

# EQUALITY MATTERS



**SELF ORGANISED GROUPS**

**Issue 6    October 2016**

Gosh, doesn't time fly – here we are again.

One of the special points of interest in this Issue is about a member of the Women's SOG, Lesley Lancelott, who made a real difference and braved the shave in support of Macmillan Cancer Support services. Lesley exceeded her original fundraising target and raised over £1,000.00. Well done to Lesley and everyone who helped her to make it possible.

Thanks for your articles and comments.

Sonia Stewart  
Branch Equality Officer

## **Branch News**

**Pay Claim  
Branch  
Consultation  
(P.2)**

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## **Special points of interest in Issue 6:**

**UNISON  
Report –  
Labour  
Research  
Findings**

**Institute of  
Fiscal Studies  
Report**

**Brave the Shave**

**Black History  
Month**

**LGPS Petition**

## Branch News

### Additional UNISON Local Government NJC Pay Claim for 2017-18: Branch consultation

As agreed by Local Government Service Group Conference, the UNISON NJC Committee is asking Branches to consult members on the contents of an additional UNISON pay claim for the 2017/18 pay round.

The claim is for a flat rate increase of £1 an hour on all NJC pay points. We will be consulting via ballot at home addresses with a closing date for returns to the Branch Office of noon on Thursday, 6 October. Please look out for the ballot and make every effort to participate to ensure your voice is heard.

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## Research

### The Employment of Black Workers in Local Government and Schools in Wales and England

Findings of a study conducted by Labour Research on behalf of UNISON about the employment of Black workers in local government and schools in Wales and England found, when looking at race and gender, that while: 8.4% of school employees were white men, fewer than 1% were Black men: 52.5% of Council workers were white women and 23.9% white men, compared to 7.5% Black women, and 3.6% being Black men.

Full details of the survey can be found on the UNISON website.

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## Report

### Report shows women are penalised financially for having children

A report by the Institute of Fiscal Studies shows that in the 12 years after a woman returns to work after having a baby, the gender pay gap increases until they are 33% behind their male colleagues, on average.

Part of the reason, says the report is that women who choose to cut their hours when they return to work are denied promotions. This means the hourly wages of male colleagues move further and further ahead of theirs, leaving them paid a third less by the time their first child is 12.

The full report can be found on the UNISON website at <http://tinyurl.com/zxrfpuo>

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## Report

### Pregnancy Discrimination

A recent report by the Women & Equalities Select Committee warns of a “shocking” rise in the number of women experiencing pregnancy discrimination at work, as reported by the TUC. The extension of protection for pregnant women and new mothers is being called for. The TUC wants the government to:

- Publish its long-awaited review into the impact of tribunal fees
- Extend the time limit, which currently stands at just three months, for new mums to bring a pregnancy discrimination claim

## News

- Give a cast-iron guarantee that Brexit will not result in weaker protections for women at work.

For the EHRC report go to

[www.equalityhumanrights.com/en/managing-pregnancy-and-maternity-workplace/pregnancy-and-maternity-discrimination-research-0](http://www.equalityhumanrights.com/en/managing-pregnancy-and-maternity-workplace/pregnancy-and-maternity-discrimination-research-0)

## UNISON LGPS Petition

A campaign run by UNISON against the Government's plans around investment of the Local Government Pension Scheme (LGPS), includes a petition which, so far, has amounted to over 100,000 signatures.

The campaign has also forced a debate by Parliament on the issue however, a date has not yet been determined for the debate.

## Health and Safety

European Health and Safety Week 2016 takes place in October. The theme for this year is 'Healthy Workplaces for All Ages'. Here's how UNISON wants you to get involved:

- Achieve on health and safety – make the workplace safer and healthier for you and others
- Safety reps – meet and speak with your members and potential members
- Members and potential members – raise your concerns about workplace health and safety hazards

## News

- Together – campaign, recruit and organise – on issues of local concern and get results!



Further details of the campaign can be found on the UNISON website.

