



# Learning and Development **Online Workshop Catalogue**



**UCU**

University and College Union

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# Introduction

UCU is passionate about learning and personal development and has created an extensive programme of online interactive workshops. We run these workshops regularly throughout the year for all members.

They cover a range of topics that have been identified as important by members and are UCU priorities. Each workshop explores the issue involved, the scale of the problem and looks at how members can work collectively and in solidarity to challenge and improve working conditions.

All of our courses are free of charge to UCU members.

## Workshop Format

Each online workshop is 90 minutes long and is delivered via zoom, with a five-minute comfort break in the middle.

It will include one or two interactive group exercises where participants are encouraged to share ideas, best practice and issues of concern. It will also provide attendees with resources and references, as well as details on how to become more active in the union.

# Accessibility

We plan to use the zoom 'chat' function during each session. If that will in any way inhibit your full participation please contact us beforehand so that alternative arrangements can be made. You will need to find a quiet space, away from distractions (like telephone and email!), and you may prefer to use headphones for the session. We would also recommend that you check that you can use zoom before the session if you are unfamiliar with it.

Live transcription will be available. We are passionately committed to ensuring that everyone can fully participate in UCU CPD sessions so if you need us to make any additional facilities available to you please get in touch as soon as you can. We will do everything possible to help.

## Working with Branches

We can also run these workshops for UCU in branches for UCU members and all staff within your institution.

If you would like us to run any of our workshops in your branch just email [cpd@ucu.org.uk](mailto:cpd@ucu.org.uk)

All branch-level workshops are completely free of charge.

# Tackling the Climate Crisis

UCU is committed to playing its part in 'greening the curriculum' and assisting campaigns for sustainable national policies and local practices.

Students Organising for Sustainability (SOS UK), part of the NUS family, have developed five interactive workshops for UCU members: each workshop is a stand alone session so you can choose which ones you would like to do.



# An Introduction to Sustainability

This is the first in our series on UCU's response to the climate crisis.

The full aims of the interactive workshop are to

- understand student demand for sustainability and climate education
- explore the meaning of sustainability
- make the connection between sustainability and climate education
- understand the relevant frameworks defining sustainability, and how to apply them.



# Embedding Climate Education in the Curriculum

The second in a series of our workshops on the climate crisis, and how we can play our part in resisting it.

To take part in this workshop you do not need to have completed the *Introduction to Sustainability* session, though you might find that useful too. This workshop will look at detailed examples of how UCU members are incorporating climate education in their classroom practice in a way which we hope you will find exciting and empowering.

The full aims of the interactive workshop are to:

- understand why sustainability issues are so important to students and UCU members
- explore how sustainability issues have been incorporated into a range of learning programmes
- reflect on how to amend your own practice
- consider how you could use your experience to support other UCU members around sustainability issues.



# Decarbonise and Decolonise

This workshop will introduce members to the inter-connectivity of these two agendas and identify opportunities to take action. It will give an overview of climate justice, and how this links to the concepts of 'decolonising' and 'decarbonising' as the structural roots of the human-induced climate crisis. We will explore climate injustice, and how this often intersects with issues like race, gender, class and indigeneity.

We will also look at examples of when sustainability initiatives have not taken an intersectional approach, with discussions on how we can avoid this in education to create sustainability activities that work to challenge the harmful legacies of colonialism and imperialism.

The full aims of the interactive workshop are to:

- provide an introductory understanding of climate justice and its connection with decolonising and decarbonising
- support participants to identify opportunities to apply decolonising and decarbonising for climate justice to the education sector
- encourage participants to develop their own practice to consider climate justice and intersectionality
- explore the role of UCU branches and members in mobilising action for decolonising and decarbonising.





# Running Climate Learning Events

This is the fourth in a series of our workshops on the climate crisis, and how we can play a part in addressing it. Building on existing CPD workshops *Introduction to climate education* and *Embedding climate education in the curriculum*, SOS-UK have developed this workshop for UCU to support members in taking action within their own institutions following on from the recent COP events.

You do not need to have completed the previous sessions in order to take part. This workshop will share examples of similar initiatives, promote idea-sharing among members and sign-post you to resources and opportunities to help you run a climate learning event at your institution. So if you want to encourage colleagues to take part in climate a climate crisis awareness day or week please join us and we will show you how.

The full aims of the interactive workshop are to:

- understand how to involve and engage allies including colleagues and students, in helping to run the climate-themed learning events
- know what UCU resources are available, and how to add to them
- explore specific resources and consider how they could be adapted to support local initiatives.



