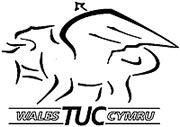
**Wales TUC - January 2015 – Issue 16**

**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**](mailto:nsavage@tuc.org.uk)

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

[](http://emails.unionprofessionals.org.uk/go.asp?/bTUC001/mOJG8I1F/q61Y8I1F/u2QCLA1F/x2LPZI1F)

**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**](mailto:nsavage@tuc.org.uk)

# All Wales Network Equality meetings January 2015

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

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

**Email** [**nsavage@tuc.org.uk**](mailto: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 – July 2015

The April All Wales Network Equality meetings will be replaced by the Wales TUC Equality Briefing held in Cardiff City Stadium on the 16th April 2015.

See below for more information.

The July All Wales Network Equality meetings will be replaced by Joint meetings with the Networks of Excellence.

See below for more information.

October 2015 – dates and venues tbc

Cardiff, Llandudno and Aberystwyth

**Email** [**nsavage@tuc.org.uk**](mailto: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**

|  |  |
| --- | --- |
| **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\*\***

**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**](mailto: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

|  |  |  |
| --- | --- | --- |
| **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](mailto:tudur.evans@weacymru.org.uk)

Applications to: [workplace@weacymru.org.uk](mailto:workplace@weacymru.org.uk)

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

**Hours:** 9.15 am to 4.45 pm

|  |  |  |
| --- | --- | --- |
| **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**

## [Consultation on the Code of Guidance to Local Authorities on the Allocation of Accommodation and Homelessness 2015](http://wales.gov.uk/consultations/housing-and-regeneration/code-of-guidance-to-local-authorities-on-the-allocation-of-accommodation-and-homelessness/?lang=en)

## [Consultation on the future of Right to Buy and Right to Acquire – a White Paper for social housing.](http://wales.gov.uk/consultations/housing-and-regeneration/future-of-right-to-buy/?lang=en)

## [Talk to me 2](http://wales.gov.uk/consultations/healthsocialcare/talk2/?lang=en)

[**Cabinet Statements 2015**](http://wales.gov.uk/about/cabinet/cabinetstatements/2015/?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

**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**](mailto: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)

**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).

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

**Fairpay Fortnight 16 February to 1st March 2015**

16 February - 1 March 2015

For more information: <http://fairpayfortnight.org/about>

Stalls will be held on:

Mon 16th Cardiff 10-4 Queen St

Wed 18th Wrexham 10-4 Queens Square

Wed 25th Swansea 10-4 Oxford Street.

**Caerphilly Trades Union Council**

All Trades unionists are invited to

**An extraordinary general meeting**

**Caerphilly Trades Union**

**Council**

Tuesday 3rd February at 7p.m.

The Cross Keys Inn Nantgarw CF15 7SR

Nominations are required for the post of

treasurer.

Enquiries to the Hon Secretary M. Kamish

07772520192

Or

Hon President Roy Davis

07929830705

royboxer@hotmail.com

**More from the TUC**

Union Learning Reps, Trade union reps, learning providers and others interested in union led workplace learning are invited to a Network of Excellence meeting in January/February.

**Tues 3 Feb** Plas DolerwMilford Road **Newtown** SY116 2EH

Parking and directions: <http://www.plasdolerw.org.uk/directions_en.html>

Lunch: bring a butty or shops nearby

**Wed 4 Feb** The Mount Centre 18 Queen StreetCarmarthen SA31 1JT

Parking and location: <http://www.cavs.org.uk/location-map>

Lunch: bring a butty or shops nearby

**Fri 6**  Cwmaman Institute, Alice Place, **Cwmaman** Aberdare CF44 6NY

Directions: <http://www.cwmaman.org/getting-to-the-venue.html> Parking on site

Lunch : bring a butty or shops nearby

**Wednesday 11** Bangor City FC,Farrar Suite, Holyhead Rd, Bangor LL57 2HQ

Parking & directions: <http://www.footballgroundguide.com/wales/bangor-city/index.html#Directions-and-Parking>

Lunch: bring a butty, shops 10 min walk away.

**Contact** Bernice to book your place.

All meetings start at 10.30 am with tea and coffee from **10am**.  You are welcome to come for the morning, the afternoon or for an hour! More information on finishing times in Net News.

All venues are accessible, do please let me know if you have specific requirements or you would like to book a parking space. Please bring lunch with you or use the local facilities.

Bernice Waugh

Swyddog Prosiect/Project Officer

Y Rhwydwaith Rhagoriaeth / Network of Excellence

Ffon/phone 07917 415601

e-bost/email [bwaugh@tuc.org.uk](mailto:bwaugh@tuc.org.uk)

**Reps Update 2015 - a free briefing for all union reps**

The Wales TUC is offering a one-day essential update briefing for union reps in Wales.

The briefing will include sessions on:

Employment Law Changes Effective Organising

Wales TUC Campaign update Industrial Tribunal Changes

Dealing with Redundancies

The event will feature a mixture of expert speakers and workshops on key topics and aims to provide reps with the opportunity to update their knowledge and skills and to network and share experiences.

Date: **Wednesday 11th March 2015**

Time: 9.30 am - 4.15 pm

Venue: Village Urban Resort Swansea, Langdon Road, Swansea SA1 8QY

**Who should attend?**

The event is being run for workplace reps, branch secretaries, regional officers, union organisers and other union officials.

**How to book a place**

Please complete the online registration form to book a place. The closing date for registrations is 5th March. Places are limited so early registration is advised.