## Health and Wellbeing

The health and wellbeing initiative is still going strong. The yoga class has just re-started at Heron House this month (September) and the feedback from staff has been overwhelmingly positive.

Dave Roscoe's circuit classes are attracting up to 25 people per session and the running groups managed to secure over 20 places for the Manchester 10k back in May, to celebrate their achievements.



**“Two basic bicycle maintenance classes are taking place in the Town Hall exclusively for employees”**

## Health and Wellbeing

The Council arranged initiatives during week commencing 12 September, to celebrate Bike to Work Day (14 September).

One initiative involved handing out free goodie bags to cyclists as they arrived in, consisting of puncture repair kits, cycle maps, high vis gear and water bottles.

Two basic bicycle maintenance classes are taking place in the Town Hall exclusively for employees.

For queries/further details please contact Amy Powe (below)

Tel: 0161 234 4496

Email  
a.powe@manchester.gov.uk



## Women in UNISON

### Brave the Shave



Before

Lesley Lancelott took part in Brave the Shave to raise money in aid of Macmillan Cancer Support services and to make a difference.



After

Lesley did make a difference!

She also invited people to be that difference with her by donating to her page **[bravetheshave.org.uk](http://bravetheshave.org.uk)**

By August, donations (online and office collections) had totalled £1,014.00, exceeding her target of £500.00.



**“Thank you to all of you who donated, including the people who don’t know me...”**

Here's what Lesley had to say

"Thank you to all of you who donated, including the people who don't know me but found out from someone on this list, or like the anonymous donor online, who saw the flyer around work. Am totally knocked out by this.

Solidarity – so many people have shared their story with me, it's a privilege and very humbling even when you think you are. For me the courageous ones are those people, the ones who put one foot in front of the other and come into work, perform to their best and go home to deal with the demon that is cancer. I salute you.

Personal support – I've had loads of this, from friends, colleagues, trade union rep (UNISON Branch Office), the teams I manage, the management team I'm part of and my manager – thank you because you gave me the guts to carry this through."

## **Black History Month**

### **Marcus Garvey 1887-1940 (abridged)**

Marcus Garvey 1920



It is my belief Marcus Mosiah Garvey the Black Moses, was one of the great men of the 20th century and certainly the greatest Black leader of that century. Garvey inhabited a world where the Black person, the Negro, was seen by some in the dominant political and economic elite as just above the lowest of the lower animal. For them the Negro was not touched by humanity. Marcus turned this world on its head and in my mind restored pride and dignity to a lost people, who for decades had internalised what others had said of them.

Garvey was born in the parish of St Ann, Jamaica (JA) in 1887, 5th of 11 children, of which only an elder sister and he survived to adulthood. He grew up in a relatively poor environment his mother, Sarah, washing other peoples' clothes to make ends meet and to finance a grammar school education for him. On the other hand, the family of Garvey's father had been wealthy at one time but by the time he came along this wealth was depleted, all that was left was an extensive library in which Garvey could often be found.

Marcus Garvey grew up fast. At 13 he was an apprentice printer. At 19, in Kingston with his mother working as a master printer, later becoming a foreman and Vice President of the union. In 1908 there was a printers' strike in Kingston, bosses wanted to reduce pay and offer worse working conditions, resulting in an unsuccessful strike. Garvey, one of the strike leaders, was dismissed from his post. In 1909 he founded his first newspaper 'The Watchman' and left JA for the first time in 1910. He travelled to Costa Rica, Honduras,

**Black History Month originated in America, is celebrated in February (America and Canada), with Britain celebrating in October**

**"Look for me in the whirlwind or the storm, look for me all around you .....to aid you in your fight for liberty, freedom and life"**

Nicaragua, Panama, Venezuela and Ecuador, working as editor for local or national newspapers. A common thread binding the people Garvey met was the dismal and wretched working conditions of Black workers, many of whom were fellow Jamaicans. He agitated for them and wrote of their conditions. In 1912 Garvey returned to Jamaica, but was unsuccessful in his appeal to the Jamaican colonised Government to intervene in Central America to improve conditions of Black workers.

