



NATIONAL RESIDENTIAL  
COURSES 2026



2026

Fighting for **JOBS • PAY • CONDITIONS**



## NATIONAL EDUCATION COURSE DATES: 2026

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 stages, 1 and 2, Unite's national residential course programme is designed to provide further development and specialist courses for you.

Some courses are designed as advanced courses for experienced, senior, or individual reps who wish to advance their knowledge, skills and confidence in various areas of interest. 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 Officer or Regional Education Officer for advice as to whether to apply for such training.

Unite is committed to making reasonable adjustments to ensure equal access to education courses for members with disabilities.

Please complete the national course application form either online:

<https://www.unitetheunion.org/education> or use the form enclosed at the end of the brochure.

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.

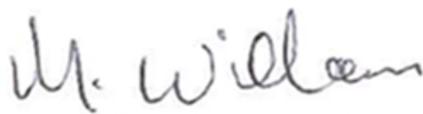
Our National Women's Week is for Women Reps, and our National Black and Asian Leadership Development course is for Black and Asian reps only.

For more information about these courses please contact our National Equality Officers at [equalities@unitetheunion.org](mailto:equalities@unitetheunion.org) or Regional Women and Equalities Officers and they will be able to assist you.

National residential courses will begin at **15:00 hrs** on the first day and finish with a session on Action Plans at **noon** on the last day.

Delegates are expected to be present for the full duration of the course. As this is a residential course all accommodation and meals are provided at the venue.

You will appreciate that being residential students are expected to participate in a couple of evening sessions which are less formal.



**Mary Williams**  
**Acting Director of Education**

## **What can I expect from a Unite National Education course?**

You will join around 15 Unite representatives from different companies. Your course will be led by a qualified tutor who is an experienced Unite activist and understands our union. The course will be five consecutive days and courses generally begin at **3pm on a Monday and run till 12 noon on a Friday with regular breaks.**

You will participate in group work, guided by the tutor, and drawing on the experiences of each representative to develop your knowledge, skills and confidence to represent your members at work. Unite education is nothing like school. You will work in small groups discussing issues feeding back into the larger class with your own ideas and experience guided by your tutor.

## **How do I apply for a course?**

You can apply online at [unitetheunion.org/education](http://unitetheunion.org/education) or contact your regional education team to discuss which course would be best for you and to apply in person. You should be given paid release by your employer to attend a course, and you will be paid reasonable travel expenses to attend.

## **What if my employer refuses to give me paid release to attend the course?**

If your employer refuses to give you paid release to attend, your Unite regional officer can raise this with your employer as you are legally entitled to reasonable paid time off for trade union education. This will be set out in the Unite recognition agreement with your employer.

## **Who is my tutor?**

Unite tutors are experienced representatives who have followed Unite education to become a qualified tutor. They are usually employed by a local further education college trade union studies unit who are able to draw down public money available for trade union education.

## **Will I get a qualification?**

On completion of each course, in most regions and nations where we have accreditation for our courses; your work will be assessed by the tutor, and you will gain a nationally recognised certificate.

## **What is the Unite regional education programme?**

All Unite health and safety and workplace representatives are invited to attend their regional five-day education courses stages 1a, 1b, 2a and 2b which provides 20 days of education. These courses provide you with the core skills to act as a representative on behalf of members focusing on representation in grievance and disciplinaries, equalities, employment and collective trade union legal framework; organising membership, understanding how to get help from the union and understanding the union democratic structures. There are further five-day courses for learner representatives and environment representatives, and a five-day equality and diversity course for all representatives. The regional education officers and tutors select activities that are relevant to the representatives attending any one course.

## **What do I do once I have completed the regional education programme?**

There are further regional advanced, bespoke and specialised courses that you can attend, and there are national five day advanced residential courses set out in this brochure with an extensive range of equalities, organising and bargaining, pensions, health and safety, shop steward leadership skills as well as specific courses for your industrial sector that can help you develop your skills and understanding further.

## Pre- Retirement and Retired Members' Courses

### Pre-Retirement Course

This course is for members and staff who are nearing retirement.

Venue	Start	End	Duration
The View Eastbourne	16 March 2026	19 March 2026	<b>3 consecutive days- depart Thursday morning</b>
The Aloft Birmingham	7 December 2026	10 December 2026	<b>3 consecutive days- depart Thursday morning</b>

This course will provide members and staff with a brief understanding of the importance of financial preparedness for retirement; in addition to the importance of preparing for one's wellbeing through retirement.

