

# swimming against the tide

**SERTUC'S  
NINTH  
SURVEY OF  
EQUALITY  
IN TRADE  
UNIONS**

## SERTUC

Southern and Eastern Regional  
Council of the TUC

---

Representing TUC affiliated trade  
unions in London, the South East  
and the East of England

*office address* Congress House  
Great Russell Street  
London WC1B 3LS  
020 7467 1220  
[www.tuc.org.uk/sertuc](http://www.tuc.org.uk/sertuc)

*regional secretary*  
Megan Dobney  
[mdobney@tuc.org.uk](mailto:mdobney@tuc.org.uk)

*campaigns and policy officer*  
Laurie Heselden  
[lheselden@tuc.org.uk](mailto:lheselden@tuc.org.uk)

*administrative secretary*  
Darren Lewis  
[dlewis@tuc.org.uk](mailto:dlewis@tuc.org.uk)

*administrative assistant*  
Joanne Adams  
[jadams@tuc.org.uk](mailto:jadams@tuc.org.uk)



## foreword

*Swimming against the tide*: aptly named in this period where the trade union movement steps up to its task of defending hard-won working conditions as a neo-liberal government seeks to dismantle public services and the very workers' rights that can defend them.

In my introduction to our last report, *Treading Water*, four years ago, I noted the demise of the Commission for Racial Equality, the Equal Opportunities Commission, and the Disability Rights Commission, and their replacement by the Equality and Human Rights Commission.

Now we need to recognise the onslaught on that imperfect replacement body with massive cuts to its budget over the coming years.

There is no doubt that the best defence for workers is their unions, but we regret the attack on this back-up for the most vulnerable.

And as if that wasn't bad enough we've seen the closure of the Women's National Commission with empty government promises to "create a new model of engagement with women".

The workforce in the SERTUC region is the most diverse in the country and whilst there is much empty prattling from politicians about diversity, we welcome and celebrate it – at work and in our communities.

But as ever we must examine our own practices. Do our deeds meet our words?

Do our organisations meet the challenges we place before our members' employers?

The answer, as you will see as you read on, is yes, in part.

We have the best ideas, the best structures, the most creative people. But we're not perfect and so I commend this book to you to as a step on the path to perfection. We can all learn from each other and there's plenty to emulate and adapt in *Swimming against the tide*.

Why the title? Because we, in our unions, are trying to do something that is very difficult and there's much opposition to our aim of real equality.

The coalition government has targeted workers to pay for the financial crisis caused by international capitalism's ongoing greed. Worse than that, they've targeted women, ethnic minorities, LGBT communities, young people, pensioners, and perhaps most of all the disabled. So we have to up our game to defend ourselves and that's what this is about.

Another weapon in our armoury. A source of strength and confidence.

Use it and share it – our ability to secure progressive gain in the future depends, as ever, on our collective strength.

**Martin Gould**  
*SERTUC President*



## intro

The officers completing the survey forms for us had the opportunity in each case to make amendments and corrections so the individual union pages are the views of unions as to how they are getting on with the prickly task of ensuring equality and diversity in the participation, policy and management of their organisations.

The commentary pages before that should be read differently; they are my summary...

I have chosen to select the larger participating unions for this process. This is not out of disrespect for our smaller affiliates, but because with smaller number we fall upon the “lies, damn lies, and statistics” effect where one person can carry a massive percentage of the whole and distort the outcome. It’s oft quoted and oft ill-credited, but a useful reminder nonetheless of how numbers can baffle and obscure rather than illuminate.

There are also distortions to be found in unions that have an extreme preponderance of one gender or another, but I rely on your ability to accommodate these.

But good practice and innovation can come in any sized package and the illustrations of useful and successful strategies are pulled from unions of all sizes.

Monitoring continues to be an issue for many unions. Clearly some monitoring for equality is easier than others. The “Mr, Mrs, Miss, Ms”

option on union recruitment forms has been there for almost ever so how is it that some unions still do not have a gender breakdown of their membership? Equally, unions historically ask for date of birth so age monitoring at both ends of the scale should be achievable. Progress in equality work means that longer-term trade union members will not have been asked for their sexual orientation or ethnic background, or if they have a disability, on joining but unions need to grasp this nettle – simply because if you don’t know where you’re starting from you’ll have difficulty knowing if you’ve arrived where you need to be.

So hurray for those unions that do know! They may not have reached representative equality and diversity in their structures but at least they will know when they do.

This year, 2012, we truly are the 99%! In 2008 we reported on 31 affiliates, covering 94% of TUC membership – this year we include 38 unions with 99% of the TUC’s affiliated membership.

This book is primarily aimed at activists and officers. Almost every union page contains ideas and strategies that can be re-used and adapted – this is definitely a case where you need to pore through the “small print”.

Finally, many thanks to all the union officers and administrative workers who took the time to crawl through the testing questionnaire. It goes without saying that without you the book would not exist.

**Megan Dobney**  
*SERTUC Regional Secretary*

# women members

American black feminist Angela Davis said:

“It is both humiliating and humbling to discover that a single generation after the events that constructed me as a public personality, I am remembered as a hairdo.”

In that context it is clear that there are not enough hairdos in leading positions in our movement. And that some unions are still

searching for what a hairdo looks like. So, unions with “not knowns” please note...

Although general secretaries and paid officials wield, as leaders, tremendous influence in a union, the key bodies for member decision making remain their national committee and their members’ conference. So it is important to note the summary below.

## *Executive committees*

National committees are more or less representative of their women’s voice in 12 of the 26 unions featured. Strangely perhaps, only one of these is a union with a majority of women members, so congratulations to Unison.

	<i>women members</i>	<i>NEC</i>	<i>conference</i>	<i>paid officials</i>
Accord	67%	50%	not known	38%
ASLEF	3.8%	0%	4.4%	0%
ATL	75%	42%	48%	not known
BECTU	29%	27%	18%	25%
BFAWU	not known	24%	25%	5%
Community	19%	20%	15%	55%
CSP	80%	67%	84%	78%
CWU	20%	26%	not known	29%
Equity	50%	53%	not known	28%
FBU	6.6%	16%	not known	0%
FDA	47%	28%	36%	30%
GMB	49%	40%	32%	not known
MU	28%	21%	30%	54%
NASUWT	71%	31%	45%	41%
Nautilus International	3%	4%	not known	17%
NUJ	39%	32%	33%	52%
NUT	76%	38%	49%	not known
PCS	60%	33%	33%	47%
POA	25%	0%	not known	0%
Prospect	23%	23%	28%	43%
RMT	12%	6%	12%	0%
TSSA	29%	31%	not known	41%
UCU	49%	50%	40%	26%
Unison	70%	66%	65%	49%
Unite the Union	24%	29%	23%	28%
USDAW	59%	42%	51%	67%

Of the other unions with a majority of women in membership, the school-teaching unions (ATL, NASUWT, NUT) continue to have a significant under-representation of women, along with Accord, CSP, PCS and USDAW.

However, read their individual pages and generally you'll see excellent hope in terms of their current activities. For example:

- NASUWT: size of annual women's conference almost doubled since 2008; women's development courses that include confidence building and assertiveness; a strategy to increase the number of women union reps
- NUT: women's development courses; enlargement of the delegation to the TUC Women's Conference to allow new activists to meet more experienced leaders; a project targeted at strengthening equalities officers' role
- PCS: linking the public service cuts with International Women's Day and a "Speaking out, not cut out" campaign
- USDAW: a major campaign on an issue close to their women members' hearts – travel to and from work – that drew in women who had never been to a union event before.

It's worth mentioning here a significant success for the NUJ. In our last survey in 2008 the NUJ's membership was 40% women, but their National Executive Council lagged way behind with 13% women. The NUJ National Women's Conference wanted to see mandatory gender balanced nominations to address this. The NUJ National Delegate Meeting defeated the proposal as unworkable, but since then branches have adopted it as policy and endeavoured to nominate women in the same proportion as men. Added to branches also adopting NEC job sharing between women and men the NEC now has 10 more women this year and the proportion has risen to 32% (women are 39% of the membership).

### ***Union conferences***

An astonishing seven of the 26 unions featured don't know how many women attended their last national policy making conference. BFAWU (the union does know the proportion of women at its conference) doesn't know the proportion of women members so a view cannot be taken.

Of the remaining 18, 12 are reasonably representative. Which leaves six...

ATL, BECTU, GMB, NASUWT, NUT and PCS perhaps have some way still to go. What are they doing about it?

- BECTU: training workshops for women at their annual National Women's Conference
- NASUWT: has introduced a bursary system for local associations to help fund under-represented sections at conference
- NUT: reminding local associations of the need to ensure women are not under-represented in delegations; looking at ways to ensure that more women speak in debates
- PCS: women's seminar with the objective to get more women involved in PCS as activists

### ***Paid officials***

More "not knowns" here, but congratulations to BECTU, CWU, MU, Nautilus, Prospect, TSSA and Unite. All are unions that are not predominantly female but have a positive proportion of women officers.

### ***General secretaries***

Finally, it's always worth noting the number of women at the top of our movement.

The following TUC affiliates have a woman as a general secretary (or senior trade union voice in some unions that are also professional organisations), providing us all with a visible showcase for women's talents:

Advance, AEGIS, AEP, ATL, BDA, BOS TU, CSP, Equity, NASUWT, NUJ, NUT, SCP, UCAC, UCU, YISA.

The number of unions led by a woman has increased since our last survey, but more significantly, the number of larger unions led by a woman, and therefore the number of members thus represented, has increased.

# BAME members

Martinique philosopher Frantz Fanon said:

“He who is reluctant to recognise me opposes me.”

Harsh words, but worth considering them in our context. Back to “if you don’t know where you are, you won’t know when you’ve arrived”. This is certainly a case where nothing is better than nothing, ie. better to know that the answer is 0% than to not know?

But the positive is the long list of initiatives:

- BECTU: establishing (with MU and Equity) a “Changing the face of your union” course
- CWU: campaigning against the EDL
- Equity: union rule change initiated by the Minority Ethnic Members Committee to allow the union to discipline members involved in discrimination
- FDA: BEM into Leadership course
- GMB: aiming to establish a Black Members’ Committee in the London Region
- PCS: campaigning against Stop and Search
- USDAW: focused work to increase black members’ participation in the union in London’s major employers of BAME members.

	<i>BAME members</i>	<i>NEC</i>	<i>conference</i>	<i>paid officials</i>
Accord	12%	0%	not known	6%
ASLEF	4.1%	0%	4.4%	0%
ATL	not known	not known	not known	not known
BECTU	4%	13%	4%	4%
BFAWU	not known	12%	30%	10%
Community	not known	5%	not known	0%
CSP	6%	not known	8%	0%
CWU	2%	0%	not known	0%
Equity	not known	not known	not known	0%
FBU	2.8%	5%	not known	0%
FDA	6%	3.4%	11%	10%
GMB	not known	11%	not known	not known
MU	not known	0%	not known	8%
NASUWT	2%	2%	7%	10%
Nautilus International	4%	0%	not known	not known
NUJ	6.5%	5.4%	not known	9%
NUT	3%	5%	6%	not known
PCS	7%	10%	9%	10%
POA	not known	0%	not known	0%
Prospect	3%	6.7%	3%	not known
RMT	6%	0%	not known	0%
TSSA	9%	0%	not known	11%
UCU	6%	4.5%	5.4%	14%
Unison	not known	10%	not known	8%
Unite the Union	9%	11%	4%	3.5%
USDAW	not known	not known	5.2%	not known

# disabled members

British Labour Party MP Alf Morris said:

“I realised that disabled people needed first to be defined, recognised and recorded before any provision could be made for them ... it still astonishes me to recall that in 1969 neither local nor national government had even a number count of disabled people in need. Many disabling conditions were not even identified in law or practice.”

The stats below almost certainly under-report. Without doubt disability is an area where fear of discrimination will ensure many members do not self-identify; so monitoring is very challenging for unions.

Some unions are approaching this issue with awareness raising courses, particularly for reps generally (rather than for disabled members particularly) to enable better knowledge and support in the workplace (FDA, USDAW).

Ensuring mental health is a key issue for some unions (Prospect, Unite, USDAW), as is disability hate crime (CWU, Unison, Unite), hidden disabilities (BECTU), and access problems (NGSU).

	<i>disabled members</i>	<i>NEC</i>	<i>conference</i>	<i>paid officials</i>
Accord	1.8%	0%	not known	0%
ASLEF	0%	0%	0%	0%
ATL	not known	not known	not known	not known
BECTU	0.7%	13%	8%	0%
BFAWU	not known	not known	not known	not known
Community	not known	5%	5%	0%
CSP	4%	not known	4%	not known
CWU	0.07%	0%	not known	5%
Equity	not known	not known	not known	not known
FBU	not known	0%	not known	0%
FDA	4%	7%	4%	30%
GMB	not known	0%	not known	not known
MU	not known	0%	2.3%	0%
NASUWT	1%	10%	12%	8%
Nautilus International	not known	not known	not known	not known
NUJ	0.4%	4.3%	4%	0%
NUT	0.3%	2.4%	11%	not known
PCS	2.3%	0%	0%	0%
POA	not known	0%	not known	14%
Prospect	2%	0%	10%	not known
RMT	not known	0%	not known	0%
TSSA	not known	not known	not known	not known
UCU	0.2%	9%	11%	0%
Unison	not known	6%	not known	not known
Unite the Union	1%	not known	not known	not known
USDAW	not known	not known	not known	not known



# LGBT members

Equity used LGBT History Month to reclaim the contribution of Edith Craig, actor, producer, director. Bernard Shaw said:

“Gordon Craig has made himself the most famous producer in Europe by dint of never producing anything, while Edith Craig remains the most obscure by dint of producing everything.”

LGBT is also an area where of discrimination

may ensure members do not self-identify and the stats below almost certainly under-report.

Many unions support their LGBT membership through participation in Pride events (to name a few: MU, NASUWT, PCS, Prospect, RMT, TSSA) and LGBT History Month (eg. Equity, FDA, NASUWT). Other campaigns are: rights for same sex parents (USDAW), biphobia (USDAW), homophobia in sport (CWU, NASUWT), public sector equality duty (Unison), coming out in the workplace (NASUWT, NUT), same sex domestic violence (NASUWT), Stonewall Index (NGSU).

The NUT's project *No Outsiders* challenges stereotypes about same sex love and families through primary education initiatives.

	<i>LGBT members</i>	<i>NEC</i>	<i>conference</i>	<i>paid officials</i>
Accord	not known	6%	not known	6%
ASLEF	not known	0%	3%	0%
ATL	not known	not known	not known	not known
BECTU	not known	not known	not known	not known
BFAWU	not known	not known	not known	not known
Community	not known	0%	not known	0%
CSP	not known	not known	5%	not known
CWU	not known	0%	not known	0%
Equity	not known	not known	not known	8%
FBU	0.4%	5%	not known	not known
FDA	not known	3.4%	6%	20%
GMB	not known	not known	not known	not known
MU	not known	not known	1.5%	2%
NASUWT	0.5%	2%	3%	8%
Nautilus International	not known	not known	not known	not known
NUJ	not known	not known	not known	not known
NUT	0.4%	2.4%	7.5%	not known
PCS	0.6%	not known	not known	not known
POA	not known	0%	not known	0%
Prospect	not known	not known	3%	not known
RMT	not known	not known	not known	not known
TSSA	not known	8%	not known	5%
UCU	1.7%	6%	9%	0%
Unison	not known	not known	not known	not known
Unite the Union	not known	0%	1%	not known
USDAW	not known	not known	not known	not known

# retired members

British Labour Party MP Tony Benn explained his decision not to stand at the 2001 general election by saying that he was:

“leaving parliament in order to spend more time on politics”.

Many unions work with the National Pensioners Convention, established in 1979 at the initiative of Jack Jones on his retirement as general secretary of the TGWU.

Some highlights of unions’ actions and structures: ASLEF’s National Pensioners Committee provides advice and representation to retired members; CSP’s Retirement Association is progressing an oral history project on their profession of physiotherapy; concessionary membership in the MU entitles retirees to the same benefits as working members; NASS is establishing a structure for its retired stable staff; NASUWT has sheltered accommodation available to members; NUJ’s 60+ Group members mentor the union’s younger members; two of the resolutions from the RMT’s Retired Members Conference are progressed to the union’s AGM; Unity runs a two day retirement course for members approaching retirement.

## *retired members*

Accord	no structures for retired members
ASLEF	National Pensioners Committee
ATL	no structures for retired members
BECTU	no structures for retired members
BFAWU	no structures for retired members
Community	no structures for retired members
CSP	Retirement Association, seat on equality committee, members conference
CWU	Retired Members Committee
Equity	people don’t retire from the entertainment industry as in other professions
FBU	a National Officer has responsibility
FDA	no structures for retired members
GMB	not known
MU	retired and concessionary membership category
NASUWT	Retired Members Association, annual conference, newsletter
Nautilus International	Pensioners Association
NUJ	Pensioners Committee, 60+ Group
NUT	Retired Members Advisory Committee, annual convention
PCS	National Pensioners Committee
POA	no structures for retired members
Prospect	Retired Members Group and Committee, annual conference
RMT	National Pensioners Committee and annual conference
TSSA	self-organised group for pensioners
UCU	no structures for retired members
Unison	Retired Members Committee and annual conference
Unite the Union	National Pensioners Committee and conferences
USDAW	divisional committees and annual Retired Members Conference

# young members

Nelson Mandela said:

“Our most valued treasure is our people, especially the youth.”

Age should be one of the more easily monitored strands...

Many unions expend much effort on encouraging and informing their young people: courses for newly-qualified teachers and lecturers (ATL, NASUWT, NUT, UCU), handling

workplace bullying (ATL), attending careers events to put the union side (BALPA), young members YouTube channel (CWU), young members Facebook page (Equity, NASUWT), young members award (NASUWT), campaigning on interns (NUJ), Young Professional Network (Prospect), Young Members Conference can send two resolutions to the executive (RMT), education courses for young members around working class and trade union history (RMT), engagement with wider labour movement bodies such as Love Music Hate Racism (UCU), “recruit a friend, win a prize” campaign (UCU), leadership training for young people (Unison), production of a school pack to introduce unions to school children (Unite).

	<i>young members</i>	<i>NEC</i>	<i>conference</i>	<i>paid officials</i>
Accord	not known	0%	not known	0%
ASLEF	0.2%	0%	0%	0%
ATL	up to 27%	not known	not known	not known
BECTU	13%	0%	0%	0%
BFAWU	not known	6%	not known	not known
Community	7%	0%	not known	0%
CSP	16%	not known	0%	0%
CWU	5%	5%	not known	0%
Equity	11%	9%	not known	4%
FBU	not known	not known	not known	not known
FDA	3.2%	0%	6%	not known
GMB	not known	not known	not known	not known
MU	8%	0%	not known	5%
NASUWT	14%	0%	4%	2%
Nautilus International	11.4%	not known	not known	not known
NUJ	7%	not known	not known	0%
NUT	19%	0%	10%	not known
PCS	5.6%	3%	not known	not known
POA	not known	0%	not known	0%
Prospect	1%	0%	4%	not known
RMT	5%	0%	not known	0%
TSSA	4%	0%	not known	0%
UCU	1%	0%	not known	0%
Unison	6%	3%	not known	13%
Unite the Union	3.5%	not known	0.3%	not known
USDAW	19%	not known	not known	not known

# TUC & SERTUC

And finally, Matthew said:

“And why behold you the speck that is in your brother’s eye, but consider not the beam that is in your own eye?”

## TUC

---

The 54 members of the General Council (a mixture of automatic seats for large unions, elected equality seats, and elected seats for smaller unions) meet every two months to oversee the TUC’s work programme and sanction new initiatives from September to August. 43% are women.

The Executive Committee meets monthly to implement and develop policy as well as manage the TUC’s financial affairs and deal with urgent business. Also 43% women.

There are equalities committees too: Women’s Committee, Race Relations Committee, Disabled Workers’ Committee, LGBT Committee, and a Young Members’ Forum. Each of these strands has an annual conference.

The TUC’s senior officers are the general secretary (male), deputy general secretary (female) and assistant general secretary (also female). There are seven departments plus unionlearn. Two heads of department are women (29%).

The TUC has seven regional bodies (of which SERTUC is one). One of the regional secretaries (SERTUC’s of course!) is female (14%).

The 2011 TUC Congress was a smaller one than usual with less than half the number of delegates than in other years (around 280). Surprisingly and pleasingly the number of women delegates held up at about 40%. No room for complacency here as this is still not representative of the TUC’s affiliated membership of about 48% women, but fears that a smaller Congress would diminish women’s voice were fortunately not justified.

## SERTUC

---

SERTUC’s key bodies are:

*the Regional Council*, nominated by individual affiliates whose delegate entitlement depends on their membership in the region (varying from three to 20), and County Associations of Trades Councils (entitlement depends on the number of registered trades councils, and the total number is 25% of the nominated trade union membership). 34% of Regional Councillors are women, 10% BAME. These are last year’s figures as monitoring is still being conducted as we move towards the newly nominated Regional Council in April.

and

*the Executive Committee*, elected by the Regional Council from trade union and CATC nominations. There are reserved seats for women trade unionists (3), black members (3) and one each for LGBT, disabled, and young members. 32% women, 13% BAME.

The AGM elects its officers: a president (male), two vice-presidents (one male, one female) and a treasurer (female).

In addition, SERTUC also has equality committees for women, race relations (specifically, as this is not restricted to BAME workers), LGBT members, young members, pensioners and disabled workers.

# the unions

Following several mergers (and some new affiliations), the number of unions affiliated to the TUC has fallen from 58 in 2008 to 54 (still counting the recently-merged Aspect and Prospect as two unions). Membership stands at just over six million. We reported women's membership as 42% in 2004, 44% in 2008, and it is now 48% which has to be considered as steady progress.

Not included (at their choice, not ours) are Advance, AEP, AFA, BACM-TEAM, BOS TU, EIS, NACO, NACODS, PFA, SCP, SoR, SURGE, UCAC, UCATT, URTU, and YISA.

When reading the comments about delegations to the last TUC Congress in 2011 do so with care and remember that this was an unusually small Congress and therefore not typical (delegation entitlements were less than half that usually applied).

Accord

Aegis the Union

ASLEF

ATL

BALPA

BDA

BECTU

BFAWU

BSU

Community

CSP

CWU

Equity

FBU

FDA

GMB

HCSA

MU

Napo

NASS

NASUWT

Nautilus International

NGSU

NUJ

NUM

NUT

PCS

POA

Prospect and Aspect

RMT

TSSA

UCU

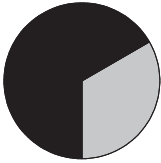
Unison

Unite the Union

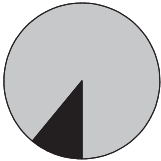
Unity

USDAW

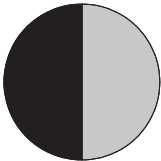
WGGB



**MEMBERSHIP**  
67% women



**MEMBERSHIP**  
12% BAME



**EXECUTIVE**  
50% women

**EXECUTIVE**  
0% BAME

### OVERVIEW

Accord last appeared in our survey in 2004. Since then membership has increased by 12%.