In 1912 Marcus travelled to England where he attended Birbeck College, spoke at Speakers' Corner and worked on Duse Mohamed Ali's 'African Time and Orient Express' – a political journal advocating Pan-African/Asian Nationalism. By 1914 he returned to JA, because he realised that only by uniting Negroes of the world was there a chance of delivering them from global exploitation and the opportunity to improve their living standards. After returning to JA he founded, with Amy Ashwood, the Universal Negro Improvement Association (UNIA), but asked himself this question, 'Where is the Black man's army, his Presidents, his country and his ambassadors?'. He looked around, noted their absence and decided to build and bring these forces to fruition. UNIA was the instrument through which the African – the Negro the world over would ultimately realise their goal of freedom and Africa would

forever be the home – the country of the Negro.

UNIA's goal was to 'unite the 400,000,000 Negroes of the world into one solid body for the purpose of settling our industrial, educational, social and political condition'. The cry of UNIA was 'Africa for the African; those at home and abroad'. Marcus left JA again in 1916, this time for the USA following an invitation by Booker T Washington, first touring the Tuskegee Institute. Starting in New York between May 1916 and May 1917, Garvey toured 38 States in America and on his return to New York he and others founded the first branch of the UNIA outside Jamaica. He worked tirelessly spreading the idea and philosophy of the UNIA, campaigning for Black rights and discrimination. By this time he had many business projects running:

- Negro Factory Corporation – owned/run by Black people
- The Negro World Newspaper first published 1918 and mouth piece of UNIA (circa 300,000)
- The Black Star Line Steam Ship Company owned/ operated by Blacks.

By 1920 the UNIA had some 4M members in 40 countries and a convention was held in New York with members from all around the world.

There were parades, speeches etc that made Black people proud to be Black. On August 13<sup>th</sup> the leader of the UNIA was elected leader of the Negro People of the World, with Garvey being elected Provisional President of Africa. But, dark

## Black History Month

## Black History Month

clouds had been hanging over his head for a long time.

In 1922 he and 3 others were arrested for mail forgery, a fraudulent charge contrived by the FBI. Garvey was sentenced to 5 years imprisonment in an Atlanta Federal Penitentiary. On his first day, Garvey wrote to the Negro people of the world "Look for me in the whirlwind or the storm, look for me all around you, for, with God's grace I shall come and bring with me countless millions of Black slaves who have died in America and the West Indies and the millions in Africa to aid you in your fight for liberty, freedom and life."

After 2 years, he was granted a pardon and deported back to JA in 1927 but, things were never the same. He never reached the heights he attained in 1920, however, he showed to an unbelieving world that 'no race, no people, had a monopoly on power or knowledge' and the Black world is still waiting for a leader.

Keith Stephens

It is often difficult for a Black person to clearly see where in history her / his ancestors or contemporaries' footprints are in the shifting sand of time. For whatever reason(s) you may want to put on it, much of Black peoples' experiences or contribution to history has been erased from historical records.

The great Marcus Garvey (1887-1940) said that '...no race, no people had a monopoly on power

or knowledge'. Absorbing all that has, and is, going on in the world one would be hard pressed not to come to the opposite conclusion. Black History Month originated in America. Dr Cater Goodwin Woodson is considered to be the 'father of Black History'. Dr Woodson was a historian and in February 1926 began 'Negro History Week' as an aid to promote Black people in schools, colleges etc. He believed that if Black people knew more about their past they would be in a better position to shape their future.

The 1920's were a time of great trauma for many African Americans, for example: vicious racism in the USA, lynching in the southern States and segregated schools, colleges and universities. Negro History Week then gave people time to 'focus on learning' and through this to 'emancipate and empower' themselves. Black radicalism of the 1960's renamed Negro History Week, it became Black History Month and was celebrated in February in America and Canada. In 1976 Black History Month was established in Britain and is celebrated in October. Black History Month is a celebration. It is a celebration of past, present and looks to the future. It tells people where Black people came from, where they are now and where they can get to with some thought and application.

