

# EQUALITY MATTERS



**SELF ORGANISED GROUPS**

**Issue 8 July 2017**

Welcome to your packed July, Issue 8. Catch up on news, what's happened at national events, surveys, as well as health and wellbeing updates.

Your articles and comments are always welcome.

Sonia Stewart  
Branch Equality Officer

**Special points  
of interest in  
Issue 8:**

**Women in  
Local  
Government**

**National  
Conferences**

**Race Charter  
Launch**

**Health Checks**

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## News

## Pregnancy discrimination

Following a report from the House of Commons Women and Equalities Committee, a consultation is to be launched by the government to strengthen laws which protect new and expectant mothers from discrimination. Findings from the report pointed to a 'shocking increase' in workplace pregnancy discrimination.

According to the report 'Pregnancy and Maternity-Related Discrimination and Disadvantage: Experiences of Mothers' by the BIS and EHRC, 77% experienced at least one potentially discriminatory or negative experience in the workplace, with 61% experiencing two or more.

## Disability Rights

The Equality and Human Rights Commission is making formal appointments to a new Disability Advisory Committee.

The Committee will inform and advise the Commission's work, leading to a stronger approach to protecting the rights of disabled people.

## Apprenticeships

New apprenticeship guidelines from the government include that 20% of apprenticeship training must be off-the-job. Employers are required to:

- Take responsibility for off-the-job training of apprentices, described as 'learning that takes place outside the core working environment and which

## News

focuses on the personal development of the apprentice'.

- Comply with the apprenticeship levy's training requirements, to deliver high quality training. This applies whether training is delivered by the employer or provider.

There will be zero-tolerance for employers not complying with the new guidelines.

## Keeping Pay Equal



The 2017 'Keeping Pay Equal' booklet is now available and gives the trade union side to local government pay and grading reviews.

## Women in Leadership

The result of a survey on Women in Leadership revealed that 17% (almost 1 in 5) were of the belief it was impossible for women to reach senior management roles.

In addition, all decision makers within their organisation are male, according

**Formal appointments to new Disability Advisory Committee**

**New Apprenticeship Guidelines**

## Women in Leadership

to 48% of women in management roles (including senior management). Only 13% of women said their achievements were as a result of encouragement from the organisation, with regard to progression and promotion.

“What sometimes happens is women are told to behave like men to be successful...We shouldn't impose any stereotypes on what leadership should be like.” Ksenia Zheltoukhova, Research Adviser and Head of Leadership Activity, CIPD.

## Older Workers

Employers are being urged to increase their older workers (aged 50 to 69) by 12% over the next five years. The reason for this is due to an increase in the average age of people leaving work, but which has not kept pace with the increase in life expectancy.

A recent survey found that workers aged 55 to 64 felt discriminated against by their employers because of their age.

## Obstacle to Progression

Age is seen as one of the biggest career obstacles, preventing workers from progression.

According to the Centre for Ageing Better, skills and potential of older workers are not being taken advantage of by businesses. “Many older workers want to learn and develop skills, use existing

skills in new ways and share their knowledge and experience with others. We need a culture change so that employers and individuals work together to ensure that everyone can progress at work regardless of their age.”

## Sleep

Research by Time4Sleep found that over 90% of HR professionals lose sleep as a result of thinking about work. In addition, research by Bensons for Beds and Sleep School found that 12% of respondents had actually fallen asleep at their desk or during a meeting.

The negative impact on performance can result in a reduction in the ability to be focused and attentive, less motivated and feeling more stressed.

Because of the effect lack of sleep can have on the brain, this can lead to viewing ourselves and others in a more negative light as well as affecting the ability to assess risks.

## Workloads

A study of 1,000 adults in full or part time employment in the UK, by Cascade HR, revealed that differences in working hours or taking on bigger workload sizes are the biggest causes of squabbles in the workplace (32%). This was followed closely by gossip and rumours (31%).

Friendship groups and cliques formed 27%, with favouritism in the workplace (23%), being the next cause of conflict among British workers.