67% of Accord's members are women (it has fallen slightly from 70% in 2004), 12% BAME (their estimate in 2004, when ethnic monitoring was incomplete, was 3%), and 1.8% disabled. Accord does not collect LGBT information.

There are 16 paid national officials, of whom 38% are women (this was 25% in 2004) and one (6%) LGBT and one BAME.

Accord's Principal Executive Council comprises 18 members, 50% women, and 6% LGBT. One seat is reserved for an Equality & Diversity member.

The last Biennial Delegate Conference took place in 2010, there were 200 delegates, but the union did not have an equality strand breakdown. Seats are reserved for delegates from the Ethnic Members National Advisory Committee and LGBT Network.

Accord has no regional structure.

### WOMEN

The union has no structures covering women members. Accord notes that as the majority of their members and reps are women they have not undertaken any specific initiatives to encourage women's participation or representation.

They sent a delegation of four (from an entitlement of 10) to the 2011 TUC Women's Conference.

### BLACK MEMBERS

Accord has a national official whose remit is race equality and he chairs the Ethnic Members National Advisory Committee. This is made up of volunteers who set their own agenda and feed issues into the union's mainstream negotiating agenda. The union notes that they are trying to rejuvenate the EMNAC, currently suffering from lack of interest.

One delegate represented the union at the 2011 TUC Black Workers' Conference.

### DISABLED MEMBERS

Accord has a national official whose remit is disability equality and he liaises with Accord's network of disabled members to ensure their issues are picked up through the consultation/negotiation process. The network is made up of volunteers who set their own agenda and feed issues into the union's mainstream negotiating agenda. The union has re-advertised the disabled members' network and asked for more participants.

Two visitors attended the 2011 TUC Disabled Workers' Conference, but this year they will be sending a delegate and possibly putting forward a motion.

---

## **LGBT**

Accord has a national official whose remit is LGBT equality and he liaises with the LGBT Advisory Committee to ensure their issues are picked up through the negotiation/consultation process. The committee is made up of LGBT members and chaired by a PEC member.

Four delegates represented Accord at the 2011 TUC LGBT Conference.

## **PENSIONERS**

The union has no structures covering retired members.

## **YOUNG MEMBERS**

The union has no structures covering young members; they used to have a network, but members lost interest and it therefore lost momentum. Accord did not send a delegation to the 2011 TUC Young Workers' Conference.

## **SUPPORT FOR ACTIVISTS**

Accord provides support for activists with children or other caring responsibilities for national conferences, courses or meetings.

## **THE WIDER MOVEMENT**

Accord sent a full delegation of three to the 2011 TUC Congress, two were woman, two were lay members.

The union is not active in the trades councils movement and is not affiliated to the Labour Party.



**MEMBERSHIP**  
54% women

**OVERVIEW**

Welcome to the first appearance of Aegis the Union in one of our surveys!

54% of Aegis’ members are women.

As a small union focussed on one employer, Aegis has no regional structure.

There are four paid national officials, two of whom are women.

Aegis’ Executive Council comprises seven people, 57% female.

At Aegis’ last Conference in 2011 there were 35 delegates; the union doesn’t know how many were women, but one (3%) was disabled.

**WOMEN**

The union has no structures covering women members and did not send a delegation to the 2011 TUC Women’s Conference.

**BLACK MEMBERS**

The union has no structures covering black members and did not send a delegation to the 2011 TUC Black Workers’ Conference.

**DISABLED MEMBERS**

The union has no structures covering disabled members and did not send a delegation to the 2011 TUC Disabled Workers’ Conference.

**LGBT**

The union has no structures covering LGBT members and did not send a delegation to the 2011 TUC LGBT Conference.

**PENSIONERS**

The union has no structures covering retired members.

**YOUNG MEMBERS**

The union has no structures covering young members and did not send a delegation to the 2011 TUC Young Workers’ Conference.

**SUPPORT FOR ACTIVISTS**

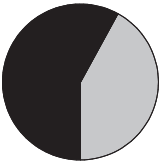
Aegis does not provide support for activists with children or other caring responsibilities for national conferences, courses or meetings.

**THE WIDER MOVEMENT**

Aegis sent its full entitlement of two delegates to 2011 TUC Congress, one was a woman, both were paid officials.

The union is not active in the trades councils movement and is not affiliated to the Labour Party.

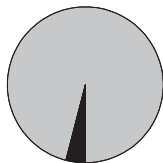
**BAME MEMBERSHIP**  
not known



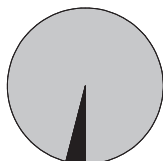
**EXECUTIVE**  
57% women

**EXECUTIVE**  
0% BAME





**MEMBERSHIP**  
3.8% women



**MEMBERSHIP**  
4.1% BAME

**EXECUTIVE**  
0% women

**EXECUTIVE**  
0% BAME

## OVERVIEW

ASLEF has appeared in all but the first (1987) of our surveys and in this time its membership has fallen by 5%, although it has risen by 1.4% since the last survey in 2008.

3.8% of members are female (up slightly from 2008 when it was 3%), 4.1% black (up from 3%), there are 100 LGBT members on ASLEF's mailing list, but figures are not officially recorded, 11% of the membership is retired (up from 9% in 2008), 0.2% are young members (down from 2%).

There are 10 paid national officials, all white men. The Executive Committee comprises eight members, again, all white men. This is the same as in 2008.

ASLEF's last Annual Assembly of Delegates took place in 2011 and was attended by 68 members. Three (4.4%, it was 9% in 2008) were women, three black (3.8% in 2008), two LGBT (3%) and one retired. ASLEF reserves one seat each for a woman, and a BEM, LGBT and retired member.

The union's National Organiser oversees all of their equality work.

ASLEF reports that rule changes have been submitted to their 2012 conference that try and give more substance to the role of Branch Equality Reps. They hope that if carried this could lead to active equality networks being set up across their Districts.

## WOMEN

There is a national Women's Committee made up of one elected member from each District. The committee assists and advises the Executive Committee and helps shape ASLEF equality policy.

ASLEF sent four of its entitlement of five delegates to the 2011 TUC Women's Conference.

They do not currently run education courses for women members but will be looking at introducing a women's development programme in 2012.

There is a women's journal published twice a year and written by the Women's Committee.

ASLEF undertook a survey of its women members in 2011. This was analysed by the Labour Research Department and they have used the results to shape the work of the Women's Committee for the coming year.

## BLACK MEMBERS

A Black Members' Committee has the same structure as the Women's Committee.

ASLEF sent four of its entitlement of five delegates to the 2011 TUC Black Workers' Conference.

There is a black members' journal published twice a year and written by the Black Members' Committee.

## DISABLED MEMBERS

ASLEF notes that questions on disability are not relevant to its membership.

---

## **LGBT**

An LGBT Committee has the same structure as the Women's Committee. ASLEF sent four of its entitlement of five delegates to the 2011 TUC LGBT Conference.

There is an LGBT members' journal published twice a year and written by the LGBT Committee.

## **PENSIONERS**

There is a National Pensioners' Committee comprising 10 elected members. They assist and advise the Executive Committee on issues facing retired people and also provide advice and representation to ASLEF's retired members.

## **YOUNG MEMBERS**

ASLEF has no separate structures covering young members.

## **SUPPORT FOR ACTIVISTS**

Individual requests for support from activists with children or other caring responsibilities for national conferences, courses and meetings are considered.

## **REGIONS**

There are five ASLEF regions relevant to SERTUC: District 1 covers a large part of the south east, District 5 a large part of the eastern region, District 6 includes Bedfordshire, Buckinghamshire, Hertfordshire, District 7 Oxfordshire, and District 8 covers a large part of London. Each District has one District Organiser (all are white men) and they have responsibility for all equality issues within their Districts. There are District Council meetings four times a year, and each District Council reserves a seat for a woman, and a BEM, LGBT and retired member.

*District 1:* total membership 3,330, 3% women, 4% BEM, 0.3% young

*District 5:* total membership 1,773, 3.5% women, 2.4% BEM, 0.8% young

*District 6:* total membership 2,404, 3.7% women, 7.6% BEM, 0.3% young

*District 7:* total membership 1,905, 3.4% women, 1.4% BEM, 0.2% young

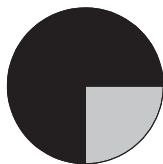
*District 8:* total membership 2,409, 9.5% women, 15% BEM, 0.04% young

## **THE WIDER MOVEMENT**

ASLEF sent its full delegation of two (male paid officials) to the 2011 TUC Congress.

ASLEF is active within the trades councils movement.

The union is affiliated to the Labour Party and sent its full entitlement of four delegates to the 2011 Labour Party Conference. This delegation comprised four white men, two of whom were lay members.



**MEMBERSHIP**  
75% women

### **OVERVIEW**

The Association of Teachers and Lecturers' total membership includes 11,285 retired members and 48,604 student members. This shows an increase of 12% since our last survey in 2008.

74% of the working membership is female (75% in 2008). They do not have statistics for paid national officials. The general secretary is a woman.

48.5% of the ATL Executive Committee are women. This is up from 42% in our last survey.

ATL's 2011 Annual Conference comprised 421 delegates, 48% were women. The union has no regional organisation.

### **WOMEN**

The union does not have structures covering women. A delegation of six (of a possible eight) attended the 2011 TUC Women's Conference.

### **BLACK MEMBERS**

The union does not have structures covering black members. A delegation of three (of a possible 22) attended the 2011 TUC Black Workers' Conference.

### **DISABLED MEMBERS**

The union does not have structures covering disabled members. A delegation of four (of 22) attended the 2011 TUC Disabled Workers' Conference.

### **LGBT**

The union does not have structures covering LGBT members. A delegation of four (of a possible 22) attended the 2011 TUC LGBT Conference.

### **PENSIONERS**

The union does not have structures covering retired members.

### **YOUNG MEMBERS**

The union has a National Young Members' Committee and a website for young members. They run courses for newly qualified teachers on topics such as classroom behaviour, getting a job, planning safe school trips, and handling workplace bullying.

A delegation of two (of a possible four) attended the 2011 TUC Young Workers' Conference.

### **SUPPORT FOR ACTIVISTS**

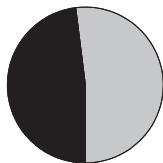
ATL provides a creche at conference to support delegates with children.

### **THE WIDER MOVEMENT**

ATL sent a full delegation of eight to the 2011 TUC Congress. 63% were women, and four were lay members.

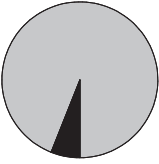
The union is active in the trades councils movement. It is not affiliated to the Labour Party.

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
42% women

**BAME EXECUTIVE**  
not known



**MEMBERSHIP**  
5% women

**BAME MEMBERSHIP**  
not known

**EXECUTIVE**  
0% women

**EXECUTIVE**  
0% BAME

### **OVERVIEW**

Welcome back to BALPA. They have not appeared since 1994 so the comparisons are a bit tenuous! However, membership has risen from 6,000 in 1994, an increase of 83%.

5% of BALPA's members are women (this was 1.5% in 1994). The union comments that because commercial pilots have to pass a medical to be licenced to fly there are no disabled airline pilots. 17% of members are retired and 3% young.

There are six paid national officials, one is a woman and one black (17%).

BALPA's National Executive Council has 14 members, all white men.

Their last Annual Delegate Conference took place in 2011 and was attended by 60 members, one a woman, one black (1.7%), two retired (3.3%), 6.7% young. Seats are reserved for the Retired Flight Crew Committee.

BALPA has no regional structure.

### **WOMEN**

To celebrate 2011 International Womens Day, BALPA dedicated their bi-monthly magazine *The Log* to women pilots and their issues.

### **BLACK MEMBERS**

BALPA has no structures covering black members and did not send a delegation to the 2011 TUC Black Workers' Conference.

### **DISABLED MEMBERS**

See comment re disability above.

### **LGBT**

BALPA has no structures covering LGBT members and did not send a delegation to the 2011 TUC LGBT Conference.

### **PENSIONERS**

The Retired Flight Crew Committee of seven members meet quarterly at the union's head office.

### **YOUNG MEMBERS**

BALPA has produced a booklet and attended many careers events to encourage young people to join the profession and to put the union's case.

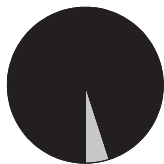
### **SUPPORT FOR ACTIVISTS**

The union provides support for activists with children or other caring responsibilities for national conferences, courses and meetings.

### **THE WIDER MOVEMENT**

BALPA sent a full delegation of two to the 2011 TUC Congress.

They are not active in the trades councils movement, nor are they affiliated to the Labour Party.



**MEMBERSHIP**  
96% women

## OVERVIEW

Welcome to the first appearance of the British Dietetic Association in our survey! About 96% of the BDA's membership is female, but the union comments that it is in the last 12 months that they have started to collect data, so other breakdowns are not available as not yet accurate.

There are three paid national officials, including one woman, and one LGBT. The BDA Council and the Trade Union Board has seven members, 71% women, 28% LGBT. The last BDA Conference (a professional association event rather than a trade union event) was in 2011 and delegate stats are not available.

The union's National Employment Relations Officer is responsible for equality issues. BDA has no regional offices but has a network of member-run committees from the professional side of Branches and Country Boards, and the trade union has the Trade Union Country Boards which meet re member issues.

## WOMEN

The BDA has no structures covering women members. They did not send a delegation to the 2011 TUC Women's Conference but are hoping to in 2012.

## BLACK MEMBERS

The BDA has no structures covering black members. They did not send a delegation to the 2011 TUC Black Workers' Conference but will do so in 2012.

## DISABLED MEMBERS

The BDA has no structures covering disabled members. They did not send a delegation to the 2011 TUC Disabled Workers' Conference but are hoping to in 2012.

## LGBT

The BDA has no structures covering LGBT members. They sent a full delegation of two to the 2011 TUC LGBT Conference.

## PENSIONERS

The BDA has a retired member category with reduced rate membership fee.

## YOUNG MEMBERS

The BDA has no structures covering young members. They did not send a delegation to the 2011 TUC Young Workers' Conference.

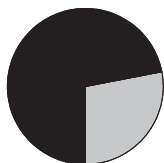
## SUPPORT FOR ACTIVISTS

The BDA has provided childcare and carer support for members attending meetings.

## THE WIDER MOVEMENT

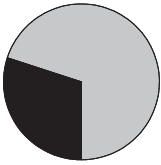
BDA sent its full entitlement of two delegates (both lay members) to the 2011 TUC Congress. They are not active in the trades councils movement nor affiliated to the Labour Party.

**BAME MEMBERSHIP**  
not known

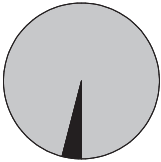


**EXECUTIVE**  
71% women

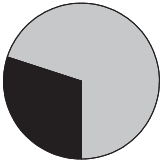
**EXECUTIVE**  
0% BAME



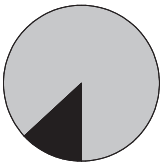
**MEMBERSHIP**  
29% women



**MEMBERSHIP**  
4% BAME



**EXECUTIVE**  
27% women



**EXECUTIVE**  
13% BAME

## OVERVIEW

BECTU's membership has fallen by 8% since our last survey in 2008. The proportion of women is 29% (it was 33%), black members are 4% (8.6% in 2008), 0.7% are disabled. BECTU keeps stats on young members as aged 20-29 (rather than the TUC's 26 and under) and 13% of their members are in this category.

There are 28 paid national officials, 25% women (38% in 2008), 4% black (10% in 2008).

BECTU's National Executive Committee comprises 15 people, 27% women (up from 18% in 2008), 13% black (12% in 2008), 13% disabled (6% in 2008).

The 2011 Annual Conference had 200 delegates, 18% women (30% in 2008), 4% black (8% in 2008), 8% disabled (15% in our last survey). BECTU notes that these figures are based on the monitoring forms returned.

BECTU has no regional structure.

## WOMEN

BECTU's Equalities Officer has responsibility for women (and LGBT members).

There is a National Women's Committee, with a remit to discuss and promote women's issues, made up of one delegate from each of the five industrial divisions in the union.

And BECTU holds an annual National Women's Conference open to all women members. The conference aims to promote issues of relevance to women working in film, television, theatre and live entertainment, and the last one, in December 2010, was attended by 50 women. Key issues were: employment within the film and television industry, childcare, working hours, and ageism. Training workshops are run at the conference.

The union sent a delegation of seven to the 2011 TUC Women's Conference.

## BLACK MEMBERS

BECTU's Diversity Officer has the remit for race equality.

There is a National Black Members' Committee, with a remit to represent and promote the interests of black and minority ethnic members in BECTU's industries. It is made up of one delegate from each of the five industrial divisions in the union and co-opted members as appropriate.

BECTU, along with Equity, the MU and NUJ, set up a course called "Changing the Face of Your Union". This is run in the evenings to encourage BAME members to participate more in the work of their unions.

The union sent a delegation of five to the 2011 TUC Black Workers' Conference.

## DISABLED MEMBERS

BECTU's Administrative Officer is responsible for the Disabled Members' Network and Disabled Members' Network Committee.

---

The committee is made up of one delegate from each of the five industrial divisions of the union. In 2011 BECTU started a poster campaign to highlight hidden disabilities.

The union sent a delegation of three (from an entitlement of five) to the 2011 TUC Disabled Workers' Conference.

### **LGBT**

BECTU's Equalities Officer has responsibility for LGBT members.

The union sent two delegates and one observer to the 2011 TUC LGBT Conference.

### **PENSIONERS**

BECTU has no structures relating to retired members.

### **YOUNG MEMBERS**

BECTU has just started a Youth Forum that meets on an ad hoc basis.

A delegation of two (from an entitlement of four) attended the 2011 TUC Young Workers' Conference.

### **SUPPORT FOR ACTIVISTS**

The union provides support for activists with children and other caring responsibilities for national conferences, courses, and meetings.

### **THE WIDER MOVEMENT**

BECTU had a delegation of three people at the 2011 TUC Congress, one of whom was a woman and two were lay members.

They are not active in the trades councils movement.

BECTU is affiliated to the Labour Party and sent a full delegation of two (one was a woman, one disabled) to the 2011 Labour Party Conference. One of the delegates was a lay member.

**OVERVIEW**

BFAWU's membership has fallen by 11.5% since our last survey in 2008.

They do not keep detailed membership statistics, however in 2008 their membership was 70% women.

They have 19 paid national officials, of whom one is a woman (5%) and two black (10%).

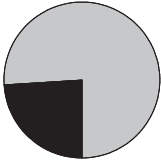
There is a 17 member National Executive Committee, 24% women (26% in 2008), 12% black (11% in 2008). BFAWU reserves one seat each for a woman and for a young member.

The union's Annual Conference has 200 delegates, approximately 25% of them were women last year (this has risen from 15% in 2008), and around 30% black. Some 5% of participants were retired members.

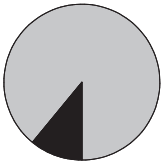
BFAWU expects all full time officers to take responsibility for equality issues.

**WOMEN MEMBERSHIP**  
not known

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
24% women



**EXECUTIVE**  
12% BAME

**WOMEN**

BFAWU has no structures for women members.

They sent a full delegation of four to the 2011 TUC Women's Conference.

**BLACK MEMBERS**

BFAWU has no structures for black members.

They sent a full delegation of four to the 2011 TUC Black Workers' Conference.

**DISABLED MEMBERS**

BFAWU has no structures for disabled members.

They sent a full delegation of two to the 2011 TUC Disabled Workers' Conference.

**LGBT**

BFAWU has no structures for LGBT members.

They sent one delegate to the 2011 TUC LGBT Conference. The union notes that they would have sent a full delegation of four, but three delegates dropped out.

**PENSIONERS**

BFAWU has no structures for retired members.

**YOUNG MEMBERS**

BFAWU has no structures for young members.

They sent a full delegation of three to the 2011 TUC Young Workers' Conference.

**SUPPORT FOR ACTIVISTS**

If required, the union provides a creche to support parents at national conferences, courses and meetings.



---

## **REGIONS**

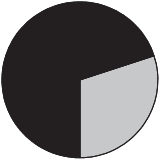
BFAWU has one region relevant to SERTUC: Region No.1. There are 2,700 members and three paid regional officials. The Regional Committee comprises 50 members, 20% are women, and 48% black.

## **THE WIDER MOVEMENT**

BFAWU sent three delegates (from an entitlement of four) to the 2011 TUC Congress.

The union is active within the trades councils movement and provides financial support to its trades council activists.

They are affiliated to the Labour Party and sent a full entitlement of four delegates to the 2011 Conference. Half were women, and half were lay members.



**MEMBERSHIP**  
71% women

**BAME MEMBERSHIP**  
not known

**WOMEN EXECUTIVE**  
no formal EC

**BAME EXECUTIVE**  
no formal EC

## **OVERVIEW**

Welcome to the first appearance of the Britannia Staff Union in our survey!

71% of BSU's members are women.

No figures were submitted for the number of paid national officials.

The National Executive Committee meets quarterly and all BSU's representatives are invited.

BSU does not have a regional structure.

BSU says that all officials are jointly responsible for equality issues.

They do not provide their own courses and note that all courses they signpost members to are open to all. In addition they make or support the required adjustments to facilitate disabled members' attendance.

## **WOMEN**

BSU has no structures covering women members and did not send a delegation to the 2011 TUC Women's Conference.

## **BLACK MEMBERS**

BSU has no structures covering black members and did not send a delegation to the 2011 TUC Black Workers' Conference.

## **DISABLED MEMBERS**

BSU has no structures covering disabled members and did not send a delegation to the 2011 TUC Disabled Workers' Conference.

## **LGBT**

BSU has no structures covering LGBT members and did not send a delegation to the 2011 TUC LGBT Conference.

## **PENSIONERS**

BSU has no structures covering retired members.

## **YOUNG MEMBERS**

BSU has no structures covering young members and did not send a delegation to the 2011 TUC Young Workers' Conference.

## **SUPPORT FOR ACTIVISTS**

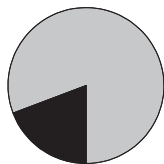
The union does not comment on the provision of childcare or carer support for members.

## **THE WIDER MOVEMENT**

BSU did not send a delegation to the 2011 TUC Congress.

It is not active in the trades councils movement.

BSU is not affiliated to the Labour Party.



**MEMBERSHIP**  
19% women

## OVERVIEW

Community has not appeared before (although constituent unions ISTC, KFAT and NLBD have) thus no meaningful comparisons can be made.

19% of Community's members are female. The only other equality stats collected are for young members: 7%

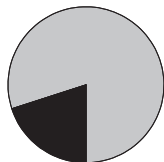
There are four paid national officials, all white men.

Community's National Executive Council comprises 20 members, four women (20%), one black member (5%), and one disabled member. There are five reserved seats: three joint regional seats for women, one for an ethnic minority member, one for a member with disabilities.

The union's 2011 Biennial Delegate Conference had 146 delegates, 22 were women (15%), seven disabled (5%), and three retired (2%).

Community's Deputy General Secretary is responsible for work in all equality strands.