Black History Month is a celebration of the richness and diversity of Black people's experiences and helps us to realise and understand their contribution to historical progress. The celebration of Black History in the month of October is only a 'focus'. We celebrate Black History every day of our lives.

**'...no race,  
no people  
had a  
monopoly on  
power or  
knowledge..'**

## Manchester Pride

Thousands of people lined the streets of Manchester for the annual Manchester Pride Parade on 27 August. Manchester Pride is the UK's leading celebration of lesbian, gay, bisexual and transgender life and the Council has a strong tradition of supporting Pride.

This year we continued our support with staff from the Equalities Team, 30 Council volunteers and Councillors taking part in the Pride Parade.



The Parade theme for this year was 'Once upon a time' and our parade entry was themed around the LGBT timeline in Manchester that incorporated the iconic Manchester mosaic bee design in rainbow colours.

This created a real buzz with parade goers asking whether they could purchase the volunteers' striking t-shirts.

Our group of volunteers both on board the Council's float and those who engaged with the onlookers, giving out flags and badges, weaved their way through the City.

## Manchester Pride

Our group of volunteers both on board the Council's float and those who engaged with the onlookers, giving out flags and badges, weaved their way through the City.

They were led by our very own new 'We Love Manchester' Bee mascot, singing and dancing with many people taking to social media to say what a good time they had at the Parade.



Above: The Lord Mayor of Manchester, Councillor Carl Austin-Behan and Suzan Gregory, Equalities Team Leader, with 'We Love Manchester' Bee mascot.

Suzan Gregory

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**This year's theme was 'Once upon a time'**

## Caribbean Carnival

## Caribbean Carnival



UNISON NW Regional Black Members' Committee and UNISON Manchester Branch had a visible presence at this year's Caribbean carnival by way of an event stall in Alexandra Park, Moss Side and taking part in the carnival parade, on the lead float no less (above), on Saturday, 13 August.

Thanks to Victoria and the rest of the Foxwood Steel Bandits from Leeds, who invited us to link up with them on their float.

What a partnership! As well as promoting UNISON, we got busy on the float playing percussion instruments (we had to) and dancing, as the parade wove its way through Moss Side and Hulme, before returning to Alexandra Park. The crowds en route were brilliant and really got into the spirit of the event. Talk about energy – whew! Oh, and the weather was good!

Below are some of the more mature members of the community showing the younger ones how to perform on stage.



Images are by kind permission of Alan A Andrew Photography. By the way, Alan is a retired UNISON member. Coincidence or what!

## Community

### Your Money Made Simple

**Course Starting in October – FREE with lunch provided**

Age UK Manchester are offering a relaxed and fun short course for older people who need support to make a better job of managing their money.

For more information/ to book your place, contact John Cotcher at Age UK on 0161 817 2351.

### Dementia Café

**African Caribbean Care Group (ACCG) Dementia Café**

**Every Thursday**

Visit for: Advice and support; understanding Dementia and what to expect; meet an outreach worker; meet new friends; free refreshments.

12.30pm-2.00pm every Thursday, Claremont Resource Centre, Rolls Crescent, Hulme, Manchester M15 5FS

Tel: 0161 226 6334

## Events

### October

**1-10**

#### Spirit of Manchester Festival

Showcasing what groups are doing within the voluntary and community sector.

For details contact Adele on 0161 834 9823 or [adelep@macc.org.uk](mailto:adelep@macc.org.uk)

## Events

**1-31**

### Black History Month

Various locations including:

#### Black History Month Workshops for Schools – 3-4 October

Central Library

To book email

[centrallibraryclassvisits@manchester.gov.uk](mailto:centrallibraryclassvisits@manchester.gov.uk)

#### Black and Asian Writers Conference – 8 October

Central Library all day, including panel discussion and exhibition of artwork.

