**Wales TUC - December 2014 – Issue 15**

**All Wales Trade Union Equality Network Newsletter**

Another packed edition of the All Wales Equality Network Newsletter, this edition gives details of meetings, FREE Wales TUC run courses on becoming a Trade Union Equality Rep along with the most recent updates, news articles and much more.  If you would like your news to appear in future editions of this newsletter please email Nicola Savage at**nsavage@tuc.org.uk**

**Sign up to the All Wales Equality Network Newsletter** [**here**](http://eepurl.com/CxcgP)



**Dates of next All Wales Equality Network Meetings**

If you would like to join the **All Wales Equality Network** and meet, network and learn from Trade Union Equality Reps from across the Private and Public sectors in Wales join us at one of the meetings below.  The network is open to union members who have an interest in Equality and those who wish to become Trade Union Equality Reps in Wales.

Please email Nicola Savage at **nsavage@tuc.org.uk**

# All Wales Network Equality meetings January 2015

Thursday 22nd January – 2pm – 1 Cathedral Road, Cardiff

Monday 26th January - 2pm – Unite the Union, High St, Swansea

Thursday 29th January - 2pm - National Library of Wales, Aberystwyth

Friday 30th January 10am – Erddig Room, Glyndwr University, Wrexham

**Email** **nsavage@tuc.org.uk** **if you or any of your colleagues would like to attend any of the above All Wales Network Equality meetings.**

# All Wales Network Equality meetings April 2015

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**Email** **nsavage@tuc.org.uk** **if you or any of your colleagues would like to attend any of the above All Wales Network Equality meetings.**

# Wales TUC Equality Seminar April 2015

Wales TUC Equality Seminar Thursday 16th April Cardiff – Cardiff City Stadium

This is an all day event – Please be sure to put this date into your diary

**Please note that you will need to book your place via an on-line registration form.  As soon as registration is “live” I’ll let you know.**

# Joint meetings - Networks of Excellence July 2015

Joint meeting Networks of Excellence and All Wales Equality Network meeting – Our concentration will be on dyslexia and mental health.

Tuesday 7th July 2015 - Theatre Soar Merthyr

Wednesday 8th July 2015 – Venue to be confirmed - Brecon

Wednesday 15th July 2015 – Venue to be confirmed - Colwyn Bay

**Registration information is to be confirmed.  Watch this space!**

**Dates for your diary**

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| **World Book Day**5th March<http://www.worldbookday.com/>**Apprenticeship Week**9th March – 13th March <http://www.apprenticeships.org.uk/> | **World Book Night**23rd April <http://www.worldbooknight.org/>**Adult Learners Week**13th June – 19th June[www.niacedc.org.uk](http://www.niacedc.org.uk) |

**Become a Trade Union Equality Rep**

**Free courses available now**

These are the latest courses available for those who would like to become a Trade Union Equality Rep.  This is a FREE course and it’s interesting, inspiring and will help you to make a difference at work.  It’s also a great learning opportunity for you and you will be supported in your new role by the Wales TUC and by your union.  Give it a go!

**Devolved Public Sector in Wales**

The Wales TUC has developed a new 6-day training course specifically for those working in the devolved public sector in Wales who would like to become trade union equality reps. The role of the trade union equality

rep in the public sector is supported by the Welsh Government and all devolved public sector workplaces and as such has been allocated additional facility time to allow trade union equality reps to carry out their role effectively. This new course is available at venues across Wales, and is offered one day per week over six weeks.