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
20% women

## WOMEN

There are no structures covering women. However Community notes that the President of the union is elected on an annual basis and that they have had three women Presidents in the last five years. Nine delegates attended the 2011 TUC Women's Conference (from an entitlement of 17).

## BLACK MEMBERS

There are no structures covering black members. Eight delegates attended the 2011 TUC Black Workers' Conference (from an entitlement of 17).

## DISABLED MEMBERS

The National League of the Blind and Disabled (NLBD) transferred engagements some 12 years ago and still maintains within Community a National Disability Committee and Regional Committees. Eleven delegates attended the 2011 TUC Disabled Workers' Conference (from an entitlement of 17).

## LGBT

There are no structures covering LGBT members. Eight delegates attended the 2011 TUC LGBT Conference (from an entitlement of 17).

## PENSIONERS

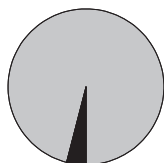
There are no structures covering retired Community members.

## YOUNG MEMBERS

There are no structures covering young members. Three delegates attended the 2011 TUC Young Workers' Conference (from an entitlement of four).

## SUPPORT FOR ACTIVISTS

Community is very proud of its record in ensuring that all disabled members have accessible information in their chosen format. The union always



**EXECUTIVE**  
5% BAME

---

ensures that signers are available for deaf members at branch meetings, conferences etc. Additionally they ensure that carers are available where required. Community offers creche facilities at their Biennial Delegate Conference.

### **REGIONS**

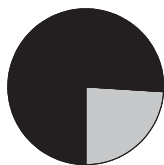
Community has one region (Region 8) relevant to SERTUC, with 1,832 members, 32% of whom are women, and 8% young. There is one paid regional official, a man. There are no regional equality structures.

### **THE WIDER MOVEMENT**

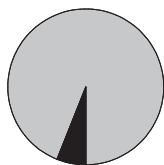
Community sent its full entitlement of six delegates to the 2011 TUC Congress. One was a woman (17%) in a reserved seat, two were lay members.

A number of branches are active within the trades councils movement and support is provided on request.

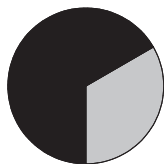
The union is affiliated to the Labour Party and sent a full delegation of 12 to the 2011 Labour Party Conference. There was one woman on the delegation (in a reserved seat) and four of the delegates were lay members.



**MEMBERSHIP**  
80% women



**MEMBERSHIP**  
6% BAME



**EXECUTIVE**  
67% women

**BAME EXECUTIVE**  
not known

## OVERVIEW

Membership of the Chartered Society of Physiotherapy has risen by 4.4% since our last survey in 2008. This total includes students and retired and non-working members.

The proportion of women remains high at 80% (slightly down from 83% in 2008), black membership is 6%, disabled 4%, retired 3% and young 16%. CSP notes on these figures that they carried out an anonymous survey of all members who sit on CSP Council or other committees. This means that they cannot extrapolate some information for Council members only.

There are nine paid national officials, seven (78%) are women (it was 70% in 2008).

The CSP Council has 27 members, 67% women (down from 80% in 2008). One seat is reserved for a member with an equalities remit who also sits on the CSP Equality and Diversity Group.

CSP's Annual Representatives' Conference involved 199 voting delegates of whom 126 completed the equality monitoring form. This showed 84% women (85% in 2008), 8% black (4% in 2008), 4% disabled (the same as before), 5% LGBT (7% in 2008). Their three member networks (for LGBT, disabled members and BME members) are entitled to two delegates each to conference and also to submit motions.

CSP has regional officers covering specific regions and working with trade union reps within those regions, but does not have members organised at regional level as part of the CSP trade union function. Regions are: London, South East Coast, East of England, and South Central, although these are not necessarily coterminous with SERTUC's boundary. Equalities issues are predominantly dealt with at national level. There is one paid regional officer in each region (83% are women), with no regional committees or conferences.

There are two national officers with an equality remit: the Head of Employment Research, and National Officer Equalities and Training. As well as supporting the three member networks they also support members' input to TUC equality conferences and give general support around the CSP equality strategy.

## WOMEN

The CSP notes that as its membership is 80% female they do not have a specific women's committee and that women's issues tend to have a high profile, for instance negotiating improvements to the NHS staff terms and conditions handbook around maternity rights, maternity support, and flexible working.

They sent a delegation of five (from an entitlement of 10) to the 2011 TUC Women's Conference.

## BLACK MEMBERS

CSP has a BME members network, open to any member to join. The network meets twice a year and elects a convenor who has a seat on the CSP Equality

---

and Diversity Group. The EDG reports directly to the CSP Council. The network encourages members to participate at all levels in the CSP (eg. attending the Annual Reps Conference, or considering becoming a steward or safety rep). CSP says they ensure that all promotional materials contain images reflecting diverse ethnic groups.

There is also a web-based network where members can post discussions and raise issues (which CSP notes is important for those who cannot attend the meetings).

Delegates to the TUC Black Workers' Conference are drawn from this network (in 2011 three delegates from an entitlement of 10).

### **DISABLED MEMBERS**

The Disabled Members' Network has a similar structure and remit to the Black Members' Network above.

Delegates to the TUC Disabled Workers' Conference are drawn from this network (in 2011 three delegates from an entitlement of 10).

### **LGBT**

The LGBT Members' Network has a similar structure and remit to the Black and Disabled Members' Networks above.

Delegates to the TUC LGBT Conference are drawn from this network (in 2011 three delegates from an entitlement of 10).

### **PENSIONERS**

Membership of the CSP Retirement Association becomes automatic on transfer to the retired category of the CSP. The association represents the interests of retired members of the profession, provides a communication network, compiles a directory of retired members identifying areas of expertise and experience, provides a conduit between its members and Council and the Standing Committees of the CSP, and provides an historical perspective on developments in the CSP. The Retirement Association is developing a central organisation and all activities are organised by volunteers. Currently they have a co-opted seat on the CSP Equality and Diversity Group.

There is a National Retired Members' Conference. The last one was in December 2011 and was attended by 45 members. Issues included: financial advice for retired people, an oral history project on the profession, and post-retirement volunteering particularly related to the profession such as working with disabled people.

The union's pension campaign including CPI/RPI changes is very relevant to retired members.

### **YOUNG MEMBERS**

CSP has a Students Executive Committee for student members. This is predominantly young members but also contains mature students. There are student reps in each university where physiotherapy courses are run, and they

---

have an annual conference, although this is not focused on young people's issues.

There is a students' web based interactive forum and a newsletter sent out two to three times a year.

No CSP delegation attended the 2011 TUC Young Workers' Conference.

### **SUPPORT FOR ACTIVISTS**

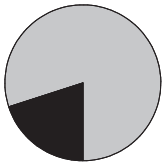
CSP supports activists with children or other caring responsibilities with payments of up to £50 per day for one cared-for person, £75 for two and £25 thereafter for each person. This can include care of children, old people, sick or disabled people.

### **THE WIDER MOVEMENT**

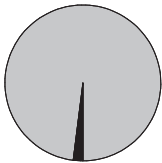
CSP sent a full delegation of four to the 2011 TUC Congress. 50% were women and three were lay members.

The union is not active in the trades councils movement.

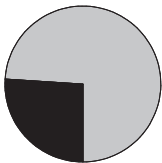
CSP is not affiliated to the Labour Party.



**MEMBERSHIP**  
20% women



**MEMBERSHIP**  
2% BAME



**EXECUTIVE**  
26% women

**EXECUTIVE**  
0% BAME

## OVERVIEW

CWU membership has fallen by 17% since our last survey in 2008.

20% of CWU's membership is female (this is the same as in 2008), 2% black (3.6% in 2008), 0.07% disabled, 9% retired, and 5% young (3.5% in 2008). Note that CWU classifies "young" as under 30, not under 27 as the TUC definition. CWU does not conduct LGBT monitoring and notes that other stats are incomplete as the different fields have only been filled in by new joiners from a certain period.

There are 21 paid national officials, 29% women (the same percentage as in 2008), and 5% disabled.

The CWU National Executive Committee comprises 19 members, 26% women (up from 17% in 2008), and 5% young. A seat is reserved for the chair of the Youth Advisory Committee and there are also two industrial groupings.

Monitoring was not carried out for the 2011 CWU Annual Conference.

A National Equality Officer looks after women, black, disabled and LGBT members, a National Officer has responsibility for young members, and the Senior Deputy General Secretary for retired members.

Working Parties have been established to look at representation and proportionality and positive action is now in the rule book; this applies to all strands.

## WOMEN

There is a National Women's Committee made up of 13 lay members from the postal (seven) and telecoms sectors (six).

CWU's annual National Women's Conference took place last in November 2011. 144 members participated (branches can send as many delegates and visitors as they see fit). Two motions from the conference are forwarded to the CWU Annual Conference. Key issues were attendance patterns, time off for Women's Officers, and government cuts disproportionately affecting women.

The CWU education department runs "Women in the CWU" courses specifically for women members, and other relevant issues come up in the Equality Officer Courses.

There is a women's section on the national CWU website and a biannual women's magazine *Women's Talk* that is sent to all women members.

In BTOpenreach they recognised there was a shortfall of women engineers and there was an agreement to focus more on women to apply externally. This resulted in an increase in women working in that occupational area.

CWU also encourages trips and women's participation to recognise women in the labour movement, thus CWU is one of the main sponsors of the Chainmakers' Festival.

The union sent a full delegation of 11 members to the 2011 TUC Women's Conference.



---

## **BLACK MEMBERS**

The structure for black members is as for women; the black activists' journal is *Drum*.

In October 2011 over 104 delegates and visitors attended the union's Black Members' Conference with key issues being tackling the far right, representation and proportionality, and responsible media coverage.

CWU has campaigned on a joint project with Just a Drop raising money to get a well repaired in Zambia, and attended counter-English Defence League demonstrations.

CWU sent a full delegation of nine to the 2011 TUC Black Workers' Conference.

## **DISABLED MEMBERS**

The structure for disabled members is as for women and black members; the disability journal is *Disability in Focus*.

In October 2011 100 participants attended the union's Disabled Members' Conference with key issues including disability-related hate crime, attendance patterns, assisted suicide.

The union has been increasing the profile of the disability advisory committee and has supported Disability Awareness Week.

CWU sent a full delegation of seven to the 2011 TUC Disabled Workers' Conference.

## **LGBT**

The structure for LGBT members is as above; the LGBT journal is *OUTtalk*.

In November 2011 100 participants attended the union's LGBT Members' Conference with key issues including IDAHO (International Day Against Homophobia), and homophobia in sport. They are now planning a one day school on IDAHO to coincide with IDAHO day and have set up the first IDAHO memorial in the UK.

CWU says that it has been one of the leading campaigners on tackling homophobia in sport and is committed to continuing this.

CWU sent a full delegation of nine to the 2011 TUC LGBT Conference.

## **PENSIONERS**

CWU has a Retired Members Committee.

## **YOUNG MEMBERS**

The union's Youth Advisory Committee has on it one elected member under 30 per region.

The last Young Members Conference took place in January 2012 with 100 participants. Key issues included government cuts, youth unemployment, and training.

---

There is a national youth education event for new Youth Advisory Committee members.

The union has a young members website, and a publication *Future Proof*. Union initiatives are on video and the youth group has its own YouTube channel.

CWU sent a full delegation of two to the 2011 TUC Young Workers' Conference.

### **SUPPORT FOR ACTIVISTS**

CWU provides ad hoc support for activists with caring responsibilities and comment that this is done by the more proactive branches that will make it clear that they encourage such activists and will support them.

### **REGIONS**

There are three CWU regions relevant to SERTUC: East of England, London, and South East.

*East of England:* information not available at the time of writing.

*London:* 22,113 members, proportion of women not known, 17% retired.

*South East:* 12,416 members, 21% women, 9% retired, 11% young.

One white male paid regional official.

The South East Regional Committee comprises 19 members, 16% women, 16% retired, and 11% young.

There is a regional Women's Officer and a regional Women's Committee of eight members (five postal, three telecoms).

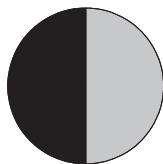
And similar structures for Young Members and Retired Members.

### **THE WIDER MOVEMENT**

The CWU sent a full delegation of 12 to the 2011 TUC Congress. 25% were women and 8% LGBT. Seats on the delegation are reserved as follows: two for women, three each for the postal and telecom sectors.

The union is active within the trades councils movement.

CWU is affiliated to the Labour Party and sent a delegation of 14 to the 2011 Labour Party Conference (14% were women, 7% black). Seats are reserved for women and industrial constituencies. 10 of the delegation were lay members.



**MEMBERSHIP**  
50% women

## OVERVIEW

Equity has appeared in most of our surveys since 1987 in which time its membership is up by 3.4%, rising by 2.8% since our last survey in 2008.

As in 2008, women make up almost exactly 50% of Equity's membership. They do not undertake comprehensive equality monitoring of their membership, but do note that 11% are young members 26 and under.

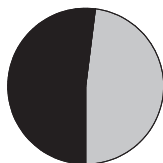
The general secretary is a woman.

The union has 25 paid national officials, 28% women, 0% BME, 8% LGBT, and 4% young.

Equity Council consists of 47 members, 53% of them women and 9% young members. There is a reserved seat for a Minority Ethnic Councillor and a structure of industrial representation.

The union's Annual Representative Conference last took place in 2010 and there were 214 delegates. Two places are reserved for representatives from each of the four equality committees.

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
53% women

## WOMEN

There is a national official (Senior Organiser, Equalities, Tax & Welfare Rights) whose remit includes women's equality (also black, disabled, and LGBT members).

A National Women's Committee has nine members elected biennially. It meets four times a year and also organises an annual Open Meeting of women members. It is able to influence union policy by sending motions to the Equity Council, and also a motion and two representatives to the Annual Representative Conference. It can amend an ARC motion and representatives are able to speak in the debates.

The annual Open Meeting allows the Women's Committee to report to the members and for members to feed back on their priorities. The last one took place in 2010 on the theme of the Gender Equality Duty/Equality Duty and Arts Council England's responsibility under it. The first regional Open Meeting took place in 2011 in the south west and it is hoped that it will be the first of regular regional meetings.

Equity sent a delegation of four women (entitlement 10) to the 2011 TUC Women's Conference.

There is a Women's Committee section on the Equity website and in 2010 they set up a Facebook page as a means of communicating with women members. There is no women's page in the journal but it frequently covers the work of the Women's Committee and has given a great deal of coverage to their campaign for equal parts for women.

Equity established a Diversity of Union Engagement Working Party in 2010 to provide a strategy for increasing the number of members active in Equity's democratic structures. Women's Committee members participated in this working party. The Women's Committee has also campaigned on gender balanced casting, and the under-representation of women artistic directors.

**BAME EXECUTIVE**  
not known

---

## **BLACK MEMBERS**

The Senior Organiser, Equalities, Tax & Welfare Rights' remit includes black members' interests.

Equity has a Minority Ethnic Members Committee with nine members. It meets four times a year and also organises an annual Open Meeting of minority ethnic members. It is able to influence union policy by sending motions to the Equity Council, and also a motion and two representatives to the Annual Representative Conference. It can amend an ARC motion and representatives are able to speak in the debates.

The annual Open Meeting allows the MEM Committee to report to the members and for members to feed back on their priorities. The next one will take place in June 2012 on the theme "How do we move towards genuinely integrated casting and make more opportunities for ourselves?"

Equity sent a delegation of three members (entitlement 10) to the 2011 TUC Black Workers' Conference.

The union has run Ambassador Training specifically for minority ethnic members and a training course "Changing the face of your union" that resulted in participants standing and being elected to a range of Equity committees. There is a MEM Committee section on the Equity website and in 2010 they set up a Facebook page for minority ethnic members.

A major campaign has been the successful "yes" vote to a union rule change (proposed by MEM Committee to ARC) to allow Equity to discipline any member involved in harassment, prejudice or unfair discrimination on the grounds of many equality areas including race, ethnic origin, religion and colour. The committee has also campaigned on the lack of South East Asian employment across the industry and the stereotypical portrayals on TV.

## **DISABLED MEMBERS**

The Senior Organiser, Equalities, Tax & Welfare Rights' remit includes disabled members' interests.

Equity has a Members with Disabilities Committee and nine members are elected biennially. It meets four times a year and also organises an annual Open Meeting of disabled members. It is able to influence union policy by sending motions to the Equity Council, and also a motion and two representatives to the Annual Representative Conference. It can amend an ARC motion and representatives are able to speak in the debates.

At the 2010 annual Open Meeting members pressed upon the BBC speaker the need for the BBC to increase its employment of disabled performers and improve the portrayal of disabled characters on-screen.

The committee has also conducted an audit of London theatres that provide captioning in addition to hearing loops, and has made links with external organisations that deal with access issues in the entertainment industry.

Equity sent a delegation of two members (entitlement 10) to the 2011 TUC Disabled Workers' Conference.

---

The Members with Disabilities Committee has set up a Facebook page and Twitter profile as a means of communicating with disabled members.

### **LGBT**

The Senior Organiser, Equalities, Tax & Welfare Rights' remit includes LGBT members' interests.

Equity has an LGBT Committee with nine members. It meets four times a year and also organises an annual Open Meeting of LGBT members. It is able to influence union policy by sending motions to the Equity Council, and also a motion and two representatives to the Annual Representative Conference. It can amend an ARC motion and representatives are able to speak in the debates.

At the 2010 annual Open Meeting during LGBT History Month the event celebrated the life of Edith Craig and reclaimed her place in LGBT history. In 2012 the focus of the work will be based on Equity's Safe to be Out survey and its All of Me campaign, both of which are designed to build LGBT participation in the union. The All of Me campaign's primary aim is to highlight the positive benefits of being out at work, such as mental health, happiness and creativity, and to countermand the commonly reported story that coming out will necessarily be career suicide.

Equity sent a delegation of five members (entitlement 10) to the 2011 TUC LGBT Conference.

There is an LGBT section on the Equity website and a Facebook page.

### **PENSIONERS**

Equity points out that people don't retire from the entertainment industry as they do from other industries and therefore requirements in the union are different.

### **YOUNG MEMBERS**

The Head of Department, Communication and Membership Support oversees young members' interests.

Equity has an Young Members' Committee with nine members. It meets four times a year and also organises an annual Open Meeting of young members. It is able to influence union policy by sending motions to the Equity Council, and also a motion and two representatives to the Annual Representative Conference. It can amend an ARC motion and representatives are able to speak in the debates.

At the 2010 annual Open Meeting key issues were Low pay/No pay, and arts funding cuts. There is a young members section on the Equity website and a Facebook page. Young members have been campaigning on No pay/Low pay and have run a number of drop-in sessions as well as developing a student deputies structure.

Equity sent a full delegation of four members to the 2011 TUC Young Workers' Conference.

---

### **SUPPORT FOR ACTIVISTS**

Equity provides support for activists with children or other caring responsibilities for conferences and so on when required.

### **REGIONS**

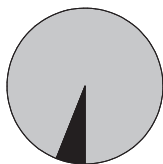
Equity does not have regional equality structures, but it does have a South East Area Committee and a London Area Committee.

### **THE WIDER MOVEMENT**

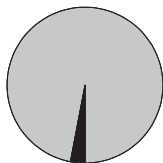
Equity sent its full entitlement of four members to the 2011 TUC Congress, three of them women, one LGBT, one a young member (there are reserved seats for women's and young members' representation). Three of the four were lay members.

Equity members are active in the trades councils movement and members are supported by their branches.

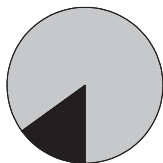
Equity is not affiliated to the Labour Party.



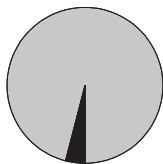
**MEMBERSHIP**  
6.6% women



**MEMBERSHIP**  
2.8% BAME



**EXECUTIVE**  
16% women



**EXECUTIVE**  
5% BAME

## OVERVIEW

The Fire Brigades Union is one of the few unions that has appeared in every one of our surveys.

Membership has fallen 6% since our last survey in 2008.

6.6% of the FBU's members are women (up from 5.4% in 2008), 2.8% black (2.3% in 2008), 0.4% LGBT (was 0.7%). FBU comments that age is not routinely monitored and it does not have the figures for disabled members.

There are six paid national officials, all white men.

The FBU's Executive Council comprises 19 members. 16% are women (12% in 2008), 5% black, 5% LGBT. There are reserved seats with full voting rights for a woman, black member, and LGBT member, plus one each for the industrial sections (retained, control staff, and officers).

The Biennial Conference last took place in 2011 and there were 238 delegates. The union does not record statistics for the make-up of conference. Four seats are reserved for each equality and trade section.

A National Officer holds the remit for all equality strands except young and retired members.

## WOMEN

The FBU has a National Women's Committee, with one member from each of the union's 13 regions, an EC member, a secretary and a chair. They meet at least four times a year and advise the Executive Council.

There is an annual National Women's School attended by 40 to 50 members.

*Siren* is the women's journal, published approximately twice a year.

The union sent four delegates (of an entitlement to 10) to the 2011 TUC Women's Conference.

## BLACK MEMBERS

The FBU has a National Black Members' Committee structured as the women's above.

There is an annual National Black Members' School attended by 40 to 50 members.

*Advisor* is the black members' journal, published approximately twice a year.

The union sent four delegates (of an entitlement to 10) to the 2011 TUC Black Workers' Conference.

## DISABLED MEMBERS

The FBU has no structures covering disabled members and did not attend the 2011 TUC Disabled Workers' Conference.

## LGBT

The FBU has a National LGBT Committee structured as the women's above.

*Flagship* is the LGBT members' journal, published approximately twice a year.

---

The union sent four delegates (of an entitlement to 10) to the 2011 TUC LGBT Conference.

### **PENSIONERS**

A National Officer has responsibility for retired members.

### **YOUNG MEMBERS**

The FBU has no structures covering young members and did not attend the 2011 TUC Young Workers' Conference.

### **SUPPORT FOR ACTIVISTS**

The union pays for receipted childcare costs and will provide childcare at equality schools if the demand is there.

### **REGIONS**

There are three FBU regions relevant to SERTUC: East Anglia, London, and South East.

*East Anglia:* 3,036 members, 6% women, 1.6% BME

*London:* 5,524 members, 6% women, 11% BME

*South East:* 2,716 members, 6% women, 1.4% BME

There are no paid regional officials.

Each region has a regional committee made up of the EC member, regional secretary, chair and treasurer, a representative from each brigade in the region, and a rep from the six equality sections. London has a somewhat different structure, currently under review.

The regions and brigade committees have reserved seats for women, race and LGBT, and each region appoints a Fairness at Work Officer.

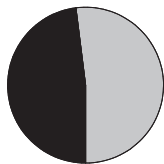
### **THE WIDER MOVEMENT**

The FBU sent a full delegation of five to the 2011 TUC Congress, 40% were women, 20% LGBT. FBU notes that this was a reduced size Congress and they usually send eight delegates with reserved places for BME and women members. Four were lay members.

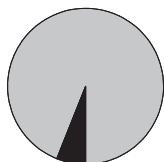
The union is active in some trades councils areas.

FBU is not affiliated to the Labour Party.

