**Wales TUC - June 2015 – Issue 21**

**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)

**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)

# Joint meetings - All Wales Equality Network and Networks of Excellence July 2015

These will be all day events and will include speakers, interactive workshops and workplace action planning....

Merthyr - Tuesday 7th July 2015 - Theatre Soar, Pontmorlais West CF47 8UB

Brecon - Wednesday 8th July 2015 – The Leisure Centre, Penlan, Brecon, Powys LD3 9SR - **RESERVE LIST ONLY**

Wrexham - Wednesday 16th September - Venue TBC

**Our focus will be mental health & the aging workforce and include speakers from Gofal and Older People Wales.**

**Email** [**nsavage@tuc.org.uk**](mailto:nsavage@tuc.org.uk) **to book your place**

# All Wales Network Equality meetings October 2015

**October 2015**

Llandudno – Friday 16th October 2015

1030-1300 Venue Cymru, The Promenade, Llandudno, Conwy LL30 1BB

Aberystwyth – Monday 19th October 2015

1400-1630 National Library, Penglais Road, Aberystwyth, Ceredigion SY23 3BU

Cardiff - Wednesday 21st October 2015

1030-1300 Unite House, Cathedral Road, Cardiff CF11 9SD

# All Wales Network Equality meetings January 2016

**January 2016**

Swansea - Wednesday 20th January 2016

1030-1300 Unite the Union, High St, Swansea SA1 1LF

Colwyn Bay – Thursday 21st January 2016

1030-1300 Coleg Llandrillo. Llandudno Road, Rhos on Sea, Colwyn Bay LL28 4HZ

Aberystwyth – Friday 22nd January 2016

1030-1300 National Library, Penglais Road, Aberystwyth, Ceredigion SY23 3BU

**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 Forum Leads**

LGBT – Phil Dixon ATL

BME – Steve Wakefield UNITE

Women – Beth Davies NYU and Jane Setchfield NASUWT

Disability – Steffan ap Dafydd NUT

Youth - TBC

**Please email** [**nsavage@tuc.org.uk**](mailto:nsavage@tuc.org.uk) **for contact details**

**Show Racism the Red Card – SRtRC’s Black & White Ball**

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**TUC e-notes**

## TUC Education eNotes



eNotes are a great resource to help reps keep up to date on key workplace issues. Each eNote is a self-contained module that contains a mixture of text, video and quizzes. They last between 20 and 45 minutes and can be returned to as many times as you like.

* **NEW:**Fit for Work
* Industrial Partnerships
* Work-related Upper Limb Disorders
* Domestic Violence
* Building a Stronger Workplace Union
* Facility Time
* Bargaining for Skills
* A Living Wage
* Apprenticeships
* Equality Law
* Supporting Mid-life development
* Additional Paternity Leave
* Understanding Universal Credit
* Climbing Frame
* Supporting Learners
* Vulnerable Employment
* The Sick Note
* European Works Councils

**More info here:** [**http://bit.ly/1zonfJ2**](http://bit.ly/1zonfJ2)

**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\*\***

**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.

**Consultation documents**

[Welsh Government Draft Equality Objectives for 2016-2020](http://gov.wales/consultations/people-and-communities/draft-equality-objectives-2016-2020-consultation/?lang=en)

[This twelve week consultation seeks views on what should be the Welsh Government’s Equality Objectives to be included in its Strategic Equality Plan 2012-16.](http://gov.wales/consultations/people-and-communities/draft-equality-objectives-2016-2020-consultation/?lang=en)

Please submit your comments by 10 July 2015

[Welsh Government action plan to further equality for transgender people](http://gov.wales/consultations/people-and-communities/equality-transgender-people-consultation/?status=open&lang=en)

Please submit your comments by 11 September 2015

**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

**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).

**Union Learning Reps – Network dates**

ULR Network Dates

*Save the date!*

Tuesday 7 July Merthyr Tydfil

Wednesday 8 July Brecon

Friday 10 July Carmarthen

Tuesday 14 July Swansea

Wednesday 15 July Colwyn Bay

The theme for the July meetings will be Equality and Learning. Equality Reps will be invited to join with ULRs in particular at the Merthyr, Brecon and Colwyn Bay meetings.