# Democratising Education

## *UCU Green New Deal*

Our fifth climate related interactive workshop will explore the vision for democratising education as part of progressing a Green New Deal in education institutions. The focus will be on why and how branch members can build for power to organise and campaign for democratic governance structures with a view to ensuring fair and just practices and decision making.

The first half of the session will explore what a truly democratic education institution would look and feel like and why this is an essential component if we are going to address the climate crisis. The second half will focus on how members can get involved in helping local branches to use the GND bargaining and negotiation framework to democratise their institutions.

The full aims of the interactive workshop are to:

- understand the meaning of democratising education
- realise the interconnection between democratising education and the climate crisis
- be able to communicate with branch members and the student movement on democratising education to progress the UCU Green New Deal
- gain an awareness of what others are doing to democratise.





UCU is committed to championing equality, celebrating diversity and opposing discrimination, harassment and oppression. We put equality at the heart of our activities for members and our interactive workshops look at how we can collectively fight for equality and challenge injustice

# Equality and Diversity

# Allyship and Solidarity

*Allyship* has its roots firmly within the LGBT + community and has latterly become a live discussion within the Black Lives Matter movement in the wake of George Floyd's murder. But how can real allies truly support each other? And how can we build that support into organisations that will help us realise the dreams of equality that we all yearn for?

If you are fed up with seeing tokenistic gestures of solidarity on social media and want to explore what genuine and meaningful allyship looks like, at work and in your trade union, please join us.

The full aims of the interactive workshop are to:

- know what we mean by *allyship*
- understand why allyship and solidarity is essential now
- understand the difference between meaningful allyship and performative allyship
- explore how we can build structures that allow us to support each other.





# Challenging Sexual Harassment & Sexual Violence

UCU recognise that sexual harassment and violence is endemic in society, including in colleges and universities. We stand with survivors and are fully committed to working toward the establishment of safe workplaces for all. Challenging sexual harassment and sexual violence is a priority for UCU, as shown by the establishment of the Sexual Violence task group last year, and by the survey of sexual violence that was recently completed. This workshop will take forward that work, and by engaging directly with members, and especially by listening to experiences, we hope to contribute toward building workplaces where we all can flourish.

The full aims of the interactive workshop are to:

- identify what we mean by individual harassment and sexual harassment
- understand how workplace policies protect staff
- understand UCU's approach to challenging sexual harassment and sexual violence
- explore how we can all challenge sexual harassment more broadly in the workplace.

# Collectively Challenging Disability Discrimination

*What does 'accessibility and reasonable adjustments' mean?*

This interactive workshop looks at questions of disability and equal access. As UCU disabled members continue to experience discrimination this workshop will explore what can be done to promote the rights of disabled people within your workplace. If you want to play your part in tackling disability discrimination, whatever that may be, please join us.

The session will be a practical look at what resources and support are available from UCU and beyond, and also how you can start conversations with UCU members, colleagues, students and other partners in your workplace. Conversations that will lead to changes in behaviour and organisational culture.

The full aims of the interactive workshop are to:

- know more about what is meant by disability
- understand the social model of disability promoted by the UCU
- explore how we can all challenge disability discrimination in the workplace.

Disability Disc



# Everyday Ableism

Many employers are not taking the concerns of disabled workers seriously, often reacting, with varying degrees of success, to our needs.

UCU has produced a series of resources and materials to support disabled members in the workplace, addressing the issues we face, including access to work, making adjustments, mental health support and the reasonable adjustment passport.

This CPD session is part of UCU's on-going commitment to campaigning for a whole union and intersectional approach to tackling these and many other barriers and challenges facing disabled members at work. As we always stress the role of allies and allyship, this session is intended not simply for UCU members with disabilities, but additionally for anyone who wants to act as an ally of disabled members so that we can all work towards living in a world without barriers in which we can all flourish.

The full aims of the interactive workshop are to:

- know more about what is meant by ableism and what it looks like
- understand the social model of disability promoted by the UCU
- explore what UCU branches can do to challenge ableist cultures.

# Neurodiversity at Work

Society uses labels to describe the differences in how our brains function – labels such as autism, ADD, ADHD, dyslexia, dyspraxia etc. The National Autistic Society estimates that there are around 700,000 autistic people in the UK today and the Chartered Institute of Personnel Development (CIPD) estimates that at least 10% of the UK population are neurodivergent. As a trade union, UCU represents a membership from different backgrounds, ethnicities, genders, sexualities and neurologies. Neurology is the way that the brain functions.