**Almost 1 in 5 women believe it's impossible to achieve senior management roles**

**Poor sleep has a negative impact on work performance**

**Number of older workers expected to increase by 12%**

**Cause of conflict in the workplace includes differences in working hours and cliques**

## UNISON National Women's Conference 2017

Delegates: Catherine Campbell and Ruth Helen (Branch)  
Dawn Warriner (Regional)

### Seminars:

Local Government - Children & Social Care Bill: Social workers would be directly regulated by DfE. Allow Councils to opt out of child protection and to set up trusts or private companies. Sandwell is being forced to set up a trust for children's social work.

Representation: Over 60% of Councillors are white men and aged over 60 years, yet 76% of local government and school workers are women.

Fire & Rescue Service: Proposing to merge blue light services. Loss of jobs, possibly a positive pay comparison against members of Fire Brigade Union.

Local Government Pay: Declined since 1997. Since 2010 pay has reduced by 20%. Government's 1% pay cap (when inflation is at 3%). Many councils are having to increase their bottom pay scales because people are so poorly paid it's not meeting the National Living Wage. A review of the NJC pay spine is under way. Approximately 25% of Councils don't use the NJC pay spine, or aren't aware that they're part of it. NJC has lost a lot of its meaning.

Cuts: 80% of public sector cuts have fallen on women. The average cuts to local authorities is 37%. Labour Councils in the north have suffered cuts up to 60%. By

2020, in England there will be another £6bn cuts.

Local Finance Bill: Revenue support grants going to be cut completely. Authorities will rely on business rates (which will be linked to CPI instead of RPI. CPI has a lower rate of increase. There are also a lot of businesses which are exempt from business rates) and council tax. This will take another £5bn out of local authority coffers (England only).

Libraries: Volunteer' should be paid minimum wage as they are working to set tasks, set times and even being disciplined for not completing tasks. People are not being DBS checked, there are child protection issues.

Social Care: £2bn underfunding by 2020. Councils still commissioning domestic care contracts, which don't pay for travel time. 90% of Councils surveyed do not investigate that minimum wages are actually being paid. UNISON has an ethical care charter, arguing for decent wages, sick pay, dignity for workers and service users. Also launching a residential ethical care charter in a few weeks' time. Many residential care home companies are owned by pension funds/hedge funds /multinationals, so a lot of social care money is going into servicing debt instead of into care.

Heather Wakefield, painted a very bleak picture and people started asking what UNISON is actually doing about this all. Heather responded that the problem is that it's up to everybody to do something about it and that union density something about it and that union density is low. There needs to be +50% density for local bargaining and unions don't have the strength in most parts of the





UK. She went on further to say that UNISON has a 'save our services' campaign but materials are not being distributed by branches eg the report on the impact of cuts on social workers. UNISON has good access to the shadow cabinet and is working with Councils around income generation, including reassigning PFI debt repayments - training on this and to fight privatisation.

Mid-life Review: Options for longer working lives. The government has a Fuller Working Lives programme, and the revised strategy being published February 2017, potentially will introduce mid-life reviews. There was a lot of group discussion, feeling that it's wrong that we should be expected to work longer when young people need the work.

Labour Link Meeting: Angela Rayner MP was really impressive. She spoke about how it was UNISON that had helped her when she left school and was working as a home care assistant to go to college and she spoke about the direction that Labour is going.

Women and Pensions: Given by a member of the UNISON two-strong Pensions Team. Lots of technical information given that was really helpful and useful about what you can do to get a decent income in retirement (really appreciated as usually this is done by somebody who is also selling a product).

Conference Sessions:  
Included domestic abuse, state pension age, abortion rights and a

a guest speaker from AIDS free world proposing the motion that Child Marriage is Child Labour (this was really factual and was arguing that the International Labour Organisation needs to count young girls who are married as child labour (around 15 million) and to take action against governments to force them to monitor and protect these girls.) There was a lot of strong feeling to support the abortion rights motion (50 years since the 1967 Abortion Act), especially due to the threat from Trump. An Emergency Motion was tabled about the election of Trump and its implications for women's rights on a global scale. We were urged to ask our MP's about where the funding is going to come from to provide the policing for Trump's visit to the UK later this year.

