

EQUALITY MATTERS



SELF ORGANISED GROUPS

**Issue 3
January 2016**

Happy New Year and welcome to Issue 3 of your quarterly **EQUALITY MATTERS**.

Well, 2015 has come and gone and a whole New Year is waiting for us to stick to those resolutions (what again?!). Let's all work together and make a positive impact in 2016.

This issue includes updates on the Trade Union Bill and *m people*, as well as feedback on several events such as the 2015 National Disabled Members Conference and Show Racism the Red Card and UNISON – 'Immigration: What's the Story?'.

Don't forget the Manchester Branch AGM is to be held on 20 January 2016, 12.45pm, at the Friends Meeting House, Mount Street, Manchester, M2 5NS. In addition, a first meeting of the Disabled Members' SOG is planned for 27 January 2016. This SOG is another important forum to assist disabled members to channel their views and requirements through to the Branch.

Your articles and comments are welcome.

Sonia Stewart
Branch Equality Officer

In this Issue

	Page
➤ Trade Union Bill	2
➤ Women in UNISON	3
➤ Black Members	4
➤ Disabilities	5-6
➤ Mary Quaile	7
➤ Feedback from events	7-8
➤ News	8
➤ Who Are You?	9-11
➤ <i>m people</i> Update	12
➤ 2016 Events	13

EQUALITY MATTERS



SELF ORGANISED GROUPS

Issue 3
January 2016

Trade Union Bill

This Bill is an attack on working people, a further attempt to silence workers' voices and damage the ability to organise in the workplace.

Facility time: The interference around facility time will directly impact on staffing levels and affect quality of public services provided.

Picketing restrictions: Restrictions to picketing eg identified picket supervisor to be available 24 hours, pickets having to wear armbands so they can be identified and the use of Asbos for the first time regarding pickets.

There will also be new powers for the Certification Officer. The burden that will be placed on unions in relation to the reporting of industrial actions etc in annual returns will divert activists away from doing core equality work, such as challenging discrimination in the workplace.

Political Fund: Members will have to confirm, in writing, if they want to continue to contribute to the political fund.

Collection of union subscriptions from wages: Proposal to make it unlawful to collect subscriptions from wages. The government is again interfering with arrangements made by employers and workers which have been working well for years.

3rd reading of the Bill: The 3rd and final reading of the Bill in the House of Commons was on 10 November 2015.

The Bill was amended by 4 Conservative MPs and significantly opposed by a cross-Party of MPs. However, 305 MPs were in favour, with 271 against. Organisations expressing opposition to the Bill have included the Equality Trust.

The 1st reading in the House of Lords was 11 November 2015, the next step is for the Bill to be further scrutinized in the House of Lords at its 2nd reading scheduled to take place in January 2016. As a way of increasing ballot participation, the ongoing campaign by UNISON, TUC and other unions include lobbying for electronic and phone voting as well as scrutinized ballot boxes in workplaces.

EQUALITY MATTERS



SELF ORGANISED GROUPS

Issue 3
January 2016



Branch Women's SOG

Who cares for the carers? Overwhelmingly there are more female than male carers in our services. Home care is almost 100% female, part-time and paid at minimum wage and there are unpaid carers, again mostly women, who are sandwiched between caring for younger and older dependants. When is it their time to sit down and relax? More people are caring for a loved one than ever before, with 1 in 8 people providing unpaid care to loved ones. The value of unpaid caring is now worth £132 BILLION per year (calculated by adding up all of the care provided by carers and working out the cost of the state providing the same amount of support). This is the tip of the iceberg.

Paying frontline carers a minimum wage, or having them work to zero hours contracts, undercuts the real cost of paid care. Unpaid carers provide love and friendship around the clock, often while holding down another job and keeping the stress of all this in check. The government is, on the one hand, recognizing unpaid carers in the new Carers Strategy while, on the other hand, forcing cuts to social care in the Spending Review and attacking workers' rights through the Trade Union Bill. Who cares for the carers? We do, that's who! We fight austerity, we raise carer and worker issues. We need to continue to build our union, build our strength and oppose all the excesses that this government is throwing at us.

Lesley Lancelott

Women's SOG Changes

There will be changes to the leadership of the Branch Women's SOG in the New Year, as Lesley Lancelott has had to stand down as Chair due to health issues. Here's what Lesley had to say "The past three years have been interesting and I've valued the support received from members of the Group. I will remain involved as a member, and give my support to those who will take us forward in 2016."

