

# WEST COUNTRY WORKERS

NEWS FROM THE SOUTH WEST TUC  
ISSUE 9 2020

♥ UNIONS

TUC South West

Changing the world of work for good



## NOT JUST BANTER

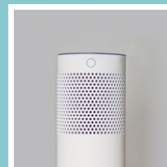
Unions tackle sexual harassment



### Cheers, drive

Life on the buses

Pages 4 & 5



### Hey Alexa!

Are robots coming for your job?

Page 6



### Seaside fun

Happy Union Holidays

Pages 10 & 11

# Not just a bit of banter

## Sexual harassment has long been a problem in our society.

From cat-calling in the streets to offensive comments, lewd remarks and sexual assault in workplaces – speak to a roomful of women and you’d be hard-pressed to find someone who hasn’t felt uncomfortable because of comments or actions made of a sexual nature.

A few years ago, TUC’s ‘Still just a bit of banter’ report found more than half of women surveyed had experienced some form of sexual harassment or abuse in their place of work.

The Harvey Weinstein scandal made a lot of people angry, and the #MeToo movement brought people together in solidarity to say enough is enough.

The TUC has exposed how sexuality and age are other factors; two-thirds of LGBT+ workers told us they too had experienced sexual harassment at work in the space of a year.

And in our ‘Not part of the job’ report, workers under 30 disclosed equally shocking levels of abuse from members of the public including clients and customers.

Too many employers are ignoring the reality that people are being sexually harassed whilst at work, even when they hear of it or see it happen. And whilst there’s some legal protection from sexual harassment under the Equality Act, there’s currently no legal duty on employers to take proactive action to prevent sexual harassment from happening in the first place.

An RMT rep told us about a duty station manager who followed women into the toilets and exposed himself to them.

“We all knew what he was doing but no-one was talking about it because we were too afraid to say anything. I think it went on for a year, maybe more.”

The perpetrator was eventually jailed, but not before managers let him quit his job.

In this situation, a series of sexual harassment and abuse cases created a toxic and unsafe working environment. And yet, like many others, the burden to report and

pursue a case fell squarely on the victim.

Four in five women told the TUC they felt unable to report sexual harassment to their employers, and

## What is sexual harassment?

**The Equality Act 2010 defines sexual harassment as unwanted conduct of a sexual nature which has the purpose or effect of violating someone’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.**

### Some examples:

- indecent or suggestive remarks
- questions, jokes or suggestions about your sex life
- the display of pornography in the workplace
- the circulation of pornography (by email, for example)
- unwelcome and inappropriate touching, hugging or kissing
- requests or demands for sexual favours

### What to do if you’re being sexually harassed

- if you feel safe and confident enough, tell the harasser to stop. You may want to have a friend or union rep with you when you do this
- keep a record of times, dates, locations and witnesses to any incidents
- keep copies of any emails, texts, online material or social media posts related to the harassment
- talk to colleagues to find out if they’ve witnessed or suffered similar treatment

**Speak to your union rep!**

“We all knew what he was doing but no-one was talking about it because we were too afraid to say anything”





Joining a union is your  
biggest protection

with very few feeling able to report it to anyone. It's not hard to see why. Reporting incidents of sexual harassment can be isolating, confusing and potentially traumatic, especially if nothing changes or the situation gets worse.

A recent Musicians Union survey found 66% of members felt more vulnerable to sexual harassment because they were Freelancers and feared the consequences to their career.

Deputy general secretary Naomi Phol said: "We're aware of far too many cases of talented musicians leaving the industry due to sexism, sexual harassment and abuse because those who speak out can face court action for defamation."

Employers are often more concerned to avoid bad publicity than protect the safety and welfare of their staff. Some have taken drastic measures to keep victims quiet. One woman tweeted about her own experiences of sexual harassment, unrelated to her current employer, yet was victimised by management for speaking out and faced disciplinary action.