It was a great experience to be able to attend the conference. I was really impressed by the scale of it, how many really skilled and passionate delegates there were and I came away feeling really angry about the state of our world and how women are treated.

Catherine Campbell, Commissioning Development – Learning Disabilities, Children and Families/Ruth Helen Business Change Analyst, Children & Families

### **Seminars:**

#### **Tackling Health and Safety Issues in the Workplace**

Tracey Harding, Unison's Head of Health and Safety spoke very passionately about how Health and Safety is an Equality Issue.

When many people think of health and safety at work, they generally think of industrial scenarios - heavy machinery, working at heights, lifting, lack of protective work wear etc.



## Women in UNISON

Tracey spoke about the other side of health and safety, where low pay, irregular hours, workplace bullying and the effects of being made to work longer can cause stress and increase both mental and physical ill health. The effects of the menopause, early onset of dementia whilst still working and muscular-skeletal problems are all covered by health and safety at work. UNISON has a lot of information about how to tackle any issues that arise around these in the workplace.

### Women and Pensions

Without a doubt, women and pensions was a major theme of this year's conference. Unison launched the new Women and Pensions guide and UNISON Pensions Officer, Glyn Jenkins, answered a variety of questions about how to make the most of pensions options for retirement. Women typically save less for retirement than men, have lower lifetime earnings and yet live longer, meaning that two-thirds of pensioners living in poverty are women.

There was also a focus on the Women Against State Pension Inequality (WASPI) campaign. This is a fight against the pension injustice being faced by women born in the 1950's who are facing much poorer pensions prospects as they come up to retirement because of the unfair implementation of the 1995 Pensions Act.

This Act included plans to increase women's state pensions age to 65, but it was brought forward more quickly than promised, (2011 Pension Act) and gave little or no personal notice

## Women in UNISON

for women to make alternative retirement plans. Most cannot catch up with payments and will lose out after years of contributing. Many women have had their retirement plans totally devastated and UNISON members are urged to lend support to this campaign for fairness. Dave Prentis wore the WASPI sash at conference and shared a photo call with delegates, which has been published in the latest copy of the UNISON magazine.

### Developing Resilient Pro-Union Community Support

American activist, author and scholar Jane McAlevey gave an interesting seminar on methods to develop support in the wider community, particularly in areas where union membership and influence is low. She gave an example of how the highly successful Chicago Teachers' Strike in 2012 used techniques of developing community support prior to the strike and became one of the most successful union actions in recent times. Jane spoke about how union members can gain trust from other 'hubs of power' in the community such as churches, interest groups, tenants groups etc, to support each other's goals in times of need. Her methods, which she has just published in her new book 'No Shortcuts: Organizing for Power in the New Gilded Age'. It's very interesting, though she makes no bones about it - this requires intensive work, but it can work and has been shown to do so, bringing together parts of the community in America that were historically distrustful and disdainful of each other. It was an inspiring seminar, and gave food for thought at a time where unions are up against it as never before.

Dawn Warriner  
Work and Skills Officer  
Growth and Neighbourhoods





A Local Government Evidence Session on Devolution: Women in Local Government, was held in Manchester in January, hosted by the Fawcett Society. The panel included Members of Parliament and elected Councillors. In this instance, to spotlight this area, engage and collate views, as well as encourage women to go forward. This third meeting, also supported by the LGIU and Barrow Cadbury Trust, looked at how involved women are in negotiation of devolution bids and the Deals' impact on women.

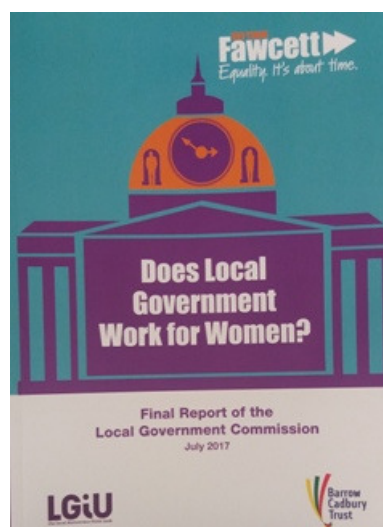
There's a need, not only to have women in positions of power ie senior levels within devolution, but LGBT, Black and disabled women, who each have different challenges. Discussion also explored:

- Campaigning for better representation of women, as they're excluded from decision making and the necessity for change at local level (where problems starts)
- Equality legislation being used and questions being asked about what policy changes are going to do for women.