**\*\*Courses can be tailored for non-devolved, private and third sector organisations\*\***

**Merthyr**

**Applications to:** Terri Bishop WEA Cymru, Innovation Centre, Festival Drive,

Ebbw Vale, NP23 8XA

**Tel:** 01495 369 869

**Email:** **wplcourseinfo@weacymru.org.uk**

**Venue:** Merthyr venue- Exact venue will be confirmed depending on numbers

**Hours:           Days:** 9.15 am to 4.45 pm           **Evenings:** 6 pm to 9 pm

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| **Spring Term 2015** |
| **Course title** | **Start date (DD/MM/YY)** | **Duration** |
| Equality Reps (in the devolved public sector in Wales) | 06/01/2015 | 6 Tuesdays from 6th January 2015 |

**Newport**

**Applications to:** John James**,** Trade Union Studies Centre, Coleg Gwent, City of Newport Campus, Nash Road, Newport NP19 4TS

**Tel:** 01633 466061 or 01633 466 136

**Email:** **tuc@coleggwent.ac.uk**

**Venue:** Trade Union Studies Centre, Coleg Gwent, City of Newport Campus,

Nash Road, Newport NP19 4TS

**Hours:  Day courses:** 9 am to 5 pm**Evening courses:** 6 pm to 8 pm

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| **Summer Term 2015** |
| **Course title** | **Start date (DD/MM/YY)** | **Duration** |
| Equality Reps (in the devolved public sector in Wales) | 13/04/2015 | 6 Mondays from 13th April 2015 |

**Wrexham**

**Course Co-ordinator**: Tudur Evans WEA Cymru - Workplace Learning, Bryn Menai, Ffordd Caergybi,

Bangor LL57 2JA

Tel: 01248 363948

Email: tudur.evans@weacymru.org.uk

Applications to: workplace@weacymru.org.uk

**Venue:** The Memorial Centre, Quarry Road, Brynteg, LL11 6AB

**Hours:** 9.15 am to 4.45 pm

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| **Spring Term 2015** |
| **Course title** | **Start date (DD/MM/YY)** | **Duration** |
| Equality Reps (in the devolved public sector in Wales) | 08/01/2015 | 6 Thursdays from 8th January 2015 |

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| **Summer Term 2015** |
| **Course title** | **Start date (DD/MM/YY)** | **Duration** |
| Equality Reps (in the devolved public sector in Wales) | 16/04/2015 | 6 Thursdays from 16th April 2015 |

# 2015 TUC Youth Campaign Award

The TUC Young Workers Forum invites nominations from TUC affiliates for the second TUC Youth Campaign Award.

The purpose of the Award is to celebrate effective and innovative campaigning by young trade unionists in the UK.  Campaigns focussing on industrial and/or wider political issues are eligible for nomination.  Nominations can be for individual and/or groups of young workers who under the rules of the nominating union qualify as young members.

Nominees should be lay members or activists of the nominating trade union.  Nominations for union officers will not be accepted.

Nominated campaigns will be judged by a panel consisting of members of the Young Workers Forum, union officers and representatives of other successful campaign organisations, against the following criteria;

• The campaign demonstrated the use of innovative actions and tactics
• The campaign successfully mobilised young workers and generated leverage and publicity for the campaign
• The campaign was successful in generating outcomes in relation to building the strength of the union and/or on the campaign issue.

Nominations forms, which contain additional details of the judging criteria, can be downloaded below.

Nominations are restricted to a maximum of two per union, should be signed by the nominating union’s General Secretary and should be submitted to Carl Roper by the closing date of **February 27th, 2015.**

The Award will be presented in London at the 2015 TUC Young Workers Conference on Saturday March 21st 2015.

**For more information click** [**here**](http://www.tuc.org.uk/about-tuc/young-workers/union-issues/2015-tuc-youth-campaign-award)

**Consultation documents**

[**Harmonising school term dates for 2016 to 2017**](http://wales.gov.uk/consultations/education/harmonising-school-term-dates/?lang=en)

[**Public Services Staff Commission**](http://wales.gov.uk/consultations/improving/public-services-staff-commission-consultation/?status=open&lang=en)

[**Revised Child Poverty Strategy for Wales**](http://wales.gov.uk/consultations/people-and-communities/revised-child-poverty-strategy/?lang=en)

[**National Training Framework on gender-based violence, domestic abuse and sexual violence**](http://wales.gov.uk/consultations/people-and-communities/national-training-framework-on-gender-based-violence/?lang=en)

**Diverse Cymru Equality Centre**

Diverse Cymru are looking to improve and expand their services. They are looking to create a unique **Equality Centre** in Cardiff, with lots of different services on offer.  But they want to hear exactly what you would want and need from a centre dedicated to people affected by inequality and discrimination. If you, your colleagues or service users would find this service useful please fill in this survey so we can provide the best possible support.