Her union, Prospect, supported her throughout the case, but it meant relationships were effectively broken down and she soon left the company.

The use of Non-Disclosure Agreements (NDAs) - legally

A recent Musicians Union survey found  
66% of freelance members felt more  
vulnerable to sexual harassment



1 in 2

Women have been  
sexually harassed at work

sexual harassment and victimisation.

Our campaign calls on the government to make employers responsible for ensuring the safety of their staff, and gives reps more ammunition to hold employers to account if they fail to protect staff.

When we asked our network for examples of cases of sexual harassment, we heard horrific stories.

But we also heard great

cases of reps supporting their members and changing toxic working cultures.

Joining a union is your biggest protection. But we also need to see greater legal protections that place pressure on employers who do nothing despite the harm their workers are facing.

For more see new EHRC guidance  
[www.equalityhumanrights.com/en](http://www.equalityhumanrights.com/en)

binding contracts that can introduce confidentiality clauses – to cover up sexual harassment incidents have been used to silence victims.

It's clear so much more needs to be done to protect workers, which is why we and more than thirty unions, charities and organisations have formed the ThisIsNotWorking alliance to demand a new, easily-enforceable legal duty that requires employers take all reasonable steps to protect all workers from

# “Cheers, drive”

By Tim Lezard

**B**uses have been in the news a lot recently and unions are working hard to look after the drivers.

There’s a growing understanding that buses will play a key role in addressing environmental concerns in the years ahead. Those concerns are shared by unions and, in Bristol at least, employers alike.

“There has to be investment to make buses less polluting,” stresses the RMT’s Barry West, who organises bus workers in Cornwall, Devon and Somerset.

“In rural areas, a lot of the vehicles are old and need replacing by more modern, cleaner buses. Many villages only have one bus a day, and that means people are more likely to use their cars. It’s an issue government has to tackle.”

James Freeman, the Managing Director of First West of England Ltd, says his company is leading the way, having introduced 21 gas buses, and planning to convert 77 more from diesel to gas in 2020.

Barry West, RMT Regional Organiser



“People talk about electric buses, but we decided to go a slightly different way,” he says. “We use Euro VI diesel because if you go to the worst pollution spots in Bristol, a Euro VI bus driving through there has cleaner air coming out of the back of it than it took in at the front.

“We went to biomethane, which is gas generated from waste food, human and animal excrement, and is carbon neutral because it’s not using fossil fuels to create it.”

There was much fuss made when the first buses went ahead, yes on the number two route!

“It has a better carbon footprint because it’s lighter – it doesn’t have massive batteries – so overall the emissions are better than diesel.

“Overall the package is very attractive. It’s affordable. We are putting £25m into gas buses which we can afford thanks to a government grant. We have to buy those buses, whereas if they were electric, they would cost twice as much to buy and we couldn’t afford them.”

James Freeman’s first job was as bus conductor out of the Lawrence Hill depot in 1975 – “the only job I’ve had a net weight loss in all my career!” – and returned to the city in 2014, after working for a variety of bus companies in the south of England.

“Back in 1987 when the National Bus Company was being privatised, the company I was MD of (a very

little company) was being sold to somebody else,” he recalls, “so we sat down with our trade union colleagues and we bought it out from underneath the new buyers, with an employee-ownership.

“It was called the People’s Provincial Buses and it was an amazing experience, a fantastic thing. I

can remember when we started it, sitting in the back of a bus in Fareham bus station, saying to the T&G and NUR reps: ‘We’re going to be sold to these people, none of us like it, how can we fix it? One thing we might be able to do is buy our own business’, so to cut a long story short, we were able to do that.



“Our buses are powered by biomethane, which is gas generated from waste food, human and animal excrement, and is carbon neutral”





Unite rep Andy Worth

“That’s when I learned at the sharp end how working with trade unions was a really good way of making things different.”

He says that experience stays with him today, encouraging him to work with, rather than against, union reps.