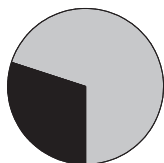




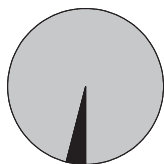
**MEMBERSHIP**  
47% women



**MEMBERSHIP**  
6% BAME



**EXECUTIVE**  
28% women



**EXECUTIVE**  
3.4% BAME

## OVERVIEW

The FDA has appeared in every SERTUC survey except for the first in 1987 and in 1989 their membership was reported at 7,137.

The total membership figure above now includes members who are in Managers in Partnership (MiP), but the equality breakdowns are based on FDA members excluding MiP (12,415). So, on this basis, 47% of FDA's members are women. This can be compared to 40% in 2008, but because of MiP this is not an exact comparison. (Every conference delegation now has a reserved seat for MiP, including TUC Congress.) 6% of members are black (up substantially from the recorded figure of 1.5% in 2008; however FDA comments that they believe that figure to have been an error, capturing only those members self-defining as "black" rather than as "black or minority ethnic"), 4% disabled (was 1.4%), and 3.2% young. The union has just started collecting LGBT data and thus it is not available for this year's survey.

There are 10 paid national officials, three of whom are women (30%; 38% in 2008), 10% black (0% in 2008), 30% disabled (12% in 2008), and 20% LGBT (was 12%).

The FDA's Executive Committee has 29 members: 28% women (down from 33% in 2008), 3.4% black (was 4%), 7% disabled (8%), and 3.4% LGBT. There are no seats reserved for equality strands but seats are determined by industrial sector or employer.

The 2011 Annual Delegate Conference had 170 delegates, 36% women (up slightly from 33% in 2008), 11% black (up from the recorded figure of 1% in 2008, but the comment above applies as for the overall BME membership), 4% disabled (3% in 2008), 6% LGBT, and 6% young.

The National Officer, Equality and Diversity, deals with all aspects of equality, supported by other officials, one of whom has responsibility for race equality within the union, and another who deals with age.

FDA does not have a regional structure.

## WOMEN

There are no formal structures covering women but there is a women's network. The FDA runs events for women members, and an annual event called "Women into Leadership" which is also open to non-members.

They encourage members to attend the TUC Women's Conference as delegates or visitors and sent a full delegation of six to the 2011 conference.

## BLACK MEMBERS

A national official's remit is race equality. There are no formal structures covering black members but there is a black members' network. The FDA often runs events for BME members, including ones to mark BME History Month and in 2011 ran an event entitled "BME into Leadership" which was also open to non-members.

They sent a full delegation of five to the 2011 TUC Black Workers' Conference.

---

### **DISABLED MEMBERS**

There are no formal structures covering disabled members but there is a disabled members' network. The FDA has run courses for reps on, for example, disability awareness, but these are not aimed at disabled members. They sent a delegation of three (of an entitlement of five) to the 2011 TUC Disabled Workers' Conference.

### **LGBT**

There are no formal structures covering LGBT members but there is an LGBT network. The FDA often runs events for LGBT members, including ones to mark LGBT History Month.

They sent a full delegation of five to the 2011 TUC LGBT Conference.

### **PENSIONERS**

The union has no structures covering retired members.

### **YOUNG MEMBERS**

The nature of the FDA's membership (senior managers and professionals in public service) means they have very few members who are "young" according to the TUC's criterion, but they do have a network for those members who are in the civil service "fast stream" (the graduate training programme).

There was no delegation to the 2011 TUC Young Workers' Conference.

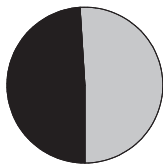
### **SUPPORT FOR ACTIVISTS**

The FDA provides support for activists with children or other caring responsibilities for national conferences, courses and meetings.

### **THE WIDER MOVEMENT**

FDA was entitled to two delegates to the 2011 TUC Congress, but "job-shared" them thus providing four delegates, one of whom was a woman and two were lay members.

The union is not active in the trades councils movement and is not affiliated to the Labour Party.



**MEMBERSHIP**  
49% women

## OVERVIEW

The GMB has been in every SERTUC survey published.

Since our last one in 2008 membership has risen by 3%. 49% of the GMB's members are women (up from 45% in our last survey). They do not have a statistical breakdown for other equality strands.

Neither do they have information on how many paid national officials there are. 23% were women in 2008

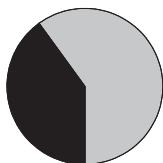
The GMB's Central Executive Council has 55 members, 40% of them women (this was 41% in 2008), 11% black. There are five seats reserved for BME members, and nine for women.

Annual Congress 2011 had 390 delegates, 32% women (up from 27% in 2008). No other stats are available.

## WOMEN

The GMB sent a delegation of 16 (from an entitlement of 25) to the 2011 TUC Women's Conference.

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
40% women

## BLACK MEMBERS

The GMB sent a delegation of 12 (from an entitlement of 25) to the 2011 TUC Black Workers' Conference.

## DISABLED MEMBERS

The GMB sent a delegation of 12 (from an entitlement of 25) to the 2011 TUC Disabled Workers' Conference.

## LGBT

The GMB sent a delegation of 13 (from an entitlement of 25) to the 2011 TUC LGBT Conference.

## PENSIONERS

No information received at time of writing.

## YOUNG MEMBERS

The GMB sent a full delegation of eight to the 2011 TUC Young Workers' Conference.

## SUPPORT FOR ACTIVISTS

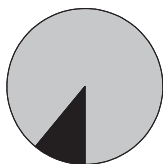
GMB does not say if it provides childcare or carers' support for members.

## REGIONS

GMB has two regions relevant to SERTUC: London and Southern.

*London:* 97,826 members, 55% women, 4.2% black, 7% retired, 5% young.

London Region has a Regional Equality Officer and is in the process of establishing a Women's Committee and they have advertised to members to sign up for a network to lead to this goal. They have the same aim for a Black Members' Committee and a Disability Committee.



**EXECUTIVE**  
11% BAME

---

There is a very active and supportive self organised group for LGBT members that tries to attend all Pride events, sends out a regular branch bulletin and encourages members to attend branch meetings. They have supported the Equal Love Campaign

GMB London will be holding its first Women's History Month event in 2012.

In due course it is a goal of the Region to establish a women's conference.

*Southern:* 87,275 members, 55% women, 6.2% black, 7% retired, 5% young.

There are 35 paid regional officials in the Southern Region, 23% women, 3% black, 6% LGBT.

The Regional Committee comprises 10 people plus the regional chair. Of these 18% are women, 27% retired.

There is a Regional Organiser with responsibility for retired members.

### **THE WIDER MOVEMENT**

The GMB sent a full delegation of 20 to the 2011 TUC Congress, 35% women, 15% black. One seat is reserved on the delegation for an Equality Delegate. The delegation included nine lay members.

There is no comment regarding engagement with the trades councils movement.

The GMB is affiliated to the Labour Party and sent a delegation of 45 to the 2011 Labour Party Conference. 42% were women, and 11% black. 30 members of the delegation were lay members.

## **OVERVIEW**

Welcome to the first appearance of the HCSA in our survey!

As a small union, HCSA does not have a regional structure.

HCSA does not know what proportion of its members are women, or from other equality strands.

The union has five paid national officials, two (40%) of whom are women.

HCSA's national executive committee comprises 13 members, two are women (15%).

Their 2011 Annual General Meeting was attended by 50 delegates.

An equality breakdown is not available.

The HCSA does not have a regional structure.

## **WOMEN**

The union has no structures covering women members.

## **BLACK MEMBERS**

The union has no structures covering black members.

## **DISABLED MEMBERS**

The union has no structures covering disabled members.

## **LGBT**

The union has no structures covering LGBT members.

## **PENSIONERS**

The union has no structures covering retired members.

## **YOUNG MEMBERS**

The union has no structures covering young members.

## **SUPPORT FOR ACTIVISTS**

HCSA does not provide support for activists with children or other caring responsibilities for national conferences, courses or meetings.

## **THE WIDER MOVEMENT**

HCSA sent its full entitlement of two delegates to the 2011 TUC Congress (one of whom was a woman, both were paid officials).

It is not active within the trades councils movement.

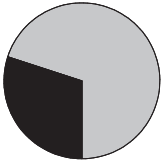
HCSA is not affiliated to the Labour Party.

**WOMEN'S MEMBERSHIP**  
not known

**BAME MEMBERSHIP**  
not known

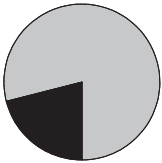
**WOMEN EXECUTIVE**  
not known

**BAME EXECUTIVE**  
not known



**MEMBERSHIP**  
28% women

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
21% women

**EXECUTIVE**  
0% BAME

## OVERVIEW

The Musicians' Union's membership has fallen by 7% since our last survey in 2008. Women form 28% of the membership (this has increased from 25% in 2008), and young members 8%.

There are 36 paid national officials, 53% women (was 60% in 2008), 2% black, 2% LGBT, 5% young.

The MU's Executive Committee has 19 members, 21% women (the same as in our last survey in 2008), 5% retired.

The union's Biennial Conference in 2011 had 130 participants and 30% of delegates were women.

The Equalities Officer has responsibility for issues relating to women, race, disability, and LGBT, and the Regional Membership Development Officer has responsibility for young members. MU has an Equalities Committee with reserved seats for LGBT, women, disabled and BME members. Its remit includes to provide advice and guidance to the EC, address general equalities issues (whether political, union or workplace), to provide the Federation of Entertainment Unions with lay member input, to represent the union at TUC equalities events, and to develop strategies to increase under-represented groups' activity in the union.

The MU will be joining with colleagues in the Federation of Entertainment Unions to provide joint training on activism for LGBT, disabled members and women (they already provide training for BME members). They are a founding signatory and member of the steering group for the Charter for Equality and Diversity on Music which asks employers to work towards recruitment, events and protection for minority and female workers.

## WOMEN

The union sent its full entitlement of five delegates to the 2011 TUC Women's Conference.

Campaigns of relevance to women include supporting Reclaim the Night.

## BLACK MEMBERS

The MU sits on the New Contenders Music Round Table Fellowship, part of the not for profit foundation Diaspora.

They also sent three delegates to the 2011 TUC Black Workers Conference and supported the BBC Asian Network in its campaign to remain a national service.

## DISABLED MEMBERS

The union sent three delegates (of its entitlement of five) to the 2011 TUC Disabled Workers' Conference. Actions of relevance to disabled members include supporting Disability Day of Action, campaigning with Arthritis Care UK to encourage employers to sign their Employers Pledge, and linking with Attitude is Everything to encourage work with music venues that are inaccessible for performers.

---

## **LGBT**

The union sent four delegates (of its entitlement of five) to the 2011 TUC LGBT Conference. MU supports the Pride March.

## **PENSIONERS**

The MU has a membership classification for retired members, entitling them to apply for free or concessionary membership where they are no longer working as a musician and have been a member for 35 years continuously. This membership entitles them to be eligible for financial assistance from the MU benevolent fund (including funeral grants), for legal advice and assistance in connection with work undertaken during their period of time as a working member, as well as to receive MU publications and diary. Retired concessionary members are entitled to the full range of MU benefits and services as full MU members.

Regional Organisers have responsibility for retired members in their area.

## **YOUNG MEMBERS**

The Regional Membership Development Officer attended the 2011 TUC Young Workers' Conference as an observer.

MU is working to encourage young members' participation via college and university talks, events and seminars and supports Music Supported Here, and Lost Arts.

## **SUPPORT FOR ACTIVISTS**

The MU can provide maternity/paternity/adoption grants on application from members, and can provide support for members with caring responsibilities on request, for example, childcare payments for people attending MU meetings, or the biennial MU Conference.

## **REGIONS**

Two MU regions fall into the SERTUC region: East & South East England, and London.

*East & South East England:* 6,138 members, and two paid officials (one of whom is a woman)

Regional committee: 20 people, 20% women, 0% black, 5% disabled, 10% LGBT, 5% retired, and 5% young

*London:* 10,252 members, and four paid officials (two of whom are women)

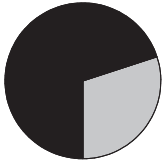
Regional committee: 20 people, 25% women, 10% black

## **THE WIDER MOVEMENT**

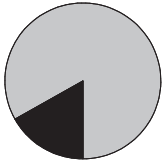
The MU sent a full delegation of four to the 2011 TUC Congress, one of whom was a woman, one retired, and one disabled.

The union encourages members to take up seats on trades councils and covers their expenses. They are also asked to give regular reports to Regional Committee meetings.

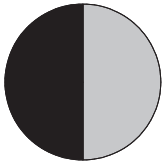
The MU is affiliated to the Labour Party.



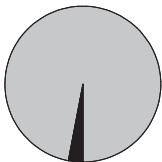
**MEMBERSHIP**  
69% women



**MEMBERSHIP**  
17% BAME



**EXECUTIVE**  
50% women



**EXECUTIVE**  
2.7% BAME

## OVERVIEW

Napo's membership has increased by 0.6% since our last survey in 2008. Women make up 69% of this number (a slight increase from 67% in 2008), black members 17% (7% in 2008), disabled 8% (down from 11% last time), LGBT 1.5% (4.5% in 2008), young 1.1% and retired 7% (was 5.5%).

There are eight paid national officials of whom 25% are women (in 2008 two of six [33%] were women), and 25% are black (the same as in 2008).

The Napo National Executive Committee comprises 41 voting members, at least half of whom are women and two black members (5%) in reserved seats. In 2008 the union had a much bigger NEC of 76 people, half of whom were women. The proportion of black members in reserved seats on the NEC is the same.

The union's 2011 AGM had 560 participants, 57% of them women (it was 54% in 2008), 11% black (7% in 2008), and 7% retired.

Napo has no regional structure.

## WOMEN

Equality issues fall under the remit of a National Official and Napo's Equal Rights Committee. There is a Women's Strategy Group led by a lay member.

There is a biennial Napo Women's Conference. The last one was in 2011 and there were 75 participants; the key issue was women's participation in Napo.

Napo runs a Public Speaking for Women course at national level, the last one had 15 participants.

There is a web page for women on the main site containing a blog, values and vision statement, news section, organisation, and links to other sites.

The union's journal contains a women's page "Women in Napo" which promotes women's issues and involvement in Napo.

Napo has developed a women's strategy which is a three year plan; year one has been independently evaluated by Gill Kirton from Queen Mary University. They have also been supporting the charter for women seeking asylum.

Napo sent a full delegation of two to the 2011 TUC Women's Conference plus three visitors.

## BLACK MEMBERS

Equality issues fall under the remit of a National Official and Napo's Equal Rights Committee.

Napo works closely with the Association of Black Probation Officers (ABPO) and the National Association of Asian Probation Staff (NAAPS) to promote race issues.

They run a black members only reps course for up to 20 people every third year.

Napo sent a full delegation of two to the 2011 TUC Black Workers' Conference.



---

## **DISABLED MEMBERS**

Equality issues fall under the remit of a National Official and Napo's Equal Rights Committee.

Napo works closely with the National Disabled Staff Network (NDSN) to promote disability issues.

Napo sent a full delegation of two to the 2011 TUC Disabled Workers' Conference.

## **LGBT**

Equality issues fall under the remit of a National Official and Napo's Equal Rights Committee.

Napo works closely with Lesbians, Gay Men, Bisexuals & Transgendered People in Probation and the Family Courts (LAGIP) to promote LGBT issues.

In the Napo journal *Napo News* there is an annual Pink News.

Napo sent a full delegation of two to the 2011 TUC LGBT Conference.

## **PENSIONERS**

Equality issues fall under the remit of a National Official and Napo's Equal Rights Committee.

Napo has no structures covering pensioner members.

## **YOUNG MEMBERS**

Equality issues fall under the remit of a National Official and Napo's Equal Rights Committee.

Napo has no structures covering young members.

The union did not send a delegation to the 2011 TUC Young Workers' Conference.

## **SUPPORT FOR ACTIVISTS**

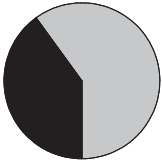
Napo supports activists with children or other caring responsibilities at national conferences, courses and meetings.

## **THE WIDER MOVEMENT**

Napo sent its full delegation of two to the 2011 TUC Congress (one was a lay member).

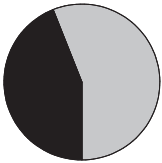
The union is active within the trades councils movement and delegates are self-organised.

Napo is not affiliated to the Labour Party.



**MEMBERSHIP**  
40% women

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
44% women

**EXECUTIVE**  
0% BAME

## OVERVIEW

Welcome to the first appearance of the National Association of Stable Staff in our survey! NASS affiliated to the TUC in 2009.

NASS reports that 40% of their members are women, but that they do not have the resources or remit to provide further membership statistics. They have one national official, the chief executive (male).

The NASS Executive Council comprises nine members four of whom are women (44%). There are reserved seats on the EC as follows: two for women, one black or minority ethnic group (currently unfilled), and one fee paying member (NASS comments that most members don't pay a fee except for those in horseracing or Stud not otherwise eligible to join).

The last Annual General Meeting took place in May 2011. There were 12 participants (half of whom were women).

## WOMEN

As a small union NASS has no equality structures and the chief executive deals with all equality issues. The union affiliates to the General Federation of Trade Unions and members participate in its education courses.

## BLACK MEMBERS

The union has no structures covering black members.

## DISABLED MEMBERS

The union has no structures covering disabled members.

## LGBT

The union has no structures covering LGBT members.

## PENSIONERS

NASS is currently embarking on establishing a structure for retired members.

## YOUNG MEMBERS

The union has no structures covering young members primarily as most of its members and activists are young.

## SUPPORT FOR ACTIVISTS

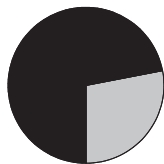
NASS does not provide childcare or carers' support for activists for national conferences, courses or meetings, which, it notes, it holds few of.

## REGIONS

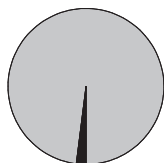
NASS has one regional organisation within the SERTUC region: the *South East Newmarket* region. There are 461 members (35% women). There are no paid officials. The Regional Committee has 17 members, eight are women (47%).

## THE WIDER MOVEMENT

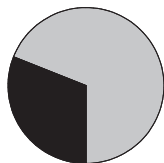
NASS sent its full entitlement of one delegate to the 2011 TUC Congress. The union is not active in the trades councils movement nor affiliated to the Labour Party.



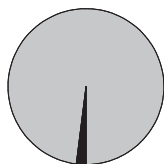
**MEMBERSHIP**  
71% women



**MEMBERSHIP**  
2% BAME



**EXECUTIVE**  
31% women



**EXECUTIVE**  
2% BAME

## OVERVIEW

NASUWT has appeared in every SERTUC survey except the first in 1987. Membership has risen by 11% since our last survey in 2008 and by 43% since our second in 1989. The general secretary is a woman.

Female membership is 71%, up 3% since 2008.

Black members comprise a little over 2% (1% in 2008), 1% are disabled (0.2% in 2008), 0.5% LGBT (0.1% in 2008), and 2% are retired (1.8% in 2008). NASUWT defines a “young teacher” as 30 and under (TUC uses 26 and under) and 14% of members are under 30 (it was 18% in 2008). NASUWT notes that these figures are self-identified by members, and that they are working to improve the collection of data, for example, every time a member attends an NASUWT event they have to complete an equal opportunities monitoring form.

There are 49 national officials, 20 (41%) are women, 10% black, 8% disabled, 8% LGBT, 2% retired, and 2% young.

There is a national senior official (the National Official, Equality and Training) who supports the work of all equality strands except pensioners (who are supported by the National Official, Salaries, Pensions and Terms and Conditions).

The National Executive Committee comprises 48 members, 15 of them women (31%, up from 24% in 2008), one black (2% as in 2008), five disabled (10%, up from 6.5%), one LGBT (2% as 2008). There are no reserved seats.

NASUWT’s 2011 Annual Conference was 45% women delegates (it was just under half in 2008), 7% black (1%), 12% disabled (5%), 3% LGBT (1%), and 4% young (2%). The union has introduced a bursary system for local associations who send first-time delegates to conference and notes that this has facilitated the involvement of members from under-represented groups.

## WOMEN

NASUWT has a National Women’s Advisory Committee. Female members are nominated by their local association and an election is held at an NEC meeting. The committee informs policy development on issues affecting women members and helps develop the agenda for the annual Women Members Consultation Conference.

The annual WMCC is open to all women members and consists of a mixture of plenary discussions, consultation plenaries and workshops, and skills based workshops. 237 members attended the last one in October 2011 and key issues included defending public sector pensions, public sector cuts, defending state education, organising for industrial action, making teaching a flexible profession, gendered work patterns and rights, assertiveness and personal safety, women into leadership and vocal protection. NASUWT notes that the size of the conference has seen a large increase from 131 in 2008.

The union sent 23 delegates to the 2011 TUC Women's Conference (from an entitlement of 26) and has two members elected to the TUC Women's Committee (one is an LGBT seat).

NASUWT runs national education courses for its women members, including a new Women Members' Development Course that explores the union's democratic structure and gets participants to plan their level of union involvement as well as confidence building and assertiveness. Women's participation in NASUWT trade union courses was 1,673 women, compared to 1,008 men.

The union's new website contains a designated equalities section which contains a page specifically for women members. There is also a women members' Facebook page.

The union journal does not have a "women's page" but contains regular features on women's workplace rights, campaigns on women's equality and women's events.

NASUWT has an organising strategy to increase the number of women activists. Since the 2007 TUC Equality Audit the number of union reps has increased by 548 and there has also been an increase in the number of female Union Learning Reps, Local Association Officials, and Equality Officers. Women's participation is promoted by many means including focussed events, an Intensive Progress Team of seven staff members, and regional equalities networks.

Campaigns of special relevance to women members have included commissioning research into the pay and careers of women teachers, against violence against women, sponsoring the TUC Women Chainmakers' Festival, promoting International Women's Day, against the sexualisation of women and girls, and support for the Charter for Women.

## **BLACK MEMBERS**

There is a National Black and Minority Ethnic Members Advisory Committee with a similar structure and remit to the women's committee (except it's for black members of course).

There is an annual BME Members Consultation Conference, again, with a similar structure and purpose to the women's conference. The last one (December 2011) was attended by 239 delegates, and key BME issues were leadership development, narrowing attainment gaps, culturally driven abuse, and managing finance. Again, NASUWT has seen an increase in the number of BME members attending, up from 107 in 2008.

NASUWT sent a full delegation of 20 to the 2011 TUC Black Workers' Conference and has a member elected to the TUC Black Workers' Committee.

The union has developed a new BME Members Development Course which includes exercises on confidence building and assertiveness.

The union's new website contains a designated equalities section which contains a page specifically for BME members. There is also a BME members' Facebook page. The union journal contains regular features on BME issues and events.

NASUWT's organising strategy has seen the number of BME reps increase as well as more BME members participating in the national conference. An integral part of the Equality Officers' training course addresses the principles

and practices of encouraging greater participation of black members, and the union has produced a BME teachers' empowerment card that includes information on how to get involved and be empowered in the union.

Relevant campaigns have included research on the leadership aspirations and career paths of BME teachers, Tackling Prejudice Related Bullying, tackling racism in education, campaigning against the far right, and working with anti-racist organisations including UAF, NAAR and Searchlight.

