

CHANNEL ISLANDS



# Education



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

COURSE PROGRAMME 2026/27



## A Message for Unite Members

Welcome to the 2026/2027 Unite Channel Islands Education brochure. Being a rep or activist can be a tough but extremely rewarding role. Our education programme is designed to ensure that you have the skills to support and empower our members in their day to day working lives, fighting for decent Jobs, Pay and Conditions.

As a Unite activist you are the union's most precious resource. Now, more than ever, Unite members need well trained and informed representatives to improve their working and living conditions. Key to this is supporting our activists with high quality education.

Our core Workplace Reps and Health and Safety Reps programme runs over 12-days for each discipline, with courses split into four, three-day long stages. You will require paid release, with most of our courses running during the week between 09.30am – 16.30pm either in the classroom or online. Paid facility time should be available from your employer to attend any of our courses, should you have any difficulties, contact your local Unite office where we can make this application on your behalf.

In addition to our core programme, we also run additional, bespoke and bite size training which can be found in this brochure. We also deliver and design training to meet the specific needs of your workplace, please contact us to organise.

Please take a few minutes to look through this brochure and sign up for the many courses we have on offer. To apply for a course that is closest to you, please contact us by email [education.channelislands@uniteunion.org](mailto:education.channelislands@uniteunion.org), by phone on 0117 370 1275 or by scanning the QR code below. Alternatively, you can view all of our course dates online at: [www.uniteunion.org/education](http://www.uniteunion.org/education).

Unite Education is here to support you, so please take the opportunity to engage with our Education programme. We look forward to welcoming you to our courses.

In Solidarity,

**JAMES MARTIN**  
Regional Education Officer



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To apply please contact us by email [education.channelislands@unitetheunion.org](mailto:education.channelislands@unitetheunion.org) or visit our **app** by scanning the QR code below. Alternatively, you can view all of our course dates online at: [www.unitetheunion.org/education](http://www.unitetheunion.org/education).

PLEASE NOTE THAT COURSES LISTED ARE NORMALLY NON-RESIDENTIAL. THE PROGRAMME OPERATES OVER BOTH ISLANDS AND ACCOMMODATION AND TRAVEL WILL BE CONSIDERED ON REQUEST.



SW Education App

## Workplace Representatives

### STAGE ONE

Duration: 3 consecutive days

#### Course Description:

Our stage one course is the 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
- The role of a workplace representative
- Handling discipline and grievance cases
- The rights of reps in a discipline or grievance hearing
- Communication skills
- Introduction to Employment Law and Equality at Work
- Understanding the concept of 'good work'
- Dealing with Issues around Dignity and respect at work
- Problem Solving skills
- Bargaining Skills
- Building a strong workplace union
- The Equality Act 2010 and handling equality issues at work
- Unity over Division

Venue	Starts	Ends
<b>Guernsey</b>	08 September 2026	10 September 2026
<b>Guernsey</b>	27 April 2027	29 April 2027
<b>Jersey</b>	16 February 2027	18 February 2027

## Workplace Representatives

### STAGE TWO

Duration: 3 consecutive days

#### Course Description:

Our stage two course is a part of the core initial training for Unite workplace reps. The course covers the wide range of knowledge and skills needed by the new rep including:

- Evaluating and assessing your experience since Stage 1A/One
- Understanding the concept of 'good work'
- The Equality Act 2010 and handling equality issues at work
- Problem solving skills
- Negotiation and Bargaining skills
- Collective bargaining
- Work-life balance
- Building a strong workplace union
- Unity over Division
- Organising in the workplace

Venue	Starts	Ends
<b>Guernsey</b>	15 June 2027	17 June 2027
<b>Jersey</b>	17 November 2026	19 November 2026
<b>Jersey</b>	13 April 2027	15 April 2027

## Workplace Representatives

### STAGES THREE AND FOUR

Duration: 3 consecutive days

#### Course Description:

This course is designed for representatives to enhance knowledge of negotiations and all forms of bargaining on behalf of the membership, such as on pay, terms and conditions. This course will enable you to gain confidence in the development of pay claims, counter proposals, and to present on behalf of the collective group their aspirations and views on matters affecting the collective or individual members. We will explore a range of the tools, techniques and tactics that can be utilised in negotiations, and how to engage our members and keep their support throughout the process.