Thanks Lesley, for all the hard work you've done around women's issues, as well as the support and motivation you've given to the Women's SOG.

EQUALITY MATTERS



SELF ORGANISED GROUPS

**Issue 3
January 2016**



Black Members

The last 12 months have been most enlightening for Manchester UNISON Black Members' Self Organised Group (SOG).

The group has encountered a number of challenges during the year and gained a significant amount of experience and knowledge in meeting these challenges.

Primary focus of the SOG has been to increase its engagement and interaction with those UNISON members who view themselves as being Black and this will continue as an ongoing group objective.

The highlight of the last 12 months was the successful organisation and hosting of the Black History Month event on 1 October 2015 at the West Indian Sports & Social Club, Westwood Street, Moss Side.

A number of invaluable lessons were learned in the process of putting this event together and these will, hopefully, prove to be most useful in the SOG's future work. In doing so, the hope is to achieve the aims of the Black Members' SOG being as relevant as it can be and most accurately detailing and reporting how Black members of UNISON see ourselves and are seen by others.

Damian Daley
Chair

EQUALITY MATTERS



SELF ORGANISED GROUPS

Issue 3
January 2016

Disabilities

National Disabled Members' Conference, 24-26 October 2015, Manchester
(Snapshot of key debates Carried at the conference)

Access to Work

Cap from October 2015 on how much individuals can be awarded to assist them into work. This could affect performance eg reasonable adjustments not being in place, leaving disabled people more vulnerable.

Actions for the National Committee include publicising/raising awareness of changes via Branches so negotiations can be raised with employers. Further action is to lobby the government on the injustice of this.

Guidance on rights for disabled workers

Raising awareness of rights of disabled workers in a wide range of accessible formats; UNISON to audit material currently available to disabled members on their rights at work; guide to rights at work for disabled workers to be produced.

Supporting Black members with learning difficulties

Recognition of a disproportionate number of Black people with learning/physical disabilities. A way of enabling them to be more active in the union, is for literature to be made available in more appropriate accessible formats. This is with a view to a Black disabled person with learning disability representing the union at presidential level in the future.

Coming Out to Get Facility Time

Pressure is being put on activists by employers to disclose their disability, sexual orientation or gender identity when requesting time off. Guidance to be issued to Branches re: disclosure and for Branches to monitor and raise the issue with employers.

Attacks on facility time

Encouraging branch and regional LGBT groups and individual LGBT members to become active in UNISON's campaign against the Trade Union Bill.

EQUALITY MATTERS



SELF ORGANISED GROUPS

Issue 3
January 2016

Disabilities

Fighting against the cuts

Work to be carried out with regions and branches to ensure that there are self-organised groups to support LGBT members.

LGBT and Mental Health

Calling on branch and regional LGBT groups to ensure that they engage with their branches and regions on raising awareness of this issue.

Strengthening branch LGBT self-organisation

Promoting the benefits of LGBT self-organisation in branches.

Manchester Branch Disabled Members' SOG - Meeting

You are invited to an initial meeting of the Branch's proposed Disabled Members' SOG, to be held on 27 January 2016, Room 2007, Level 2, Town Hall Extension, from 12noon to 2.00pm.

The purpose of this meeting will be to discuss and agree on how the group should operate and which key issues for disabled members you would like to champion over the next 12 months.

Please try your best to attend and encourage other disabled members to come and engage.

Your contact is Lorna Young, email: l.young2@manchester.gov.uk

EQUALITY MATTERS



SELF ORGANISED GROUPS

**Issue 3
January 2016**

Mary Quaile

Arriving in Manchester from Dublin with her family in the 1890's, Mary Quaile later went on to lead a strike of cafe waitresses. Working as an organiser for the Manchester and Salford Women's Trades Union Council, she was eventually elected to the TUC General Council in 1924 and during her time as a union activist she campaigned for union membership to be increased. Following a spell away, Mary returned to Manchester in the 1930's where she became treasurer of the Manchester Trades Council for many years. She passed away in 1958.

A play entitled 'Dare to be Free', celebrating the life of Mary Quaile, is to be premiered in 2016.

Feedback from Events

Equality, Diversity and Human Rights Conference, October 2015, Liverpool

The conference explored what impact, if any, had been made since emergence of the Equality Act 2010, in addition to positive changes for the future, the aim being to try and inform the equality and diversity agenda locally and nationally.