### **DISABLED MEMBERS**

There is a National Disabled Members Advisory Committee, and an annual Disabled Members Consultation Conference. The last one in June 2011 was attended by 59 delegates (up from 18 in 2008) and covered some of the same ground as the women's and BME conferences but included: putting the Equality Act into practice, and well-being in the workplace.

NASUWT sent a full delegation of 20 to the TUC Disabled Workers Conference and has a member elected to the TUC Disabled Workers Committee.

They have developed a new Disabled Members Development Course that includes exercises on confidence building and assertiveness.

The union's new website contains a designated equalities section which contains a page specifically for disabled members. There is also a disabled members' Facebook page.

Recent initiatives include the promotion of Disability Champions and campaigns have included best practice on disability leave policies, working with the British Paralympic Association to jointly produce teaching resources for schools, and supporting Disability History Month.

### **LGBT**

There is a national LGBT Members Advisory Committee and an annual LGBT Members Consultation Conference, last one in February 2012 with 123 delegates (up from 47 in 2008). Key issues included tackling homophobia in a multi-faith environment, coming out in the workplace, and LGBT equality in Northern Ireland.

NASUWT sent 17 of its entitlement of 20 delegates to the 2011 TUC LGBT Conference and has a member elected to the TUC LGBT Committee.

As with the other equality strands there is a new LGBT Members' Development Course, and the union runs an "Out and safe" course focusing on what it means to be out in the workplace.

The union's new website contains a designated equalities section which contains a page specifically for LGBT members. There is also an LGBT members' Facebook page.

NASUWT is organising to ensure greater participation of LGBT activists and has seen an increase in the number of reps.

They have organised an NASUWT presence at Pride events, promoted LGBT History Month, campaigned against homophobia in sport sponsoring the Pride games, and against same-sex domestic violence.

### **PENSIONERS**

The RMA has elected officers and Regional Executive Members. They have an annual conference and run their own campaigns and events with the support of the union and produce an RMA newsletter.

---

NASUWT owns sheltered accommodation that is available to members and administered by the union with a benevolent housing association.

### **YOUNG MEMBERS**

There is a National Young Members Advisory Committee (open to all members aged 30 or below) and an annual Young Members Consultation Conference; in January 2012 200 members participated (up from 27 in 2008!). Key issues included government policy and young people, using the internet for global change, and voice care.

A full delegation of four members attended the 2011 TUC Young Workers' Conference and the union has a member elected to the TUC Young Members' Forum.

NASUWT has developed a new Young Members' Development Course and also organises a series of "Preparing for your first teaching post" one day seminars (two thirds of Newly Qualified Teachers are young members). There are 14 a year across the regions and they are aimed at NQTs and are followed up at the end of the first term teaching and then at the end of the first year.

The union's new website contains a designated equalities section which contains a page specifically for young members. There is also a young members' Facebook page.

There is the annual Eamon O'Kane Young Activist of the Year Award, created to encourage and celebrate activism amongst young members. NASUWT is also attempting to set up student committees/forums in all teacher training institutions so student members can discuss issues with recognised NASUWT officials. NASUWT has a recruitment strategy for student teachers and hosts a web-based resource "Finding your first teaching post".

### **SUPPORT FOR ACTIVISTS**

NASUWT provides creche facilities at its conferences, a childcare reimbursement scheme for children aged between 0 and 16 years of age, and carers' expenses for members attending training, events and conferences.

### **REGIONS**

NASUWT has three regions relevant to SERTUC: Eastern, Greater London, and South East.

*Eastern:* 25,719 members (73% women, 2.4% black, 1.3% disabled, 0.6% LGBT, 20% young).

There are five paid officials one of whom is a woman and one is black.

The Eastern Regional Committee has 30 members, one third of whom are women, and one of whom is young.

The 2011 conference had 50 delegates of whom 52% were women, 8% black.

The Eastern Region has an Equality Committee, and a young members network is in the formative stages and a number of courses and conferences for young, BME, women, and LGBT members have been run over the last few

---

years with regional development courses scheduled for young, BME and LGBT members in 2012. The union has supported Love Music Hate Racism with activities and a members' training course.

*Greater London:* 25,681 members (72% women, 7.2% black, 1.2% disabled, 1.2% LGBT, 21% young).

London has five paid officials, three of them women.

The Greater London Regional Committee has 28 members, 29% are women, 4% black, 21% disabled, 4% LGBT.

Their 2011 conference had 75 delegates, 52% women, 31% black, 8% disabled, 1.3% LGBT.

There is a London Equality Committee and the region is working towards establishing equalities networks. There was an Equality Officers training course in 2010 as well as an equalities network meeting. Members had a presence at London Pride, the Reclaim the Night march, and there were talks on the Equality Act to student teachers in January and October 2011.

*South East:* 37,636 members (74% women, 2% black, 1.3% disabled, 0.7% LGBT, 20% young).

There are four paid officials in the South East, two men and two women.

The South East Regional Committee has 46 members, 39% of whom are women, 4% black.

The last regional conference took place in 2010 with 87 delegates (55% women, 14% black, 2% disabled, 2% LGBT).

The South East region has an Equalities Committee and networks for women, LGBT and BME members. In 2011 they organised a new LGBT activists course, and development courses for women (two), BME, LGBT, disabled, and young members. Following a campaign and industrial action in Jersey an improved maternity leave policy was agreed, as well as facility time to deal with equalities, and a consultation forum to discuss equalities issues.

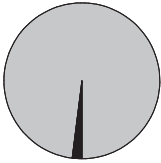
## **THE WIDER MOVEMENT**

Twelve delegates attended the 2011 TUC Congress, 25% of them women, one black (8%). NASUWT notes that because the 2011 Congress was on the smaller format its protocol to widen participation was not implemented, but that at the 2012 Congress representatives on the TUC equality committees will have reserved seats on the delegation, as will the winner(s) of the Eamon O'Kane Young Activist of the Year Award.

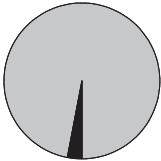
Local Associations provide support to NASUWT activists on trades councils.

The union is not affiliated to the Labour Party.

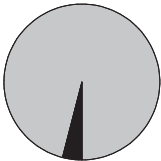
In 2009 NASUWT undertook a two year project, focused in London and the South East, to develop its knowledge and understanding of the experience of Overseas Trained Teachers. It has developed a dedicated website for OTTs and held its first ever conference for OTTs in March 2011 attended by over 80 delegates.



**MEMBERSHIP**  
2.3% women



**MEMBERSHIP**  
3% BAME



**EXECUTIVE**  
4% women

**EXECUTIVE**  
0% BAME

## OVERVIEW

Nautilus' membership is practically the same as in 2008. Women comprise 2.3% of members (up slightly from 2% in 2008), 3% are black, and 11.4% are young (9% in 2008).

There are 12 paid national officials, two (17%) are women (5.5% in 2008).

Nautilus International's National Committee has 24 members, one of whom is female (4%; 6% in 2008).

The 2011 national conference (the UK Branch Conference) had 70 delegates, no equality stats are available.

There is no regional structure.

## WOMEN

Nautilus has a national official (Recruitment Assistant) whose remit includes women's equality, and there is a Women's Advisory Forum. This provides guidance to the National Committee on how to promote the maritime career to women, to identify the organising needs of women and to encourage their participation in the union's activities as well as providing an opportunity for female members to engage in discussions on the specific challenges facing women in the maritime profession. The union sent a delegation of three to the 2011 TUC Women's Conference (from an entitlement of five).

## BLACK MEMBERS

There are no structures covering black members.

## DISABLED MEMBERS

There are no structures covering disabled members.

## LGBT

There are no structures covering LGBT members.

## PENSIONERS

A Senior Policy Advisor is secretary to the Nautilus Pensioners Association. This meets six times a year to discuss pensions issues.

## YOUNG MEMBERS

The Recruitment Assistant also has responsibility for the new Nautilus Youth Forum that will provide an opportunity for young members to engage in discussions on their issues and to give guidance to the National Committee.

## SUPPORT FOR ACTIVISTS

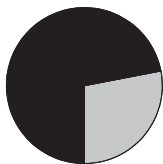
Nautilus does not provide childcare or carer support for members.

## THE WIDER MOVEMENT

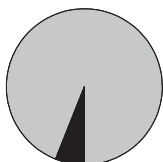
The union sent its full entitlement of two delegates to the 2011 TUC Congress.

The union is not active in the trades councils movement and is not affiliated to the Labour Party.

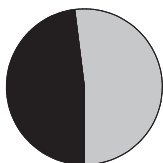




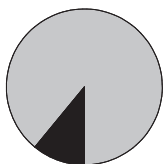
**MEMBERSHIP**  
72% women



**MEMBERSHIP**  
5.5% BAME



**EXECUTIVE**  
47% women



**EXECUTIVE**  
11% BAME

## OVERVIEW

The Nationwide Group Staff Union has appeared in the last two of our surveys. Membership has fallen by 8% since the 2008 survey.

Women comprise 72% of members, down just 1% from 73%. Black members are 5.5% (down slightly from 6.7%), disabled 1.3%, LGBT 0.2%, retired 10.5%, and young 9%. However, NGSU notes that the overall number of members indicating their ethnicity and sexual orientation is low and the figures simply represent those that have indicated since they began storing the information.

There are 12 paid officials, eight of whom are women (75%, up from 50% in 2008).

NGSU's National Executive Committee is 19 people, 47% are women (down from 54% in 2008) and 11% black. There are no reserved seats.

The union's last National Conference took place in 2011 and was attended by 77 delegates, of whom 69% were women, 9% black, 1.3% disabled and 1.3% LGBT.

NGSU has no regional structure.

## WOMEN

The union has no structures covering women members, and says that given their size and the make up of their membership it is not considered a requirement. They do not run courses specifically for women members.

They did not send a delegation to the 2011 TUC Women's Conference.

## BLACK MEMBERS

NGSU has an Advisory Committee to the NEC for Ethnic Minorities. This is a non-elected body and normally meets three times a year. Key issue at the last meeting was pension membership.

They did not send a delegation to the 2011 TUC Black Workers Conference.

## DISABLED MEMBERS

There is a Disability Advisory Committee to the NEC that normally meets three times a year. Key issue at the last meeting was access in the workplace.

They did not send a delegation to the 2011 TUC Disabled Workers Conference.

## LGBT

There is an LGBT Advisory Committee that normally meets three times a year. Key issue at the last meeting was the Stonewall Index.

NGSU sent two delegates (entitlement three) to the 2011 TUC LGBT Conference.

## PENSIONERS

There is an Age Advisory Committee (age 55 and over).

---

## **YOUNG MEMBERS**

The union has no structures covering young members.

## **SUPPORT FOR ACTIVISTS**

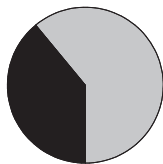
NGSU comments that as it has very good time-off arrangements with the prime employer, the vast majority of their activists are attending programmes/conferences during their normal work time and are being paid by the employer whilst carrying out union activities. Thus they do not provide childcare (for example) for national conferences, courses or meetings, but would always consider this if asked to do so.

## **THE WIDER MOVEMENT**

NGSU sent a full complement of two delegates to the 2011 TUC Congress, both male, one a lay member.

It is not active in the trades councils movement.

NGSU is not affiliated to the Labour Party.



**MEMBERSHIP**  
39% women

## OVERVIEW

The NUJ has been in most of our surveys, only missing the 1997 one.

Membership has fallen by 11% since our last one in 2008 and is at the same level as in the first one in 1987.

Women's membership is more or less stable at 39% (40% in 2008) and the general secretary is a woman.

Black members are 6.5% (3% in 2008), disabled 0.4% (0.2% in 2008), retired 1%, and young 7% (was 1.8%). The NUJ does not monitor LGBT membership.

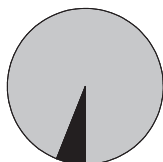
There are 23 paid national officials, 52% women (up from 36% in 2008), 9% black.

The NUJ's National Executive Council has 37 members (including eight jobshares), of whom 32% are women (substantially up from 13%, see the comments below under "women"), 5.4% black (was 7%), 4.3% disabled (13% in 2008), and the same retired. Ten of the seats are reserved for industrial sectors.

The last NUJ Delegate Meeting was in 2011 and there were 255 delegates. One third were women (5% less than at the 2007 Delegate Meeting), black delegates were not recorded, and 4% were disabled (3.2% in 2008).

There is a National Equality Officer who is responsible for all campaigning and dealing with all equality strands, including servicing the Black Members' Council, the Equality Council (that covers women's issues, LGBT matters and age discrimination), the Disabled Members' Council, 60+ and NUJ Pensioners Committee.

The union has no regional structure as such.



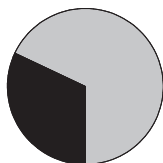
**MEMBERSHIP**  
6.5% BAME

## WOMEN

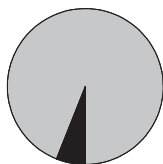
The Equality Council covers women's issues. There is a National Women's Conference held approximately every two years and including plenary and workshop sessions. It can forward motions and suggestions to the Equality Council that can then transmit them formally to the union's delegate conference.

Around 50 women participated in the last one. Key issues included increasing women's leadership, and getting more women into the union's structures, particularly the NEC. It carried a motion containing mandatory balanced gender nominations. This was discussed at the Delegate Meeting but defeated as unworkable. Since then some NUJ branches have adopted the idea and have endeavoured to nominate women in the same proportion as men. Branches have also taken on board the idea of job sharing a woman and a man as a nomination but also as a means of giving new members a more mentored entry to the NEC. As a result this year's NEC returned 10 more women.

The union runs infrequent women's courses but is about to run some as a precursor to the Women's Conference in summer 2012. These will include



**EXECUTIVE**  
32% women



**EXECUTIVE**  
5.4% BAME

---

how to become an activist, confidence building, and how to write and deliver a speech. NUJ comments that it would be good if other unions would share their practice on such courses.

There is a section of the NUJ website for women members and they produced an online International Women's Day newsletter for 2011.

The NUJ has also been part of an international campaign for an end to violence against women journalists, and organised a fringe meeting at TUC Women's Conference "Where are the Women" about sexism in the media and attacks on bloggers.

The NUJ sent a delegation of seven to the 2011 TUC Women's Conference.

### **BLACK MEMBERS**

The NUJ has a Black Members' Council. This is made up of eight full members and two student members elected by Black Members' Conference, plus seven seats from the black seats on each NUJ Industrial Council.

There is an annual Black Members' Conference, part campaigning, part motion-based. Motions are referred to the Black Members' Council. The last one was in February 2011 and attended by 30-35 people. Key issues included the lack of opportunities for black journalists.

The NUJ worked with the Federation of Entertainment Unions last year to organise entry level black activist training, but the NUJ notes that it is hard for members to get time off for such courses.

There are black members' pages on the NUJ website. The NUJ also organises the annual Claudia Jones memorial lecture, and has been campaigning against the cuts to the BBC Asian Network and World Service.

The union sent a delegation of five (from an entitlement of seven) to the 2011 TUC Black Workers Conference.

### **DISABLED MEMBERS**

The Disabled Members' Council comprises seven members elected at the NUJ Delegate Meeting plus members from the Industrial Councils. There is also a recently established online disabled members' forum.

The NUJ website has a section for Disabled Members' Council and another section on mental health support.

The union has campaigned on the poor representation of disability benefits in the media and issued a press release on this calling on members to abide by the union's Code of Conduct and calling for balanced and fair reporting. They also campaigned on hate crime and the reporting of hate crime.

A delegation of six people (from an entitlement of seven) attended the 2011 TUC Disabled Workers' Conference.

### **LGBT**

There is now an informal LGBT forum and the 2011 Delegate Meeting agreed to monitor LGBT membership. This is awaiting a new website and online

---

joining but appropriate wording has been added to the printed membership form. There is an NUJ Pride page on the union's website.

Five people (from an entitlement of seven) represented the NUJ at the 2011 TUC LGBT Conference.

### **PENSIONERS**

The union has both a Pensioners Committee (elected by the Delegate Meeting) and a 60+ group. The committee is charged with creating and processing policy on retired members and 60+ members, working with outside bodies such as the National Pensioners Convention and attending Pensioners Parliament, and liaising with the NEC on these issues. The committee also organises regional 60+ group meetings (the last one was in London, attended by 40 members). The 60+ policies are a recent initiative and the London meeting considered how 60+ members can assist younger members in terms of mentoring, as well as NHS reforms, pensioner poverty and retirement age issues.

There is a page on the website for 60+ members.

### **YOUNG MEMBERS**

The NUJ doesn't differentiate between students and young people as separate membership categories. Young people are supported and involved in the union's councils, committees and networks. Students have their own groups and societies in further and higher education colleges. The NUJ runs the Delegate Meeting website that is set up and organised by students. The union is also supporting young workers who are exploited as free labour in media intern schemes.

A delegate represented the union at the 2011 TUC Young Workers Conference.

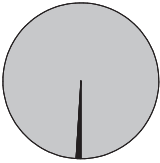
### **SUPPORT FOR ACTIVISTS**

It is NUJ national policy to assist with child care costs if a member is on authorised union activity and branches are also obliged to assist their members in the same way.

### **THE WIDER MOVEMENT**

The NUJ sent a full delegation of three to the 2011 TUC Congress, two were women and one retired. Two were lay members.

It is not affiliated to the Labour Party.



**MEMBERSHIP**  
0.3% women

**BAME MEMBERSHIP**  
not known

**EXECUTIVE**  
0% women

**EXECUTIVE**  
0% BAME

## OVERVIEW

The National Union of Mineworkers appeared in some of our earlier surveys and is welcome back after an absence of 18 years. Their membership has fallen substantially since their last appearance: it was around 10,000 in 1994.

They have six women members (around 0.3% of the total; it was about 1.5% in 1994) and specific information on other equality strands is not available.

They normally have three area officials, but there are only two in post at the time of writing.

The NUM's National Executive Committee is made up of nine men.

The union has a Biennial Conference. The last was in 2010 and was attended by 32 members. There are no reserved seats of any kind.

## WOMEN

There is no structure covering women members.

## BLACK MEMBERS

There is no structure covering black members.

## DISABLED MEMBERS

There is no structure covering disabled members.

## LGBT

There is no structure covering LGBT members.

## PENSIONERS

There is no structure covering retired members.

## YOUNG MEMBERS

There is no structure covering young members.

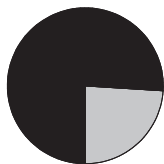
## SUPPORT FOR ACTIVISTS

The union does not offer childcare or carer support for activists attending conferences, courses or meetings.

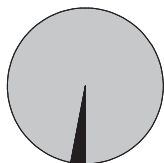
## THE WIDER MOVEMENT

The NUM sent a full delegation to the 2011 TUC Congress (full time officials).

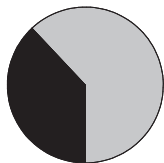
They are affiliated to the Labour Party and sent a delegation of two full time officials to the 2011 conference.



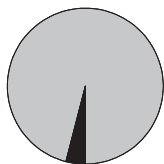
**MEMBERSHIP**  
76% women



**MEMBERSHIP**  
3% BAME



**EXECUTIVE**  
38% women



**EXECUTIVE**  
5% BAME

## OVERVIEW

The National Union of Teachers is one of the five unions that have appeared in every SERTUC survey! In that time (ie. since 1987) membership has risen by 57%, and it's up by 25% since our last survey in 2008. The general secretary is a woman.

Female membership is 76%, the same as in 2008.

Black members comprise 3%, up from 1.6% in 2008. 0.3% of members are disabled (0.1% in 2008), 0.4% LGBT (0.13% in 2008), 8% are retired, and 19% are young (the NUT classifies a young teacher as under 35, not 26 and under as the TUC does). NUT comments that although it does keep records for these equality strands they are not complete: for instance the union has only asked questions on sexual orientation and disability status in recent years. Thus the status of many members who joined before that time and who have not used the annual update process to answer the questions since then are not captured. The union has a strategy in place to increase the gathering of this information. For example, a letter to every member in autumn 2011 explaining why the union asks the questions and how the data is used attracted a better than hoped for response rate.

The NUT's National Executive has 42 members, 16 of them women (38%; it was 40% in 2004 and 2008). 5% are black (4.6% in 2008), and 2.4% disabled (was 9%) and LGBT (was 7%). A reserved seat for a black member was introduced in 2010, and in 2012 seats have been introduced for a disabled and an LGBT member. Each of these three seats is elected by the appropriate constituency, not by the general membership. As members have to disclose data to vote in these elections NUT has seen an increase in the number of members declaring their status.

In 2011 there were 1,044 delegates at NUT Annual Conference. 61% completed equalities monitoring forms and they showed: 49% women (similar to our last report), 6% black, 11% disabled, 7.5% LGBT, and 10% under 35. There are no reserved seats for equality strands at conference but local associations are reminded of the need to ensure women, black teachers, LGBT and disabled teachers are not under-represented in delegations. The union is now considering ways to ensure that more women speak in debates and to develop ways to record the gender of speakers to chart progress. This will be progressed in time for 2013. During conference there are official receptions for black, LGBT, women, young and disabled delegates.

There is a full time policy officer with responsibility for gender equality, LGBT equality, and disability equality, supported by a 0.5 policy assistant and a 0.5 clerical assistant. Also a full time policy officer with responsibility for race equality and international relations (with a 0.5 policy assistant and a 0.5 clerical assistant) and the Assistant Secretary, Organising and Membership, has responsibility for the Young Teachers' Section.

## WOMEN

The NUT has a national Gender Advisory Committee. This meets twice a year and considers issues relating to women teachers and gender in education

issues. It can make recommendations to the National Executive. Each region and Wales is represented on this committee and National Executive members also sit on it.

There is no statutory women's conference but events are held at national and regional levels that reflect what women have told the union they need and can access. There is a reception or event held annually to mark International Women's Day; in 2012 it will be a reception in London, open to all members, to focus on projects carried out in schools to mark IWD. From time to time the NUT has also organised an event in London on the night of the Reclaim the Night march in November and some NUT regions hold local events in support of regional marches.

There is a women's development course within the national training programme (women only). This is a three day training course held at the union's training centre in Grantham. It contains sessions on work-life balance, moving into management, well-being and stress management, public speaking skills, and assertiveness training. The NUT says that their course for local union officers interested in equality issues attracts women in greater numbers compared to other courses. It is targeted at equality officers and women are equality officers in proportionate numbers to the general membership.

The union always participates in the TUC Women's Conference and in 2011 sent 18 delegates (from an entitlement of 20). Two years ago the National Executive doubled the size of its delegation to TUC Women's Conference and invited each region and Wales to elect a delegate. This was intended to generate new women activists in the regions by encouraging women who take part in the delegation to continue to further union activities. It also allows younger women activists to meet more experienced women members who are past presidents of the union.

There is no women's journal as such, but the national journal contains issues relevant to women teachers and gender equality in education issues. There is a new webpage, developed in 2011, for women members.