### Unite Retired Members' Education Course

Venue	Start	End	Duration
The View Eastbourne	16 March 2026	20 March 2026	<b>5 consecutive days</b>

**This course is open to retired members to attend. Attendance to this course is by selection. The selection of delegates to attend this course is determined by the Regional or National Retired Members Committee to ensure fairness and transparency.**

This course is designed for our retired members who wish to develop their understanding of Unites' retired members' branches and constitutional structures.

The course will build awareness of campaigning on pensions, social care and the NHS. You will learn about the campaigning organisations such as the National Pensioners Convention and Keep Our NHS Public.

## Young Member Education Course

The selection of delegates to attend this course is based on criteria determined by our National Young Members' Committee to ensure fairness and transparency.

Venue	Start	End	Duration
The View Eastbourne	23 March 2026	27 March 2026	<b>5 consecutive days</b>
The Aloft Birmingham	28 September 2026	2 October 2026	<b>5 consecutive days</b>

The National Unite Young Members course is an opportunity for young members from all regions and nations (who do not need to be an Elected Rep) to come together in a relaxed training environment to learn more about Unite and how to get involved.

This course will equip you with the knowledge of Unite's structures, break down some of the Trade Union Jargon, and most importantly show delegates where Young Members fit into our Union and the next steps to getting involved.

There will be sessions on the Union's International, Political, Industrial and Environmental Policies and Campaigns and you will learn how to build effective campaigns. Creative elements to the course will also provide opportunity to work with others to create short films for a mock campaign you can plan during the course.

We look forward to welcoming you on our course!

## **Equalities at Work Courses**

Three courses running the same week, please only choose **one** course for the duration of the Week

Venue	Start	End	Duration
The View Eastbourne	23 March 2026	27 March 2026	<b>5 consecutive days</b>

## **Disability Equality, Trade Unions and Work**

**This course is open to all Unite workplace reps and branch officers to attend.**

This course is for workplace reps and branch equality officers who want to take action for disability equality rights and challenge disability discrimination at the workplace.

Items discussed includes key issues from the Unite Negotiators Guide; Disability Rights at Work including the social model of disability; disability equality; tackling discrimination at work, in the Union and in the community; Organising, representing, and involving disabled members in Unite.

## **Supporting LGBT+ Rights at Work**

**This course is open to all workplace representatives and branch officers who wish to expand their knowledge on LGBT+ issues.**

Lesbian, Gay, Bisexual and Trans+ (LGBT+) people in Britain have seen many advances in the last two decades. As trade unionists, we can be proud of the part we played in those achievements. However, serious problems remain, and Unions still have much work to do.

Reps from our National LGBT+ Committee will attend the course and will look forward to the opportunity to network with other LGBT+ activist and allies.

This course will cover key issues and campaigns for LGBT+ equality at work ,and will also provide opportunity to plan and organise actions to achieve LGBT+ equality in the workplace; build on your own experiences and union involvement to identify ways to encourage LGBT+ activists and reps to get involved in union structures; raise awareness and understanding on Unite equality rules, strategies, policies, and campaigns and examine the international issues for LGBT+ people.

## **Anti-Racism**

**This course is for workplace reps and branch equality officers who want to take action for anti-racism and challenge racism at the workplace.**

Items discussed includes key issues from the Unite Race Forward Negotiators Guide; Organising, representing, and involving members who experience racism at work. tackling racial harassment and race hate crime; developing Unity over Division in the workplace and in our communities, working with community and campaigning organisations to tackle racism and celebrating diversity in our workplaces.

## Young Member Education Political (WEEKEND) Course

The selection of delegates to attend this course is based on criteria determined by our National Young Members' Committee and Regional Political Officer to ensure fairness and transparency.

Venue	Start	End	Duration
The Aloft Birmingham	8 May 2026	10 May 2026	<b>3 consecutive days</b>
The View Eastbourne	27 November 2026	29 November 2026	<b>3 consecutive days</b>

The National young member political weekend school is designed to provide young activists with an understanding of the politics of Unite including the politics of work, our workers economy campaign and how to utilise Unite's political agenda to win for workers their families and communities. The course will focus on the big political issues confronting young workers and will examine the nature of the political economy

## **Advanced Negotiation Skills Courses**

Three courses running the same week, please only choose **one** course for the duration of the Week

Venue	Start	End	Duration
The Aloft Birmingham	18 May 2026	22 May 2026	<b>5 consecutive days</b>

### **Advanced Negotiation Skills for Jobs and Jobs of the Future**

**This is an advanced course for senior workplace reps. It will provide reps with the skills to frame your discussions with employers over business strategy and its impact on jobs.**

This course will examine the nature of work. We will examine jobs in today's labour market, what shapes those jobs, the economics of work and the nature of supply chains.