This workshop seeks to share information, encourage debate and discussion on ways to support neurodivergent members in the workplace. We welcome everyone to this workshop, whether the subject relates to you directly or not.

The full aims of the interactive workshop are to

- know more about neurodiversity
- understand the workplace barriers that prevent full participation at work
- clarify the role of the employer in supporting neurodivergent workers
- explore action that members and branches can take to support neurodivergent workers.





# Community Accountability for Racial Justice

As part of UCU's commitment to pursuing racial justice we have developed an interactive workshop that will look at how we can come together to fight for racial justice. The workshop will explain how UCU's approach to building lasting communities of allies in this fight will work.

The full aims of the interactive workshop are to:

- understand UCU's Community Accountability for Racial Justice programme
- explore how to build alliances for racial justice within and beyond your institution
- consider how to bring community influence to bear on institutions
- discuss how to create enduring, inclusive and pleasurable structures that will work toward winning racial justice.



# An Introduction to Decolonising Education

Educational institutions throughout the UK have shied away from discussing the realities of slavery and colonialism. For the Black and Brown inhabitants of the UK, who largely belong to marginalised groups in society, the failure to address the history of slavery and colonialism truthfully has profound implications for their sense of inclusion within the society, and thereby wellbeing.

The circumstances in which George Floyd was murdered, the consequent increased prominence of the Black Lives Matter movement, and the ethnic disparities in the impact of Covid-19 have all magnified the calls for the decolonisation of education.

The full aims of the interactive workshop are to:

- explore what colonialism is, how it works and what it looks like in our present-day education system
- explore what decolonising education should look like
- consider how UCU members and branches can support this work
- reflect on learning and next steps.



# LGBT+

## Language in Use

At UCU we believe that using the right language is a prerequisite to building the kind of thriving, inclusive workplace that we all want to see. But as language changes over time how can we be sure that we are using the best, inclusive, language? This workshop will provide a safe space to discuss this question in an honest and supportive way. Being more interactive than some of our workshops we will expect participants to join in small group discussions in order to build confidence.

Join us! You might improve your professional practice and pick up some ideas about how to build a rich and diverse union.

The full aims of the interactive workshop are to:

- have a greater understanding of LGBT+ language in use
- be more confident in their use of appropriate language
- explore how their professional practice could be improved by using supportive and inclusive language
- consider how they could develop, support and promote UCU campaigns in support of LGBT+ equality

## Recognising LGBT+ Exclusion

*LGBT+ inclusion is much better than it used to be. Isn't it?*

Join this workshop to find out what normativities are and how they are impeding LGBT+ liberation. This workshop is a companion to UCU's *LGBT+ Language in Use* session. We will discuss how to challenge normative assumptions and prevent their negative impacts.

We believe we are the first union running a workshop on normativities so join us for this progressive exploration of normativities, inclusion and LGBT+ liberation. All members are welcome, whatever your level of knowledge, as we address this topic together.

The full aims of the interactive workshop are:

- to get an understanding of what normativities are
- to recognise occasions where normativities are used, and their impact
- to consider how members and branches can collectively challenge normativities
- to engage in discussion about what LGBT+ inclusion really looks like, including support for aspects of lifestyles that vary from normativities e.g. caring networks.



# Challenging LGBT+ Exclusion

This new workshop builds upon the workshop, Recognising LGBT+ exclusion whose aim was to raise awareness and to explore various collective strategies to recognise and challenge exclusion.

This workshop focuses on turning that awareness into action. We will explore examples of good practice by looking case studies, consider intersectional listening – what is it and why is it important to help us challenge LGBT+ exclusion and then consider how intersectional listening can help us to have constructive difficult conversations. The whole workshop is framed by how the LGBT+ charter can help to build inclusivity in our UCU branches and workplaces.

All are welcome, whatever your level of knowledge or experience in this area as we address this topic together and it is not necessary to have attended the Recognising LGBT+ Exclusion workshop.

The full aims of the interactive workshop are to:

- reflect on how LGBT+ exclusion can be challenged by looking at examples of good practice
- explore intersectional listening
- reflect on how this can help ‘difficult’ conversations, be constructive and lead to action
- consider how the LGBT+ Charter can be used to build inclusive UCU branches and workplaces.

## The Menopause is a Workplace Issue

The menopause is a part of most women's lives and the lives of many trans men, non-binary people, and members of intersex communities, and marks the end of the reproductive cycle.