Venue	Dates Stage Three
<b>Guernsey</b>	02 to 04 February 2027

  

Venue	Dates Stage Four
<b>Jersey</b>	22 to 24 June 2027

## Health and Safety Representatives

### STAGE ONE

Duration: 3 consecutive days

#### Course Description:

Our stage one course is the initial training for all new Unite Health and Safety Representatives. This course will help you build the skills, knowledge and confidence to organise effectively in order to carry out your work as a Safety Rep. It will also help to create understanding of how a variety of other aspects affect the working lives, health, safety and welfare of working people. The course covers:

- Understanding the role of a Unite Safety Rep
- SRSC Regulations
- The legal framework of Health, Safety and welfare
- Rights of Safety Reps
- Workplace inspections
- Involving the members in Health and Safety
- Accident Investigations – Risk Assessments
- The role of trade union Health and Safety committees
- Understanding health & safety audits and company accident statistics
- Using health & safety legislation including aspects of criminal and civil law
- Mapping the workplace

Venue	Starts	Ends
Guernsey	15 September 2026	17 September 2026
Guernsey	01 June 2027	03 June 2027
Jersey	19 January 2027	21 January 2027

## Health and Safety Representatives

**STAGE TWO**

Duration: 3 consecutive days

**Course Description:**

Our stage two course is a part of the core initial training for Unite Health and Safety Representatives. The course helps you to 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 a variety of other aspects affect the working lives, health, safety and welfare of working people.

The course covers:

- Examining your workplace risk assessments and evaluating them
- Supporting precarious workers
- Understanding health & safety audits and company accident statistics
- Appreciate health & safety legislation including aspects of criminal and civil law
- Mapping and organising in the workplace
- Identifying and reducing workplace stress
- Understanding the true nature of ‘behavioural’ safety and ill-health theories
- Making safety committees effective
- RIDDOR and HSG65

Venue	Starts	Ends
Guernsey	10 November 2026	12 November 2026
Guernsey	02 March 2027	04 March 2027
Jersey	20 July 2027	22 July 2027

## Health and Safety Representatives

**STAGES THREE AND FOUR**

**Duration: 3 consecutive days**

**Course Description:**

These advanced courses are designed for Reps who have completed the Health and Safety Stages 1A/One and 1B/Two courses. The course covers:

- Assessment of workplace action plan
- Understanding COSHH and related hazards
- Carrying out a workplace audits
- Manual handling and ergonomic risks
- LEV systems
- Fire regulations
- Noise regulations
- Creating a healthier work environment
- Understanding accidents and finding route causes
- Investigation techniques
- Managing risks and incidents
- Understanding the environment and its impacts on OSH
- COMAH

Venue	Dates Stage Three
Guernsey	11 to 13 May 2027
Venue	Dates Stage Four
Guernsey	06 to 08 July 2027

## Equality and Capabilities

Duration: 2 consecutive working days

### Course Description:

Designed to give all Unite activists 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, activists 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 practices.

Venue	Start	End
<b>Jersey</b>	14 October 2026	15 October 2026
<b>Guernsey</b>	16 March 2027	17 March 2027

## Equality and Diversity - Women's Course – Addressing inequality for women

Duration: 2 consecutive working days

### Course Description:

This two-day Equality & Diversity follow-on course for Women will focus on:

- Organising women members
- Challenging and taking action on Sexual Discrimination & Harassment at Work
- Maternity discrimination
- The Gender Pay Gap
- Campaigns - international women's day, menopause, period dignity, violence against women and girls, work-life balance
- Action planning

Venue	Start	End
Bristol	06 May 2027	07 May 2027

## Neurodiversity Stage One

Duration: 5 consecutive working days

### Course Description:

Our Neurodiversity course will help attendees to understand a range of neurodiverse conditions including dyslexia, dyspraxia, dyscalculia, ADHD and autism.