English – [surveymonkey.com/s/LQ7KXGF](http://t.co/FSggKTcMgc)

Cymraeg - [surveymonkey.com/s/NZRT5SW](http://t.co/qNMbF7MyE8)

**WAVE Wales - Check out the Equal Pay Barometer**

Men’s annual average earnings are £22,921 but women’s are only £16,412. This is because so many women work part time and this work is concentrated in low paying jobs.

This simple barometer, based on a labour market survey in Wales will show you the jobs that men and women do in employment and self employment whether full or part time, and how much they get paid for it.

Visit the @WAVEWales @CUWave Equal Pay Barometer to see what men and women earn in the jobs they do <http://ow.ly/BEiFU> #letstalkaboutpay

**Womens Equality Network Wales**

 

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| The effects of multiple discrimination on women in Wales**Time to read email:** 3 minutes or so**Time to complete survey:** 10 minutesI'm writing to you because **we've been asked by Welsh Government to conduct a survey into the effects of multiple discriminations faced by women** in Wales. Your organisation is a member of WEN Wales and **we know you work directly with women**. Would you be willing to take a **short survey to comment on the challenges your service users face**? We've timed the survey and it takes **just under ten minutes to do**.

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| [TAKE THE SURVEY](http://wenwales.us8.list-manage1.com/track/click?u=6e5ee9551ab72b3e504505e3f&id=0f1fda35d6&e=590743fdc9)  |

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Like many women's organisations and service providers **we know austerity is hitting women hardest**, and we're especially **looking to capture any changes** there have been over the last year. We're going to **share the results with the Welsh Assembly Government** so that they might better understand and address the issues raised.

We're also hoping to **strengthen our impact as a voice for issues affecting women**, and your contribution will help greatly.

***Survey closes: Monday, 29 December 2014.***

**Women in Public Life development Scheme – Role Shadowing Opportunities**

Chwarae Teg are looking for men and women in senior positions to help us with the Women in Public Scheme which is run in partnership with the National Assembly for Wales.

**Women in Public Life Development Scheme – Role Shadowing**

**Opportunities**

There are fewer women than men in public life, despite making up more than half of the population – their voices are not being heard, and their views are being overlooked. The Presiding Officer of the National Assembly for Wales, Dame Rosemary Butler AM is working to address the need for more women to apply for and take up public roles and appointments. Her Women in Public Life campaign aims to ensure that women are fairly represented at all levels of public life in Wales.

In partnership with the National Assembly for Wales, Chwarae Teg and Cardiff Business School are piloting the Women in Public Life Development Scheme. The scheme will provide a mentoring, shadowing and training opportunity for 15 women in Wales for a period of up to 18 months.

Mentees will be provided with the skills and confidence to apply for positions in public life through a programme inclusive of intense personal development and skills training, one to one mentoring support, and role shadowing opportunities at the highest levels in public bodies.

**Can you help?**

Chwarae Teg are looking for women and men in senior positions within public bodies and in public life to offer either ½ day or a full days role shadowing opportunity to the Mentees. This opportunity is a great way to share your experiences of working at a high level within a public body and help the

Mentees progress in to senior positions in public life.

We are looking to offer the opportunities throughout 2015 and these opportunities can be arranged to fit in with your diaries and commitments for 2015.

More information from: Suzy Cook at **Suzy.Cook@chwaraeteg.com**

**Gender-based Violence, Domestic Abuse and Sexual Violence (Wales) Bill**

On 30th June 2014, the Welsh Government introduced the Gender-based Violence, Domestic Abuse and Sexual Violence (Wales) Bill which aims to improve the Public Sector response in Wales to such abuse and violence.

