

***P**rogressive
Equality
Training
And
Learning*

2010 - 2011



Introduction

Welcome to PETAL, a new and dynamic equality training programme for trade unions. The programme will be delivered by equality specialists including the Equality Commission and will run between 2010 and 2011. Participants can attend certified training programmes on a range of issues under six areas:

1. Equality law seminars
2. Key employment and equality issues for union representatives
3. Disability Champions
4. Equality mainstreaming
5. Mental health and stress in the workplace
6. Other dates for your diary

The aim is to equip you to promote the law and best practice in the workplace. The topics addressed by this programme reflect the themes and priorities identified by Equality Committees and members.

The training will also ensure that union representatives are up to date with developments in the complex area of equality and employment law.

Attendance can be used by learners as credit in respect of their Continuing Professional Development (CPD).

All training sessions are based on a key learning aim and associated objectives and focus on specific themes. In addition and in recognition of the hours of training, learning and application of equality skills, each participant will be provided with a folder to gather evidence of their CPD.

Certificates will be presented on June 8, 2011.

We hope you enjoy...

For further information and to reserve your place contact Jacqui on **028 90247940** or at the email address below.



Jacqui McGonagle
Programme Manager

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Pauline Buchanan
Equality Officer

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1. Equality Law Seminars

Equality Law seminars will keep representatives abreast of developments in European and Domestic Law, which impact primarily on the workplace. The sessions cover new and amendments to existing legislation, key decisions taken in courts and the impact of those decisions on Industrial and Fair Employment Tribunals. To facilitate greater flexibility please note that some sessions will be held in the evening.

Sinead Mulhern, a qualified solicitor and equality trainer, will be leading the sessions. She is a former Chief Legal Officer of the Equal Opportunities Commission for Northern Ireland. Sinead has specialised in employment law over many years and her particular area of interest is discrimination and equality law. She has provided legal advice and training across the private, public, statutory and voluntary sectors to a wide range of organisations on all aspects of employment equality law. Sinead has also worked closely with the trade union movement over many years.



*Sinead Mulhern
Equality Trainer*

| Date | Topic | Venue/Time |
|---------------------|---|--|
| October 19 2010 | Challenging Harassment | Equality Commission 10am – 1pm |
| November 24 2010 | Redundancy | Equality Commission 4.45pm – 6.45pm |
| January 11 2011 | Migrant Workers | Equality Commission 10am – 1pm |
| February 22 2011 | Disability | Equality Commission 10am – 1pm |
| March 23 2011 | Maternity Rights / Work Life Balance | Equality Commission 4.45pm – 6.45pm |
| April 20 2011 | Equal Pay | Equality Commission 4.45pm – 6.45pm |

Seminars kindly sponsored by:



2. Key Employment and Equality Issues for the Union Representative

A bespoke, Continuous Personal Development accredited, modular training programme developed for trade union representatives by Congress, the Equality Commission for Northern Ireland and the Labour Relations Agency.

Learning Aim

This programme highlights some of the key issues faced by union representatives today. It focuses on the provision of guidance to support policy development and review as well as practical advice on managing individual cases.

By the end of the programme participants will:

- Be aware of the employment and equality legislative framework affecting the workplace,
- Have considered some key issues for union representatives including bullying and harassment in the workplace and the management of absenteeism,
- Have an understanding of the employment tribunal process.



***Michelle Morris, Equality Officer ECNI, and
ECNI Equality Manager Paul Oakes***

| Date | Training Modules | Venue/Time |
|------------------------------|---|--------------------------------------|
| September 14 2010 | Launch of programme - Information and Registration Event | Equality Commission 12 noon - 4pm |
| October 13 2010 | An Overview and Update of Employment and Equality Law in NI | Equality Commission 10am - 3pm |
| December 8 2010 | Absence Management – Key Issues for the Union Representatives | Equality Commission 10am - 3pm |
| February 10 2011 | Bullying and Harassment in the Workplace | Equality Commission 10am - 3pm |
| April 7 2011 | Taking an Employment Tribunal Case | Equality Commission 10am - 3pm |
| June 8 2011 | Graduation Event | Equality Commission 12noon - 2pm |



3. Disability Champions Forum

A newly developed forum in partnership with the Equality Commission for Northern Ireland launched in May 2010.

The key aim of the forum is to support the Disability Champions and other trade union representatives with a particular interest in the area of disability.

The forum will provide the opportunity for members to receive regular updates on developments in legislation, share best practice, access advice and guidance and network with other representatives and agencies. Each meeting will highlight a topical issue for discussion.

If you are interested in becoming a Disability Champion the next course is scheduled for five Wednesdays starting on January 19, 2011. Contact Clare Moore at Congress or clare.moore@ictuni.org



Disability Champions from the graduation class of 2009



| Date | Spotlight Topic | Venue/Time |
|-----------------------------|--|--|
| September 8 2010 | Absence Management – The New Fit Notes | Equality Commission 10.30am - 12.30pm |
| December 3 2010 | International Day for Persons with Disabilities - Graduation of new Disability Champions | Equality Commission 10.30am - 12.30pm |
| March 2 2011 | Disability Champions Forum | Equality Commission 10.30am - 12.30pm |
| June 2 2011 | Disability Champions Forum | Equality Commission 10.30am - 12.30pm |



*Certificates were presented by Congress past
President Patricia McKeown, seen here with
Sheila McCarron of the INTO*

4. Equality Mainstreaming – A Guide to Section 75 Northern Ireland Act 1998

Venue: Equality Commission. January 19, 2011 10am -1pm

Learning Aim

To outline key aspects of the ECNI Guidance on Section 75 in respect of Employment.

By the end of this session learners will:

- Be aware of the key aspects of Section 75 Guidance as they relate to employment,
- Be familiar with the screening and impact assessment process, and
- Be aware of the importance of Section 75 in affecting key aspects of public employment policy.

5. Mental Health and Stress in the Workplace

Venue: Equality Commission. March 16, 2011 10am -3pm

This event will be held in partnership with Equality Commission NI, Labour Relations Agency and the Health and Safety Executive.

Learning Aim

To outline legal and best practice provisions relating to how mental health issues should be managed in the workplace. The event will have a particular focus on the management of stress and trauma.

By the end of this session participants will:

- Understand the key legal provisions underpinning the management of mental health issues in the workplace;
- Be aware of current best practice advice in terms of how mental health issues are managed in the workplace.

This event will be designed and delivered in partnership with The Equality Commission for NI, The Labour Relations Agency and the Health and Safety Executive.

6. Other dates for your diary

| Date | Topic | Venue/Time |
|------------------------------|---|---|
| September 29 2010 | LGBT Bullying and Harassment in Schools and in the Workplace | NIPSA 10am – 1pm |
| October 7 2010 | Presentation of certificates for Applied Suicide Intervention Skills Training (ASIST) and Mental Health First Aid | UNISON 12 noon – 2pm |
| November 2010 | Race Equality Month | Events to be confirmed |
| November 4/5 2010 | Women’s Committee Council of the Isles | City Hotel, Derry |
| November 25 2010 | International Day for the Elimination of Violence Against Women | Events to be confirmed with Women’s Aid |
| March 4/5 2011 | Women’s Seminar | Wexford TBC |
| March 8 2011 | International Women’s Day - International link up with women across the world | UNISON 12 noon – 2pm |
| May 7 2011 | May Day march and rally | Belfast |

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