Edinburgh	05 October	09 October
Glasgow	12 October	16 October

2027

VENUE	START	END
Dundee	18 January	22 January
Inverness	25 January	29 January
Aberdeen	25 January	29 January
Edinburgh	01 February	05 February
Glasgow	01 February	05 February
Ayr	22 February	26 February
Dumfries	08 March	12 March
Glasgow	12 April	16 April

Health & Safety Reps Certificate Stage 1B (5 consecutive days)

This course builds upon the knowledge learnt in Stage 1A.

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

2026

VENUE	START	END
Inverness	28 September	02 October
Aberdeen	26 October	30 October
Ayr	26 October	30 October
Dundee	26 October	30 October
Edinburgh	02 November	06 November
Dumfries	16 November	20 November
Glasgow	30 November	04 December
Glasgow	14 December	18 December

2027

VENUE	START	END
Aberdeen	15 February	19 February
Inverness	01 March	05 March
Dundee	15 March	19 March
Edinburgh	22 March	26 March
Glasgow	22 March	26 March
Ayr	12 April	16 April
Dumfries	10 May	14 May
Glasgow	14 June	18 June

Health & Safety Reps Certificate Stage 2A (5 consecutive days)

Stage 2A of Unite's Health & Safety training builds upon the knowledge learnt in stages 1A & 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

2026

VENUE	START	END
Dundee	07 September	11 September
Glasgow	14 September	18 September
Inverness	02 November	06 November
Aberdeen	09 November	13 November
Ayr	07 December	11 December

2027

VENUE	START	END
Glasgow	15 February	19 February
Dundee	15 February	19 February
Aberdeen	12 April	16 April
Inverness	26 April	30 April
Edinburgh	24 May	28 May

Health & Safety Reps Certificate Stage 2B (5 consecutive days)

Stage 4 of Unite's Health & Safety training builds upon the knowledge learnt in stages 1A, 1B & 2A.

The course covers:

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

2026

VENUE	START	END
Dundee	09 November	13 November
Aberdeen	30 November	04 December
Inverness	14 December	18 December

2027

VENUE	START	END
Glasgow	11 January	15 January
Ayr	01 February	05 February
Aberdeen	26 April	30 April
Inverness	24 May	28 May
Edinburgh	31 May	04 June
Dundee	07 June	11 June
Glasgow	21 June	25 June

Equality & Diversity (5 consecutive days)

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

2026

VENUE	START	END
Edinburgh	21 September	25 September
Ayr	09 November	13 November

2027

VENUE	START	END
Glasgow	01 March	05 March
Aberdeen	15 March	19 March
Dundee	17 May	21 May
Inverness	31 May	04 June

Union Learning Reps Stage 1A (5 consecutive days)

This course is designed to be the core initial training for all Unite Union Learning Reps (ULRs). It helps them develop the basic knowledge and skills needed as a new Rep, enabling them to work with colleagues in the workplace to analyse training needs. The course forms a solid foundation for the new ULR to develop their skills and their own personal development.

2026

VENUE	START	END
Glasgow	05 October	09 October

2027

VENUE	START	END
Glasgow	22 February	26 February

Union Learning Reps Stage 1B (5 consecutive days)

This course continues the core essential training for all Unite Union Learning Reps (ULRs). It helps them to further develop the knowledge and skills needed as a ULR in the workplace – working with management, learning providers and other organisations. The course completes the foundation for the ULR and prepares the ULR to develop more specialised skills and knowledge.

2026

VENUE	START	END
Glasgow	07 December	11 December

2027

VENUE	START	END
Glasgow	10 May	14 May

Branch Secretary/Branch Officials Course (5 consecutive days)

The Branch Secretary is a key player in the Unite team. The concept of this course is to develop Branch Secretaries 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 Secretaries, 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 the 'Strategy for Growth' and the crucial role that the branch plays
- Setting out a local 'strategy for growth' for recruitment, retention and participation in branch life
- Branch Portal
- Chairing and Organising Skills

2026

VENUE	START	END
Glasgow	02 November	06 November

2027

VENUE	START	END
Ayr	22 March	26 March
Dundee	19 April	23 April
Edinburgh	10 May	14 May
Aberdeen	17 May	21 May
Inverness	14 June	18 June

MENTAL HEALTH AWARENESS

2 consecutive days

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 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.

2026

VENUE	START	END
Glasgow	12 October	13 October

2027

VENUE	START	END
Glasgow	10 May	11 May

NEURODIVERSITY

2 consecutive days

Designed for Trade Union Representatives, this course examines the importance of advocating for neurodivergent individuals in the professional environment. Participants will gain comprehensive insight into conditions such as autism, adhd and dyslexia, equipping them with the knowledge to foster inclusivity within the union and the wider workforce.

The course includes an introduction to neurodiversity, impact on the workplace, inclusive practices, advocacy and support, legal framework and tools and resources.

2026

VENUE	START	END
Dundee	14 September	15 September
Glasgow	21 November	22 November

2027

VENUE	START	END
Edinburgh	08 February	09 February
Glasgow	05 April	06 April
Inverness	26 April	27 April
Aberdeen	24 May	25 May



Fife College



HNC and Professional Development Awards in Trade Union Organising and Representation

For more information
and to apply, visit:

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

Tel: 0141 375 7050



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HNC Trade Union Organising & Representation

COURSE OVERVIEW

The HNC and Professional Development Awards in Trade Union Organising and Representation are designed for volunteers who are engaged as Unite union representatives in the workplace and who will be directly involved in providing advice, guidance and support for the Unite union members and liaising with employers.

The course will enhance your ability to effectively represent your colleagues and improve your negotiation techniques.



