



ONE UNISON *weekend*

Educate..Agitate..Organise..Celebrate for equality!

**14 & 15
May 2022**

**Wyboston Lakes Resort, Great North Road,
Wyboston, Bedfordshire MK44 3AL**

**EVENT
PROGRAMME**



A very warm welcome to our ONE UNISON 2022 weekend.

The COVID pandemic highlighted that public services – and the workers who deliver them - are essential to sustaining our communities. UNISON activists played a vital role in supporting those workers, fighting for them to have the PPE they needed, negotiating the most effective work from home provisions and ensuring they knew their rights throughout the crisis. You are the backbone of our union and we know that you can't fulfil your roles without access to the highest quality activist education.

Once again we have put together a programme for this annual event which we hope you will find useful in your UNISON Activist role, engaging and thought provoking. From training for newly elected Branch Officers to workshops on a range of equalities issues we have developed a programme that is all designed to help develop your knowledge, skills and confidence.

We invite you to join us on Saturday night when once again we will be hosting our annual gala dinner and awards ceremony where we acknowledge and celebrate all of the fabulous achievements that Branches and activists have helped to deliver across the Eastern Region in 2021.

This year we are very pleased to welcome our General Secretary, Christina McAnea who will be speaking at the gala dinner.

Our weekend is a safe space for our activists to network, a place where people should feel confident and enabled to share their ideas and experiences with others. We ask delegates to remember to be mindful of this, listen to what is being said and even if there are disagreements then to treat people with dignity and respect.

It's been far too long since we were all together and we look forward to an interesting, enriching and fun weekend.

Kind Regards

**Becky Tye
Regional Convenor**

**Tim Roberts
Regional Secretary**

at a glance...

ONE UNISON 2022 PROGRAMME

SATURDAY 14 MAY	What's happening?
08:45 – 09:55	Delegate and crèche registration Take the opportunity to browse around our UNISON Service Provider information stalls
10:00 – 13:00	Courses/workshops running Please check with the registration desk as to where the courses/workshops are being held
13:00 – 13:45	Lunch Take the opportunity to browse around our UNISON Service Provider information stalls Crèche closes at 13:10 and reopens at 13:40
13:45 – 17:00	Courses/workshops running Crèche closes at 17:30
19:15 - late	<ul style="list-style-type: none">• Gala Dinner• Guest Speakers• Branch Awards Ceremony• Collection for 'There for You'• Entertainment
SUNDAY 15 MAY	What's happening?
09:00 – 13:00	Courses running [NB there will be no workshops running on this day] Crèche open from 08:30
13:00 onwards END OF EVENT	Sit down lunch available or a packed lunch for those that want to set off straight away Crèche closes at 13:15

BRANCH OFFICER COURSES

The following Branch Officer Courses, unless indicated otherwise, are available to newly or recently elected Branch Officers at this event.

Please apply by no later than Monday 18 April 2022 using the event application form – please note you can only opt to do a relevant course **OR** the workshop sessions, not both.

Aims of the courses

These courses are designed to help UNISON Branch Officers, especially those new or recently elected to the position, to carry out their roles effectively. By the end of the course, it is intended that participants will know and understand the following:

Branch Secretary

- The role and function of a UNISON Branch
- The role of the Branch Secretary in ensuring that the functions of the Branch are carried out effectively
- The annual timetable of tasks and deadlines relating to that role
- The relationship of the Branch Secretary to the Branch committee and Branch members
- The relationship of the Branch Secretary to the region and appropriate service group
- Their own development needs with a personal action plan to meet these