The main issues for bus drivers – other than pay and general working conditions – are around safety and toilet dignity.

“Drivers aren’t able to get toilet breaks because so many public toilets have been closed,” says Andy Worth, Unite rep and bus driver based in Plymouth. “We went out and spoke to a dozen pubs in the city and arranged for drivers to use the toilets there.”

Barry West agrees, saying: “People are driving five and half hours without breaks. And even if they could stop and go to the toilet, the toilets don’t exist because councils are closing them down. It’s a nightmare.

“We have drivers who have become incontinent from having to hold themselves in for so long. And for women at that time of month – how the hell are they supposed to cope?”

Driver safety is another problem, with members increasingly facing aggressive and violent passengers. There’s a debate about whether this should be addressed with screens protecting the driver.

“Without the screens, there’s less animosity, less of a barrier, and the driver doesn’t feel so exposed and trapped,” says Andy Worth.

Barry West, who would prefer to have screens installed, also proposes training on how to deal with conflict, radios in the cab for emergency use and calls on the

James Freeman, Managing Director, First West of England



**“In all my working life, I’ve tended to work with trade unions because why wouldn’t you?”**

authorities to take action against perpetrators.

James Freeman says: “We have very strong relations with unions here. We’re lucky in having a very good district officer with Unite, somebody I knew when I was here before. We have a positive engagement. We don’t always agree but we have a

sensible relationship, and the consequence of that is, over time, we’ve done a lot of positive things for members.

“We have quite a lot of people working here who aren’t in a union – that’s just the way of the world these days – but we behave as if

everybody is. We couldn’t really manage otherwise.

“How do you negotiate with everybody, individually? It doesn’t work. There are people in our business who are able to represent the rest of the workforce and overall I think it’s very positive. In all my working life, I’ve tended to work with trade unions because why wouldn’t you?”

“Not everybody does, of course, but it’s not a point about philosophy, it’s about practicality. We have sensible people with whom we deal, and we do good business. We don’t always get it right, but we don’t have too much disagreement.

“Practically there isn’t too much to disagree about. We’re trying to organise our work in a way that is practical, that works, and people need to have work patterns they can cope with, otherwise they’ll vote with their feet and go and do something else.

“We have a common interest in getting the business to work.”

Jim Stevens, Unite’s convenor at Lawrence Hill, says the positive relationship between unions and employer has big benefits for his members.

“I’m in daily contact with the operations director and have monthly meetings with the MD,” he said. “And if things are urgent, I have an open invitation to speak to him, so any issues are nipped in the bud.”



# Hey Alexa! Are you stealing my job?



By Ines Lage

**A**ccording to the Office of National Statistics, 1.5 million people in the UK are in jobs that are significantly at risk of automation.

Most (70%) are held by women, but young people and part-timers are equally vulnerable.

When you look at the type of 'high-risk' jobs – waiters and waitresses, shelf stackers and elementary sales – all are relatively low-skilled. But artificial intelligence (AI) will replace the functions of higher-skilled jobs changing the way we work for good and bad.

A recent project confirmed that robots can read breast cancer scans as well if not better than radiographers. This will be good news for patients anxiously waiting for results given the shortage of skilled radiographers.

The most likely development will be a mixture of robot and human with automated systems dealing with the bulk of scans where the result is clear-cut and specialists

able to concentrate on the few more complicated cases.

Whatever happens, workers will need to learn new digital skills and gain greater confidence with technology.

Trade unions must stay on top of the increasing use of automation in our workplaces. The current UK Consumer Digital Index shows more than half (53%) of the UK's workforce don't hold the necessary digital skills for work – a shocking statistic given we're entering the next, significantly more fast-paced, digital revolution.

In addition, a recent report by the OECD highlighted how UK workers in jobs most at risk of automation were considerably less likely to have received training than others whose jobs were more secure.