#### Ghanian Storytelling with Afro Tots 15 October, Forum Library

No need to book

**3-14**

#### Local Government Activity Fortnight

Various locations

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#### UNISON Islamophobia Event

Hosted by UNISON NW Regional Black Members Committee. Contact Mirza Hamie. Tel: 07973 543322 or Email

[kingfahad54@hotmail.com](mailto:kingfahad54@hotmail.com),

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#### NW Regional Women's Committee AGM

Regional Office, Arena Point

**14-15**

#### Raising Young Black Voices – A Course for Black History Month

London

## Events

24-30

### European Health and Safety Week 2016 – Healthy Workplaces for All Ages

12am-11.30pm

Further details: [UNISON website](#)

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29-31

### National Disabled Members Conference

Brighton

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## November

18-20

### National LGBT Conference

Llandudno

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### International Men's Day

International Men's Day is celebrated in over 70 countries. The theme for International Men's Day UK is 'Making a Difference for Men and Boys'.

Key issues at a national level for 2016 are: Male suicide and boys educational under-performance

The date coincides with International Survivors of Suicide Loss Day.

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### Stars in Our Schools Celebration Day

Schools across the UK

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## Events

## January 2017

20-22

### National Black Members Conference

Brighton

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## February 2017

16-18

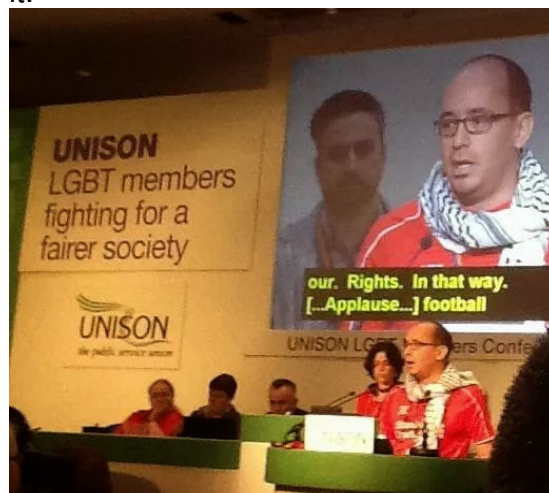
National Women's Conference

Brighton

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## LGBT SOG

This SOG was formed in 2014 and in the past was represented, on behalf of the Branch, at the annual National LGBT Conference (see below). Key priorities of the Group have been to build on achievements and ensure the voices of LGBT members continue to be heard and needs met. If you are a UNISON LGBT member interested in helping to re-launch this SOG please contact: Sonia Stewart, Branch Equality Officer, on 234 3813 email [s.stewart1@manchester.gov.uk](mailto:s.stewart1@manchester.gov.uk) Support will be available to relaunch and develop the group, if you require it.



**Want to get involved?**

## Who Are You?

## John McHugh



### What is your day role?

I am a Senior Legal Officer in City Solicitors. I deal with claims and litigated matters made against the City Council

### What's your ideal job and why?

My ideal job is Countryside Warden in the lake District.

Since I did a sponsored Outward Bound Mountain Climbing School for a month at Ullswater in the Lake District as a 17 year old City kid, I have loved the lakes and fells and I have regularly gone on holiday there in the 40 years since.

### How long have you been a UNISON member?

I have been a UNISON member for 42 years, since I left school at 16. I joined the old NALGO (National and Local Government Officers) as it was known then - the forerunner to UNISON.

### What does UNISON mean to you?

Before coming to the City Council, I worked for the old North Western Electricity Board (NORWEB), for

22 years and when we were taken over by North West Water I then worked for "United Utilities", for a further 6 years.

In those last 6 years I saw many strange things, including the combined company cut its work force from approximately 32,000 to 14,000 staff.

It was only due to the intervention of NALGO/UNISON and the support of the Union, lobbying of local MP's, that Trade Union recognition was accepted within the new company.

As a result, many of the staff who were then "encouraged" to partake of the new company's "voluntary" severance or early retirement scheme, received anything like a fair termination package from what they were originally offered.