Come along and find out how to make learning accessible to all. Book your place contact Bernice [Bwaugh@tuc.org.uk](mailto:Bwaugh@tuc.org.uk)

**WEA Cymru Workplace Learning – New Course – now recruiting for…**

Mental Health Awareness 1 Day Course –

OCN accredited

Venue: WEA Cymru Office  9 Coopers Yard,  Curran Road, Cardiff CF10 5NB

Day & times: Thursday  18th June 2015 9.30am – 4pm

The course will look at:

* Understand attitudes to mental health
* Understand the causes of mental ill health
* Recognise factors that promote mental well being
* Recognise support agencies

To enrol please contact:  [William.powell@weacymru.org.uk](mailto:William.powell@weacymru.org.uk)  *tel*: 01495 369869

Course fees:  £55 per person  (this includes OCN certification)  Tutor: Sue Carlick

Teas / coffees available.      Sorry, there is no parking at this venue.

If your workplace is covered by a WULF project you may be eligible for help with course fees.

**Health & Safety of Migrant Workers – TUC Guide**

The TUC has produced a new guide on health and safety and migrant workers.

It is available on the TUC site at:

<https://www.tuc.org.uk/migrantworkershealthandsafety>

**Looking for a Board position?**

**What are public appointments?**

Our public bodies need board members who reflect Welsh society - people from all walks of life. Public appointments are usually for members of committees which advise, monitor and take decisions on public services across Wales, both locally and nationally.

You can apply to organisations that include:

* public bodies, eg Arts Council of Wales, National Museum Wales
* regulatory bodies, eg Care Council for Wales, General Teaching Council for Wales
* advisory and specialist bodies, eg Advisory Panel on Substance Misuse, Welsh Food Advisory Committee

You could help run these organisations and offer advice, drawing on your own experience. Some positions are unpaid, but most will cover your expenses.

Some appointments processes are regulated by the [Commissioner for Public Appointments](http://publicappointmentscommissioner.independent.gov.uk/).

**Anyone can apply:** [**Public Appointments – Welsh Government**](https://cymru-wales.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-2/candidate/jobboard/vacancy/7/adv/)

The Welsh Government acknowledges the importance of developing and growing bilingual capabilities in public appointments in Wales, and welcomes applications from candidates who demonstrate their capability to work in both English and Welsh.

The Welsh Government believe public bodies should have board members who reflect Welsh society - people from all walks of life - to help them understand people's needs and make better decisions.

That is why the Welsh Government is committed to increasing diversity and encourages applications from Lesbian, Gay, Bisexual and Transgender, Black Minority Ethnic, Women and Disabled people.

**Mental Health First Aid**

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**‘’MHFA Training is for everyone'’**

Front line workers particularly often have to deal with people with experience of mental distress but lack the skills and confidence to support them appropriately.   
  
With **1 in 4** of us affected by mental health problems each year, people across Wales are being offered a short training course to deal more effectively with these challenges. In an ambitious project, funded by the Welsh Assembly Government, The 12 hour course does not train you to be a therapist, counsellor or mental health professional but it will teach you to:

* Give initial help to someone experiencing a mental health problem
* Deal with a crisis situation or the first signs of someone developing mental ill-health.
* Guide people towards appropriate help.

**Interested...**

**2 Day MENTAL HEALTH FIRST AID COURSE**

**Cost £85 per person**

**9.30 – 4.30**

This session is open to everyone so please Call Sue Carlick and find out how you can enrol in this fantastic Programme.

**Please Note:** If you are applying for funding to pay for your course fees Please contact your ULR at your workplace to find out about WULF Funding or alternatively call - Project Officer Sue Da’Casto- 02920 022759 or e-mail [Sue.DaCasto@unitetheunion.org.uk](mailto:Sue.DaCasto@unitetheunion.org.uk) or Deri Bevan - 02920 347010 or e-mail [dbevan@tuc.org.uk](mailto:dbevan@tuc.org.uk)

Tel Sue Carlick: [SueCarlick@hotmail.co.uk](mailto:SueCarlick@hotmail.co.uk) - 07903343997