We will look at what each of these conditions is and the terminology that is associated with neurodiverse conditions. We will learn about the experiences of someone with neurodiverse conditions and develop a better appreciation of the challenges that can be faced by neurodivergent individuals.

We will also explore steps that can be taken to make interactions and environments more accommodating for those with neurodiverse conditions and how we can campaign and organise in the workplace to support all.

Venue	Start	End
Online	02 November 2026	06 November 2026

## Neurodiversity Stage Two

Duration: 5 consecutive working days

### Course Description:

Building on stage one, this course looks further into the nature of neurodiversity to better understand lived experiences, the presentations of differing neurotypes and how you as a rep can implement neuroinclusive practices in the workplace to ensure an environment suitable for all neurotypes. In this course you will cover:

- Understanding different lived experiences and presentations of neurodivergent individuals.
- How to approach and understand neurodiversity in representation, organisation and negotiation.
- How to build a neuroinclusive workplace.
- Tackling workplace culture to ensure accessibility for all through the FREDIE (Fairness, Respect, Equality, Diversity, Inclusion and Engagement) model.
- How to build a stronger trade union presence through inclusion of different neurotypes strengths and needs.

Venue	Start	End
Online	24 May 2027	28 May 2027

## Unity over Division

Duration: Bespoke/Variable

### Course Description:

Our Unity over Division campaign is our response to the rise of the far right in Britain and across Europe.

Far right political parties and groups are once again trying to gain a foothold in our communities. They are using people's unhappiness at the loss of services and affordable housing to try to divide our communities and set neighbour against neighbour. At a time of many years of failed austerity programmes, the longest pay squeeze for decades, increasingly insecure work and our NHS stretched to breaking point, these groups are diverting working class anger away from the real issues and twisting people's pride in their country.

Unity over Division is a Unite campaign aimed at ensuring that austerity policies are exposed and that progressive solutions are argued in every workplace where our union organises. It's aimed at equipping our officers and activists with the counter arguments to challenge the far right's narrative, including myths around immigration and migration in Britain, the welfare state, NHS, education and women's rights. Unite is uniquely placed to communicate with our members to reach thousands of leaders who are able to influence the political debates that are going on in workplaces across the nations.

As well as the Unity over Division education programme, the campaign has mobilised for protests against the far right in towns and cities across the country. Our message? That scapegoating any group of people serves no purpose. It just distracts from the real causes of problems in our workplaces and communities.

Let's celebrate what we have in common and respect our differences. Let's reject hatred in favour of hope. Because we are the many and those that seek to divide us are the few.

If you are interested in holding a Unity over Division course in your workplace, sector, branch or local community, we can deliver courses over a day, a few days or a week, online or in person. To organise a course please contact

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

## Union Learning Representatives

Duration: 5 consecutive working days

### Course Description:

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.

Venue	Start	End
Online	05 April 2027	09 April 2027

## Environment Reps

Duration: Variable

### Environment Reps:

Unite are at the forefront of the trade Union response to climate change. This course covers the nature of the climate crisis, how we as reps can begin to change our workplaces and environments for the better through shortening supply chains, activism and realistic change.

Venue	Start	End
Online	08 February 2027	12 February 2027

### Extreme Temperatures and Weather:

This course focuses on the working environment, particularly those working outdoors or where there is limited control of workplace temperatures. We look at how extreme temperatures affect workplaces, current legislation and why unions are calling for changes to the law. We then move on to the impact changing weather has on our day-to-day activity, covering health and working conditions.

Venue	Start	End
Online	28 June 2027	30 June 2027

## Branch Officials

Duration: 4 consecutive working days

### Course Description:

Branch officials are the key players in the Unite team. The concept of this course is to develop Branch Officials 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 Officials, and for those who have not attended the course recently.