* Improved arrangements to promote awareness of, and to prevent, protect and support victims of gender-based violence, domestic abuse and sexual violence.
* A needs–based approach to developing strategies which will ensure strong strategic direction and strengthened accountability.
* Strategic level ownership, with the appointment of a Ministerial Adviser who will have a role in advising Welsh Ministers and improving joint working amongst agencies across this sector.
* Improved consistency, quality and join-up of service provision in Wales.

For further information and progress on the Bill please visit the [National Assembly for Wales](http://www.senedd.assemblywales.org/mgIssueHistoryHome.aspx?IId=10028&AIID=17668)

**Right to be Safe**

The Right to be Safe is the Welsh Government's 6 year integrated strategy for tackling all forms of violence against women and domestic abuse. [Visit the website](http://wales.gov.uk/about/cabinet/cabinetstatements/2014/righttobesafe4threport/?lang=en)

**Male Victims of Domestic Abuse**

16% of men in England and Wales will be victims of domestic abuse at some point in their lives. Our latest video highlights one of the biggest challenges facing male victims — admitting there is a problem and finding the courage to talk about it.

If you or anyone you know are experiencing domestic abuse, please call the free, confidential helpline now on 0808 80 10 800.

<http://livefearfree.org.uk/Themes/Male-domestic-abuse/?lang=en>

**Wales Violence Against Women Action Group – News**

According to the World Health Organisation, globally, school is the most common setting for sexual harassment and coercion.

Almost 1 in 3 girls have experienced unwanted sexual touching at school.

One-third of girls in an intimate relationship aged 13 to 17 have experienced some form of sexual violence from a partner.

We believe that the Gender-based Violence, Domestic Abuse and Sexual Violence Bill offers a perfect opportunity to address the wide variation in education about Violence Against Women and Girls, healthy relationships and sexual consent which currently takes place in schools throughout Wales. When the Bill was published, we were really disappointed that it failed entirely to mention education and schools, so we are working hard to change this.

The prevalence of Violence Against Women is showing no signs of decreasing, and the negative attitudes that encourage, accept and normalise such violence have changed very little across generations compared to attitudes towards other equality issues, such as racism and homophobia.

We think that schools and other educational settings play a vital role in preventing Violence Against Women and Girls before it starts - educational settings are an important place where attitudes that condone Violence Against Women and Girls and gendered stereotypes can be challenged, and positive attitudes towards gender equality and equal healthy relationships can be fostered. This would contribute in the short-term to increased protection of young people - through supporting those pupils affected by such violence, whether at home or in their own burgeoning relationships - and in the long-term to the reduction of this violence. Current initiatives are failing women and girls in that they are not reducing the incidence or prevalence of violence and are not tackling its root causes. To do this, primary prevention in schools is essential.

Achieving this would not only result in significant cost savings to the state, but also immense social and equality gains for Wales as a whole.

**Read here about the** [**Young People Promise**](http://www.walesvawaction.com/our_young_people_promise)

**Shared Parental Leave**

Shared parental leave and pay is to be introduced in April 2015 and will apply to eligible employees whose babies are due on or after 5 April next year. Under the regime, up to 50 weeks of leave and 37 weeks of pay can be shared between mothers and fathers, or with the mother’s partner, and parents can take the leave concurrently or consecutively, in single or multiple blocks. The existing maternity leave and pay scheme will continue to operate and in order to opt for shared parental leave; employees must issue a curtailment notice bringing their maternity (or adoption) leave to an end early.

The Acas [**good practice guide for employers and employees**](http://www.acas.org.uk/index.aspx?articleid=4911) addresses the process which employers should follow on receiving a notice to book shared parental leave.  It confirms that notifications for continuous leave cannot be refused and lists a number of considerations for employers when responding to a request for discontinuous leave, including the impact the leave arrangements may have on the business.