The event was very well attended, with organisations being represented nationally and that attracted several high profile speakers including: Sir Bert Massie CBE DL, Event Chair; Robin Allen QC, Head of Cloisters Barristers; Professor Anna Lawson, Professor of Law, University of Leeds; Emily Brothers, Labour Party Prospective Parliamentary Candidate and Omar Khan, Director of Runnymede.

North West Regional Women's Committee

The Committee's work plan over the next 12 months will focus on key issues from the National Women's Conference and National Women's Committee, in addition to the U27 Campaign and various bids. A working group from the North West Regional Women's Committee has also been tasked to explore suggested and other activities in support of International Women's Day 2016.

If you have a suggestion and/or would like to volunteer your time on the day, please contact: Sonia Stewart, email s.stewart1@manchester.gov.uk

EQUALITY MATTERS



SELF ORGANISED GROUPS

Issue 3
January 2016

Show Racism the Red Card and UNISON – ‘Immigration: What’s the Story?’

Viewing of ‘Immigration: What’s the Story?’ film and presentations at the National Football Museum, Manchester (December 2015). The film is an educational/Charity campaign to get rid of racism in our society and is supported by the Professional Footballers’ Association, with UNISON being one of the sponsors.

Paula Barker, UNISON Regional Convenor, welcomed everyone to the event and speakers included: Kevan Nelson, UNISON Regional Secretary,



I-r Gordon Taylor, Howard Gale, Andrew Cole, Michael Thomas and Ged Grebby

Ged Grebby, Chief Executive, ‘Show Racism the Red Card’; Gordon Taylor, PFA; Howard Gale, former Liverpool player; Andrew Cole, former Manchester United player; Michael Thomas, former Liverpool player and Lynn Collins, TUC Regional Secretary.

An initiative promoted was the annual ‘Show Racism the Red Card’ (SRtRC) School Competition, where schools are invited to produce anti-racism themed artwork, with prizes for entrants and an opportunity for a school to win £500.

News

A new ‘Work and well-being’ guidance was published by the TUC in December 2015, about healthy workplaces and giving advice on issues including stress and obesity.

For more information go to: www.tuc.org.uk/sites/default/files/1115_TUC_WellBeingF%20LO.pdf

EQUALITY MATTERS



SELF ORGANISED GROUPS

Issue 3
January 2016

Who are
you?

MARIAMA JALLOW



What is your day role?

Manchester City Council full time employee for the past 23 years, I am a Friends Coordinator, organising and coordinating events and tours for Friends of the Manchester Art Gallery.

What's your ideal job and why?

Any job that involves counselling, motivating and supporting individuals, whereby helping them cope with and be resilient enough to overcome any situation/challenges that they are facing.

How long have you been a UNISON member?

I have been a UNISON member for over 7 years.

What does UNISON mean to you?

UNISON helps me get a voice at work and bargain for better working conditions. In the past UNISON has provided support for me with employment issues.

Do you have a role within the union eg steward/convenor?

No.

What are your interests away from work?

I love travelling, exploring new cultures, places and being adventurous. I also enjoy dancing and music.

Who is your role model and why?

There are so many people in my life who have influenced me but there is only one that I can say is a role model and that is my Mother. She has been my teacher and good source of motivation and strength.

EQUALITY MATTERS



SELF ORGANISED GROUPS

Issue 3
January 2016

Who are
you?

LESLEY
LANCELOTT



What is your day role?

Contract Officer specialising in Learning Disability Supported Housing.

What's your ideal job and why?

Pretty much anything as long as it has social value and I enjoy doing it.

How long have you been a UNISON member?

Since the union was founded. I was in Nalگو before that.

What does UNISON mean to you?

Difficult to put into words but it means something that protects me in my workplace currently, but being a trade unionist activist is something that connects me with my history. My father was an active trade unionist and my mother worked for the T & G when I was a child, so being a trade unionist is something fundamental to me.

Being in UNISON means I'm part of the biggest trade union that organises my work locally and nationally and that gives me both protection and strength.

Do you have a role within the union eg steward/convenor?

Yes, until recently.

What do you like about your role?

I've been Chair of the Women's SOG for three years. I like the fact that although our union is made up of mostly women I am specifically able to represent those who prefer self organisation. Being part of the SOG has enabled me to become part of Branch Exec which has been a learning experience in itself. It's also enabled me to represent at Regional Women's Group and nationally at Women's Conference. I've valued the connection with a wider group of members, and have loved meeting new women who have come to the Group.