The real work therefore is in ensuring the UK's working population have access to ongoing skills development that applies to their current job and adapts throughout their working lives and possible automation.

Failure to address the adult skills crisis means not only is the UK economy at risk of further productivity stagnation and low wage growth, but as unions we risk seeing our members (and potential members) lose their jobs, deskilled and facing a job hunt in a labour market that demands more and more digital literacy.

As many jobs will probably be created as lost through automation. The

climate emergency will also force a transformation in the way we live and work. Jobs will change and workers need a say in where they go and how good they are.

Unions have consistently succeeded in achieving more and better training opportunities and education programmes in workplaces, especially where they are strong. Unionlearn regularly showcases examples of how local workplaces have set up learning centres, organised courses for their members and indeed, the general workforce. We need to do more of this particularly on digital skills.

Usdaw led a successful campaign called 'Get Digital', encouraging reps to support members manage and gain confidence as their work became more digital – from self-service checkouts to downloading their payslips, reps faced a predominantly part-time workforce short of time and reluctant to engage.

Yet a union focus with innovative ideas and support has helped many improve their skills. Last year they developed a mobile learning centre taking laptops to workplaces and communities to engage more members to get digital.

The future of work will always be a threat to workers – if we are unprepared. Unions must never stop realising the huge benefits of learning and training opportunities especially when advancing technologies continue to shape the world of work for so many. Be warned, Alexa!



Trade unions must stay on top of the increasing use of automation in our workplaces



By Nigel Costley

# Online activism

**Outrage over sexual harassment burst around the world with initiatives such as 2017's #MeToo movement. It was the trigger for surprising revolts amongst workers of some global organisations.**

An online campaign last year prompted an international staff walkout at Google as workers protested against

their employer's handling of sexual misconduct, forcing the firm's top management to respond with promises of significant change. Luxury clothing retail company Ted Baker was embroiled in a row after an online staff petition demanded an end to "forced hugging by the CEO" and a "culture that leaves harassment unchallenged". The petition alleged boss Ray Kelvin "regularly makes sexual innuendos" and claimed that many people had left due to harassment at work. The action forced Kelvin to stand down.

Following these cases, bosses' law firm Herbert Smith Freehills found 76% of big company executives expected to receive similar online petitions. But whilst taking this kind of action seems natural to working millennials, it can be risky too.

Without a union to protect their rights, Google was able to fire or demote key activists after the walkout. Finding a way to combine the power of unions with the reach of digital is important if we want to mobilise members now used to doing everything digital-first. Online campaigns can help unions respond not just to pressing issues such as harassment at work but a wide range of employment matters and industrial concerns.

There have been a number of great union digital campaigns recently, such as the NEU's effective SchoolCuts campaign. But many unions still need to build up their capacity to make the most of the new tools and techniques.

Megaphone is a new platform for unions to run their own digital

campaigns, with support from the TUC digital team.

TUC Digital Campaigner Anthony Hayes said: "Done well, petitions are an effective way to influence decision-makers. They're also great ways to introduce union issues to members, their friends and groups of workers new to the union."

Megaphone is already the petition platform of choice for Australian unions, with 300,000 people taking online actions. And the UK version is growing fast too. More than 100,000 supporters joined in 2019.

## How does it work?

If you have a union campaign you want to tell the world about, setting up a new petition on Megaphone UK is really simple. Head to [www.megaphone.org.uk](http://www.megaphone.org.uk) and sign up for a free account. Once you've written your petition and added an image, the TUC digital team can offer helpful campaign advice and your petition can go live.

Unions can have their own page on the platform, hosting all the petitions they're running. For example, Megaphone supported the FBU's campaign against fire and safety cuts in Devon and Somerset, which

has picked up more than 30,000 supporters so far.

Megaphone campaigns are optimised for sharing on social media; a powerful personal story can spread your campaign a long way online. The TUC digital team's experts can answer any questions and can advise how best to tell the story or reach the people you need to.