In terms of initiatives to encourage greater participation and representation of women (and other under-represented groups) in the union, the NUT had a successful bid to the Union Modernisation Fund for a project called Fairer Futures. This project targeted resources at strengthening the role of equality officers within the NUT. A dedicated project worker was appointed for two years to focus on communicating the aims and remit of this group of union officers within the regional and local structures. Equality officers were encouraged to share information about how they were involving women within their area and representing women at branch level. The number of equality officers who are women is proportionate to the number of women in NUT membership and the new equality officers appointed as a result of the project were women in representative numbers. Equality officers were encouraged to think about how women are involved in NUT campaigns and activities, what different forms of involvement can look like, valuing the contribution that women union members may be making and identifying what works.

The project worker was based in the NUT regional office that had the highest number of branches without an equality officer, which was the south east region of the NUT. In May 2008, the south east region had equality officers in 45% of branches and by April 2010 at the end of the project, this figure was



84%. Email forums were encouraged so that officers could co-operate and communicate and the national training programme for equality officers was overhauled to increase the focus on involving and engaging members and recognising barriers for women members. A handbook was also produced and a section of the NUT website about women members was launched.

The NUT is campaigning against Academy schools and believes that one of the key threats of the government's programme is the attack on pay and conditions, particularly on maternity pay and rights.

### **BLACK MEMBERS**

The NUT has a national Race Advisory Committee. This meets twice a year and considers issues relating to black teachers and race in education issues. It can make recommendations to the National Executive. Each region and Wales is represented on this committee and National Executive members also sit on it.

There is an annual Black Teachers' Conference. It is organised by a steering group elected at the preceding conference with additional members from the Race Advisory Committee. It is a two day conference held at the union's training centre in Grantham and participants hear keynote speakers, attend workshops and address questions to the union's leadership. Delegates debate motions, one of which is submitted to the union's next Annual Conference. 100 delegates attended the 2011 BTC and celebrated the centenary of the event. Key issues were challenges for black teachers seeking promotion, racism in schools, and the need for more black teachers to be active in the union.

NUT sent 11 delegates (from an entitlement of 20) to the 2011 TUC Black Workers' Conference.

There are two courses run specifically for black teachers. "Aspire to lead" for black teachers who are in their second to fifth year of teaching and "Equal access to promotion" for members who have been teaching for between four and 12 years and are interested in moving into senior leadership positions in school.

A new webpage for black members was developed in 2011.

The NUT considers that Asian members are under-represented at conferences and in union positions and organised a focus group in 2011 to encourage the greater participation of black members of Asian heritage.

The union has continued its work with partners such as Show Racism the Red Card, and is involved in resistance to the far right at all levels in the union. They are committed to raising the issue of Islamophobia in schools and the impact on pupils, staff, families and the wider community. They are commissioning research on this and specifically on the impact of the Prevent agenda in schools with a view to producing materials to support teachers in challenging Islamophobia. Evidence shows that black teachers are being disproportionately disciplined in schools and this is being investigated before an appropriate response will be made. On the international front the union is campaigning in defence of trade unionists and to promote the education of girls.

### **DISABLED MEMBERS**

The NUT has a Disability Equality in Education Advisory Committee with similar rights to the women's and race committees.

There is an annual national Disabled Members' Conference with similar rights as above. The 2012 conference will last for two days to allow for more networking and to recognise the need for fatigue breaks. 37 delegates attended in 2011 and the key issues were the disproportionate and devastating impact of the cuts in public services on the services used by disabled people, the employment of disabled people, and the retention of disabled people in the workforce.

The union sent 16 delegates (from an entitlement of 20) to the 2011 TUC Disabled Workers Conference.

The NUT has a webpage relating to disability issues, and in the autumn of 2011 new materials were uploaded to celebrate Disability History Month to encourage teachers to mark it in schools and to develop whole school disability equality strategies.

The union is campaigning to have disability leave adopted by employers and has conducted good practice examples of policies where disability leave is recognised and promoted. They have circulated a model policy to local associations.

### **LGBT**

The NUT has an LGBT Equality in Education Advisory Committee which can make recommendations to the National Executive. Each region and Wales is represented on the committee as are National Executive members.

There is an annual LGBT members conference, 2011 saw the eighteenth such conference and 56 members attended. Key issues were the barriers in school which prevent some teachers being open about their sexual orientation or trans status to colleagues, students and/or parents.

The union sent a delegation of 12 to the 2011 TUC LGBT Conference from an entitlement of 20.

There is a webpage relating to LGBT issues, and the union's journal supports LGBT History Month and encourages teachers to use it to challenge homophobia and transphobia in their schools.

The NUT supported a groundbreaking project called No Outsiders that matched teachers and university researchers to consider how to raise issues around sexuality equalities in primary schools and challenge the stereotypes about same sex love and families through primary education initiatives.

### **PENSIONERS**

There is a policy officer in the salaries, superannuation and economics department with responsibility for policy issues for retired members.

There is a Retired Members' Advisory Committee that considers relevant issues and can make recommendations to the National Executive.

The NUT has an annual one day Retired Members' Convention with a mix of speakers, plenary sessions and activities. The 2011 event was attended by 90 people, with key issues being the cuts, pensions, health and social care.

In terms of campaigning on relevant issues the NUT has been party to the Judicial Review on the imposition of the CPI as the indexation mechanism for public sector pensions.

### **YOUNG MEMBERS**

The NUT has a Young Teachers' Advisory Committee (young = 35 and under),

elected every four years. There are two YTAC members for each region and Wales (but with four for London). The YTAC advises the NUT Executive on matters relating to younger teachers.

The NUT Young Teachers' Conference is held annually and young members attend with the support of their association or division. In 2011 the conference was attended by 120 members and the title was "Campaigning for education" and covered the NUT's pension campaign and education policies.

The NUT sent a full delegation of four to the 2011 TUC Young Members Conference.

The Young Teachers' Officers course is part of the NUT's national training programme and is held annually. They also offer union training and continuing professional development courses for student members, newly qualified teachers, and early career teachers.

The union is exploring the development of a young teachers' section on their website for local officers and has a student centre on their website (the majority of NUT student members are young members).

### **SUPPORT FOR ACTIVISTS**

At the NUT Annual Conference there is a creche, which delegates report is highly valued by the children attending to the extent that they want to return year after year! Executive Committee members and members of national advisory committees can claim childcare expenses, and members attending national training programme courses are invited to bring children plus another adult at the union's expense to provide childcare. Local associations generally pay childcare expenses to enable members to attend local meetings.

### **REGIONS**

The NUT has two regions relevant to SERTUC: *London* and *South East*. Each has a Regional Council, but the NUT does not monitor the membership of these. There are four national advisory committees relating to equality areas (Gender Advisory Committee, Race Advisory Committee, Disability Equality in Education Advisory Committee, LGBT Equality in Education Advisory Committee) and the regional members of these committees are entitled to attend the relevant Regional Council.

The regions do not have fixed conferences but organise conferences on equality issues as and when appropriate.

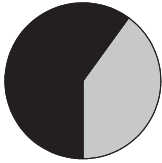
The NUT has created a new national award (the Blair Peach Award) to recognise and celebrate equality work at the regional or local level within the NUT.

### **THE WIDER MOVEMENT**

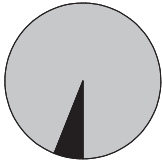
NUT was entitled to 14 delegates at the 2011 TUC Congress and sent a full delegation, eight women (57%) and six men.

The union makes no comment on its support for members' participation in the trades council movement.

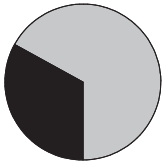
The NUT is not affiliated to the Labour Party.



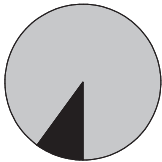
**MEMBERSHIP**  
60% women



**MEMBERSHIP**  
7% BAME



**EXECUTIVE**  
33% women



**EXECUTIVE**  
10% BAME

## OVERVIEW

The Public Commercial Services Union, or one of its constituent unions, has appeared in every one of our surveys. Membership has fallen by nearly 11% since our last survey in 2008.

Women are 60% of the membership (exactly the same as in 2008), 7% of the membership is black (4.7% in 2008), 2.3% are disabled (was 1.8%), 0.6% LGBT, and 5.6% young (nearly 10% in 2008). However, PCS comments that the figures for all groups except women are not necessarily complete as many members do not declare.

PCS has an unspecified number of paid national officials, of which 47% are women (up from 32% in 2008) and 10% black (up from 5%). Again, the same warning applies to these figures as above for the general membership. They are currently undertaking, jointly with the staff union, an exercise to encourage more staff to record their equality information.

There are 35 members of the National Executive Committee, 33% women (34% in 2008), 10% black (9% before), and one young member. There is a system of proportionality for black members; if no black members are elected the two black members with the highest votes replace the bottom two individuals elected. There are also sectoral limitations to avoid one or two big industrial groups dominating.

The PCS Annual Delegate Conference had 1,170 delegates in 2011. 33% were women (exactly the same as in our last two surveys), 9% black (5% in 2008).

## WOMEN

The National Equality Coordinator acts as secretary to the National Women's Forum. This is a sub-committee of the NEC and advises it on campaigns and issues relating to women members in PCS and wider society. Although it is a sub-committee of the NEC it also includes representatives from PCS' sectoral and branch/regional structures. One of its key tasks has been opposing the disproportionate impact of the government's cuts, both on women as public sector workers and as consumers of public services.

PCS organises an annual Women's Seminar. This is a mixture of information giving and skills-based workshops and the main objective is to get more women involved in PCS as activists. PCS comments that this is successful. The last one was in June 2011 and 90 women attended. The timing was designed to encourage, develop and motivate women to get active in their branches, GECs and communities on the cuts, attacks on pensions and services.

There are education courses for women members, specifically for Domestic Violence Reps, and on Women's Occupational Health, and Women and Mental Health.

The union produces, biannually, a journal for women that is edited by lay officials. There are occasional Women's Pages in the PCS journal and equalities features in every edition. There is also a section of the website for equality matters that includes women's issues.

---

In 2012 PCS is integrating their International Women's Day work with the national campaign on pay, pensions and jobs: Speaking Out, Not Cut Out. As the international theme for IWD 2012 is "connecting girls, inspiring futures" PCS is using the opportunity to involve their children and young women in campaigning.

A full delegation of 16 attended the 2011 TUC Women's Conference.

### **BLACK MEMBERS**

The National Equality Officer has responsibility for race and disability issues in PCS. There is a Black Members' Committee which has a similar structure to the National Women's Forum. It meets three times a year and is tasked with carrying out the PCS Race Equality Strategy endorsed in 2011.

116 members attended the 2011 annual Black Members' Seminar.

PCS runs a national education course for black members on their Race Equality Strategy.

There is a journal for black members and webpages designated to black members. In addition the union journal has a black members' page.

PCS has been campaigning on Stop and Search, Hands off our DNA, Black activists rising against the cuts, and Black History Month.

A delegation of 16 (of a possible 25) attended the 2011 TUC Black Workers' Conference.

### **DISABLED MEMBERS**

The National Equality Officer has responsibility for disability and race issues in PCS. There is a Disabled Members' Forum with a function to advise the NEC, exchange information on developments in negotiations and campaigns, identify areas where guidance is needed for negotiators and local reps, and to consider and develop national strategies to increase the involvement and participation of disabled members in the union.

74 members attended the 2011 annual Disabled Members' Seminar. They looked at the issues facing disabled people in society and the particular challenges facing disabled PCS members using a variety of speakers, workshops and discussion group sessions.

There is a journal for disabled members published two or three times a year, and a page for disabled members in the PCS journal.

PCS has been campaigning on Welfare and the Alternative Vision, Sick Pay and Attendance Management, and supported the Hardest Hit March.

A delegation of 14 (of a possible 18) attended the 2011 TUC Disabled Workers' Conference.

### **LGBT**

The National Equality and H&S Officer has responsibility for LGBT members. PCS Proud is a self-organised group with a fully elected Proud National Committee. This has an Annual General Meeting of about 80 members where officers are elected. Key issues for March 2012 will be centred around

---

developing strategies to improve the participation and visibility of LGBT members in PCS structures and to embed their issues in national bargaining, Uganda and asylum rights for the LGBT community, and anti fascist action.

PCS Proud runs its own training for LGBT members and PCS reps courses include Tackling LGBT Discrimination in the Workplace. There is also a national seminar for about 100 LGBT members.

Proud runs its own website and produces a magazine published two to four times a year and circulated to its full and associate members. There are LGBT webpages on the national site and the union is about to publish its first LGBT newsletter which will be produced by the Equalities department and Proud and have a wider circulation.

PCS has been working to increase LGBT members' participation and representation by targeted emailing in piloted areas, supporting LGBT History Month, developing regional LGBT networks, and sponsoring London Pride and UK Black Pride.

They've been campaigning to raise awareness and on the impact of the cuts on LGBT communities.

A delegation of 13 (of a possible 25) attended the 2011 TUC LGBT Conference. PCS notes that the delegation size is set by the NEC and based on affordability.

### **PENSIONERS**

PCS has a National Pensioners' Committee and a Policy Officer has responsibility for this area.

### **YOUNG MEMBERS**

There is a Young Members' Officer and a National Young Members' Committee.

The February 2012 Young Members' Seminar focussed on the impact of the cuts on young members. Training is run for young members at the request of the committee and is not part of the core programme.

There is a journal for young members published three or four times a year.

A full delegation of four attended the 2011 TUC Young Members' Conference.

### **SUPPORT FOR ACTIVISTS**

PCS provides a free creche at conferences and seminars. In other cases they pay childcare costs on production of receipts.

### **REGIONS**

PCS has two regions relevant to SERTUC: London & South East, and Eastern.

*London & South East:* 70,467 members (54% women, 17% black, 1.6% disabled, 0.8% LGBT, 5% young. Again, not all members have declared their equality status.

There are six paid regional officials, half of them women.

---

The London & South East Regional Committee has 16 members, 25% women, 25% black, 31% disabled, 6.3% LGBT. There is a co-optee from the Young Members Regional Network.

They are looking at establishing a regional women's committee and regional women's courses are run if there is enough demand.

There is a regional black members' network with a steering group.

Regional education courses have been run for black members: Equality Impact Assessments have been a key issue.

London & the South East Region is currently establishing a regional forum for disabled members to give them the opportunity to meet outside of the workplace and discuss the work of the union, what the priorities are for members and to feed these into the organising strategy of the NEC.

There is a regional young members network so the next generation of members can have a say about the future of the union.

*Eastern Region:* membership details are not available.

There are six paid regional officials, 67% women, 0% black, 17% disabled, 17% LGBT. There's no dedicated equalities officer but part of an overall equalities remit is given to the Regional Organiser.

The Eastern Regional Committee has 18 members, 39% women, 5.5% black, 17% disabled, 5.5% LGBT, 5.5% retired. There is one seat reserved each for a black, disabled, and young member. In addition the region invites its delegates to SERTUC sub-groups to its Regional Committee meetings.

The region's 2011 Annual General Meeting had 71 participants, 31% women, 6% black, and 3% LGBT.

The region doesn't have a Women's Committee but is considering establishing a Network this year and is holding a women-only International Women's Day event in March 2012. Their Learning Organiser is also considering running a PCS Women into Management course.

There is a Black Members' Network and a Disabled Members' Network and courses have been run for black members on promoting themselves in meetings with managers and for black members and disabled members on Equality Impact Assessments. Other activities are supporting Norwich Pride (one of their activists is a lead organiser of the event), and they are looking to relaunch their Young Members' Network in 2012.

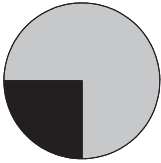
There is a regional Retired Members' Branch.

### **THE WIDER MOVEMENT**

PCS was entitled to send eight delegates to the 2011 TUC Congress and sent four. These included one woman, and one black member, one disabled member, and one LGBT member.

PCS is active in the trades councils movement.

It is not affiliated to the Labour Party.



**MEMBERSHIP**  
25% women

**BAME MEMBERSHIP**  
not known

**EXECUTIVE**  
0% women

**EXECUTIVE**  
0% BAME

## **OVERVIEW**

The POA has appeared sporadically in our surveys over the last 25 years so it's a welcome return. Membership has fallen by 11% since their last entry in 2004.

25% are women (this was recorded as 22% in 2004), but they do not supply a breakdown for other equality categories.

There are seven paid national officials, all men, one (14%) disabled.

The POA National Executive Committee comprises 12 people, all white men.

Their Annual Conference had 350 delegates, but an equality breakdown is not available.

They do not have a regional structure.

A National Official has responsibility for issues relating to women, black members, disabled members, and LGBT members, and all equality matters are under the supervision of the POA Equalities Committee.

## **WOMEN**

POA has no specific structures covering women.

They sent a delegation of four (of an entitlement of eight) to the 2011 TUC Women's Conference.

## **BLACK MEMBERS**

POA has no specific structures covering black members.

They sent a delegation of two to the 2011 TUC Black Workers' Conference.

## **DISABLED MEMBERS**

POA has no specific structures covering disabled members.

## **LGBT**

POA has no specific structures covering LGBT members.

## **PENSIONERS**

POA has no specific structures covering retired members.

## **YOUNG MEMBERS**

POA has no specific structures covering young members.

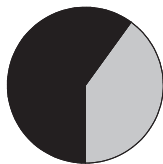
## **SUPPORT FOR ACTIVISTS**

The POA makes no comment on support for members with childcare or other caring responsibilities.

## **THE WIDER MOVEMENT**

The POA makes no comment on engagement with the trades councils movement or Labour Party.





**MEMBERSHIP**  
61% women

On 1 February 2012 Aspect transferred engagements to Prospect to become an autonomous professional section.

### **OVERVIEW**

Because of the transfer of engagements this is probably the first and last appearance of Aspect in one of our surveys. So welcome!

Aspect's membership is 61% women.

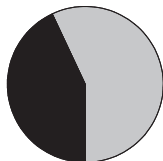
There are 10 paid national officials, one of who is a woman. Further breakdown is not available.

Aspect's National Council comprises 23 people, 43% are women, 4.3% black. Seats are reserved for regional reps and specialist sectors.

The last National Conference was in 2009; there were 83 participants but no breakdown is available.

Aspect has one region relevant to SERTUC: London & Southern England. There is one (female) paid regional official.

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
43% women

### **WOMEN**

There are no specific structures covering women members. One delegate attended the 2011 TUC Women's Conference.

### **BLACK MEMBERS**

A National Official has responsibility for race equality. There are no further structures covering black members.

### **DISABLED MEMBERS**

There are no specific structures covering disabled members.

### **LGBT**

There are no specific structures covering LGBT members.

### **PENSIONERS**

There are no specific structures covering retired members.

### **YOUNG MEMBERS**

There are no specific structures covering young members.

### **SUPPORT FOR ACTIVISTS**

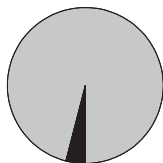
Aspect provides support for activists with children or other caring responsibilities for national conferences, courses and meetings.

### **THE WIDER MOVEMENT**

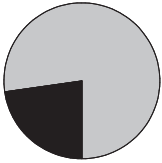
Aspect sent its full entitlement of one delegate (a male lay member) to the 2011 TUC Congress plus a female observer.

The union is active in the trades councils movement.

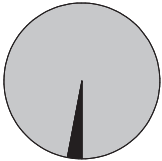
They are not affiliated to the Labour Party.



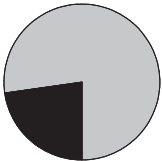
**EXECUTIVE**  
4.3% BAME



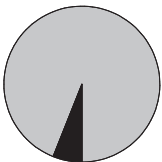
**MEMBERSHIP**  
c.23% women



**MEMBERSHIP**  
c.3% BAME



**EXECUTIVE**  
23% women



**EXECUTIVE**  
6.7% BAME

On 1 February 2012 Aspect transferred engagements to Prospect to become an autonomous professional section.

### OVERVIEW

Prospect (or its constituent unions) have appeared in all our surveys since the second in 1989. We can't make comparisons as Prospect and Connect had separate entries in 2008.

The union notes that it has not yet integrated their membership systems since that merger. Thus Prospect's female membership is 24%, whilst Connect's is 20%. Black members are 2% and 5%, disabled 2% and 0%, and young 1% and 0.7%.

There are 96 paid national officials, 43% women (this includes organisers, and national officials involved in research and specialist services, and communications). They comment that they do not hold accurate information for black, disabled and LGBT officers and staff.

The Prospect National Executive Committee comprises 30 people, 23% women, and 6.7% black. There are two retired observers, and five seats reserved for the Connect sector.

The last Biennial Delegate Conference took place in 2010 and there were 438 delegates; 28% women, 3% black, 10% disabled, 3% LGBT, and around 4% under 30.

Prospect has no regional structure.

One of Prospect's Deputy General Secretaries is responsible for equality overall, assisted by an Equalities & Research Officer. The NEC has a sub-committee: Equal Opportunities Advisory Committee, that covers all equality issues. It has 14 members including members co-opted from the disability, LGBT, race equality, and women's networks.

They run an equal opportunities/diversity taster course as well as a course on tackling discrimination in the workplace, and equalities issues run throughout the union's education programme.

### WOMEN

The union facilitates a network for women, and also a network for women in science, engineering and technology (Wisenet). Members from these networks are co-opted onto the EOAC.

Women's newsletters are produced on an ad hoc basis and there is an equality page on the union's website.

They have been campaigning on equal pay and work-life balance, as well as specific campaigns on women in science, engineering and technology. They have collaborated with their sister union FDA on a conference for Women into Leadership.

Prospect sent a delegation of nine members to the 2011 TUC Women's Conference.

---

## **BLACK MEMBERS**

The union facilitates a race equality network and members are co-opted to the EOAC.

There is a page on race equality on the union's website.

Prospect has been campaigning on dealing with racism in the workplace, as well as collaborating with FDA on a conference for BME into Leadership.

Eight delegates represented Prospect at the 2011 TUC Black Workers' Conference.

## **DISABLED MEMBERS**

The union facilitates a network for disabled members and members from that network are co-opted to the EOAC.

There is a page on disability equality on the union's website.

Prospect has been campaigning on raising the profile of disability issues, in particular neurodiversity and mental health issues, and dealing with harassment and bullying against disabled members.

Nine delegates represented Prospect at the 2011 TUC Disabled Workers' Conference.

## **LGBT**

The union facilitates a network for LGBT members and members are co-opted to the EOAC.

There is a page for LGBT members on the union's website.

Prospect tries to ensure that the union has a visible presence at the national and regional Pride events.

Five delegates represented Prospect at the 2011 TUC LGBT Conference.

## **PENSIONERS**

One of Prospect's Deputy General Secretaries has the remit for retired members. There is a Retired Members Group and a Retired Members Committee. The objectives of the RMG are to provide a forum whereby retired members can maintain contact, act as a focal point for retired members to gain help, support and advice from Prospect, and to campaign for improvements in the benefits available to Prospect's retired members.

There is an annual Retired Members' Conference attended by 55 people in January 2012. Key issues were pensions, the structure and rules of the RMG within Prospect, and health & well-being.

In addition Prospect's Pensions Justice campaign has been of special relevance to retired members, as has their legal challenge seeking judicial review in respect of the government's decision to substitute RPI with CPI for the uprating of pensions.