EQUALITY MATTERS



SELF ORGANISED GROUPS

Issue 3
January 2016

What are your interests away from work?

Family, Friends, Football and Fun – not always in that order! (MCFC for those who are interested).

Who is your role model and why?

Many inspiring women spring to mind but the person that I think of most, that I turn to most for inspiration, is my Nana. She's passed away 20 years ago but I think of her example almost daily and use it to guide my life.

- ❖ She was a Mayo catholic married to a Belfast protestant. Imagine the fuss that made in both families! She wouldn't back down though, she loved my Granddad and that was that.
- ❖ Lifelong catholic who thought that it was a woman's right to choose. Imagine her strength in arguing that! But she came to that conclusion through her own working class experiences, before, during and after WW2.
- ❖ Homemaker and mother of 4 who worked all her life, earned her own money and kept her own bank account. Imagine the backbone of the woman who lived with George Ward! She understood that the only way to be truly happy is to have control in your own life. She was economically independent and that meant she was able to make decisions which sometimes went against what my Granddad wanted, but which she did. For instance, she bought a caravan, out of her own money, and provided us all with family holidays all our lives.
- ❖ Political with a small p and who lived with a working class Tory. When I was 17 and living with her and Granddad, Granddad asked me who I was thinking of voting for when I was 18. "Labour Granddad, they seem the best to me" was my response. "Oh no girl, this family votes Conservative", says the old man. "I don't George, I vote Labour" says my Nan. "And you've waited all this time to tell me you've cancelled out my vote?" roars he! "My vote is as important as yours, how do you know you haven't cancelled my vote? And women have a duty to vote, because we had to fight so hard to get it. You vote with your conscience girl, its up to you" says the little fireball from Mayo.....

I learned to be strong, to think against the grain, to be true to myself and make sure I can provide for myself, all thanks to my Nan and I'm eternally grateful.

EQUALITY MATTERS



Issue 3
January 2016

m people Update

The latter part of 2015 brought some changes in how ***m people*** is supported by the HROD Service.

As part of focussing key functions of the Service into more specialist teams, the work of the old ***m people*** team is now split over a number of different parts of the Service.

The responsibilities of the new Strategic Workforce Planning Team include developing and overseeing the ***m people*** Agreement, in addition to working closely with the ***m people*** Quality Assurance Joint Trade Union Officer, in reviewing and improving ***m people*** processes. The aim is to influence and drive flexibility in relation to how people move around the organisation.

Work to support all aspects of service redesigns is now being managed by a separate Workforce Change Team whilst day-to-day activity to match people to posts is being undertaken by a new integrated Resourcing Team.

Systems and processes are currently being reviewed, in consultation with UNISON, Unite and GMB unions. The aim of this is to ensure the smooth operation of the Council's resourcing and service redesign processes and their continued alignment to the ***m people*** principles.

The focus of this work is on improving the service and communications provided to people moving around the organisation, capturing accurate information around skills and competencies etc and reducing the time taken to fill roles.

Sonia Stewart
Joint Trade Union Officer
m people Quality Assurance

EQUALITY MATTERS



SELF ORGANISED GROUPS

Issue 3
January 2016

2016 Events

UNISON North West LGBT Open Meetings 2016

23 January, 11am-4pm; 26 May, 6pm-8pm; 10 September (AGM), 11am-4pm.
North West Regional Centre, Arena Point, 1 Hunts Bank, Manchester M3 1UN

Equality and Mental Health in an age of austerity

3 February 2016, London. For info on this free TUC seminar contact Peter Purton
ppurton@tuc.org.uk

LGBT Question Time

7 February 2016, 12 noon – 2.00pm, Banqueting Room, Level 2, Town Hall, Manchester

Reclaim the Night Manchester

25 February 2016, 7pm, Owen's Park, Fallowfield. For more information contact
jess.lishak@manchester.ac.uk

International Women's Day 2016, various locations

5 March 2016, 'Women's Voices – Changing Manchester', Women's Conference.
Further events information can be found at manchester.gov.uk/iwd2016

UNISON Skills for Strength Organising Convention

12 March 2016, Manchester. For further information go to www.unison.org/skillsforstrength

Deadline

The deadline for comments and articles to be submitted for Issue 4 of this Newsletter is Friday, 18 March 2016. Your comments and articles should be emailed to
s.stewart1@manchester.gov.uk