**Future - MHFA 2 Day Course Dates 2015**

Swansea – June **15th 16th** - 19 High Street Swansea, SA1 - 1LF

North Wales – July **16th 17th** - 64, Chester Street, Flintshire CH6 - 5DH,

Cardiff – August **13-14th**– 1 Cathedral Rd Cardiff CF11 - 9SD

North Wales – September Venue to be confirmed

Cardiff – October **19-20th** - 1 Cathedral Rd Cardiff CF11 - 9SD

North Wales – November – **3-4th** - 64, Chester Street, Flintshire CH6 - 5DH

Cardiff – December – **3-4th** - 1 Cathedral Rd Cardiff CF11 - 9SD

**World Mental Health Day 10th October 2015**

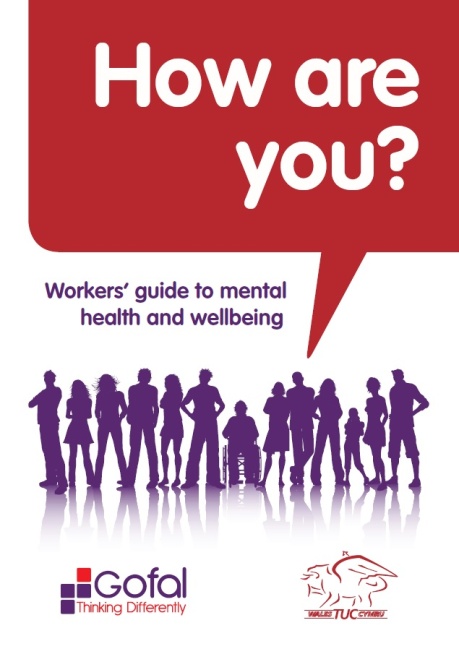
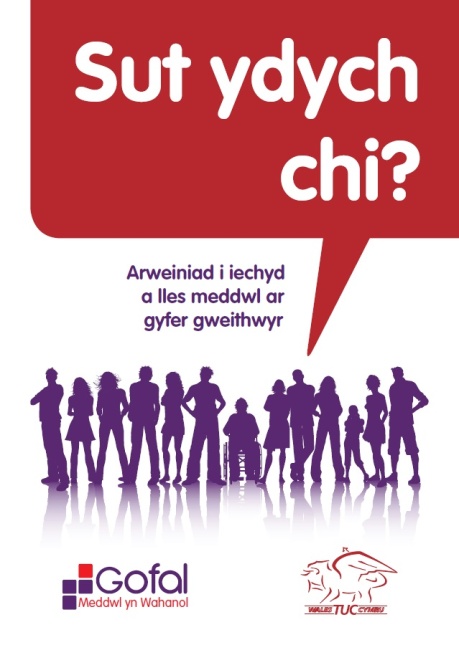
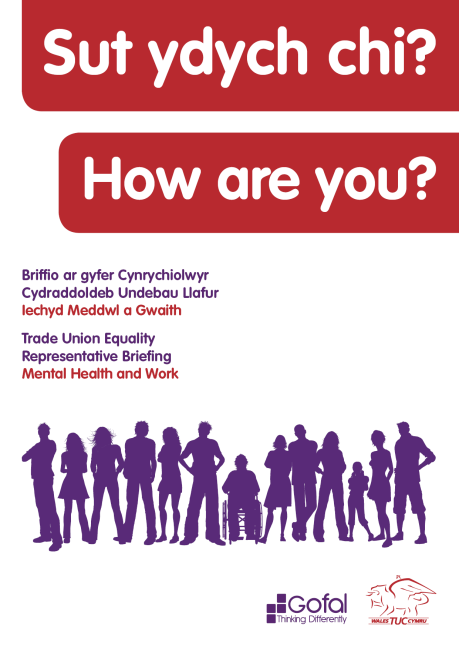
## "Dignity in Mental Health" is the theme for this year's World Mental Health Day, which takes place on 10 October 2015.

## The annual event is focused on global mental health education, awareness and advocacy and we'll soon be announcing a full programme of activities and support.

<http://www.mentalhealth.org.uk/our-work/world-mental-health-day/world-mental-health-day-2015/>

# Wales TUC - Mental health and work

Gofal has been working with the Wales TUC to develop a workers' guide to mental health and wellbeing. This was launched at the Wales TUC Equalities Conference in April 2014 and distributed to trade union equality representatives from a range of organisations. The booklet is available in [English](http://www.gofal.org.uk/uploads/Policy_documents/Wales_TUC/Gofal_Wales_TUC_-_info_booklet_-_Eng_-_web.pdf) and in [Welsh](http://www.gofal.org.uk/uploads/Policy_documents/Wales_TUC/Gofal_Wales_TUC_-_info_booklet_-_Cym_-_web.pdf).

     [](http://www.gofal.org.uk/uploads/Policy_documents/Wales_TUC/Gofal_Wales_TUC_toolkit_-_Eng_-_WEB.pdf)

In September 2014 at the Wales TUC mental health conferences in north and south Wales we launched a comprehensive mental health briefing for trade union representatives.

The toolkit was developed by Gofal in partnership with the Wales TUC and there were several opportunities for trade union representative to feed into this process.

It provides information about mental health, talking tips and how to access help and support. It also includes a number of tools to help trade union reps to improve mental health and wellbeing in the workplace.