A consultation link for people to make comments was posted on the UNISON Manchester Branch website. The interim report, published in April 2017, found that:

- 38% of women councillors report sexist comments within their party, and one-third in council chamber, with 10% having experienced sexual harassment from other councillors
- 43% of women councillors faced sexist assumptions about what they could do based on their gender. In addition, the number of women council leaders has barely changed in 10 years (14% - 17%).

A final report of the Commission on the findings is now available and was launched at a meeting on 13 July in London. The report includes improving diversity and removing structural barriers to progress.



## Race Charter Launch

Over 200 delegates from all over the country and a wide range of organisations, including the public sector, attended this event, Chaired by Professor Robin Leatherbarrow, Pro-Vice Chancellor (Scholarship, Research and Knowledge Transfer) and Chair of Liverpool John Moores University Race Charter.

The aim was to raise awareness and keep race equality on the agenda, particularly in the field of higher education. Although it primarily addressed higher educational institutions, parallels can be drawn from other organisations.

Some topics covered were: Respecting Difference: Challenges of Gender, Race, Faith and Culture in Higher Education' and 'The BME degree attainment gap: The Black Hole of Institutional Delusion?', with quite lively debates around terminology eg "You don't sound Black, you sound smart!" "Where are you really from?" "You don't belong here" (assumed to be making up a quota or even viewed as tourists) and Black people being expected to listen to racism and never challenging it.



## Race Charter Launch

There was also discussion around recruitment, retention and progression: Equalities and positive action, as well as data and what is behind it, underrepresentation and how we can change things.



Understanding and raising awareness of the lack of recognition that there is a gap and explaining away of data.

It was agreed there was a need to go from 'recognition and understanding – but action avoided' to 'recognition and understanding – concrete strategies to effect change'.

Reference was made during the event to Human Resources departments being unwilling to disclose data relating to workforce representation and the question asked as to whether the Public Sector Equality Duty was really being adhered to.



## National Conference

### National Delegates' Conference, 20-23 June 2017

This year's conference was held in a very hot, hot, hot Brighton, with around 2,000 delegates attending.

One of the key speakers at Conference was Jeremy Corbyn, Leader of the Labour Party, whose speech included the necessity to end the pay cap. He went on to say "...Not only do we need more money to be spent on our vital public services but we need more money to be spent on our vital public servants too".

Another key speaker was Stephen Lewis, Co-Director of Aids Free World, who addressed the conference on child marriage, child labour and child slavery. The organisation exposes injustice, abuse and inequality.

**Motions Carried** (agreed by delegates) to address inequality included:

#### Stepping up the campaign against bullying and harassment

(re: Bullying and harassment of young workers and lack of knowledge about employers' bullying and harassment policies).

#### Challenging racism and xenophobia

(re: Rise in visible, expressed racism on Black communities and those perceived to be from migrant backgrounds).

#### Immigration and the effects of the EU Referendum and the Brexit vote

(re: Increase in racial violence/hate crimes).

## National Conference

### Race inequality in the workplace

(re: Black workers being held back in the job market/low number holding senior positions within organisations, even those with degrees).



Sonia Stewart addressing the conference in support of Motion 86 'Race inequality in the workplace'

### UNISON and the WASPI campaign

(re: Unfair transitional arrangement for women affected, as a result of pension changes).

### Working globally for LGBT rights

(re: Some Commonwealth member states retaining laws criminalising same-sex relations and Trans people facing widespread violence and abuse).

### Standing together for LGBT equality

(re: Research findings including fear that progress on challenging anti-LGBT discrimination was being reversed).

### Invisible or Non-Apparent Disabilities

(re: disabled people/young disabled people in particular being subjected to discrimination because of disabilities not immediately apparent or a diagnosis has not yet been made).

## Do you know a young carer who needs help?

We often talk about the rough deal carers get in general, but forget about young carers. It has been found that there's an under-identification of young carers. Schools and other support services don't often know who is a young carer, so they go without support.

