



CHANNEL ISLANDS

# Education



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

COURSE PROGRAMME 2025/26



## A Message for Unite Members

Welcome to the 2025/2026 Unite Channel Islands Education brochure. In today's world of work, there can be a lot to take in being a representative or activist. Our Education programme is designed to make sure you have the skills to support and empower our members in their day to day working lives and fight 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 conditions. Key to this is supporting our activists with high quality education.

For Workplace Reps and Health and Safety Reps we provide a clear 20-day training pathway for each discipline, with courses split into 4 stages, with each module running for one week. You will require paid release, with many of our courses being delivered during the week from 09.30am – 16.30pm either in the classroom or online. Paid facility time should be available from your employer to attend the course, should you have any difficulties, contact your local Unite office where we can make this application on your behalf.

In addition to the fantastic courses for our Workplace Reps, Health and Safety and Equality Reps, we also run additional and bespoke courses and bite size training upon request. Unite education is flexible and we are able to provide training designed to meet the specific needs of your workplace.

Please take a few minutes to look through this brochure and sign up for one of the many courses on offer. To apply for a course closest to you, please contact us by email [education.channelislands@unitetheunion.org](mailto:education.channelislands@unitetheunion.org), by phone on 01481 248 800 or 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).

Being a Unite activist is often a tough but very rewarding role, particularly in the current climate. Unite education is here to support you, so please take the opportunity to engage with our Education programme.

In Solidarity,

**JAMES MARTIN**

Regional Education Officer



James Martin

## Contents

Workplace Reps Stage One	Page 5
Workplace Reps Stage Two	Page 6
Workplace Reps Stages Three and Four	Page 7
Health and Safety Reps Stage One	Page 8
Health and Safety Reps Stage Two	Page 9
Health and Safety Reps Stages Three and Four	Page 10
Equality and Capabilities	Page 11
Equality and Diversity - Women's Course	Page 12
- Addressing inequality for women	
Neurodiversity Courses	Pages 13 - 14
Environment Courses	Page 15
Branch Officials	Page 16
Additional Courses	Pages 17 – 20
National Education Courses	Pages 21 – 22
Education Office Addresses	Page 23

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 NON-RESIDENTIAL AND ACCOMMODATION WILL ONLY BE GRANTED IN EXCEPTIONAL CIRCUMSTANCES. FOR THOSE TRAVELLING BETWEEN ISLANDS, FLIGHTS AND ACCOMODATION WILL USUALLY BE PROVIDED. VENUES CAN BE SUBJECT TO CHANGE.



SW Education App

## Workplace Representatives

### STAGE ONE

Duration: 3 consecutive days

#### Course Description:

These courses are 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 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
- Understanding the concept of 'good work'
- The Equality Act 2010 and handling equality issues at work
- Problem solving skills
- Negotiation and Bargaining skills
- Work-life balance
- Building a strong workplace union

Venue	Start	End
<b>Guernsey</b>	03 February 2026	05 February 2026
<b>Jersey</b>	09 September 2025	11 September 2025
<b>Jersey</b>	21 April 2026	23 April 2026

## Workplace Representatives

### STAGE TWO

Duration: 3 consecutive days

#### Course Description:

These courses are 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:

- 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
- Work-life balance
- Building a strong workplace union
- Organising in the workplace

Venue	Start	End
<b>Guernsey</b>	28 October 2025	30 October 2025
<b>Guernsey</b>	26 May 2026	28 May 2026
<b>Jersey</b>	10 February 2026	12 February 2026

## Workplace Representatives

### STAGES THREE & 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

**Guernsey**

#### Dates Stage Three

03 to 05 March 2026

#### Venue

**Jersey**

#### Dates Stage Four

14 to 16 July 2026

## Health and Safety Representatives

### STAGE ONE

Duration: 3 consecutive days

#### Course Description:

These are essential courses for all new Unite Health and Safety Representatives. They are 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 a variety of other aspects affect the working lives, health, safety and welfare of working people. The courses 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
- Examining your workplace risk assessment and evaluating them
- Understanding health & safety audits and company accident statistics
- Appreciate health & safety legislation including aspects of criminal and civil law
- Mapping the workplace

Venue	Start	End
<b>Guernsey</b>	14 October 2025	16 October 2025
<b>Guernsey</b>	02 June 2026	04 June 2026
<b>Jersey</b>	13 January 2026	15 January 2026



## Health and Safety Representatives

### STAGE TWO

Duration: 3 consecutive days

#### Course Description:

These are essential courses for all new Unite Health and Safety Representatives. They are 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 a variety of other aspects affect the working lives, health, safety and welfare of working people. The courses covers:

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

Venue	Starts	Ends
<b>Guernsey</b>	02 December 2025	04 December 2025
<b>Jersey</b>	31 March 2026	02 April 2026
<b>Jersey</b>	21 July 2026	23 July 2026

## Health and Safety Representatives

### STAGES THREE AND FOUR

Duration: 3 consecutive working days

#### Course Description:

These advanced courses are designed for Reps who have completed previous Health and Safety modules.

