

UNISON West Midlands

Education Programme 2026

Courses Spring Term 2026

Course name	Description	Format, date and time
The Organising Steward	All the basics new stewards and workplace reps need to know.	🕒 Five Tuesday mornings, 13 Jan – 10 Feb, 10am – 12pm
TUC Union Representatives Stage 1	All the basics new stewards and workplace reps need, including representing members.	🕒 Ten Wednesday mornings, 14 Jan – 25 Mar, (except 25 Feb) 10am – 12pm
Introduction to Health and Safety	Essential starting point for new health and safety reps.	🕒 Five Thursday mornings, 15 Jan – 12 Feb, 10am – 12pm
Further Representational Skills	Follow-on course for stewards preparing grievance, disciplinary and capability cases.	🕒 Tuesday 20 & Wednesday 21 Jan, 10am – 4pm
Motion Writing	Everything you need to write effective motions.	🕒 Wednesday 21 Jan, 10am – 1pm
Sickness Absence Reviews	Follow-on course looking at sickness absence reviews.	🕒 Tuesday 3 Feb, 10am – 4pm
Supporting Neurodivergent Members	Key themes for organising around neurodiversity at work.	🕒 Monday 9 Feb, 10am – 4pm
Challenging Racism in the Workplace	Developing branch strategies to tackle racism at work.	🕒 Thursday 12 Feb, 10am – 4pm
The Organising Steward	All the basics new stewards and workplace reps need to know.	🕒 Five Tuesdays, 24 Feb – 24 Mar, 10am – 4pm



Course name	Description	Format, date and time
Introduction to Health and Safety	Essential starting point for new health and safety reps.	🕒 Five Thursdays, 26 Feb – 26 Mar, 10am – 4pm
Dealing with TUPE Transfers	Negotiating and organising to protect wages and conditions during transfers of employment.	🕒 Tuesday 3 Mar, 10am – 4pm
Introduction to Employment Law	Overview of employment law, focussing on unfair dismissal, redundancy and discrimination.	🕒 Tuesday 10 Mar 10am – 4pm
ERA Refresher	For ERA-accredited reps who need to update their accreditation.	🕒 Wednesday 11 Mar, 10am – 4pm
Understanding Sex Discrimination	Using the law to challenge sex discrimination at work.	🕒 Tuesday 17 Mar, 10am – 4pm

ONLINE OR IN PERSON COURSES

🕒 Online course 🕒 In person course

To apply for any of these courses log into your My UNISON account



Courses Summer Term 2026

Course name	Description	Format, date and time
The Organising Steward	All the basics new stewards and workplace reps need to know.	🕒 Five Tuesdays, 21 Apr – 19 May, 10am – 4pm
Menopause in the Workplace	Examines menopause as a collective issue for organising in the branch and with employers.	🕒 Tuesday 21 Apr, 10am – 4pm
TUC Union Representatives Stage 1	All the basics new stewards and workplace reps need, including representing members.	🕒 Ten Wednesday mornings, 22 Apr – 1 Jul (except 27 May) 10am – 12pm
Introduction to Health and Safety	Essential starting point for new health and safety reps.	🕒 Five Thursdays, 23 Apr – 21 May, 10am – 4pm
Further Representational Skills	Follow-on course for stewards preparing grievance, disciplinary and capability cases.	🕒 Tuesday 28 & Wednesday 29 Apr, 10am – 4pm
New Branch Officers Forum	Half-day networking and information session for new branch officers (with buffet lunch).	🕒 Friday 8 May, 10am – 12:30pm
Bargaining and Negotiating Skills	Follow-on course examining the process of bargaining and negotiating to identify good practice.	🕒 Tuesday 12 & Wednesday 13 May, 10am – 4pm
ERA Refresher	For ERA-accredited reps who need to update their accreditation.	🕒 Wednesday 20 May, 10am – 4pm