The Children & Families Act 2014 gives the definition of a young carer as: 'A person under 18 who provides, or intends to provide, care for another person (of any age), except where that care is provided for payment pursuant to a contract of voluntary work.'

There are currently 1,138 young carers aged under 16, with approximately 11% providing 50+ hours per week of unpaid care. However, this figure could be higher as many have not been identified.

The impact on young carers includes:

- Lower educational attainment at GCSE level
- More likely to be NEET (Not in Education, Employment or Training), 16-19 years of age
- Missing school due to caring responsibilities
- 1 in 12 doing more than 15 hours per week caring
- Missing out on a proper social life.

Help is available from Early Help Manchester that can include advice and support, as well as early help assessment.

## Bullying and Harassment

UNISON Scotland Young Members have conducted a survey about bullying and harassment and produced findings in a guide entitled "Gonnae No Dae That".

This is part of a wider campaign to raise awareness of the issue and how it can be recognised.

The guide gives examples of bullying and harassment - 'Bullying or Banter?' 'Are you a Bully?' and explains how UNISON can assist members.

It's reported that 50% of Scottish Young Members who had experienced bullying/harassment didn't know it was classed as such.

Impact of bullying and harassment on health:

40% of young members experienced mental health issues as a result of bullying, 30% needed time off work and 28% of cases reported didn't result in any support being put in place.

Other examples:

- More likely to be depressed and anxious
  - Think about or attempt suicide
  - Have changes in sleep and eating patterns
  - Decreased productivity at work
  - Withdrawal from social activities.
-

## Memorial Unveiling

The first ever memorial to African and Caribbean Servicemen and Servicewomen was unveiled on 22 June 2017, in London.

'More than 2 million African and Caribbean Military Servicemen and Servicewomen participated in WWI and WWII but have not been recognized for their contribution.

The unveiling of this memorial is to correct this historical omission and to ensure young people of African and Caribbean descent are aware of the valuable input their forefathers had in the two world wars.'

## Leadership & Demotivation

According to Kevin Murray, a leadership consultant and author, and as identified by YouGov following a poll of managers and employees, the top 8 leadership traits which discourage and demotivate staff are:

**You fail to bring the outside in** (eg not communicating about customer experiences and expectations). "Employees want to know how what they do contributes to the people they serve".

**You don't show that you understand employee perspectives** (people feel better when you say you understand them).

**You show little commitment to the organisation's purpose** (employees want to feel they're making a difference, so if this isn't reinforced they feel disconnected).

**You fail to define and review goals that align with the organisation's purpose** (eg not showing employees how what they do contributes to the corporate goals/not making them feel connected and proud).

**You never listen (or people think you don't)** (eg unable as a result to pick up/respond to great ideas from staff or being better informed about how they are feeling). "Managers who are good listeners are often the most inspiring leaders".

**You fail to live the values of the organisation consistently** (leading to confusion, doubt and team inefficiency). "People who know the values and purpose of the business are able to make decisions without the boss being there".

**You seem to be dishonest and insincere to your staff** (eg although 94% of managers surveyed said they were honest, only 2/3 of staff agreed). "Doing what you say you will do, living the values, doing what you expect others to do – these all influence how employees perceive you".

**You don't make your employees feel important and appreciated** (staff who are disrespected, deliberately or accidentally made to feel threatened or unworthy are quickly demotivated and lose the performance edge). "Employees who are made to feel worthy and who are respected, cared for and developed are far more likely to .....go the extra mile and to be loyal and committed employees".

I think it's safe to say that most people reach a certain age in life and either directly know someone who has been affected by cancer (family, close friends, colleagues) or has fought their own battle against the disease. It's a devastating illness that doesn't discriminate, and can take victims of any age, gender or race at any time. So when a close friend Steve asked me if I was interested in doing a coast to coast bike ride to raise money for Cancer Research I didn't hesitate.