The briefing is available in [English](http://www.gofal.org.uk/uploads/Policy_documents/Wales_TUC/Gofal_Wales_TUC_toolkit_-_Eng_-_WEB.pdf) and in [Welsh](http://www.gofal.org.uk/uploads/Policy_documents/Wales_TUC/Gofal_Wales_TUC_toolkit_-_Cym_-_WEB.pdf).

**WEA CYMRU**

WEA Cymru is now recruiting for the TUC union rep course below.  Please forward to any union reps you think may be interested in attending.



*Workplace Learning – New Course – Now Recruiting For…*

TUC Union Rep Course

1 Day Social Media Course for union reps.

The course will look at:

\*  What is social media?  twitter, Facebook, YouTube...

\*  Getting connected  \*Reaching your target audience.

\*Giving your message a strapline.  \*Using #Tag.

\* Which platform to use for your message.

Venue*:*   WEA Cymru Office,  7 Coopers Yard,  Curran Road,  Cardiff CF10 5NB

Day & times*:*  Thursday 9th July 2015  9.30am – 5pm

Managing Workplace Stress Using Mindfulness Techniques

Venue*:* WEA Cymru Office,  9 Coopers Yard,  Curran Road,  Cardiff CF10 5NB

Day & times*:* Friday 10th July 2015  9.30am – 4pm

Venue: WEA Cymru, The Innovation Centre, Festival Drive,

Ebbw Vale NP23 8XA

Day & times: Wednesday 8th July 2015 9.30am – 4pm

The course will look at:

* Definitions of stress **\*** Positive and negative stress
* Symptoms: cognitive, physiological, behavioural and emotional
* Issues of control and balance **\*** Recognising stress in others
* Getting perspective on your life **\*** Building relaxation into your day
* Looking at Mindfulness Techniques

To enrol please contact:  rowena.hooper@weacymru.org.uk  *tel*: 02920 235277

Course fees: £30 per person  Teas/coffees available (sorry no lunch provided)

If your workplace is covered by a WULF project you may be eligible for help with course fees.

Please note all PCS reps must seek approval from Jayne Smith in the PCS regional office BEFORE applying to attend any courses.

**Cross Party Group on Faith:**

**'God and sex - Faith communities tackling pornography'**

Cross Party Group on Faith

***God and sex – faith communities tackling pornography***

*Guest speakers: Shereen Aziz-Williams, The Henna Foundation and Karin Cooke, The Naked Truth Project and Porn Scars*

*Chair: Darren Millar AM*

Wednesday 8 July 2015

12:00 – 13:15

Media Briefing Room, Senedd Building

*To reserve a seat, email Jim Stewart on* [*j.stewart@eauk.org*](mailto:j.stewart@eauk.org)

Sent on behalf of Darren Millar AM, Chair of the Cross Party Group on Faith

**EHRC – Is Wales Fairer?**

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**Is Wales Fairer?**

**8th July 2015**

**10.00am - 3.30pm**

**University of South Wales,**

**Conference Centre,**

**Treforest**

**The Equality and Human Rights Commission in Wales would like to invite you to attend a conference to share the early findings of 'Is Wales Fairer?'**

To book go [online](https://iswalesfaireraywcymrundecach.eventbrite.co.uk/)

'Is Wales Fairer?' is the follow up to our 2011 review, ['How Fair is Wales?'](http://www.equalityhumanrights.com/sites/default/files/publication_pdf/how_fair_is_wales.pdf) and its companion ['Human Rights Review'](http://www.equalityhumanrights.com/about-us/our-work/human-rights/human-rights-review) of 2012.

'Is Wales Fairer?' will provide the first opportunity to measure progress in equality and human rights over the past five years. It will examine six areas: health; safety, security and right to life; home and family life; education and learning; work and income; and participation in society.

The conference will provide you with the opportunity to:

* hear about the big equality and human rights challenges facing Wales
* identify next steps in tackling the challenges
* discuss how the challenges can help to identify the new strategic objectives of public bodies

Attendance at the conference is free.