## A tool for the movement, by the movement

"There are lots of ways to run petitions," says Anthony, "but by choosing to build union campaigns together, we'll can take advantage of our movement's solidarity. Each union's members can add their weight as allies in other workers' campaigns and help spread the word much further. Unlike some platforms, the TUC won't sell access to supporters' data to other organisations, or host union petitions next to hostile campaigns."

Unions have a lot to gain from embracing the speed and reach of these new tools, whilst still keeping true to our personal relationships and core values. Find out more, start your own campaigns, or support other workers across the movement by visiting [www.megaphone.org.uk](http://www.megaphone.org.uk)



A powerful personal story can spread your campaign a long way online

# Super six stand up for fairness at work

Standing up to be counted



**T**here are many examples of union action making work better for people.

Sometimes union members have to stand up against unfair plans by management. Administrators and medical secretaries employed by Avon and Wiltshire Mental Health Partnership Trust voted overwhelmingly in favour of taking industrial action over a proposed restructure and pay cut of up to 12.5%. Around 95% of staff at the trust voted for action on a turnout of 73%, which is well above the legal threshold for industrial action.

The action forced the employer to think again and the plans were dropped.

UNISON member and Team Secretary Sue Gill said: "I could have lost almost £200 per month from my pay packet if the proposed restructure went ahead.

"The plans made many staff, including myself, feel undervalued for the work we do.

"For a number of years vacancies within the trust have been unfilled

and the strain is now showing. The restructure would have made the situation much worse."

The six women at the centre of the fight have been awarded the Organisers of the Year Award by UNISON South West.

Amber Cadogan, Amy Harry, Carol Crickmay, Kamala Richards, Kirsten McCann and Sue Woodland recruited members, helped to organise two days of lunchtime demos across more than thirty workplaces. All six were new to UNISON activism and, meeting every week, they mobilised turnout for the formal ballot and effectively ran the dispute.

Membership increased significantly in an area where it had not previously been strong. Several new reps were recruited.

**Membership increased significantly in an area where it had not previously been strong. Several new reps were recruited**

They negotiated with the employer in a series of day-long meetings, often working on job descriptions and staffing structures in their own time. The Trust's new chief executive was persuaded to scrap the plans, saving an overwhelmingly-female staff from pay cuts and job loses.

Wiltshire and Avon Health UNISON Branch Secretary Andrew Cork said: "We were delighted that AWP's chief executive chose to listen to the views of the overwhelming majority of

admin staff, by withdrawing these plans which would have more strain on already-stretched mental health services.

"We believe UNISON's campaign, the fantastic level of engagement from admin staff themselves, and in particular the three votes which repeatedly demonstrated our member's willingness to take strike action over this issue, all played an essential role in reaching this point."

**The six women at the centre of the fight have been awarded the Organisers of the Year award by UNISON South West**



Award winners with Josie Bird UNISON President, second from right



# CAUSE OF FREEDOM!

The LONDON CENTRAL DORCHESTER COMMITTEE feel great pleasure in informing their Fellow-Workmen and all Enemies to Oppression, that a

# PUBLIC DINNER

WILL TAKE PLACE AT

WHITE CONDUIT HOUSE,

ON

Monday, April 25, 1836,

IN CELEBRATION OF THE REMISSION OF THE SENTENCE

ON THE

# DORCHESTER LABOURERS,

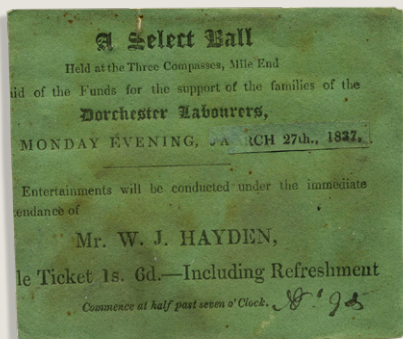
And in Commemoration of the Moral Power displayed by the Working Classes of London in their great

**T**he transportation of the Tolpuddle Martyrs was a severe punishment for administering an illegal oath in the process of forming a trade union, writes Nigel Costley.