### The Setting

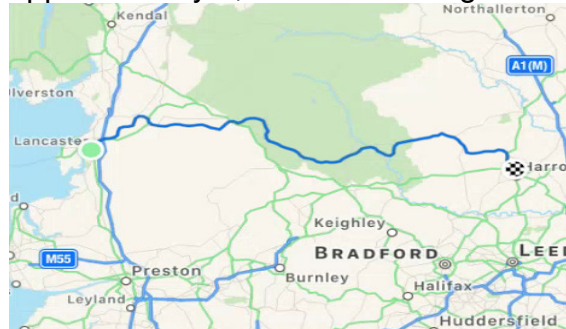
Joined by four other friends, Steve and I made plans to ride from Morecambe to Whitby over two days. For most of the route we would follow the popular coast-to-coast route, The Way of the Roses, with a detour via Harrogate (for our overnight stay at the end of Day 1) and ending at Whitby, racking up approximately 160 miles of riding over the two days. It certainly isn't an easy challenge, especially when you're also carrying all of your luggage with you, and of course we trained hard in the run-up to it to ensure we had the requisite levels of fitness.

Everything was going according to schedule until the week before our ride when I went out for my final 'training' ride before the challenge, during which I hit a pot-hole, went over the handlebars and cracked one of my ribs. Under normal circumstances I wouldn't have entertained doing any kind of exercise for at least a month with such an injury, let alone a coast to coast ride, but we'd already committed, planned and booked

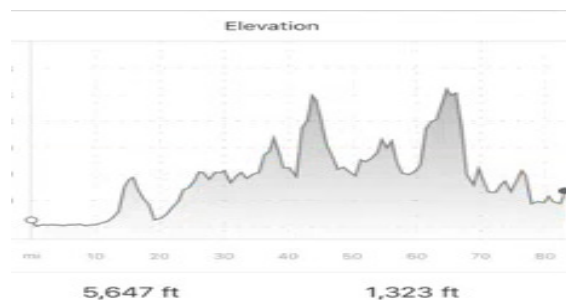
all the logistics and were well down the route of raising sponsorship.

### Day 1 (29<sup>th</sup> April)

The six of us met at Lancaster train station, and rode quickly west to the Eric Morecambe statue on the coast before doubling back and heading across to Harrogate, our scheduled route taking in 83 miles and approximately 5,600ft of climbing.



The route and the profile for Day 1.

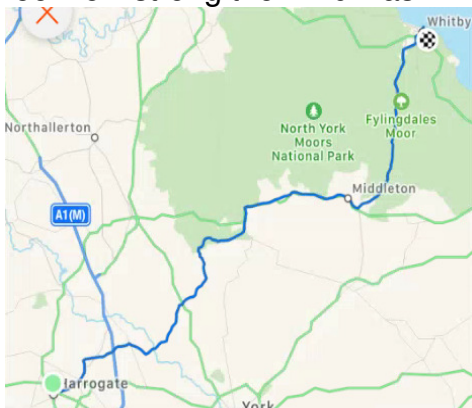


The first 10 miles or so seemed ok, but they were almost entirely flat. It was only on the first climb that I suddenly started to think I was in for a rough day. By the time we reached Settle, I'd already taken paracetamol and ibuprofen and was still in excruciating pain, falling way behind the peloton each time we came to a climb. By about 70 miles in, I was in a very dark place. Usually it's your legs that go on a long bike ride. My legs felt great, but the pain of my cracked rib had become so bad I couldn't think straight and had to stop to try to get myself together. I've done longer rides, steeper climbs and can honestly say I've never before reached a stage where I thought I

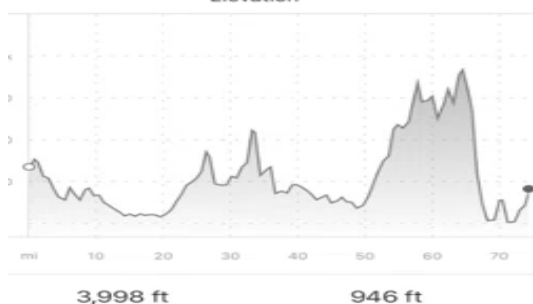


may actually have to give up completely. Eventually I got through by reminding myself why I was doing this and that most people who have cancer will endure far worse pain (physically and mentally) than this. Having pulled myself together, I got back on the bike, eventually caught up to my friends and we were soon at our overnight stop in Harrogate.