The Acas guidance also sets out advice for employers wishing to refuse a leave notification and looks at the application of the default provisions which, in certain circumstances, convert a discontinuous leave request into continuous leave, beginning on the date the requested discontinuous leave would have started.

*Source: CIPD / Acas*

**Find your Credit union**

Several unions have credit unions but if your union doesn’t, find out where your nearest credit union is here:

<http://www.findyourcreditunion.co.uk/home>

Don’t keep it to yourself; let your members, colleagues, friends and family know about the advantages of a credit union.

Credit unions are authorised by the Prudential Regulation Authority, regulated by the Financial Conduct Authority and Prudential Regulation Authority. All deposits in credit unions are protected by the Financial Services Compensation Scheme up to £85,000.

**Public Health Wales launches information for transgender community**

Public Health Wales has launched information resources on screening services specifically for the transgender community. The resources include a leaflet, frequently asked questions, a series of short films and an information card. These were produced in partnership between the Screening Division of Public Health Wales, Transgender Awareness Wales, FTM Wales, Unique Transgender Network and the NHS Centre for Equality and Human Rights.

All of this information is available on the Screening for Life website [www.screeningforlife.wales.nhs.uk](http://www.screeningforlife.wales.nhs.uk).

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***Holocaust Memorial Day 27th January 2015 – Keep the* memory alive**

As you may or may not be aware this day was created on 27 January 2000 when representatives from 46 governments around the world met in Stockholm to discuss Holocaust education, remembrance and research. As a result HMD has been commemorated within the UK since 2001 and is a day for everyone to remember the millions of people murdered in the Holocaust, under Nazi persecution and in the subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur. The day aims to honour survivors of these regimes and challenge ourselves to use the lessons of their experiences to create a safer, better future.

Next year will mark two important anniversaries - the 70th anniversary of the liberation of Auschwitz-Birkenau and the 20th anniversary of the genocide in Srebrenica, Bosnia. In order to do this the theme is Keep the memory alive by exploring and sharing the powerful stories of survivors.

Last year the theme was ‘Journeys’ and there were more than 2,400 activities that took place across

Britain in public spaces, libraries, schools, universities, cinemas, prisons, workplaces and many more. This we know is the tip of the iceberg as there is so much more that is done that we don't know about, and is a challenge that we at hmd.org.uk have set ourselves to overcome.

The activities can be as small or as big as you wish from displaying posters / screensavers through to an event; diverse from a book club discussion, film showing through to a commemorative garden; it maybe that you choose to come together with other organisations to mark the day and pool resources. Also you are not beholden to hold the activity on Tuesday 27 January 2015. For example some are held before or after the 27 January, or there may even have a programme of activities.

There are some fantastic Free resources and support available to assist organisers. Please see below some handy links on the HMD website: <http://www.hmd.org.uk/>

**HMD Events in Wales**

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| Wednesday 1 January to Tuesday 28 January 2014 | [Make a Kindness Pledge at The Firing Line Museum, Cardiff](http://hmd.org.uk/events/make-kindness-pledge-firing-line-museum-cardiff) |
| Tuesday 7 October 2014 | [HMD 2015 Workshop Cardiff](http://hmd.org.uk/events/hmd-2015-workshop-cardiff) |
| Wednesday 21 January 2015 | [Talk by Eva Clarke at Merthyr Tydfil Central Library](http://hmd.org.uk/events/talk-eva-clarke-merthyr-tydfil-central-library) |
| Monday 26 January 2015 | [Rwanda: The Land That God Forgot - Talk at Merthyr Tydfil Central Library](http://hmd.org.uk/events/rwanda-land-god-forgot-talk-merthyr-tydfil-central-library) |
| Tuesday 27 January 2015 | [Gypsies in Auschwitz - an assembly at Monkton Priory CP School](http://hmd.org.uk/events/gypsies-auschwitz-assembly-monkton-priory-cp-school) |
| Tuesday 27 January 2015 | [Holocaust Memorial Day Service - St David's Parish Church, Merthyr Tydfil](http://hmd.org.uk/events/holocaust-memorial-day-service-st-davids-parish-church-merthyr-tydfil) |
| Tuesday 27 January 2015 | [Caldicot Library: Keep the memory alive](http://hmd.org.uk/events/caldicot-library-keep-memory-alive) |
| Thursday 29 January 2015 | [Holocaust Memorial Day at Rhyl Town Hall](http://hmd.org.uk/events/holocaust-memorial-day-rhyl-town-hall) |
| Wednesday 4 February 2015 | [Holocaust Memorial Day Evening 2015 - The Princess Royal Theatre, Port Talbot](http://hmd.org.uk/events/holocaust-memorial-day-evening-2015-princess-royal-theatre-port-talbot) |