The course covers:

- The administrative role of the Branch Secretary
- How the union works and how 'lay democracy' starts at local branch level
- Encouraging active participation within the Unite structure
- Branch Finances and Branch Portal
- 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
- Chairing and Organising Skills

Venue	Start	End
<b>Bristol</b>	01 September 2026	04 September 2026
<b>Online</b>	09 March 2027	12 March 2027
<b>Online</b>	29 June 2027	02 July 2027

## Additional Courses

Duration: 5 consecutive days

### Mental Health Awareness:

This course is designed to introduce the topics of stress, anxiety and mental health from a trade union perspective. It will assist reps in promoting wellbeing in the workplace and to understand the issues faced by members at work. You will develop a better understanding of the Equality Act 2010 and how it applies to people with mental health illnesses. The training will enable you to develop a strategy to deal with mental health and wellbeing issues in the workplace, and ensure employees are not discriminated against.

Mental Health Awareness	Start	End
Online	19 July 2027	23 July 2027

### Effective Communications:

This course covers a variety of communication methods and how we can use them. We cover:

- How to use social media and social media case law
- Creating newsletters with basic IT
- Public Speaking and dealing with the media
- Creating effective posters and flyers
- Combatting fake news and organising online
- Challenging Conversations

Effective Communications	Start	End
Online	25 January 2027	29 January 2027
Online	12 July 2027	16 July 2027

## Additional Courses

### NEW COURSES

Duration: Variable

#### Stress Management:

Looks at what the different types of stress are, how to handle stress at work, legislation covering mental health and strategies for improving mental ill health. We also look at how to support ourselves as reps and our members.

Stress Management	Starts	Ends
Online	26 August 2026	28 August 2026
Online	23 March 2027	25 March 2027

#### Suicide Awareness:

This course looks at:

- Suicide risk factors.
- Suicide warning signs.
- Where and who to signpost to.
- Developing effective policies at work
- Where to find information about available support

Suicide Awareness	Starts	Ends
Online	03 February 2027	05 February 2027
Online	23 June 2027	25 June 2027

## Additional Courses

### NEW COURSES

Duration: One Day

#### AI: Threat or Opportunity:

We look at the impact AI is having on our workplaces and how we can organise to ensure we are not in a race to the bottom.

#### Andropause Awareness:

This course provides an understanding of andropause, which is associated with a decrease in testosterone levels, which can lead to a range of physical and psychological symptoms.

#### Domestic Abuse Awareness:

The course covers sensitive issues and will be delivered in a safe environment. We cover:

- How to develop a domestic abuse policy at work
- What support and signposting is available
- How to support members and reps at work

#### Menopause Awareness:

The impact of menopause on women is often an issue not discussed in the workplace. We look at gaining a better understanding of the symptoms of the menopause, key legislation, methods of campaigning and confidence in raising the issue at work.

#### Unconscious Bias:

This course looks at what Unconscious bias is and how it can result in discrimination in the workplace.

Venue	Course title	Date
Online	AI: Threat or Opportunity	22 to 26 February 2027
Online	Andropause Awareness	05 May 2027
Online	Domestic Abuse	01 September 2026
Online	Menopause Awareness	06 May 2027
Online	Unconscious Bias	08 March 2027

## Additional Courses

Duration: Variable

### Addiction awareness:

This course provides information on different types of addiction, from gambling to substance misuse, the signs of addiction and available support resources that are available to reps and activists. We will look in to how to argue for better terms and conditions to better support those in the workplace.

Addiction Awareness	Start	End
Online	23 March 2027	25 March 2027

### Trade Union History:

This course covers a complete history of Trade Unionism, from the earliest strikes in ancient times through to collective action today. What can the past tell us about the present and how do we learn the lessons from history? We cover the history of equalities, industrial action and collectivism in this five-day course.

Trade Union History	Start	End
Online	14 December 2026	18 December 2026

## Training for Unrecognised Workplaces

### Course Description:

As the world of work changes, so does the need for union recognition in all workplaces. To better help with activists that are seeking to understand how the union works, how to organise in a workplace and gain recognition, we have a flexible programme available for delivery.

Due to the difficulty of establishing time off to attend courses in an unrecognised workplace, our courses can be delivered at weekends, evenings or at a time to suit you, online or in a classroom.

