

Case Study

Community the Union and Respecting Diversity

Union: Community

Location: Tannochside

Attendees: 23

Funding: Learning Fund

The overall strategic objective of the Community Development Fund Project is to develop a relationship with employers around workforce development. This includes engaging with employers where the union has previously established structures, such as Joint Learning Committees, and establishing new structures with new employers in new sectors. Community held its first union learning course in the Whistl Depot in Tannochside in September 2016.

Community Union has recently established a union/management Joint Learning Committee in Whistl (formerly TNT Post) based in Tannochside, Uddingston. The Committee has quickly taken off, and the union and management worked together on organising courses with an initial focus on health and well-being, and better employee relations. This began with a short workshop style course in September 2016 called 'Respecting Diversity in the Workplace' which was delivered as three one day sessions to more than 20 learners, including senior staff members, all of whom were given release from work to attend.

Commenting on the course, one learner said: "I would recommend this course to others. I didn't realise all the points that come under the headings and my knowledge and understanding is better now." Another learner said: "Very interesting, I would like to learn more about hidden disabilities."



Susan Cassidy, Project Manager for Communitas, the Training and Education Arm of Community, said: "Feedback from the learners taking part has been very positive and this has been a great start for the on-site Joint Learning Committee. There are already arrangements in place to hold two further courses early next year: Hidden Disabilities in the Workplace and a two day Mental Health First Aid course."

For more information on the Community Union Development Fund Project, visit www.community-tu.org or follow on Twitter: @CommunityUnion.



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