After the 1834 judgement a wave of protest swept across the country. A massive petition, a huge demonstration in London, legal arguments and protests in Parliament led the government to offer a conditional pardon. The six Dorset labourers had been split up and put to work in Australia and Tasmania.

Communicating with them was a slow process but their leader, George

Select Ball Ticket -raising funds for the returning Dorset men and their families

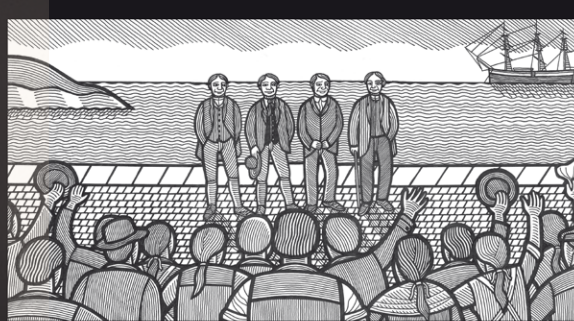


Loveless, stood his ground insisting on a full pardon and passage home to freedom. He wasn't even informed of his pardon and discovered it in a local newspaper.

The government had tried to rid themselves of the Tolpuddle problem with an offer of free pardons and to transport the families to Australia to join the men. George Loveless demanded they be returned home as free men. But he feared that his wife might be on the six-month journey and they may miss each other if he took the first ship home. He eventually boarded the ship *Eveline* on 30 January 1837 and landed quietly in London on 13 June. He was met by the London to Dorchester Committee that had led the campaign to win their freedom but they chose not to make any public demonstration preferring to await the return of his comrades.

George's brother James Loveless, James Brine, Thomas and his son John Standfield set sail on the ship *John Barry* on 11 September 1837. It cast anchor in Plymouth Sound on 17 March 1834, exactly four years after their trial in Dorchester.

When word got out of their homecoming, people flocked to the



## TOLPUDDLE MARTYRS

The Tolpuddle Martyrs were six farm workers from Dorset transported to Australia in 1834 for the crime of forming a trade union. They won free pardons after a mass campaign and on 18 March 1838 James Loveless, James Brine, Thomas and John Standfield landed here.

*We will, we will, we will be free*

Erected by Plymouth Trades Council and South West Trades Union Congress

## COMING HOME AS FREE MEN

quayside to greet them. A welcome party was arranged at the Dolphin Inn and the Plymouth Committee of Trades, forerunner to the current Trades Council, led by James Keast put them up and organised a public meeting in the Mechanics Institute, Princes Square on 22 March.

The next day the four took a coach to Exeter where a further public meeting was held. They then went to Dorchester complete with new clothes and travelling caps. They enjoyed a rest in the Antelope Inn and joined their families before travelling

to London to meet George Loveless and for a grand welcome at White Conduit House joined by some 2,000 people.

The campaign to free the men had raised funds to look after the families until their return. Now funds were

The story of the Dorset farm workers helped inspire the early trade unions and the wider demands for voting reform

WILL. PRESIDE.  
COMMITTEE OF MANAGERS  
Messrs. T. BAKER. J. BROWN. W. ISAACS. G. TOMES.  
LONDON DORCHESTER CENTRAL COMMITTEE  
Mr. W. ISAACS, 7, Saffron Street, Saffron Hill  
T. BAKER, Young's Coffee House, 77, Curtain Rd.  
G. TOMEY, 33, Little Russell Street, Bloomsbury  
J. RICHES, 11, Marmaduke Court, John Street, St. George's East  
J. DAY, 1, Linton's Place, Limehouse Lock  
J. WHARTNABY, 61, John St., Blackfriars Road  
WINN, 11, Hatfield Place, Cross Street, Broadwalk  
WALKER, 6, Marlborough Street, New Cut  
BURKINYOUNG, 2, Richmond Place, East Lane, Walworth  
BROWN, 91, Leather Lane  
BARNES, 1, Collingwood Street, Camberwell