The course will look at procurement and investment and you will gain research skills in the context of current industrial and economics challenges such as free-ports, deregulation, industrial restructuring, and automation. This course is primarily designed for experienced representatives.

### **Advanced Negotiation Skills for Decent Conditions**

**This is an advanced course for senior workplace reps.**

This course is designed to develop senior reps in high level negotiation skills. We will use a range of techniques including role play and case studies in order to recreate realistic negotiation arenas in which to test and enhance our skills.

The course will use a range of techniques including role play and case studies through which our skills can be enhanced. We will look at working time, work study engineering, performance management, job evaluation, lone working, home and hybrid working and many other issues common to the negotiating table.

### **Advanced Negotiation Skills for Pay**

**This is an advanced course for senior workplace reps.**

This course will provide activists with an understanding of Unite's strategy on pay and pay claims. You will learn how to research and develop pay claims and use the pay claim generator.

You will also see the value of forensic methods of interrogating accounts and look at the value of mapping your community to build alliances to support Unite members in furtherance of improving pay and conditions and creating jobs. You will practice bargaining skills: will look at elements of pay systems including performance pay and you will identify how to build successful member consultation in support of claims.

## Organising and Bargaining Courses

Three courses running the same week, please only choose **one** course for the duration of the Week.

Venue	Start	End	Duration
The Aloft Birmingham	1 June 2026	5 June 2026	<b>5 consecutive days</b>

## Organising and Bargaining for Equality

**This course is open to all Unite workplace reps and workplace Branch Officers to attend.**

This course will assist all workplace reps and branch officials to understand the importance of equal opportunities for all, and why it is essential to organise, negotiate and campaign around equality in the workplace.

This course covers issues for all under-represented groups within our membership:

Women, Black, Asian Minorities, Disabled and LGBT+, young and older workers.

## Organising, Bargaining and Campaigning at Work

**This advanced course is for senior workplace reps interested in developing their understanding of workplace organising relating to collective bargaining strategy in the workplace.**

We will look at multi layered campaigning and building workplace power. We will use legal, industrial, shareholder, media, political and international strategies, to create strong alliances whilst using Unite and wider movement relationships to build effective campaigns and win for workers.

We will identify how “member consultation” works so that you can organise effectively to bring employers to the bargaining table.

## Organising and Bargaining in Mental Health

**This is an advanced course designed for workplace reps and Branch Officers and looks at the key issue of mental health as an organising issue.** Prior to attending this reps should attend Mental Health Awareness in their region.

The course will delve into the workplace environmental factors that can contribute to mental ill health. Workplace stress, long working hours, lone working and performance targets are just some of the issues that the course will examine in the context of mental health and well-being.

The course examines ways to create healthy workplaces and provide representation for members experiencing mental health conditions. You will develop effective strategies and methods to ensure employers are taking responsibility to provide mental health support for workers.

## **Health & Safety Advanced Courses**

Four courses running the same week, please only choose **one** course for the duration of the Week.

This course is for experienced safety reps who have completed Health and Safety **1A&1B and 2A & 2B in their region.**

Venue	Start	End	Duration
The View Eastbourne	08 June 2026	12 June 2026	<b>5 consecutive days</b>

## **Incident Management**

This challenging course is intended to equip experienced safety representatives with specific skills in the field of incident management and investigation. The programme also provides a comprehensive understanding of the benefits of investigations.

## **Risk Assessment for New Methods of Working**

This course will examine the challenges of risk assessment in a fast-changing working environment encompassing the issue of home and hybrid working, lone working, mobile working, and future technological change.

Our members have faced huge changes in work over the past few years and often the assessment of risk has been offloaded to workers to accommodate what were thought to be temporary changes. Now many workers are expected to do their own risk assessment with minimal guidance or supervision.

The increase in automation and AI has also led to huge challenges in the field of safety, alongside the concerns over air quality and ventilation sparked by the pandemic.

## **Refresher Course for Experienced Health and Safety Reps**

This course is for Unite reps who are long standing health and safety reps who want to update and refresh their knowledge about current workplace issues, legal updates and the Unite health and safety strategy and campaigns.