Branch Treasurer	<ul style="list-style-type: none"> • Understanding of Branch finances • Work with the Branch to establish transparency in financial transactions • Develop protocols for budget setting and procurement • Develop a budgeting framework • Understand the role of budgeting and organising within a framework of UNISON's objectives • To enable Branch Treasurers to promote an organising union through Branch budgeting
Branch Equality Coordinator	<ul style="list-style-type: none"> • Be clear as to what is expected of Branches and the practical measures Branches can take to promote equality • Understand what is expected of Branch Equality Co-ordinators: their roles and responsibilities; their specific tasks and duties • Be aware of the range of issues relating to the equality agenda in the union and the workplace including the main pieces of equality legislation • Understand Proportionality, Fair Representation and Self Organisation and Branches' responsibilities • Know how to improve participation in the union at local level by under-represented groups • Be able to identify equality issues for potential organising and recruitment campaigns
Branch Black Members SOG Officer	<ul style="list-style-type: none"> • To define the role of a Branch Black members officer or contact • To establish how to access resources, make useful links and develop strategies for supporting black members in their Branches • To consider how to campaign and get black equality issues on the recruitment and bargaining agenda
Branch Disabled Members SOG Officer	<ul style="list-style-type: none"> • To define the role of a Branch Disabled members officer or contact • To establish how to access resources, make useful links and develop strategies for supporting disabled members in their Branches • To consider how to campaign and get disabled equality issues on the recruitment and bargaining agenda

BRANCH OFFICER COURSES continued

Branch LGBT+ Members SOG Officer	<ul style="list-style-type: none">• To define the role of a LGBT+ Branch officer or contact• To establish how to access resources, make useful links and develop strategies for supporting LGBT+ members in their Branches• To consider how to campaign and get LGBT+ equality issues on the recruitment and bargaining agenda
Branch Women's Officer	<ul style="list-style-type: none">• To define the role of a UNISON Branch Women's officer or contact• To establish how to access resources, make useful links and develop strategies for supporting women members in their branches• To consider how to campaign and get women's equality issues on the recruitment and bargaining agenda
Race and Sex Discrimination course	<ul style="list-style-type: none">• Understand what is race and sex discrimination• Identifying direct and indirect discrimination, victimisation and harassment• How to carry out effective discrimination case interviewing• Know about questionnaires/questions and answers procedures• Understand the purpose of the regional anti-racism charter and getting employers committed to a programme of anti-racism work/activities



WORKSHOPS

The following workshops are available to both new and experienced Activists – these will only run on the Saturday.

Please apply by no later than Monday 18 April 2022 using the event application form – please note you can only opt to do a Branch Officers course **OR** the workshop sessions, not both.

Workshops	Sat 14	Aims of the workshop
Unconscious Bias – a very real issue	10:00 – 13:00	<p>Unconscious bias is a very real issue, but what is it? This workshop will look to:</p> <ul style="list-style-type: none"> • Raise awareness of unconscious bias (what it is/is not) • Explore personal unconscious bias and how to avoid unconscious bias in everyday practice • Explore the impact of unconscious bias on decision making (recruitment/selection, retention, promotion) • Effectively challenge unconscious bias in policies, processes, procedures and everyday practice in the workplace.
Disability in the workplace – what needs to be done	10:00 – 13:00	<p>UNISON has made 2022 the Year of Disabled Workers. We want to use this year to highlight the experience of our disabled members, the value they bring to our union and to the workplace, and to call for better enforcement of legal rights including the right to reasonable adjustments at work. This workshop will explore what needs to be done to achieve this by:</p> <ul style="list-style-type: none"> • Defining the social model of disability and understanding what are reasonable adjustments from the Equality Act 2010 • Identifying the need for negotiating model agreements and passports • Exploring what we can do to ensure employers establish safe and inclusive workplaces