It is estimated that in the UK 75%–80% of menopausal women are in work. UCU believes it is imperative that workplaces have a workable and robust policy that is fully consistent with UK legislation, and that workers who require additional support during this time are treated with understanding, dignity and respect.

The workshop is open to all UCU members, whether or not personally affected. We want to build solidarity and challenge the stigma of the menopause. It will provide a safe space to discuss which often differ in relation to disability, age, race, religion, sexual orientation or marital/civil partnership status.

The full aims of the interactive workshop are to:

- understand why the menopause is a workplace and a trade union issue
- understand some of the challenges facing those with menopausal symptoms in the workplace
- explore strategies to support members through the menopause in the workplace.



# Tackling the Hostile Environment for Migrants

The creation by the UK government of deliberately hostile environment for workers from abroad has been one of the most disgusting spectacles in an era of disgusting spectacles. This interactive online workshop will explore how we got there and what we, as UCU members, can do about it.

The session aims to explore how we can build solidarity between staff and also between migrant and non-migrant staff and students. It will also cover how UCU can practice solidarity with migrant members and the wider migrant community in the UK.

UCU is a powerful anti-racist voice so if you would like to join like-minded colleagues in discussing how we can transform the hostile environment into one of welcoming solidarity please, please join us.

The full aims of the interactive workshop are to:

- know more about the challenges faced by migrant staff and students in post 16 education and beyond
- understand how to show practical solidarity with migrant staff
- explore how we can ensure that workplaces and the union are inclusive spaces for migrant staff.



# The Four Fights

UCU is demanding fair treatment for staff across the sector and a comprehensive remedy for the way in which your working conditions have been undermined over the past decade.

These workshops help to highlight the issues, demonstrate UCU's work through campaigns such as Respect FE and Four Fights, and show what members can do collectively to improve working conditions.



# Working Safely: Collective Strength

The way we work has changed for many of us since the pandemic. This workshop is an opportunity to take stock and look at how we are working and whether improvements can be made so we continue to stay safe and well at work. We will look at health and safety duties on employers which includes the use of language giving us confidence when raising issues to help us to defend our rights and rights of others.

This session has been developed to give you some ideas about how you can deal with some of the challenges you are facing, as an individual, but also as a union member no matter how you are working. The session also explores strategies to support your mental and physical health, and what employers should be doing to make sure that our work, however we work is safe.

The full aims of the interactive workshop are to:

- develop confidence in understanding legal frameworks and using health and safety language
- identify some of the current challenges you face in working safely
- take a closer look at stress and mental health
- be clear about what support you can expect from your employer
- identify support from UCU.



# Challenging Excessive Workload in Education

In order to tackle rising workloads and the resulting work-related stress that many members are experiencing, we need to take a collective approach to pushing back on excessive workload.

Please join us for this important and informative session.

The full aims of the interactive workshop are to:

- identify why excessive workload is so damaging to education and staff
- identify collective responses to tackling excessive workloads
- make members aware of the UCU campaign on workload and how they can contribute



# Saying 'No' with Confidence

This workshop follows on from the Challenging Excessive Workload CPD that was developed to support members in taking a collective approach to push back on workloads.

In the workshop we look at workplace culture and how we can change workplace practices by using Health & Safety Legislation to empower members to take a stand and say 'no', whilst maintaining professional standards.

The full aims of the interactive workshop are to:

- identify assertiveness techniques and strategies for saying "no" at work
- learn to use Health and Safety legislation to push back in order to protect us against workplace stress and health risks due to excessive workloads
- understand the role of collective action in changing workplace culture through union campaigning.

# Challenging Casualisation

The casualisation of staff contracts in education is a disgrace. This workshop is for all UCU members regardless of their own contractual arrangements in that it seeks to explore the problem in order to do something about it. Through interactive discussions we will consider how we can build solidarity between those on permanent and precarious contracts.

The full aims of the interactive workshop are to:

- understand why casualisation is so damaging to education and staff
- understand what staff on casual contracts locally see as a priority for change
- understand how more securely employed staff can support casually employed staff in their workplaces
- be aware of the local and national UCU campaigns against casualisation and how they can contribute.



# New Workshops in Development

We are currently developing new interactive workshops on Challenging Excessive Workload (Part 2) and Decolonising Education (Part 2).