STEWARDS.  
Mr. W. D. SAULL, (Treasurer), 15, Aldersgate Street  
Rev. Dr. WADE, 8, Trevelick Terrace, Pimlico  
Mr. A. H. BEAUMONT, 24, Brompton Square  
J. ROBERTS, BLACK, M.D., Chelsea  
Mr. W. HOAG, 1, St. George's Place, St. George's East  
G. SPURGEON, 1, St. George's Place, St. George's East  
Mr. PARTRIDGE, 1, St. George's Place, St. George's East  
JOHN BELL, 1, St. George's Place, St. George's East  
PETERS, White  
HAMILTON, 1, St. George's Place, St. George's East

The new plaque to be unveiled on Plymouth quayside by Frances O'Grady, TUC General Secretary on 18 March

collected to rent them a farm in Essex. The story of the Dorset farm workers helped inspire the early trade unions and the wider demands for voting reform. The men spoke at a number of Chartist meetings and George Loveless wrote a number of pamphlets including *Victims of Whiggery* and *The Church Shown Up*.

It took another year for James Hammett, the last of the six Tolpuddle Martyrs, to get home. His arrival was cause for another celebration, held at what is now called the Old Vic in London. James and even George were overcome with emotion at the large crowd and were unable to speak. It was left to the twenty-five-year-old John Standfield to speak on behalf of the six.

James Hammett returned to Tolpuddle as a building worker. The others set sail once more, this time to a new life in Canada.



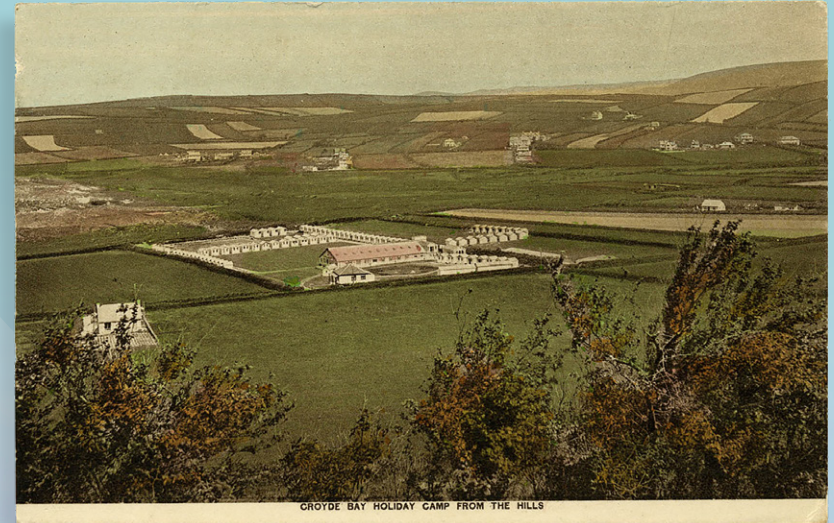
# Unions creating happy holidays

**H**olidays have always been part of trade union campaigns.

Thanks to the work of unions down the years we can enjoy paid time off work to rest, relax and have fun. But it didn't stop there for some unions. In 1930 the National Association of Local Government Officers – now part of UNISON – bought a small holiday camp in Croyde Bay so members could enjoy a vacation on the beautiful north Devon coast.

The camp had 95 asbestos huts, a recreation room, a dining hall and a putting green. It relied on its own electricity plant and water-well but it was well-placed next to the glorious sand dunes and beach of Croyde Bay. The camp became popular with NALGO members and gave the union an added dimension to its work. The union soon invested in upgrading the facilities.

When war broke out the centre became NALGO's HQ until US forces requisitioned it to prepare for D-Day and the liberation of Europe.