---

## **YOUNG MEMBERS**

In addition to the involvement of the Deputy General Secretary, an Organiser has responsibility for the Young Professionals Network.

A Young Members' Convention is held every 18 months or so. The union asks members of the YPN for suggestions on sessions and showcases different areas of the union's work (eg. international development, environment, pensions, learning services, etc.) and has relevant speakers for each topic.

There is a page for the Young Professionals Network on the union's website.

Trying to encourage young members' participation they are hoping to send a young member on the TUC's Young Leaders course. A series of conference calls for young members is being organised, the first on the topic of pensions. The Organiser attends YPN branch committee meetings and other events to talk about the network, and there will be a fringe event at the 2012 national conference focusing on young workers. The union is also working on increasing Prospect's visibility among graduate trainees in some branches.

Prospect was not at the 2011 TUC Young Workers' Conference but will have two delegates attending in 2012. They comment that it is difficult for them to find members who come under the age limit of 27.

## **SUPPORT FOR ACTIVISTS**

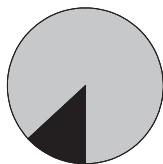
Prospect provides childcare and carers' support to activists.

## **THE WIDER MOVEMENT**

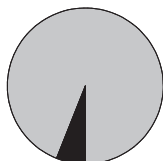
Prospect sent a delegation of eight to the 2011 TUC Congress: 38% women, 13% black; four were lay members.

Some members are active in the trades councils movement.

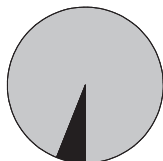
Prospect is not affiliated to the Labour Party.



**MEMBERSHIP**  
12% women



**MEMBERSHIP**  
6% BAME



**EXECUTIVE**  
6% women

**EXECUTIVE**  
0% BAME

## OVERVIEW

RMT, or one of its constituent unions, has appeared in most of our surveys over the last 25 years. The union's membership has increased by 1.3% since our last survey in 2008.

12% of their members are women (up a little from 11% in 2008), 6% black (down from 9% in 2008), 5% young (was 14.5%). Figures for disabled and LGBT members are not recorded, but RMT notes that LGBT monitoring will shortly be introduced onto its membership forms.

RMT has five paid national officials, all white men as in 2008.

There are 17 members of the RMT's Council of Executives; 6% women. In 2008 the Council was all male. 12 of the 17 seats are reserved for various industrial sectors.

The last Annual General Meeting had 60 delegates, 12% women (up from 8% in 2008).

The general secretary is responsible for all equality issues.

## WOMEN

The Equal Opportunities Officer provides secretarial support to the Women's Advisory Committee. The WAC is elected on a regional basis and meets three times a year with a remit to advise the Council of Executives on matters relating to women.

An annual Women's Conference, formed of branch and regional nominees, can pass two resolutions up to the AGM. The key issues at the 2011 conference (35 delegates) were the effect of the public sector cuts on women and women's refuges, progress reported on previous resolutions on sexism in the transport sector, the disproportionate effects on women of the adverse weather conditions, and women's safety in relation to the wearing of name badges.

RMT doesn't run education courses specifically for women but is planning to roll out an education programme based on the results of the sexism in the transport industry survey.

There is a space for women members on the RMT website.

RMT is working to build the participation and representation of women and has a short film about the work of the Women's Advisory Committee that is on the RMT website.

Four women (entitlement 16) attended the 2011 TUC Women's Conference.

## BLACK MEMBERS

The Equal Opportunities Officer provides secretarial support to the Black and Ethnic Members' Advisory Committee. The BEMAC is elected on a regional basis and meets three times a year with a remit to advise the Council of Executives on matters relating to black members.

An annual Black Members' Conference, formed of branch and regional nominees, can pass two resolutions up to the AGM. The key issues at the

---

2011 conference (42 delegates) were the United Nations and Haiti, and a progress report on increasing the number of delegates to the TUC Black Workers' Conference.

There is a space for black members on the RMT website.

RMT is working to build the participation and representation of black members and held an anti-slavery evening at SOAS with a broad range of speakers and music. A short film has been made about the work of the Advisory Committee that is on the RMT website.

Four delegates (entitlement 15) attended the 2011 TUC Black Workers' Conference.

### **DISABLED MEMBERS**

A meeting was called inviting all members with disabilities within the industry to share their experiences. A further meeting is being arranged for later in 2012 to see if there is a desire to set up a permanent advisory committee for members with disabilities.

There is a space for members with disabilities on the RMT website.

Two delegates (entitlement 15) attended the 2011 TUC Disabled Workers' Conference.

### **LGBT**

The Equal Opportunities Officer provides secretarial support to the National LGBT Members Advisory Committee. The LGBTAC is elected on a regional basis and meets three times a year with a remit to advise the Council of Executives on LGBT matters.

An annual LGBT Members' Conference, formed of branch and regional nominees, can pass two resolutions up to the AGM. The key issues at the 2011 conference (20 delegates) were to put a sexual orientation option on the union's membership form, to promote the work of the Advisory Committee within the union, and to combat homophobia at the workplace.

RMT has run an LGBT Representatives course

There is a section on the RMT website to report on the activities of the LGBT Advisory Committee. Also, LGBT members have set up their own group on Facebook which is serving to encourage this group in informal ways. A short film has been made about the work of the Advisory Committee and is on the RMT website.

RMT is attending Pride events around the country and has run a poster campaign to stamp out homophobia in workplaces.

Three delegates (entitlement 15) attended the 2011 TUC LGBT Conference.

### **PENSIONERS**

A Pensions Officer is the secretary of the retired members section. There is a National Pensioners Committee to which Retired Members' Branches can nominate and this meets twice a year to discuss the business of the annual retired members' conference including the progress of the resolutions.

---

The annual Retired Members' Conference is made up of four delegates from each of the 11 retired members' branches and discusses all matters relating to retired members. Two of its resolutions can be progressed to the RMT AGM. 30 members attended that last one with the main issue being the change in indexation to pensions in payment.

### **YOUNG MEMBERS**

The National Education Officer provides secretarial support to the Young Members' Advisory Committee. The YMAC comprises five members from each region.

An annual Young Members' Conference, formed of branch delegates, is resolution based and can pass two resolutions up to the Council of Executives. The key issues at the 2011 conference (55 delegates) were education cuts, and fighting cuts in public spending.

RMT runs education courses, attended by up to 12 members, at Tolpuddle, Durham, Kels, Burston and the RMT AGM. These are intended to encourage participation in the union and topics include trade union history and its relevance today, and the processes of the union and how to get involved.

There is a section for young members on the RMT website.

One delegate (entitlement four) attended the 2011 TUC Young Workers' Conference.

### **SUPPORT FOR ACTIVISTS**

RMT supports activists with children by offering a creche or covering the cost of childcare for national conferences, courses and meetings.

### **REGIONS**

RMT has a South East Regional Council within the SERTUC region with three sections. There are three paid Regional Organisers, one each for London Transport, London & Anglia, and South East. All are male.

*South East Region:* 31,744 members (14% women, 8% black, 6% young).

In total there are 18 paid regional officials, all white men (5.5% disabled).

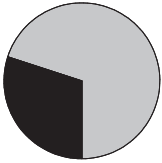
The London Transport Regional Council recently held a women's training course. It discussed the results of the sexism in the transport industry survey and produced posters to use promoting the demands within the Charter for Women, and challenging sexism.

### **THE WIDER MOVEMENT**

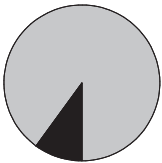
RMT sent a full delegation of seven to the 2011 TUC Congress; 14% were women, 14% black. There is one reserved seat on the delegation for a woman and one for a black member. Three of the delegates were lay members.

RMT is active within the trades councils movement.

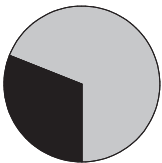
The union is not affiliated to the Labour Party.



**MEMBERSHIP**  
29% women



**MEMBERSHIP**  
9% BAME



**EXECUTIVE**  
31% women

**EXECUTIVE**  
0% BAME

## OVERVIEW

The Transport Salaried Staffs' Association has seen a membership fall of 16% since our last survey in 2008.

29% of members are female (exactly the same as in 2008) and the union estimates its black membership at 9%. They do not collect LGBT membership data. 4% are young members.

There are 71 paid national officials, 41% are women (up from 36% in 2008), approximately 11% black (4% in 2008), and approximately 5% LGBT.

The National Executive Committee is 13 people, 31% women (this was 33% in 2008) and 8% LGBT.

The 2011 Annual Delegate Conference (stats unknown) reserves five seats for TSSA self-organised committee delegates.

The Equalities and Diversity Organiser has responsibility for all equality strands.

TSSA has regional offices around the country, with those covering the south east based in London.

## WOMEN

Women in Focus is a self-organised group and organises various activities including a social evening for members at the 2011 National Reps Training Seminar.

The union organises a Negotiation Skills for Women education course.

TSSA sent three delegates to the 2011 TUC Women's Conference.

## BLACK MEMBERS

Emix is TSSA's black members' self-organised group. They organise a conference approximately once a year for members to discuss relevant issues and have organised a social at National Reps Training Seminar three years running. They have a page on the union's website.

This year there is a course due to be run on Black History. TSSA education courses include a section on involving all members and all new reps have equalities training.

TSSA sent three delegates to the 2011 TUC Black Workers' Conference.

## DISABLED MEMBERS

The Disability Working Group is a self-organised group for TSSA members with disabilities and has a page on the website.

Topics such as dyslexia, and mental health issues associated with stress and bullying are built into the equalities section of the new reps' courses.

TSSA sent six delegates to the 2011 TUC Disabled Workers' Conference.

## LGBT

Spectrum is the LGBT self-organised group.

The union runs an "LGBT issues and the workplace" course for LGBT



members (in 2011 attended by eight members and key issues were: the affects of the cuts, equality impact assessments, and organising) and also organised a training session aligned to Manchester Pride with eight participants.

TSSA sent six delegates to the 2011 TUC LGBT Conference.

### **PENSIONERS**

TSSA has very recently established (not yet met at the time of writing) a self organised group for retired members.

### **YOUNG MEMBERS**

Young members can join the self-organised group futureTSSA which also has a page on the website. There is no conference as such but there is an AGM weekend and an annual extra training weekend. The last one was in November 2011 and attracted 10 participants; key issues were the cuts, community organising, and writing motions and speeches.

One delegate represented the union at the 2011 TUC Young Workers' Conference.

### **SUPPORT FOR ACTIVISTS**

Support for activists for childcare and caring responsibilities is offered to all members taking part in union activities, this is on the basis of need.

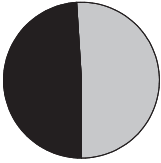
### **THE WIDER MOVEMENT**

TSSA was represented at the 2011 TUC Congress by three delegates.

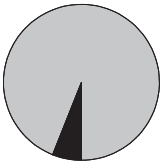
Members are active in the trades councils movement.

The union is affiliated to the Labour Party and sent six delegates to the 2011 conference.

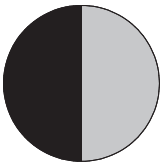
TSSA is affiliated to the International Transport Federation and sends four delegates to their biennial conferences (the last one was in 2010).



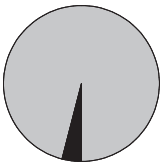
**MEMBERSHIP**  
49% women



**MEMBERSHIP**  
6% BAME



**EXECUTIVE**  
50% women



**EXECUTIVE**  
4.5% BAME

## OVERVIEW

The University and College Union (or one of its constituent parts) has appeared in all but one (2000) of our surveys. Since our last book in 2008 membership has increased by 3.5%.

49% of members are women (it was 46% in 2008), 6% BME (unknown in 2008), 0.2% disabled, 1.6% LGB, 0.1% trans, 1% young.

There are 22 paid national officials of whom 26% are women (39% in 2008) and 14% black (then 9.1%).

UC U's National Executive Committee comprises 66 members, half of whom are women (similar to 2008), 4.5% black (was 12%), at least 9% disabled (it was 13% in 2008), at least 6% LGBT (8.7% in 2008), and 4.5% retired. UCU has a comprehensive system of reserved seats on its NEC including seats reserved for equality strands: five for women, two for black members, two LGBT, two disabled. There are industrially-based seats with additional minimum criteria for women for any constituency for which four or more members are elected.

2011's UCU Congress had 333 voting delegates, 40% of whom were women, 5.4% black, 11% disabled, and 9% LGBT. There are some seats reserved at Congress for industrial groups, but not for equality strands, although UCU's equality standing committees can send observers.

The union's equality standing committees (for women, black members, and disabled members) consist of 10 representatives elected by their annual equality conferences, the NEC equality seat holders, the general secretary, and those officers self defining as belonging to the appropriate group. They meet about four times a year. Each equality standing committee may send two motions and two amendments to Congress and the same to each Sector Conference.

## WOMEN

Women's equality is supported by the Equality Support Official, Women. UCU's Women Members' Standing Committee is constituted as above and there is an annual National Women's Conference. The last one in November 2011 was attended by 52 members. Key issues were: elections, defending women's education, women's role in the union and developing women's activism, USS pension scheme changes, impact of cuts on older women, and the visibility of women in UCU.

There is a section of the website for women members and a quarterly newsletter.

UCU has campaigned against proposed changes to the Research Excellence Framework, where women would have been disadvantaged when taking maternity leave.

The union sent a full delegation of 16 to the 2011 TUC Women's Conference.

## BLACK MEMBERS

There is a national official whose remit is race equality. UCU's Black Members

---

Standing Committee is constituted as above and there is an annual National Black Members' Conference. The last one in November 2011 was attended by 42 members. Key issues were: elections, dealing with grievances, setting up black networks in the workplace, challenging discrimination in the workplace, speakers included Bonnie Greer and Show Racism the Red Card.

UCU has offered training specifically aimed at black members. They have also sent out promotional material to their black members advertising courses that currently have a low take up of black members.

The union is active in the UK Uncapped campaign which targets the pernicious effects of the points-based immigration system.

There is a section of the website for black members and a black members email network.

The union sent a delegation of 14 (of an entitlement of 16) to the 2011 TUC Black Workers' Conference.

### **DISABLED MEMBERS**

There is a national official whose remit is disability equality. UCU's Disabled Members Standing Committee is constituted as above and there is an annual National Disabled Members' Conference. The last one in November 2011 was attended by 34 members. Key issues were: elections, disability history, hidden disabilities, mental health, disclosure of a disability, becoming active in the union. Keynote speaker was Richard Rieser.

UCU has published Mental Health at Work guidelines, a Disability History wallchart, participated in Disability History Month, the Hardest Hit march, and campaigned against ATOS and disability welfare reforms.

There is a page on the UCU website, a disabled members newsletter (sent out around four times a year) and a regularly updated disabled members' network emailing list.

The union sent a delegation of 12 (of an entitlement of 16) to the 2011 TUC Disabled Workers' Conference.

### **LGBT**

There is a national official whose remit is LGBT equality. UCU has a national LGBT members committee. There is an annual National LGBT Members' Conference. The last one in November 2011 was attended by 20 members. Key issues were: elections, and an LGBT agenda. Speakers were Yvette Taylor and Alan Bailey.

UCU's campaigns on LGBT issues have included supporting branches for LGBT History Month through consultation about activities and provision of resources, LGBT History wallchart, a programme of speaking engagements for the lead organiser of a Malaysian LGBT rights group in the UK, support for Schools Out and engagement in Stonewall's Education for All campaign. UCU also coordinated the publication of Forum Tran guidance, an internationally recognised publication on trans rights.

There is a page on the UCU website, and an LGBT members email network.

---

The union was entitled to send 16 delegates to the 2011 TUC LGBT Conference but the number was depleted due to industrial action and they are unsure as to how many members made it in the end.

### **PENSIONERS**

There is no structure covering retired members.

### **YOUNG MEMBERS**

There is a National Organiser responsible for the organising and recruitment of younger members (identified as an under-represented group in the UCU National Organising Plan).

There is the UCU Young Members Steering Group which is a non-elected/informal group of younger activists who volunteer to support, advise and encourage other younger members who want to get more involved in UCU in their workplace. It aims to meet bi-monthly and there is an e-discussion forum to facilitate discussion between meetings.

UCU has (since 2009) an annual young members conference open to any member aged 35 and under. The conference is not a decision-making event but aims to bring younger members together and to showcase campaign work and resources available. The last one was in 2010 and 65 members attended. Themes included funding cuts, defending education, organising hard to reach groups of staff, professional development for young teachers, and the wider movement (trade unions and the environment, Love Music Hate Racism).

The union piloted in 2011 an Early Careers Programme which has been very popular and oversubscribed. Other courses include voice care, assertiveness skills, and know your rights.

There is no young members website, but the Early Careers Network (12,000 members) receive a monthly bulletin (written by a National Organiser with contributions from the Young Members Steering Group) with news, events and resources for younger staff.

To encourage the participation of young members UCU has run a series of lunchtime young member meetings in colleges and universities, meetings and/or workshops for Researchers in universities (predominantly younger staff). Also, the Steering Group has been developed and four members have been elected to the NEC.

Publications relevant to young members have included a "UCU Early Careers Guide for New Staff in Further and Higher Education", they have launched a new pack of induction resources at the start of the academic year to support branches in recruiting new staff, and run a "recruit a friend, win a prize" campaign, as well as producing a new range of factsheets aimed at encouraging basic education about unions and related issues.

Two delegates represented UCU at the 2011 TUC Young Workers Conference (from an entitlement of four).

---

## **SUPPORT FOR ACTIVISTS**

UCU provides support for activists with children or other caring responsibilities for national conferences, courses, and meetings.

## **REGIONS**

UCU has four regions relevant to SERTUC's borders: Eastern and Home Counties (Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk, Suffolk), London, South (includes Berkshire, Channel Islands, Hampshire and the Isle of Wight, Oxfordshire), and South East (Kent, Surrey, Sussex).

There are 45 paid regional officials in total in the regions, 51% women, 4.4% disabled.

*Eastern and Home Counties:* 8,794 members (53% women, 1.3% LGBT, 1.7% young, 7.6% retired)

*London:* 17,312 members (53% women, 3% LGBT, 1.1% young, 6% retired)

*South:* statistics unavailable at the time of writing

*South East:* 4,337 members (56% women, 2.6% LGBT, 1.5% young, 12% retired)

UCU does not have regional officials specifically charged with being responsible for equality. It does have Equality Reps within branches who receive training and facility time. They are currently working on developing regional equality networks and representatives from the Equality Unit are visiting several regions over the next year to set up regional meetings of equality reps.

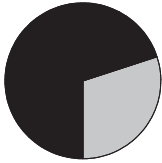
They currently have women's, black members and LGBT networks in some regions (none in the SERTUC region) and note that other regions have tried to set up networks but have not had any take up from members.

## **THE WIDER MOVEMENT**

UCU sent its full delegation of eight to the 2011 TUC Congress. There is a requirement to elect at least one black delegate and for at least half the total delegation to be women. 63% of the delegation was female, 12.5% black, disabled and LGBT. Six of the eight were lay members.

The union says it is not active in the trades councils movement.

It is not affiliated to the Labour Party.



**MEMBERSHIP**  
70% women

**OVERVIEW**

Unison (or its constituent unions prior to 1994) has appeared in every one of our surveys! Membership has increased since 2008 by 2.3%.

Women’s membership is 70% of the total (76% in 2008), 6% of the membership is young (the same as in 2008). Unison comments that statistics for the other equality strands are under-reported and therefore not reliable.

Of 402 paid national officials at National Officer grade and above, 49% are women (up from 40% in 2008), 8% black (was 6.6%), and 13% young. Disabled and LGBT figures are not available.

Unison’s National Executive Council of 67 members is 66% women (64% in our last survey), 10% black (7.5% in 2008), 6% disabled (1.5% in 2008), and 3% young. LGBT figures are not monitored. Four seats are reserved for black members and one for a young member. Proportionality in line with the composition of women’s membership applies to women’s representation and fair representation applies to ensure that other groups are represented. For example, there are 13 “low-paid” seats for low-paid, part-time women.

The 2011 National Delegate Conference comprised 1,878 delegates, 65% were women (again, up from 60% in 2008). Detailed figures for other strands are not available, but there are a number of reserved seats with speaking but not voting rights: two black members from their National Committee, two disabled members from their National Committee, 14 retired members (two from the National Committee plus one from each of the 12 regions), and the same for young members. Unison comments that they are striving to achieve proportionality and inclusiveness in member representation at conferences and figures are taken from registrations of delegates (including sharers) and visitors on the conference database. Although they do not show actual attendance they can be taken as a confident indicator.

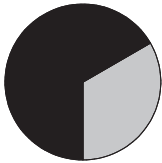
The National Director and National Secretary Equalities is a member of the union’s Senior Management Team and is responsible for the union’s six (women, black members, disabled members, young members, retired members, and LGBT members) equality committees and conferences, as well as the NEC Strategic Equality Liaison Committee and Membership Participation Unit. The Equality Liaison Committee is a Strategic Committee made up of the union’s president, two vice-presidents, chairs of NEC Strategic Committees and chairs and vice-chairs of the six National Equality Committees.

There is also a National Officer for each equality strand (six), supported by four Assistant National Officers. The National Officers are responsible for policy advice, campaigns and development, and their appropriate National Committees and Conferences.

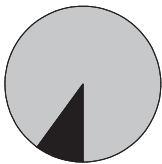
**WOMEN**

All branches and regional women’s conferences elect the members of the National Women’s Committee. There are two reps from each region, three if they are larger regions, and it also includes reps from other equality self

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
66% women



**EXECUTIVE**  
10% BAME

---

organised groups (LGBT, disabled, black and young members) to achieve fair representation.

The annual National Women's Conference is made up of delegates from branches and regions and representatives of other self organised groups. Its remit is to advise the NEC on policies, priorities and issues relevant to women, to promote the interests of women and to promote union organising. 500 delegates attended the last one in February 2012.

Key issues were public sector job cuts, women's unemployment, pensions and women, cuts to welfare, a woman's right to choose, violence against women, legal aid, transport, jobs and rural services, attacks on employment rights, pregnancy and maternity.

Unison sent a delegation of 25 (from an entitlement of 30) to the 2011 TUC Women's Conference.

The union runs education courses specifically for women members. For example last year, 190 attended courses on the public sector equality duties, 600 on equal pay, 1,400 on pensions, and 7,000 stewards were trained on general equality issues.

The Unison website has a dedicated section for women members. There is a wide range of equality e- and printed publications, and a daily women's newsletter published at conference.

Unison initiatives for women include leadership training, women and politics, empowerment and negotiations. Campaigns have included Women's No Pay Day, A Life Raft for Women (with the Fawcett Society), Women and Pensions, Equal Pay, Public Sector Equality Duties, and Defending Public Sector Jobs.

## **BLACK MEMBERS**

There is a Black Members Committee and Conference with a similar format to the women's structures.

450 people attended the last conference and key issues were stop and search and policing disadvantaged communities, black and young black unemployment, black people, pensions and poverty, defending public sector jobs and services, challenging racism, institutional racism and justice for Stephen Lawrence, mental health, inequalities in health, and the East Africa food crisis appeal.

Unison sent a delegation of 16 (from an entitlement of 24) to the 2011 TUC Black Workers' Conference.