[HMD 2015 – Welsh Life Stories](http://hmd.org.uk/resources/stories/hmd-2015-welsh-life-stories)



[Joan Salter - Welsh](http://hmd.org.uk/sites/default/files/lifestory_joansalter_welsh_1.pdf) Child survivor of the Holocaust.

‘The most poignant reminder of all from the past is a photograph I found at the Portuguese Red Cross archive. It is of a group of 14 children… At the front is a skinny little girl of three-and-a-half. This is Fanny Zimetbaum – the child I was once.’

**More from the TUC**

TUC Courses for Union Reps – January 2015

**Venue:** WEA Cymru Office at  BAVO 112-113 Commercial Street, Maesteg, Bridgend. CF34 9DL

**Course Times:** 9.30am – 5pm

Certificate in Employment Law (Rep Stage 2)

12 Mondays Starts 5th Jan. (OCN Accredited)

This course will look at:

Develop & consolidate

Research skills

Review changes

Facilitate progression on union issues

Next Steps for Safety Reps (H&S Stage 2)

12 Tuesdays starts 6th Jan. (OCN Accredited)

This course will look at:

European H & S regulations

Investigating hazards

Legal Standards

Reporting to Members

Planning & making inspections

Cancer in the Workplace 3 Day Course

OCN accredited

**Venue**: WEA Cymru Office,  7 Coopers Yard,  Curran Road,

Cardiff CF10 5NB  (sorry, there is no parking available at venue)

**Day & times**:  21st, 22nd,23rd January  2015  9.30am – 5pm

The course will look at:

* Understand issues in the workplace
* Advising and supporting union members
* Best practice to improve policies and procedures
* Where to find support and useful contacts

**To enrol contact:**  Rowena.Hooper@weacymru.org.uk

Tel: 01656 739405 [www.weacymru.org.uk](http://www.weacymru.org.uk)



Career Women Wales

When was the last time you were given careers advice or support?

For women, life is often dramatically different from when they last had careers advice (mostly as teenagers). Their expectations of what they want from a career are very different as they take on caring responsibilities, experience challenges such as redundancy which affect confidence levels and re-evaluate the role of work within their lifestyles.

Career Women Wales is a social enterprise aiming to bridge this gap, supporting women into sustainable and successful careers. We provide training, empowerment and opportunities allowing women to decipher a personal pathway to turn their skills into satisfying employment.

Working with private businesses, the public sector, and community based organisations Career Women Wales helps businesses to get brilliant women into work, show organisations the benefits of part time working and get their service users achieving and working.

* Training – undertake a 3 day programme in Career Mapping to discover who you are, what your skills are and how to turn them into your perfect career.
* Workshops – participate in a workshop to hone your ‘personal excellence’ – networking for success, confidence to succeed, workplace values and more…
* Employment – we aim to become the place for employers to promote and advertise quality part-time and flexible jobs in Wales.

If you would like to know more visit www.careerwomenwales .com or say hello@careerwomenwales.com

We are available to chat @careerwales or on 07754 284 995.





**Get your free ticket here:** [**https://www.eventbrite.co.uk/e/wic-wales-networking-event-north-wales-tickets-14894024428**](https://www.eventbrite.co.uk/e/wic-wales-networking-event-north-wales-tickets-14894024428)