Course name	Description	Format, date and time
Making Equality Central to Your Union Practice	Follow-on course exploring equality law and tools for reps.	🕒 Wednesday 3 Jun, 10am – 4pm
Supporting Neurodivergent Members	Key themes for organising around neurodiversity at work.	🕒 Thursday 4 Jun, 10am – 4pm
The Organising Steward	All the basics new stewards and workplace reps need to know for their roles.	🗓️ Five Tuesday mornings, 9 Jun – 7 Jul, 10am – 12pm
Introduction to Health and Safety	Essential starting point for new health and safety reps.	🗓️ Five Thursday mornings, 11 Jun – 9 Jul, 10am – 12pm
Introduction to Employment Law	Overview of employment law, focussing on unfair dismissal, redundancy and discrimination.	🗓️ Tuesday 23 Jun, 10am – 4pm
Dealing with Capability Cases	Follow-on course covering all aspects of capability cases.	🕒 Tuesday 30 June & Wednesday 1 Jul, 10am – 4pm
Challenging Racism in the Workplace	Developing branch strategies to tackle racism at work.	🕒 Wednesday 8 Jul, 10am – 4pm

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Courses Autumn Term 2026

Course name	Description	Format, date and time
The Organising Steward	All the basics new stewards and workplace reps need to know.	🕒 Five Tuesdays, 15 Sep – 13 Oct, 10am – 4pm
TUC Union Representatives Stage 1	All the basics new stewards and workplace reps need, including representing members.	🕒 Ten Wednesday mornings, 16 Sep – 25 Nov, (except 28 Oct) 10am – 12pm
Introduction to Employment Law	Overview of employment law, focussing on unfair dismissal, redundancy and discrimination.	🕒 Wednesday 16 Sep, 10am – 4pm
Introduction to Health and Safety	Essential starting point for new health and safety reps.	🕒 Five Thursdays, 17 Sep – 15 Oct, 10am – 4pm
Further Representational Skills	Follow-on course for stewards preparing grievance, disciplinary and capability cases.	🕒 Tuesday 22 & Wednesday 23 Sep, 10am – 4pm
Dealing with TUPE Transfers	Negotiating and organising to protect wages and conditions during transfers of employment.	🕒 Tuesday 29 Sep, 10am – 4pm
Sickness Absence Reviews	Follow-on course looking at sickness absence reviews.	🕒 Wednesday 7 Oct, 10am – 4pm
Understanding and Challenging Sexual Harassment	Follow-on course to help tackle sexual harassment.	🕒 Tuesday 13 Oct, 10am – 4pm
ERA Refresher	For ERA-accredited reps who need to update their accreditation.	🕒 Wednesday 14 Oct, 10am – 4pm



Course name	Description	Format, date and time
Bargaining and Negotiating Skills	Follow-on course examining the process of bargaining and negotiating to identify good practice.	📺 Tuesday 20 & Wednesday 21 Oct, 10am – 4pm
Supporting Neurodivergent Members	Key themes for organising around neurodiversity at work.	📺 Tuesday 3 Nov, 10am – 4pm
Motion Writing	Everything you need to write effective motions.	📺 Thursday 5 Nov, 10am – 1pm
The Organising Steward	All the basics new stewards and workplace reps need to know.	📺 Five Tuesday mornings, 10 Nov – 8 Dec, 10am – 12pm
Maternity and Parental Rights	Understanding the law and negotiating improvements.	📺 Tuesday 10 Nov, 10am – 4pm
Introduction to Health and Safety	Essential starting point for new health and safety reps.	📺 Five Thursday mornings, 12 Nov – 10 Dec, 10am – 12pm
Making Equality Central to Your Union Practice	Follow-on course exploring equality law and tools for reps.	📺 Tuesday 17 Nov, 10am – 4pm
Dealing with Capability Cases	Follow-on course covering all aspects of capability cases.	📺 Tuesday 24 & Wednesday 25 Nov, 10am – 4pm
Challenging Racism in the Workplace	Developing branch strategies to tackle racism at work.	📺 Tuesday 1 Dec, 10am – 4pm

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Full course descriptions are on:

 <https://westmidlands.unison.org.uk/education-and-training-2/>

Registration is via your account on My UNISON:
www.unison.org.uk/my-unison/

Contact the West Midlands Education Team:

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