Since then, I have been a strong advocate and supporter of the fair rights of the worker and the right of access to Trade Union support and assistance.

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

I have been a senior UNISON steward in Chief Executive's for over 10 years and am currently a member of the UNISON Branch Executive Committee, with a special interest in the new pensions arrangements and their implications for members.

### If yes, what do you like about your role?

I like to think I am being helpful and that with the experiences I have had, I can bring something positive to the role.

**"...I have been a strong advocate of the fair rights of the worker and the right of access to Trade Union support and assistance."**

## Who Are You?

I am particularly happy when I can get involved early and resolve an issue before it gets to be a problem.

### What are your interests away from work?

I love walking and am a season ticket holder at Old Trafford (Manchester United).

### Who is your role model and why?

That's a difficult question to answer.

I would have to say Winston Churchill – not for everything he said or believed in, because he was a product of his time, but maybe because when the chips were down at the darkest of all possible times in our country's history, he stepped up to the plate, faced down a despot and saved the day.

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## NALGO to UNISON

### Note from the Editor

Some useful information about NALGO – in case you wondered.

The National Association of Local Government Officers (commonly known as NALGO), was founded in 1905.

The union mostly represented Local Government “white collar” workers and was the biggest British union by the late 1970's.

## NALGO to UNISON

A name change to the National and Local Government Officers' Association occurred in 1952.

This was due to the union expanding its membership to include the health, gas and electricity sectors.

A merger with two other public sector trade unions ie NUPE (National Union of Public Employees) and COHSE (Confederation of Health Service Employees) took place in 1993, to form UNISON.

Source: Wikipedia the Free Encyclopedia

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### Why Join UNISON?

There has never been a better time than now to join UNISON. Here are a few reasons why.

Most people join UNISON to get the best representation and support when they need it. There are many other good reasons to join. UNISON is there to support members to ensure they get a better deal.

This could involve prolonged and intricate negotiations members may find both exhausting and confusing. Your UNISON representative can guide you through it. UNISON is at the forefront of these negotiations and takes the views of the membership seriously.

UNISON provides courses to help you learn new skills and campaigns for better working conditions and fair practices. Don't be a 'Had I known'. Join today and reap the benefits.

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### What is your day role?

I am the Equalities Team Leader responsible for leading that agenda and ensuring the Council embeds the principles of equality, diversity and inclusion into all areas of business, driving real change in how, as a Council, we work with our customers and communities, as well as our employees.

### What's your ideal job and why?

My job involves talking to people, learning what interests them and making a difference. In fact, I am already in my ideal role as I have met some great people, who do extraordinary things everyday and who make a real difference!

### How long have you been a UNISON member?

I have been a UNISON member for a very, very, very long time. In fact I should probably receive a Long Service Award from them!

### What does UNISON mean to you?

Being a UNISON member has meant different things, at different stages of my life and career. It's like being a family member, as it's comforting to know they are there, providing sound constructive advice and knowing they will support me if I need them.

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

No, but in my role I work closely with colleagues in UNISON.

### What are your interests away from work?

I love to spend time with my family and enjoy going on holiday to new places. I have a wide range of interests including knitting, baking and trying new things. In addition, I try to set myself a new challenge each year, however, I haven't identified anything for this year yet, so any ideas are welcome.

### Who is your role model and why?

I have been fortunate to meet some great role models, (some still working for the Council, so I won't name or embarrass them). However, I try to put into practice what I learn and observe from each of them. I believe that, as a leader, you should act as role models within the organisation in an authentic way. That's when you can make connections with people and build trust.

**EQUALITY MATTERS is also at [www.unisonmanchester.org](http://www.unisonmanchester.org)**  
**Deadline for comments and articles to be submitted for Issue 6 of this Newsletter is Friday, 2 December 2016. Comments and articles to be emailed to:**  
[s.stewart1@manchester.gov.uk](mailto:s.stewart1@manchester.gov.uk)

**“Being a UNISON member...it's like being a family member... knowing they will support me if I need them”**