## **Organising around Health, Safety and Wellbeing**

**This is an advanced course designed for health and safety reps and looks at Health and Safety as an organising issue.**

The course will address health and safety as an organising issue, we will identify common issues in the workplace where we can organise and empower members to address health and safety utilising organising tools such as body mapping,

The course examines ways to create healthy workplaces through empowering members to become reps, and how to get more involved in the Unite Health and Safety structures.

## Black & Asian Members' Leadership Development Course

This course is open to Black and Asian Unite workplace representatives and branch officers, we positively encourage applications from Black and Asian women.

Venue	Start	End	Duration
The View Eastbourne	08 June 2026	12 June 2026	<b>5 consecutive days</b>

This course will empower Black and Asian workplace reps to build their confidence and progress by identifying effective ways and methods to encourage Black and Asian union reps and branch officers to get further involved in Unite.

You will develop the skills needed in the Workplace, in the Union, at conference and in the wider Labour Movement, at all levels, to build involvement and take action for Race Equality.

## **Workplace Reps National School**

Four courses running the same week, please only choose **one** course for the duration of the Week.

Venue	Start	End	Duration
The Aloft Birmingham	14 September 2026	18 September 2026	<b>5 consecutive days</b>

## **Dignity at Work – Challenging Workplace Harassment, Discrimination & Bullying**

**This course is open to all Unite workplace reps and workplace Branch Officers to attend.**

This course is designed for workplace reps and workplace Branch Officers and looks at the key issue of harassment, discrimination, bullying, violence, and abuse that leads to workplace stress.

The course examines ways to challenge inappropriate behaviours in the workplace by using effective strategies and methods to prevent workplace harassment and to promote Dignity at the Workplace. We will also look at developing casework around this subject for grievances and examine how this could be raised in some disciplinary cases.

## **Pensions – Stage 2**

**This course is for Pension Trustees and for reps who have completed Pension Stage 1.**

The course is an advanced course, which will look at the legal framework what underpins financial decisions made by trustees, the role of actuaries, and pension fund investment strategies. You will develop your negotiating and dispute resolution skills.

## **Refresher Course for Experienced Reps**

This course is for Unite reps who are long standing reps who want to update and refresh their knowledge about current industrial relations issues, legal updates and the Unite Industrial strategy.

## **Advanced Leadership Skills**

**This advanced course is for senior workplace reps interested in developing leadership skills for trade union activism.**

You will learn about chairing effective meetings; written and verbal communications skills; leading campaigns that win for members; inspiring others to activism and inclusive networking.

You will identify different leadership styles, what works best for you and set your own leadership goals through the course of the week.

## Black & Asian Members' Political Weekend School

This course is open to Black and Asian Unite workplace representatives and branch officers, we positively encourage applications from Black and Asian women.

Venue	Start	End	Duration
The Aloft Birmingham	11 September 2026	13 September 2026	<b>3 consecutive days</b>

This course will empower Black and Asian workplace reps to become more aware and get involved in Unite's political structure. The course will examine Unite politics in a wider context, considering why and how our union operates on a political level.

We will also examine how specific government policies and legislation impact on Black and Asian Workers.

## Organising and Bargaining for Equality Course

This course is open to all Unite workplace reps and branch officers to attend.

Venue	Start	End	Duration
The View Eastbourne	19 October 2026	23 October 2026	<b>5 consecutive days</b>

This course will assist all workplace reps and branch officials to understand the importance of equal opportunities for all, and why it is essential to organise, negotiate and campaign around equality in the workplace.

This course covers issues for all under-represented groups within our membership: Women, Black, Asian Minorities, Disabled and LGBT+, young and older workers.

## National Political School (Weekend)

The Unite National Political school is open to political activists who want to develop their understanding of the policy positions of Unite and have a better understanding of the political role of trade unions.

Venue	Start	End	Duration
The Aloft Birmingham	9 October 2026	11 October 2026	<b>3 consecutive days</b>

The course will look at why work is political, and how different political approaches to industrial and economic strategy has an impact on jobs, pay and conditions.

The course will look at Unite's political strategy to campaign and raise awareness of workers' demands and ensure politicians deliver real change for working people.

## Workplace Reps Advanced Courses

Four courses running the same week, please only choose **one** course for the duration of the Week.

Venue	Start	End	Duration
The Aloft Birmingham	2 November 2026	6 November 2026	<b>5 consecutive days</b>

### Advanced Leadership Skills

**This advanced course is for senior workplace reps interested in developing leadership skills for trade union activism.**

You will learn about chairing effective meetings; written and verbal communications skills; leading campaigns that win for members; inspiring others to activism and inclusive networking.

You will identify different leadership styles, what works best for you and set your own leadership goals through the course of the week.