Workshops	Sat	Aims of the workshop
Long Covid – the workplace inequality consequences	10:00 – 13:00	<p>After over two years since the start of the Covid-19 pandemic what are the consequences of ‘Long Covid’?:-</p> <ul style="list-style-type: none"> • Understanding of what long Covid is • How does long Covid impact on employees • Identifying issues around employment inequalities related to long Covid • Exploring the role of Trade unions and how Branches/ reps can support members in the workplace with long Covid
Micro-aggressions - what are they & dealing with them	13:45 – 17:00	<p>You may or may not have heard of the term “microaggression” but you’ve probably, directly or indirectly, experienced it. This workshop will explore the concept of microaggression and look at:</p> <ul style="list-style-type: none"> • Defining microaggression & micro invalidation • Identifying ways to intervene and challenge microaggressions • Practising having a conversation around microaggressions in a safe environment
Speaking up on issues around in/equality	13:45 – 17:00	<p>Not everybody is aware of issues around in/equality and how the impact inequality in the workplace has on many of our members. Be that person to stand up and be that voice speaking up on equality! This workshop will look at:</p> <ul style="list-style-type: none"> • Developing confidence to speak up publicly about in/equality issues • Framing what you say to maximise your impact • Practising speaking up on issues around in/equality in a safe environment
Assertiveness skills on issues around in/equality	13:45 – 17:00	<p>Assertiveness can help you express yourself effectively and stand up for your point of view, while also respecting the rights and beliefs of others. This workshop will look at:</p> <ul style="list-style-type: none"> • Defining the components required for assertive behaviour • Identifying key assertiveness skills and techniques • Practicing being assertive on in/equality issues in a safe environment

ONE UNISON Branch and Activist Awards



Closing date for nominations is 5pm on the 4 March 2022

Continuing the recognition of the dedicated work that our Branches and activists carry out we are very pleased once again to encourage nominations for our annual awards covering several key areas such as organising, recruitment, health and safety and learning - to mention but a few.

The awards are now open for nominations and Branches have been advised of the nomination process and the different categories. The awards will be presented to the category winners on the Saturday night of the ONE UNISON 2022 event.

We look forward to receiving lots of nominations!

OUR THANKS GO TO THE FOLLOWING MEMBERSHIP SERVICE PROVIDERS WHO HAVE SPONSORED THIS EVENT AND THE AWARDS



THE MOST EXPERIENCED
TRADE UNION FIRM IN THE UK





Saturday night is Celebration time....

Once you have spent the day participating on one of the Branch Officer courses or engaging in the workshops we look forward to seeing you at our celebration Gala Dinner. This will then be followed by our Regional Branch and Activist Awards Ceremony, sponsored by UNISON Membership Services Providers.

In addition we look forward to welcoming special guests and key note speakers, including UNISON General Secretary Christina McAnea.



Once dinner and the formalities are over we are really pleased to have the venues' resident DJ playing all those favourite modern and classic dance tunes throughout the rest of the evening.

There will also be a bucket collection for UNISON Welfare 'There for YOU' charity during the evening – please give what you are able to for this very worthwhile cause that benefits so many of our members in need of assistance.

Saturday night commences at 7.15pm in the Rosewood Suite, Woodlands Event Centre - don't be late!



'Nipperbout' our crèche providers for the ONE UNISON weekend....

Once again we welcome the services of Nipperbout for all your crèche facilities and needs at this residential event. With their proven track record of over 27 years delivering childcare at events such as this, your children will be happy and safe in their hands, allowing you the time and space to enjoy this event - we can guarantee you that your children will have an absolutely fabulous time and will not want to leave!



If you need childcare in order to enable you to attend and participate in this event then you must discuss this with your Branch in the first instance for agreement, as charges will be made to the Branch for this facility.

Please note that Nipperbout crèche facilities are only available when courses and workshops are running, not during any of the breaks or in the evening.



Wyboston Lakes in Bedfordshire

'Wyboston Lakes Resort'
our venue of choice for
the ONE UNISON 2022
weekend.

Situated midway between Cambridge and Milton Keynes, at the edge of the historic market town of St. Neots and set in 380 acres of rural countryside is Wyboston Lakes Resort, which prides itself in being the largest leisure destination in Northern Europe.



Our ONE UNISON 2022 event will be hosted in the ***Woodlands Event Centre***, clearly signposted near to the entrance of the resort.