**Costs** the event is free of charge. Lunch and refreshments will be provided.  
**Travel costs** The Wales TUC is not able to cover travel costs for reps attending this event. Please speak to your union in advance of applying to see if they are able to help with these costs.  
**Time-off** Trade union representatives are entitled to reasonable paid time off to take part in education and training. If you need support to get time off to attend, please speak to your union for further advice.  
**Further information** Further details for the event will be circulated in the next few weeks. In the meantime if you have any queries about the event, please contact [gpearce@tuc.org.uk](mailto:gpearce@tuc.org.uk) or tel 029 2034 7012.

**National Voter Registration Drive #NVRD**

This year the TUC Young Workers Forum will be supporting [#NVRD](http://bitetheballot.co.uk/nvrd/), a week of action from 2-8 February aimed at encouraging young people to register to vote.

National Voter Registration Drive is being run by [Bite the Ballot](http://bitetheballot.co.uk/nvrd/) with support from NUS, 38 degrees, Citizens UK, Operation black Votes and many more, events will be taking place across the country.

The TUC and trade unions are contributing by organising ['Sign Up your Workplace'](https://www.tuc.org.uk/sites/default/files/TUC%20Handbook%20(3).pdf) activity. Our new pack for reps provide tools and resources for promoting registration in the workplace.

Simple actions from printing out [registration forms](http://bitetheballot.co.uk/wp-content/uploads/2014/12/Coloured-IER-1.pdf) and leaving in a communal area of the office, sending round an email with the links so people can check whether they are registered and a link to [register online](https://www.gov.uk/register-to-vote?utm_source=bitetheballot&utm_medium=web&utm_campaign=nvrd), putting up posters in the office promoting #NVRD and giving out leaflets which explain the importance of voting, getting your voice heard and how to sign up.

If you would like more information on #NVRD and the resources available for workplace activity, or would like a copy of our email template, containing all the information and resources, to send out to your networks- please contact [lusher@tuc.org.uk](mailto:lusher@tuc.org.uk).

**Stonewall top 100 employers**

**Welcome to the Stonewall Top 100 Employers 2015, the definitive list of Britain's most gay-friendly workplaces. The rankings showcase the achievements of employers submitting to the Workplace Equality Index.**

|  |  |
| --- | --- |
| 1 Nottinghamshire Healthcare NHS Trust 2 Tower Hamlets Homes 3 Lloyds Banking Group 4 National Assembly for Wales 5 St Mungo's Broadway 6 Baker & Mckenzie 7 MI5 8 Crown Office & Procurator Fiscal Service 9 = Freshfields Bruckhaus Deringer 9 = Pinsent Masons  11 University of the West of England 12 Brighton & Hove City Council 13 London Borough of Islington 14 Victim Support 15 = Aviva 15 = Office for National Statistics 17 = Creative Skillset 17 = Leicestershire County Council 19 = Newcastle City Council 19 = Northumberland County Council 19 = Touchstone  22 =  BP          22 = Herbert Smith Freehills 24 Cardiff University 25 Environment Agency 26 The Co-operative 27 = HM Revenue & Customs 27 = Royal Bank of Scotland 29 West Yorkshire Community Rehabilitation  Company 30 Barnardo's 31 Cheshire Fire & Rescue Service 32 = Circle Housing Group 32 = Core Assets 34 = Microsoft 34 = St Andrew's Healthcare 34 = Welsh Government 37 = Metropolitan 37 = Riverside 37 = Tyne and Wear Fire and Rescue Service  40 = Central London Community Healthcare NHS Trust 40 = CMS Cameron McKenna 40 = Norfolk Constabulary 43 = South Tyneside Homes 43 = University of Manchester 43 = University of Sheffield 46 The Army 47 St George's, University of London 48 = B3Living 48 = Hogan Lovells | 50 Northumbria Healthcare NHS Foundation Trust 51 = American Express 51 = Essex Community Rehabilitation Company 51 = Leeds Beckett University 54 = Department of Health                        54 = Genesis Housing Association 56 = Citi 56 = Moody's 56 = Royal Navy 59 = Birmingham City Council 59 = Hertfordshire County Council 59 = Incommunities  62 = Bury Council 62 = London Ambulance Service NHS Trust       62 = Thomson Reuters                 65 = Crown Prosecution Service 65 = Leicestershire Police 67 = Eversheds 67 = Southend-On-Sea Borough Council 69 L&Q  70 = Central and North West London NHS Foundation Trust 70 = NHS National Waiting Times Centre Board 72 Cleary Gottlieb Steen & Hamilton LLP 73 = Leicestershire Partnership NHS Trust 73 = Suffolk Constabulary 75 = De Montfort University 75 = EDF Energy 75 = Norton Rose Fulbright 78 York St John University 79 = Berkshire Healthcare NHS Foundation Trust 79 = Derbyshire County Council 79 = The University of Birmingham  82 = Financial Conduct Authority 82 = National Audit Office 82 = PwC 85 = Affinity Sutton 85 = Devon & Somerset Fire & Rescue 85 = Northumbria Police 88 = Joseph Rowntree Foundation 88 = K&L Gates 88 = Sheffield City Council 91 = Cheshire Constabulary 91 = Nottinghamshire Fire & Rescue Service 91 = Royal Air Force 94 = Care Quality Comission 94 = Carmarthenshire County Council 94 = HSBC Bank 94 = Nottinghamshire County Council  98 = Bristol City Council 98 = Somerset College 98 = Suffolk County Council 98 = Your Homes Newcastle |

**\*N.B. Those with = signs have joint ranking by score**