The course covers:

- Assessment of workplace action plan
- Understanding Substances Hazardous to Health and related hazards
- Carrying out a workplace audit
- Manual handling and ergonomic risks
- LEV systems
- Fire Regulations
- Creating a healthier work environment
- Managing risks in the workplace

#### Venue

**Jersey**

#### Dates Stage Three

12 to 14 May 2026

#### Venue

**Guernsey**

#### Dates Stage Four

27 to 29 July 2026

## Equality and Capabilities

Duration: 2 consecutive working days

### Course Description:

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

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

Venue	Start	End
<b>Guernsey</b>	12 November 2025	13 November 2025
<b>Jersey</b>	30 July 2026	31 July 2026

## 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	01 April 2026	02 April 2026

## 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
<b>Bristol</b>	13 July 2026	17 July 2026
<b>Online</b>	08 December 2025	12 December 2025

## Neurodiversity Stage Two

### NEW COURSE

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	08 June 2026	12 June 2026

## Environment Reps

### NEW COURSES

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
<b>Bristol</b>	02 February 2026	06 February 2026
<b>Online</b>	20 October 2025	24 October 2025

#### 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
<b>Bristol</b>	06 May 2026	08 May 2026
<b>Online</b>	17 June 2026	19 June 2026

## 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>Guernsey</b>	05 May 2026	08 May 2026
<b>Online</b>	30 March 2026	02 April 2026



## Additional Courses

Duration: Various

### Organising (2 consecutive days):

We will look at how to engage members to resolve issues, improve workplace organisation and grow our strength through collective actions..

### 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.

### 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

Organising	Start	End
Online	24 February 2026	25 February 2026

Mental Health Awareness	Start	End
Online	07 April 2026	10 April 2026

Effective Communications	Start	End
Online	27 July 2026	31 July 2026

## Additional 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	Start	End
Online	08 April 2026	10 April 2026
Online	27 May 2026	29 May 2026

## 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
<b>Bristol</b>	AI: Threat or Opportunity	21 July 2026
<b>Online</b>	AI: Threat or Opportunity	09 January 2026
<b>Bristol</b>	Andropause Awareness	08 January 2026
<b>Online</b>	Andropause Awareness	26 May 2026
<b>Bristol</b>	Domestic Abuse	05 May 2026
<b>Online</b>	Domestic Abuse	27 October 2025
<b>Bristol</b>	Menopause Awareness	09 January 2026
<b>Online</b>	Menopause Awareness	27 May 2026
<b>Bristol</b>	Unconscious Bias	31 March 2026
<b>Online</b>	Unconscious Bias	26 May 2026

## Additional Courses

### NEW COURSES

Duration: Mixed

#### 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.

#### 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.

Addiction Awareness	Start	End
Online	13 July 2026	15 July 2026

---

Trade Union History	Start	End
Online	15 December 2025	19 December 2025

## 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:

- Organising & Bargaining in a Global Economy
- Organising for Equality in today's Workplace – Understanding the Equality Act 2010
- Organising and Bargaining at Work
- Advanced Negotiation Skills for Jobs and Jobs of the future
- Advanced Negotiation Skills for Decent Conditions
- Advanced Negotiation Skills for Pay
- Dignity at Work - Challenging Workplace Harassment, Discrimination & Bullying Violence and Abuse
- Environment Reps
- Dealing with Redundancy
- Pensions – Stage 2
- National Women's Week - There will be four separate courses running:
  - Course 1 - Understanding your Union and Getting Involved
  - Course 2 - Women Organising in the Workplace
  - Course 3 - Campaigning for Women in the Workplace
  - Course 4 - Leadership Development for Unite Women
- Disability Equality, Trade Unions and Work
- Black & Asian Members' Leadership Development
- Supporting LGBT+ Rights at Work
- Pre-Retirement Course
- Unite Retired Members' Education Course
- Young Members' Education Course

To apply for a **National Education Course**

please contact us by email

[education.southwest@unitetheunion.org](mailto:education.southwest@unitetheunion.org) or

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).



## All Education Office Addresses

### Regional Office

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

---

### District Offices

Guernsey	Unite the Union, Transport House, Commercial Road, St Sampsons, Guernsey, GY2 4QP T: 01481 248800
----------	--

---

Jersey	Unite the Union, 7D Spectrum, Gloucester Street, St Helier, Jersey, JE2 3DA T: 01534 872584
--------	--

---









SOUTH WEST REGION:  
CHANNEL ISLANDS

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

C O U R S E   P R O G R A M M E   2 0 2 5 / 2 6