If you have any suggestions for workshops you would like to see, please contact us on [ulr@ucu.org.uk](mailto:ulr@ucu.org.uk)



# Union Learning Reps

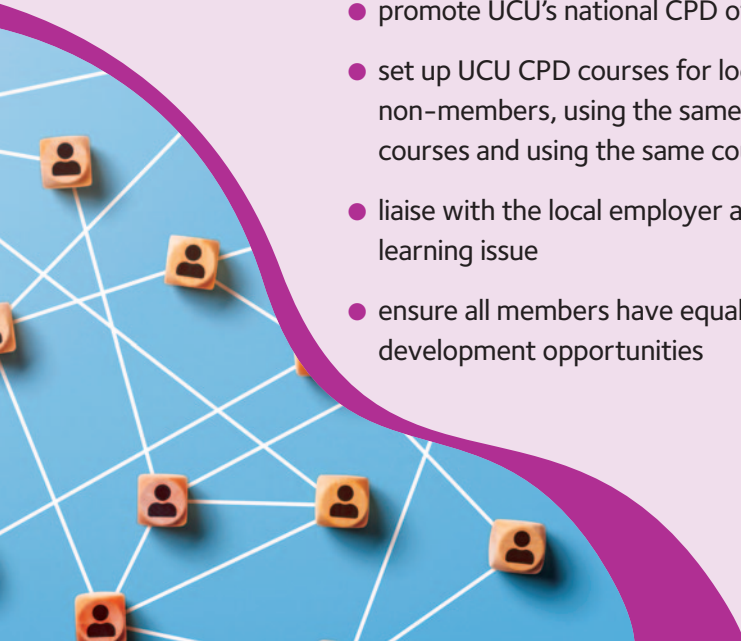
UCU's Continuing Professional Development programme changes lives. Do you want to help us change more? Our CPD courses are loved by members. Many courses are full within hours of promotion. So, we need to expand what we do to reach more people, but we can only do that with your help.

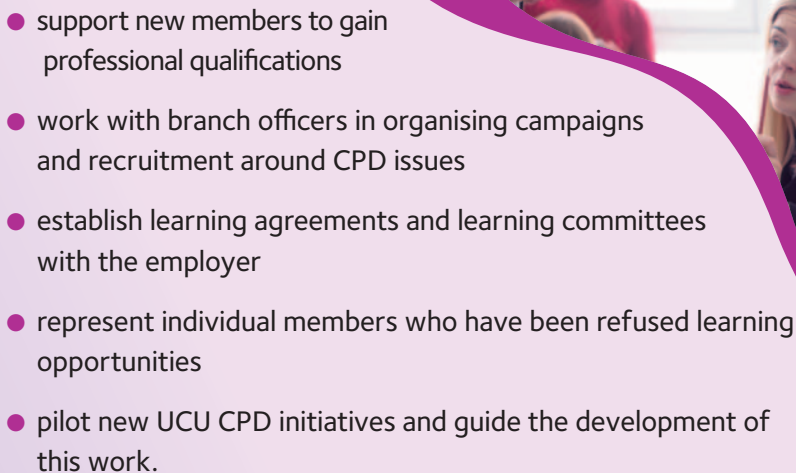
We would love to hear from you if you want to help us develop this work. If you, do it's easy. Simply drop us an email to [ulr@ucu.org.uk](mailto:ulr@ucu.org.uk) and ask about becoming a Union Learning Rep.

## What do UCU Union Learning Reps do?

Working with the local UCU Branch Union Learning Reps (ULRs) do some, or all of the following activities:

- promote UCU's national CPD offer
- set up UCU CPD courses for local members, and non-members, using the same materials as the national courses and using the same course tutors
- liaise with the local employer around development and learning issue
- ensure all members have equal access to professional development opportunities



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- support new members to gain professional qualifications
  - work with branch officers in organising campaigns and recruitment around CPD issues
  - establish learning agreements and learning committees with the employer
  - represent individual members who have been refused learning opportunities
  - pilot new UCU CPD initiatives and guide the development of this work.

### **How UCU will support you as a ULR**

- As a UCU ULR you will join a network of thousands of other UCU reps– you will not be alone.
- Once your branch recognise you as a ULR you will be legally entitled to formal training in the ULR role within six months.
- You will receive regular updates from the UCU CPD team.
- The CPD team will always answer any questions you might have and otherwise offer advice and support.
- As part of a growing network of UCU ULRs you will be able to buddy-up with others in similar institutions
- You can join national networking events for ULRs.

### **How you can become a UCU ULR**

To take part in this exciting work, or simply to find out more about it, just email us at [ulr@ucu.org.uk](mailto:ulr@ucu.org.uk)



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