CROYDE BAY HOLIDAY CAMP FROM THE HILLS

A view of the holiday centre in the 1930s

NALGO holiday families gather for a great photo on the Croyde Bay dunes in 1937



When war broke out the centre became NALGO's HQ until US forces requisitioned it to prepare for D-Day and the liberation of Europe





After the war holiday camps boomed and a week in Croyde Bay included games, entertainment and a collective spirit that led families to return year after year. After arrival volunteers were elected to help organise the games and award the prizes.

By the 1970s this style of holiday was in decline, losing out to cheap foreign holidays.

UNISON transformed the centre offering a range of options for visitors from self-catering chalets to hotel facilities. Upgraded swimming, sports and entertainment facilities provide a great base from which to explore the north Devon area and the bay is one of the best surfing beaches.

**UNISON transformed the centre offering a range of options for visitors from self-catering chalets to hotel facilities**

The South West TUC Annual Conference has become one of a number of regular trade union events at the centre. It hosts weddings and other community events. The centre treats its staff well, with rival tourist employers complaining that it poaches the best staff in the area.

*The CWU acquired the Elstead Hotel in Bournemouth in 1982 which was opened by Norman Willis the TUC General Secretary. It also offers members good value accommodation and is a popular venue for training courses and conferences for the union and the local labour movement.*



**... IN A SHELTERED BAY ON A RUGGED NORTH DEVON COAST**

Situated at the seas edge between Ilfracombe and Barnstaple, CROYDE BAY is one of the most modern centres in the country. Coach tours to well-known Devon beauty spots are arranged and the surrounding countryside delights the visitor. The centre is under the personal supervision of the resident manager.



# 4★ UNISON

## Croyde Bay Holiday Resort

Located right next to the beach in North Devon.  
3 & 4 Bedroom Lodges, 2 Bedroom Cottages and Hotel Rooms

[www.croydeunison.co.uk](http://www.croydeunison.co.uk)  
01271 890 890



**Croyde Bay**  
HOLIDAY RESORT NORTH DEVON



# Tolpuddle Martyrs' Festival 2020

12

**E**arly bird tickets are to be sold for this Tolpuddle Martyrs' Festival.

For the first time, festival-goers will be able to purchase reduced-price tickets for the three-day trade union event from the beginning of March. Normal tickets will be on sale from April 6.

Organiser Nigel Costley said: "We hear people often hold off making summer plans until they've confirmed their Tolpuddle tickets, so we'd like to give them the chance to do so earlier in the year... and save money at the same time."

The 2020 festival being held on July 17, 18 and 19, is a chance to celebrate the achievements of collective action.

Nigel Costley said: "It will be an opportunity to share ideas about

how we win the case for the labour movement and enjoy great music, entertainment and good company."

Already confirmed are the Cable Street Collective, Emily Capell, Beans On Toast, Jez Holland and the Djukella Orchestra, Negro Santa, Holly Carter, Back to the Planet, Amy True, Hussain Manawer, Jack Valero, The Leylines, Eternal Taal and the Celtic Social Club.

Nigel Costley said: "With more acts being added every week, 2020 promises to be as diverse and stimulating as ever. There are ideas being formed for drama, comedy and a major arts project around the theme of disability."

*Check out [www.tolpuddlemartyrs.org.uk](http://www.tolpuddlemartyrs.org.uk) for the latest news and catch the early bird tickets.*



© Jess Hurd/reportdigital.co.uk



Image: Sandeep Rattan

All TUC publications may be made available for dyslexic or visually impaired readers, on request, in an agreed electronic format or in accessible formats such as Braille, audio tape and large print, at no extra cost. Contact the South West TUC on 0117 947 0521.

January 2020

Designed by Rumba [www.rumbadesign.co.uk](http://www.rumbadesign.co.uk)

ISBN: 978-1-911288-67-1