Education courses for black members are run on many topics including Challenging Racism in the Workplace, Pensions, Public Sector Equality Duties, Race and the Law, Equality Act 2010, and Equality Reps.

Lay members of the National Black Members' Committee produce a quarterly journal *Black Action* and there is a dedicated section of the Unison website for black members.

Unison has organised seminars on leadership, and union organising, and campaigned on challenging racism in the workplace.

## **DISABLED MEMBERS**

There is a National Disabled Members Committee and Conference with a similar remit to the women's structures.

200 people attended the last conference and key issues were organising disabled members, employers' discrimination tactics, Access to Work, sickness absence and disability, stop disability hate crime, affordable social housing, and don't condemn young disabled people.

Unison sent a full delegation of 16 to the 2011 TUC Disabled Workers' Conference.

Education courses for disabled members are run on many topics including Challenging Disability Discrimination, Equality Laws and Harassment, Equality Act 2010, and Leadership.

Lay members of the National Disabled Members' Committee produce a daily magazine *Disability Times* at National Delegate Conference and a daily bulletin is produced at the Disabled Members' Conference. There is a dedicated section of the Unison website for disabled members.

Unison has organised seminars on organising, leadership, and challenging disability discrimination, and campaigned on welfare reform, cuts to disability services, pensions, and zero-hours contracts.

## **LGBT**

There is a National LGBT Members Committee and Conference with a similar remit to the women's structures.

250 people attended the last conference and key issues were equality analyses, still fighting for equality, English Defence League, WorldPride, erosion of equality and trade union rights, Localism Bill, local government cuts.

Unison sent a delegation of 15 (of a possible 16) to the 2011 TUC LGBT Conference.

Education courses for LGBT members are run on many topics including training for the National LGBT Committee, Challenging LGBT Discrimination, and the Public Sector Equality duty.

*Out in Unison* is published quarterly, and daily at National Delegate Conference and is edited by lay members of the National Committee. There is a dedicated section of the Unison website for LGBT members.

Unison has campaigned on defending LGBT jobs and services, public sector pensions, and public sector equality duty.

## **PENSIONERS**

There is a National Officer whose remit is retired members, and two National Pensions Officers covering occupational and workplace, state and pensions policies.

The National Retired Members' Committee comprises two reps per region elected by regional committees. There is an annual National Retired Members Conference, last held in October 2011 and attended by 200 people. Key issues included the increase in the state retirement age, RPI/CPI, NHS care for the elderly, winter fuel allowance, 2012 EU Year of Active Ageing, and Unison has campaigned on all these issues.



## **YOUNG MEMBERS**

There is a National Young Members Forum (two reps per region plus the NEC young members' representative) and a Biennial Youth Forum responsible for policy developments and advising the NEC on issues relevant to young members. The next Biennial Youth Forum will take place in May 2012 (100 attended the last one). Key issues in 2010 included youth unemployment, young people and apprenticeships, education and Connexions, and the national minimum wage.

A full delegation of 16 attended the 2011 TUC Young Workers' Conference.

There is a quarterly journal for young members, *The Next Generation*.

Unison has encouraged young members' participation through training on leadership, and the Union Learning Rep and Stewards' Support Project, and campaigned on pensions for young people, and youth unemployment.

## **SUPPORT FOR ACTIVISTS**

The union provides support for activists with children or other caring responsibilities for national conferences, courses and meetings.

## **REGIONS**

Unison has three regions relevant to SERTUC: Eastern, Greater London, and South East.

*Eastern:* 99,935 members, 73% women, 4.5% young

*Greater London:* 158,692 members, 70% women, 4.3% young

*South East:* 129,435 members, 72% women, 4.2% young

Paid regional officials at grade three (as for national officials) and above are:

*Eastern:* 24, 54% women (including the regional secretary)

*Greater London:* 26, 46% women (including the regional secretary)

*South East:* 26, 58% women

Unison employs dedicated Regional Women's Officers to service Regional Women's Committees. All regions have regional women's committees and annual women's conferences. Key issues vary from region to region as do the diverse range of regional courses run specifically for women members.

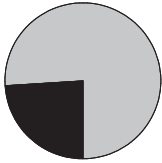
Regional Organisers have race, disability, LGBT, and retired members' equality as part of their remit and all regions have Committees and annual Conferences for these strands.

## **THE WIDER MOVEMENT**

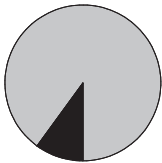
Unison sent a full delegation of 38 to the 2011 TUC Congress, of whom 66% were women, 18% black, 8% self-identified as disabled, 2.6% openly identified as LGBT, 5.3% young. Seats are reserved for equality strands based on proportionality as well as industrial/sectoral groups.

Unison is active in the trades councils movement.

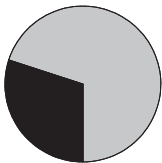
They are affiliated to the Labour Party and sent 45 delegates to the 2011 conference: 58% women, 16% black, 11% disabled, 4.4% LGBT, 4.4% retired and 7% young. 41 were lay members.



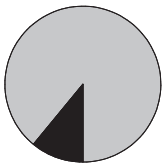
**MEMBERSHIP**  
24% women



**MEMBERSHIP**  
9% BAME



**EXECUTIVE**  
29% women



**EXECUTIVE**  
11% BAME

## OVERVIEW

Unite (or its constituent unions) has appeared in every one of our surveys. Comparisons cannot easily be made as in our last survey in 2008 Unite Amicus and Unite TGWU appeared as separate unions.

24% of Unite's members are women (in 2008 Amicus was 27%, TGWU 26%), 9% black, 1% disabled, and 3.5% young.

There are 29 paid national officials, 28% women and 3.5% black.

Unite notes regarding its equality breakdowns that all their membership and representative databases are being worked on and that the information is still not complete. Their computerised monitoring systems record all categories except LGBT. Their committee and conference Equal Opportunities Monitoring Forms do include LGBT and religion/belief.

The Unite Executive Council has 65 members, 29% women and 11% black. Elections take place on an industrially proportionate basis by region. There are regional, industrial and equalities seats, and minimum proportionality is required for women and BAEM members. These designated seats have now been extended to disabled and LGBT members, with observer seats for young members and retired members.

Unite's Policy Conference is biennial and the last one (2010) had 761 delegates. Of these 23% were women, 4% black, 4% disabled, 0.4% LG, 0.5% B, 0% T, 0.3% young. Elections take place on an industrially proportionate basis by region. Minimum proportionality of women and BAEM members is a requirement, and additionally regions nominate disabled and LGBT delegates. Diversity of religion/belief and non-religion/non-belief was also monitored on a voluntary basis.

An Assistant General Secretary has overall responsibility for equalities in the union, and there are also two National Officers for Equalities; one has the remit for women, disabled members, and retired members, the other for black members, LGBT equality, and young members.

Each equality strand has a national committee with the remit to guide the union in the equalities aspects of the aims of the union including to promote equality and fairness for all, including actively to oppose prejudice and discrimination on grounds of gender, race, ethnic origin, religion, class, marital status, sexual orientation, gender identity, age, disability or caring responsibilities.

Members of the different equalities committees are elected by the regional equality committee appropriate to their strand.

Unite has a Women, Race & Equalities Education specialist who is responsible for its equalities courses. There are a number of national education courses to support under-represented members and to promote equality.

There is an annual Women's School; four separate courses and joint sessions; courses for disabled members, LGBT, young, retired, and BAEM members, BAEM women. They have also held a number of equality courses for Unite organisers, and many national, regional and industrial courses for women,

---

BAEM, disabled, LGBT and young members. The union's website hosts pages for each of the equality strands.

### **WOMEN**

There is a biennial Women's Conference where motions and recommendations are passed and taken forward. This is taking place at the time of writing (March 2012) and was attended by about 130 delegates. Key issues were gender equality at work, equal pay, women's health, violence against women, and trafficking.

Unite produces *Together* magazine specifically for its women members.

Campaigns of specific relevance to women include the Unite Charter for Women, family friendly rights, zero tolerance, and equal pay, the promotion of Unite women in the media, International Women's Day, International Day for the Elimination of Violence Against Women, Chainmakers Festival, Women No Pay Day, and anti-trafficking campaign.

Unite sent a delegation of 34 (entitlement was 36) to the 2011 TUC Women's Conference. A minimum proportion of BAEM women is a requirement in the delegation and seats are also reserved on a rota basis to support the involvement of young women, disabled and LGBT women.

### **BLACK MEMBERS**

There is a biennial Black Members' Conference where motions and recommendations are passed and taken forward. The last one in 2010 involved 61 delegates and key issues included race equality at work, involvement of BAEM members in Unite, migrant workers, and anti-fascism.

Campaigns of specific relevance to black members include the Race Forward Campaign whose aims include focussing on closing the ethnic minority employment and pay gaps, fighting for equality of opportunity in promotion, dealing effectively with racial harassment, discrimination and bullying, negotiating for union equality reps, ensuring the fair treatment of migrant workers, and organising and recruiting black, Asian and ethnic minority workers into Unite. They held training on this campaign for reps in workplaces with high numbers of BAEM members encouraging them to become involved with recruitment and organisation. Also supporting Black History Month with a national and regional BAEM organising campaign, and participation and organisation of activities for the fight against the far right by working with the National and Regional BAEM Committees to develop links with the community and other organisations.

Unite sent a delegation of 30 to the 2011 TUC Black Workers' Conference (there is a minimum proportionality for women).

### **DISABLED MEMBERS**

There is a biennial Disabled Members' Conference where motions and recommendations are passed and taken forward. The 2010 conference was attended by about 56 delegates. Key issues included Unite National Campaign on Disability Equality at the Workplace, mental health at work,

involvement of disabled workers in Unite, and hate crime against disabled people.

Activities of specific relevance to disabled members included the production of a badge to celebrate International Day of Disabled People, and Unite is in the process of organising a taster session on introduction to sign language. They have been campaigning on disability living allowance, stress and mental health, and Remploy.

Unite sent a delegation of 30 to the 2011 TUC Disabled Workers' Conference.

### **LGBT**

There is a biennial LGBT Members' Conference where motions and recommendations are passed and taken forward. The last one in 2010 involved 37 delegates and key issues included organising LGBT workers, zero tolerance, education on LGBT equality, and international LGBT human rights.

Campaigns of specific relevance to black members include production of the "Have Your Say" card to highlight priority issues for LGBT people (a survey filled in by LGBT people, particularly at Pride events, to choose the top issue from a list of eight), involvement in national and regional Pride events, including trans and black Prides as well as IDAHO events, support for LGBT History Month.

Unite sent a delegation of 26 to the 2011 TUC LGBT Conference (there is a minimum proportionality requirement for women and BAEM members).

### **PENSIONERS**

There is a National Pensioners Committee and the union will be holding its first Retired Members Conferences shortly.

### **YOUNG MEMBERS**

There is a biennial Young Members' Conference where motions and recommendations are passed and taken forward. The last one in 2010 involved 22 delegates and key issues included jobs and the recession, apprenticeships, national minimum wage and age rates, and work-life balance.

Campaigns of specific relevance to young members include updating the Unite Schools Pack (an activity pack to introduce trade unionism to school children aged 14 to 16), training for young members to deliver the pack, a course for young members on union structure, campaigning and organising, election of young member Regional Committee delegates, and the Choose Youth Campaign.

Unite sent a delegation of 16 to the 2011 TUC Young Workers' Conference.

### **SUPPORT FOR ACTIVISTS**

Unite provides support for activists with children or other caring responsibilities for national conferences or meetings.

### **REGIONS**

Unite has two regions relevant to SERTUC: London & Eastern, and South East. All Unite regions have a Women's & Equalities Organiser.

All regions have Regional Women's Committees (on which a minimum proportionality of BAEM women is a requirement) as well as committees for the other equality strands.

*London & Eastern:* 310,016 members (29% women, 23% black, 1.1% disabled, 0.2% LGBT, 15.5% retired, 3% young)

The London & Eastern Regional Committee comprises 55 members (29% women, 16% black, 3.6% disabled, 3.6% LGBT)

As well as a Women's & Equalities Organiser, the region also has Regional Officers responsible for race equality, disability and LGBT equality.

The last London & Eastern Regional Women's Conference in 2009 had as its key issues: the effects of recession on women, gender pay gap, women's health, harassment and bullying, and trafficking.

The last London & Eastern Regional Black Members' Conference in 2009 had as its key issues: impact of recession on black people, Black History Month, statutory rights for union equality reps.

The last London & Eastern Regional Disabled Members' Conference in 2009 had as its key issues: disability equality at work, universal benefits, and Disability Living Allowance.

The last London & Eastern Regional LGBT Conference in 2009 had as its key issues: involvement at Pride events, organising and monitoring for LGBT union equality reps.

*South East:* Clear membership figures were not available at the time of writing, but Unite says approximately 7% of its South East region members are BAEM.

The South East Regional Committee comprises 35 members (20% women, 0% black, 9% disabled, 6% LGBT, 3% retired)

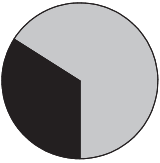
The last South East Regional Disabled Members' Conference had as its key issues: effects of recession on disabled workers, statutory rights for equality reps, International Day of Disabled Persons.

## **THE WIDER MOVEMENT**

Unite was represented at the 2011 TUC Congress by 38 delegates, 29% women and 8% black. The delegation must meet minimum proportionality for women and BAEM members. National equalities conferences (women's BAEM, disabled, LGBT and young members) all elect delegates. The majority of delegates were lay members.

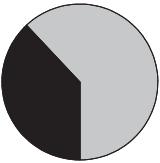
The union is active in the trades councils movement and provides advice and guidance as well as financial support.

Unite is affiliated to the Labour Party and sent 78 delegates to the 2011 Labour Party conference (breakdown unavailable, but the minimum proportionality of women and BAEM members applies and the vast majority were lay members).



**MEMBERSHIP**  
34% women

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
38% women

**BAME EXECUTIVE**  
not known

### **OVERVIEW**

Unity has appeared in our survey twice before under its former name of CATU and in 1997 had a membership of nearly 22,000.

34% of Unity's members are women, it was 43% in 1997. There are three paid officials of unstated gender.

Unity's National Executive Committee comprises 16 people, 38% of them women.

There is a Biennial Conference and the last one in 2010 had 45 delegates, 42% of them women.

As a small union, there is no regional structure.

### **WOMEN**

The union has no structures covering women members.

### **BLACK MEMBERS**

The union has no structures covering black members.

### **DISABLED MEMBERS**

The union has no structures covering disabled members.

### **LGBT**

The union has no structures covering LGBT members.

### **PENSIONERS**

The union has no structures covering retired members, but does run a two day retirement course for members approaching retirement.

### **YOUNG MEMBERS**

The union has no structures covering young members.

### **SUPPORT FOR ACTIVISTS**

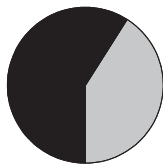
Unity does not provide support for activists with children or other caring responsibilities for national conferences or meetings.

### **THE WIDER MOVEMENT**

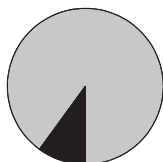
Unity was represented at the 2011 TUC Congress by its full entitlement of one delegate, a paid official.

The union is not active in the trades councils movement.

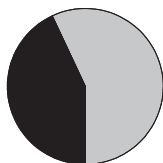
Unity is affiliated to the Labour Party and sent its full entitlement of one delegate to the 2011 Labour Party conference.



**MEMBERSHIP**  
59% women



**MEMBERSHIP**  
c.8.5% BAME



**EXECUTIVE**  
42% women

**BAME EXECUTIVE**  
not known

## OVERVIEW

The Union of Shop, Distributive & Allied Workers is one of the very few unions that has appeared in every one of our surveys. And since the last one in 2008 their membership has risen by 17%.

59% of USDAW's members are women (58% in 2008 at the time of our last survey), around 8.5% black, and 19% young (16% in 2008).

There are six paid national officials, 67% women.

The Executive Council is made up of 19 members, 42% women (it was 41% in 2008).

The 2011 Annual Delegate Meeting had 559 delegates, 51% women (the same as in 2008), 5.2% black.

There are two Equalities Officers responsible between them for women, black members, disabled members, and LGBT members. Their role is to identify and put into practice positive action measures that generate involvement and activity amongst these members, to co-ordinate the union's National Supporting Parents & Carers Campaign, and to look after the union's National Equalities Advisory Group (this has reserved seats for each of these four groups of members).

There is a section of the website dedicated to equality.

The Deputy Head of Education & Training looks after young members, and the Pensions Officer has the remit for retired members.

## WOMEN

Education courses are run specifically for women members. "Organising Women" is a week long training course at the union's residential "Summer School".

Throughout 2011 USDAW ran a major campaign focused on women, in particular the problems women members have when travelling to and from work. Around 4,500 women told the union about their journeys to work, either through filling out a survey, or coming to a women's get-together. As well as focusing on an issue of strong concern to women members the union saw this as an opportunity to re-focus on reaching out to women and to ensure their voices were heard in the union. Get-togethers were held in each region and were over-subscribed. Presentations on the campaign have been given to national regional officials and to over 1,000 reps. USDAW saw women who had never been to a union event before and believe this has increased women's engagement and connection with their union.

USDAW sent 16 delegates to the 2011 TUC Women's Conference.

## BLACK MEMBERS

USDAW has an annual Black Members Weekend Workshop involving three delegates from each of the union's seven regions. Key issues were document checks and migrant workers.

During 2011 the union held two get-togethers for black members from three

---

workplaces in the London region to encourage greater participation in USDAW/Tesco joint consultative structures and to stand as reps in forthcoming rep elections. The project was characterised by a high degree of one to one support for members and the extensive use of lay members as mentors. Since these events USDAW reports a measurable increase in the involvement and activity of black members from those workplaces.

USDAW sent nine delegates to the 2011 TUC Black Workers' Conference.

### **DISABLED MEMBERS**

The union is currently focusing on supporting members with mental health problems. Resources for reps have been published and presentations and training given to reps and activists at Divisional Conferences, Summer Schools, Federation Schools and Rep Seminars. They have also published materials and articles in the union's magazines to raise awareness amongst reps of the improved protection the Equality Act gives to disabled workers.

USDAW sent eight delegates to the 2011 TUC Disabled Workers' Conference.

### **LGBT**

Two pages of the union's in-house magazine for activists *Network* are given over to LGBT issues in the summer edition.

They support regional Pride events and hold regional get-togethers for LGBT members to encourage activity and involvement. Issues covered to date have been tackling bullying and harassment, rights for same sex parents, and biphobia.

USDAW sent nine delegates to the 2011 TUC LGBT Conference.

### **PENSIONERS**

USDAW holds a consultative annual Retired Members Conference, attended by four members from each of the seven divisional retired members committees. Key issues at the last one in May 2011 were transport, benefits, and care.

The union has recently re-launched a national pensions "home-study" for reps and members.

### **YOUNG MEMBERS**

There is a National Youth Committee comprising one member from each of the union's seven regions. Also an annual Young Members' Conference attended by the committee, Divisional Youth Committee members and young members. The last one was in November 2011, was attended by 32 members, and key issues were widening participation, and involving young people in social networking.

There is a National Youth Weekend where workshop topics include organising, involving young members in learning, politics and social networking, and issues for young people.

There is a dedicated website page for young members.



---

The union is to launch a Young Members Campaign in June 2012, and has a dedicated social evening “the Youth Disco” at USDAW’s ADM.

USDAW sent six delegates to the 2011 TUC Young Workers’ Conference.

### **SUPPORT FOR ACTIVISTS**

Creche facilities are provided for the ADM, and childcare support for other union events is arranged to suit members’ needs on a case by case basis.

Members are encouraged to inform the union of any childcare issues at the point at which they are invited to attend.

### **REGIONS**

USDAW has two regions relevant to SERTUC: Eastern Division, and Southern Division.

There are Divisional Equalities Forums in each region that have reserved seats for women, black members, LGBT members, and disabled members. Each division appoints a paid official to co-ordinate the divisional equalities work and to oversee the Equalities Forum.

Each region has two Divisional Conferences a year and Divisional Equality Forum members are given space to report back to Divisional Conferences on their activities and to circulate a newsletter.

There are also Divisional Youth Committees and Divisional Retired Members Committees in each region.

Divisional get-togethers for women, black members, and LGBT members are organised, usually with some training aspect. Establishing regional get-togethers for disabled members has been identified as a priority for 2012.

*Eastern Division:* 15 paid officials, 13% women, 0% black

A Divisional Council of 10 members, 50% women, 0% black

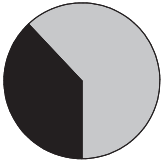
*Southern Division:* 14 paid officials, 13% women, 14% black

A Divisional Council of 10 members, 60% women, 20% black

### **THE WIDER MOVEMENT**

USDAW’s delegation to the 2011 TUC Congress numbered 14, 36% of them women. Ten were lay members.

The union is affiliated to the Labour Party and sent a delegation of 37 (57% women, 5.4% black) to the 2011 Conference.



**MEMBERSHIP**  
38% women

### OVERVIEW

Welcome to the first appearance of the Writers' Guild of Great Britain in our survey.

38% of WGGB's membership is female and 7% of the total are retired. Other membership details are unavailable.

There are two paid national officials, one of whom is a woman.

WGGB's Executive Council comprises 20 members (55% are women, and one is disabled). There are no seats reserved for particular types of members.

Their Annual General Meeting, which is open to all members, attracted 45 participants (over 2% of the membership!); other details are not available.

As a small union, WGGB has no regional structure.

### WOMEN

The Deputy General Secretary (female) has responsibility for women members. The union did not attend the 2011 TUC Women's Conference.

WGGB is conducting a campaign to improve the proportion of women writing drama and comedy for BBC TV and radio.

**BAME MEMBERSHIP**  
not known



**EXECUTIVE**  
55% women

### BLACK MEMBERS

The union has no structures covering black members.

### DISABLED MEMBERS

The union has no structures covering disabled members.

### LGBT

The union has no structures covering LGBT members.

### PENSIONERS

The union has no structures covering retired members.

### YOUNG MEMBERS

The union has no structures covering young members.

### SUPPORT FOR ACTIVISTS

In the past the WGGB has not provided support for the participation of activists with children or other caring responsibilities but would respond positively to a request.

**EXECUTIVE**  
0% BAME

### THE WIDER MOVEMENT

One delegate (a woman lay member) attended the 2011 TUC Congress.

The union is not active in the trades councils movement.

WGGB is not affiliated to the Labour Party.

Previous SERTUC surveys

---

<i>Moving towards equality</i>	1987
<i>Still moving towards equality</i>	1989
<i>A step closer to equality</i>	1992
<i>Struggling for equality</i>	1994
<i>Inching towards equality</i>	1997
<i>New moves towards equality</i>	2000
<i>Waving not drowning</i>	2004
<i>Treading Water</i>	2008

Further copies are available from

---

SERTUC  
Congress House  
Great Russell Street  
London WC1B 3LS  
020 7467 1220  
sertuc@tuc.org.uk  
www.tuc.org.uk/sertuc  
published March 2012

*printed by* Upstream 020 7358 1344  
cooperative@upstream.coop