In the course we cover:

- Key skills for organising your workplace
- Basic representation skills
- Communication skills
- Introduction to Employment Law and Equality at Work
- Understanding the concept of 'good work'
- Dealing with Issues around dignity, equality and respect at work
- Problem Solving skills
- Building a strong workplace union
- Problem solving skills
- Work-life balance

For more information, please contact the education department at [education.channelislands@unitetheunion.org](mailto:education.channelislands@unitetheunion.org) to discuss bespoke delivery dates and format.

## National Education

### **National Education Programme:**

Unite is committed to providing a full set of educational courses in each region and nation of the Union. Please refer to the programme of courses in your region and once you have completed regional stage one and two reps courses, Unite's national residential course programme is designed to provide further development and specialist courses for our reps. Some courses are designed as advanced courses for senior reps. The course description gives you an outline of what the courses entail.

If you are unsure whether you will benefit from attending these courses, please discuss this with your Regional Education Officer for advice as to whether to apply for such training. Please complete the national course application form or complete online at [www.unitetheunion.org/education](http://www.unitetheunion.org/education) Please note that the course numbers are limited, and the National Education Department will confirm your place, travel and accommodation eight weeks before the course takes place. Unite is committed to making reasonable adjustments to ensure equal access to education courses for members with disabilities. Please complete the form setting out your disability access requirements and submit to the National Education Department with your application form.

This programme includes our national equality leadership courses which are designed as a positive action measure to develop the leadership skills and provide a voice for underrepresented workers in our Union. Please take note of the eligibility requirements to attend these courses. Our National Women's Week is for Women members, and our National Black and Asian Reps Leadership Development course is for Black and Asian reps only. For more information about these courses please contact our National Equality Officers at [equalities@unitetheunion.org](mailto:equalities@unitetheunion.org) and they will be able to assist you. National residential courses will begin at 15:00 hrs on Monday and finish with a session on Action Plans at noon on the Friday. You will appreciate that being residential students are expected to participate in a couple of evening sessions which are less formal.

## National Education

### National Education Course Offer:

- Pre-Retirement Course
- Unite Retired Members' Education Course
- Young Member Education Course
- Equalities at Work Courses
- Disability Equality, Trade Unions and Work
- Supporting LGBT+ Rights at Work
- Anti-Racism
- Young Member Education Political (WEEKEND) Course
- Advanced Negotiation Skills Courses
- Organising and Bargaining Courses
- Health & Safety Advanced Courses
- Incident Management
- Risk Assessment for New Methods of Working
- Refresher Course for Experienced Health and Safety Reps
- Organising around Health, Safety and Wellbeing
- Black & Asian Members' Leadership Development Course
- Workplace Reps National School
- Dignity at Work – Challenging Workplace Harassment, Discrimination & Bullying
- Pensions Stage 2
- Refresher Course for Experienced Reps
- Advanced Leadership Skills
- Black & Asian Members' Political Weekend School
- Organising and Bargaining for Equality Course
- National Political School (Weekend)
- Workplace Reps Advanced Courses
- National Women's Week
- Understanding your Union and Getting Involved
- Women Organising in the Workplace
- Campaigning for Women in the Workplace
- Leadership Development for Unite Women

To apply for a **National Education Course** please contact us by email [education.education@unitetheunion.org](mailto:education.education@unitetheunion.org), scan the QR code below or you can view all of our course dates online at: [www.unitetheunion.org/education](http://www.unitetheunion.org/education).



## All Education Office Addresses

### Regional Office

Bristol	Unite the Union, Tony Benn House, Victoria Street, Bristol BS1 6AY T: 0117 923 0555
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### District Offices

Guernsey	Unite the Union, Transport House, Commercial Road, St Sampsons, Guernsey, GY2 4QP T: 01481 248800
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Jersey	Unite the Union, 7D Spectrum, Gloucester Street, St Helier, Jersey, JE2 3DA T: 01534 872584
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SOUTH WEST REGION:  
THE CHANNEL ISLANDS

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

COURSE PROGRAMME 2026/27