This self-contained building has all the modern training rooms, refreshments, food and accommodation facilities that are required to ensure the weekend goes smoothly for you.



2022 Event Packages

If you wish to attend this event please discuss with your UNISON Branch in the first instance. The costs to Branches for delegates unless indicated otherwise, excluding any other associated costs such as delegate travel expenses, are:

Delegate type	What's included?	Cost	How to book
Full Delegate	<ul style="list-style-type: none"> • Full board Saturday to Sunday including the ONE UNISON Gala Dinner and Sunday lunch • Admittance to Branch Officer training OR workshop sessions and inclusive of all refreshments/meals 	£199	Complete the application form specific for this event
Day Delegate (Saturday only)	<ul style="list-style-type: none"> • Admittance to Branch Saturday workshop sessions • Refreshments during the workshop sessions, Saturday lunch 	£95 Saturday workshops only	Complete the application form specific for this event
Saturday Workshops Day Delegate with overnight accommodation	<ul style="list-style-type: none"> • Admittance to workshop sessions • Refreshments during the course/workshop sessions, Saturday lunch • Includes the Gala Dinner and Sunday breakfast [NB Sunday lunch is NOT included in this package] 	£159	Complete the application form specific for this event

2022 Delegate fees and costs (continued)

Delegate type	What's included?	Cost	How to book
<p>Saturday night accommodation and the ONE UNISON Gala Dinner only</p> <p><i>NB: full delegate applications will be given accommodation priority in the event of oversubscription</i></p>	<ul style="list-style-type: none"> • Full board including the Saturday night Gala Dinner • Does NOT include Sunday lunch 	£110	Contact us at the email address below
<p>ONE UNISON Gala Dinner only</p>	<ul style="list-style-type: none"> • Access to the ONE UNISON Gala Dinner event on the Saturday night from 7:15pm 	-	Contact us at the email address below
<p>Partner rate</p> <p><i>Available where you wish to bring your partner and you are sharing a room. Delegate is responsible for this cost not UNISON</i></p>	<ul style="list-style-type: none"> • BBEM Saturday to Sunday, including the ONE UNISON Gala Dinner • Leisure facilities maybe available, but will need to be personally booked through the resort • Does NOT include Sunday lunch 	To be confirmed	For further information contact us at the email address below
<p>Creche costs</p> <p><i>To be agreed in advance & paid for by Branches</i></p>	Pre-booked Nipperbout professional crèche/childcare facilities are available to delegates when courses and workshops are running, not during any of the breaks or in the evening. You MUST have your Branches permission to book this facility because of the costs involved.	£79 per child each day plus £55 per day for each additional child per delegate	Complete the relevant part of the online application form specific for this event to book this facility

EMAIL: easterneducation@unison.co.uk



REMINDER!

DON'T FORGET ABOUT OUR FORTHCOMING...

ACTIVISTS SUMMER SCHOOL 15 – 19 August 2022

**Venue: UNISON Eastern Region, Higdon House,
Kempson Way, Bury St Edmunds, Suffolk, IP32 7AR**

Our ever popular Summer School is back for 2022 with something for everyone:

- ✓ **Lots of informative and inspirational courses to choose from**
- ✓ **Opportunity to do one, two or more courses over the week of the Summer School***
- ✓ **Meet up with and network with both new and existing activists from across the region**
- ✓ **Refreshments and lunch provided on site every day**

Information, how to apply and what courses are on offer will be with Branches soon, so if you are interested to know more about this then contact your Branch Secretary or Branch Education Co-ordinator for more details.

**WE ARE LOOKING FORWARD TO
WELCOMING OUR ACTIVISTS, BOTH OLD
AND NEW, BACK FOR THIS EVENT!**

*subject to Branch approval



Notes

Notes

**AN EXTRA SPECIAL THANK YOU
..goes to North West Anglia Hospitals
Branch,who have purchased the
ONE UNISON promotional keyrings
which they hope you will love!**

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