**Day 2** started ominously painfully. Maxed out on ibuprofen and paracetamol before we even set off, I even felt uncomfortable rolling along on the flat sections and was dreading the first climb. To make things worse, the forecast was for the wind speeds to pick up over the day with gusts in excess of 40mph coming in off the coast. As if my rib-pain wasn't bad enough, the road over Flyingdales Moor was a terrifying white-knuckle stretch of exposed A-road where we really started to feel how strong the wind was.



The route and profile for day 2.



As with the first day, constant reminders of why I was putting myself through this were necessary to keep the pedals turning all the way to Whitby, but we made it.



**Chris Fahy**

Performance, Research & Intelligence Officer, Chief Executive's

### Stats

The most important stat is the money raised for Cancer Research. At the time of writing my JustGiving page was at £690 and Steve's own page raised a similar amount, meaning a combined total of almost £1,400.

#### Day 1

Total distance: 83 miles

Time: 7 hours 19 minutes

Total climbing: 5,647 ft

#### Day 2

Total distance: 74.3 miles

Time: 6 hours 33 minutes

Total climbing: 3,998 ft

***Well done to Chris and his friends who all completed the ride.***

## Guide Dogs UK

Spending time with animals has been shown to have a really positive impact on stress levels, so as part of our Health & Wellbeing activities, Amy Powe and Rob Mann from HROD, invited Guide Dogs UK to visit us with some of their cutest canines.

On 27 June, we were visited by Pip, Krystal, Greg, Rhona, Lindy and Whitney, all recently retired guide dogs.

Council employees were given the opportunity to book a 15 minute slot to spend some time petting these pooches.

It was also an opportunity for staff to learn more about Guide Dogs UK and to enjoy a bake sale too.



The day was a huge success and almost £500 was raised for the charity. The dogs will now be going on tour at various sites, with the next stop being Etrop Court on 26 July.

Contacts:

Amy Powe,  
[a.powe@manchester.gov.uk](mailto:a.powe@manchester.gov.uk) or  
Rob Mann,  
[r.mann@manchester.gov.uk](mailto:r.mann@manchester.gov.uk)

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## Health Checks

### A Better Life (ABL) - Weight Health Checks

Also recently launched are the weight check sessions provided by Enable.

This is part of a twelve week programme where people can go in and get their height, weight and blood pressure measured for free, as well as tips on healthy lifestyles.

The first session, which kicked off at the Town Hall recently, attracted 61 people, with more people signing up the following week.

Enable are also going on tour, with sessions starting at Etrop Court on 13 July.

Contacts: Amy Powe or Rob Mann.

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## 2017

### July

**15**  
Liberty Festival  
(disability rights festival)  
London

Pride:

**29-30** Liverpool  
**29** Oldham  
**30** Stockport

### August

**12**  
International Youth Day  
Various

**12-13**  
Caribbean Carnival  
Manchester

Pride:

**5** Burnley  
**12** Wigan  
**12-13** Levenshulme  
**19** Wythenshawe/Chester  
**26-27** Manchester

### September

Pride:  
**9** Preston

### October

Black History Month  
Various

**4**  
TUC  
National Demonstration  
Manchester

**10-11**  
Retired Members Conference  
Llandudno

**28-30**  
Disabled Members' Conference  
Manchester

### November

**17-19**  
LGBT Conference  
Brighton

**25-26**  
Work Stress Conference  
Birmingham

## 2018

### January

**11**  
Higher Education Conference  
Chester

**19-21**  
Black Members' Conference  
Liverpool

### February

**1-3**  
Women's Conference  
Liverpool

### April

**16-18**  
Health Conference  
Brighton

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**EQUALITY MATTERS** is also at  
[www.unisonmanchester.org](http://www.unisonmanchester.org)

**Deadline for comments and articles to be submitted for Issue 9 of this Newsletter is Friday, 22 September 2017.**

**Comments and articles to be emailed to:** [s.stewart1@manchester.gov.uk](mailto:s.stewart1@manchester.gov.uk)