### Organising Bargaining and Campaigning at Work

**This advanced course is for senior workplace reps interested in developing their understanding of workplace organising and campaigning.**

You will learn about the Unite organising strategy and new organising tools available to you. You will look at a range of workplace issues and develop your own organising plan.

### The Law at Work

**This advanced course is for senior workplace reps interested in developing their understanding of the law at work and how to support members with a legal case at work.**

The course will examine new legislation around employment, will look at the complex legal framework around taking lawful industrial action, look at recent caselaw and develop skills around handling individual casework.

### Advanced Negotiations Skills

**This is an advanced course for senior reps involved in negotiating with their employer.**

You will look at frameworks for collective bargaining at a local, national, and global level and look at how your own negotiating machinery works and could be improved. You will learn about different negotiating styles and to recognise the employer approach in negotiating with the union. You will learn how to build the power base needed to win for members and how to ensure members are involved from raising the issue to resolution. You will learn about the Unite bargaining priorities and effective leverage campaigns.

## **National Women's Week Courses**

Four courses running the same week, please only choose **one** course for the duration of the Week.

This course is open to women who are Unite reps or branch officers to attend.

Venue	Start	End	Duration
The View Eastbourne	22 November 2026	27 November 2026	<b>6 consecutive days</b>

**National Women's Week** is a national education course which covers the diversity of Unite women members', who 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.

There will be **four separate courses** running:

**Please Note!** You must choose **one** of the courses listed below. Clearly state on your application form which course you will be attending.

### **Understanding your Union and Getting Involved**

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

### **Women Organising in the Workplace**

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

### **Campaigning for Women in the Workplace**

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**

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. It 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 at all levels to maximise your union experience.

## Access Requirements Form

Please complete this form if you have disability access or dietary requirements. Do also provide a full description of the reasonable adjustments needed to facilitate your participation in a Unite Education Course.

The Unite Education Department may contact you to discuss the adjustments that can be made to support you in your learning journey.

Please note that it may be necessary to provide alternative education provision if your access needs cannot be met on the course that you have applied for. Please return this form with your application form for the course to [education.education@unitetheunion.org](mailto:education.education@unitetheunion.org).

### Privacy information

For full information regarding Unite's data processing, your information rights and how to contact our data protection team, please see our up to date privacy notice at

[www.unitetheunion.org/legal-information/privacypolicy](http://www.unitetheunion.org/legal-information/privacypolicy) or contact your regional office for a copy.

Note section 3. in particular, which explains how the information provided on this form is used for Unite Education Courses.

- Any accessibility or adjustment information provided by you will be shared with the course tutor and/or external education, venue and/or accommodation provider(s) (if applicable and necessary to facilitate).
- Any dietary requirements will be shared with the catering provider(s) (if applicable and necessary to facilitate).
- The information provided by you on this form will be used for the purpose of arranging and delivering this training/course only and will not be stored on your membership record.

Name	
Membership No.	
Course Title and Venue	
E-mail	
Contact telephone No.	

Dietary requirements and food allergies Please state below in full food allergies or particular dietary requirements e.g. if Halal, please specify what you may or may not eat.	

## Course Venue requirements

Blue badge parking space	
Step free access	
Accessible lift	
Provisions for guide dog	
Accessible meeting room	
Accessible toilet	
Induction loop	
Personal emergency evacuation plan (PEEP's)	
Braille	
British sign language interpreter	
Documents produced in electronic format	
Lip reader	

Palantypist	
Dyslexia	
Documents in large print/ font size	
Documents printed on coloured paper/ what colour	
Personal assistant / facilitator	
Neurodiversity	
<b>Other – Please state</b>	

**Travel requirements**

<b>Use own Vehicle</b>	
<b>Rail ticket / assisted travel</b>	
<b>Taxi – accessible</b>	
<b>Other – please explain</b>	

## Accommodation requirements

Accessible bedroom	
Accessible bathroom	
Bathroom equipped with alarm	
Wheeled shower chair and/or wall mounted shower seat	
Walk in shower	
Grab bars in bathroom	
Mid-height light switches and power outlets	
Induction loop	
Text phone facilities	
Shared or additional accommodation for personal assistant / facilitator	
<b>Other</b> – Please explain	

## **General access requirements**

Please add any other access requirements that will ensure your equality of opportunity for participation at Unite Education Courses.

Please return completed form as soon as possible to: Lynette Lowe  
email: [education.education@unitetheunion.org](mailto:education.education@unitetheunion.org)