If you have any questions or would like to discuss the conference please contact the EHRC on 029 2044 7710

**Chwarae Teg – Vacancies**

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| |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  | | --- | --- | --- | --- | --- | | People Development Partner  |  | | --- | | ▪ |   ▪ Up to 13 posts available across Wales   |  | | --- | | ▪ |   ▪ Flexible location; Cardiff, Llanelli, Treforest or Colwyn Bay with remote working available.   |  | | --- | | ▪ |   ▪ We’re happy to consider part time and full time applications.   |  | | --- | | ▪ |   ▪ We’re offering an annual salary of £28,462 per annum pro rata. | | As a People Development Partner, you’ll be part of a of a dynamic team delivering a career development programme for over 2,500 women across Wales in the next 3 years. In our book…that’s pretty exciting stuff!  You’ll take our women on a full career development journey, identifying career goals, delivering ILM accredited leadership & management programmes at levels 2 and 3, together with learning modules and events to support women to achieve and prosper. Please visit the [website](https://go.madmimi.com/redirects/1434733218-b8308f74603caa58ae7fee2c45d42848-d635687?pa=31106366222) for more details. |  |  | | --- | | 1px | | |

**Welsh Womens Aid – Vacancies**

1 x Data Analyst (fixed term up to 12 months maternity cover for Rhiannon Maniatt)

1 x Policy & Campaigns Officer (to replace Becky Jones)

1 x Services Development Officer (new post)

Please visit our website for further details: [www.welshwomensaid.org.uk/joinus](http://www.welshwomensaid.org.uk/joinus)

**Wales Cooperative – Vacancies**

Wales Cooperative are looking for a Web Development Officer to join the Centre in their Caerphilly office.

<http://www.walescooperative.org/current-vacancies/>

They will be advertising a number of vacancies over the next few weeks so job seekers are advertised to keep an eye on their website.

**In the news**

**£6m to help older people live independently in their home**

**A £6 million investment to help older people in Wales live independently in their own home, has been announced by Welsh Labour’s Minister for Communities and Tackling Poverty, Lesley Griffiths.**

The continued funding from the Welsh Labour Government will support the essential work of the Care and Repair service, which provides adaptations, such as ramps, handrails, and safety alarms, to enable older people to live safely in their own homes. Care and Repair and the Rapid Response Adaptations Programme help transform the lives of more than 40,000 older people across Wales every year.

£2 million of the funding is for the Rapid Response Adaptations Programme, which provides minor adaptations to help prevent many people from having to be admitted to hospital and enable those who are in hospital to be discharged earlier, helping alleviate pressure on the NHS. Estimates show every pound invested in the programme creates a significant £7.50 saving for our health and social services.

Of the £6,037,000 funding announced today £5, 468,000 will go to Care and Repair Agencies to enable them to carry out vital home-improvement works, with £569,000 awarded to Care and Repair Cymru, which co-ordinates and supports the local agencies.

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**10,000 Safer Lives Project exceeds target**

**The pioneering 10,000 Safer Lives Project, which aims to improve the multi-agency response to victims of domestic abuse in Wales, has exceeded its target.**

The latest figures for April 2015 show that more than 14,000 people feel safer, or are safer, as a result of work undertaken in Wales to tackle domestic abuse and sexual violence since October 2013.

The number of people who feel safer as a result of their work across Wales will be strengthened further as the Welsh Labour Government’s Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act is implemented.

The Act, which received Royal Assent in April, is the first law of its kind in Europe. It will improve the public sector response in Wales to violence against women, domestic abuse and sexual violence, and build on our work on 10,000 Safer Lives.

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**Lymphoedema specialist for children and young people in Wales is first in UK**

**Services for children and young people with lymphoedema will be improved as a new dedicated national paediatric specialist post is created in the Welsh NHS, Welsh Labour’s Health and Social Services Minister Mark Drakeford has announced.**

The post is the first of its kind in the UK and will help to ensure that more lymphoedema care for the 54 children with the debilitating condition in Wales will be provided closer to home in the future, instead of families facing long journeys to specialist centres in London and Liverpool.

In Wales there is currently no lymphoedema paediatric clinic. There are only a small number of specialist lymphoedema centres in the UK which will accept paediatric referrals, including St George’s and Great Ormond Street Hospitals in London and the Royal Liverpool Hospital. Some parents in Wales refer their children direct to these hospitals and travel there at considerable cost – 90% of children with lymphoedema have previously attended appointments outside Wales.

Having a paediatric specialist post will help to enhance practitioners’ knowledge and awareness of the condition in Wales. A paediatric lymphoedema pathway will be developed and telehealth services will link families to specialists.

The Tenovus mobile unit, which travels throughout Wales, will enable children and their families to have assessment and treatment for lymphoedema locally.

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**Wales outperforms England and Northern Ireland in reduced CO2 emission from recycling**

**Welsh Labour’s  Minister for Natural Resources Carl Sargeant has hailed figures showing that Wales is the leading UK nation in recycling emissions saved per person.**

The figures, taken from the Recycling Carbon Index Report, show Wales as the clear leader, with 84 kg CO2 eq saved per person in 2013/14, compared to 67 and 65 in England and Northern Ireland respectively.

The Local Authority Recycling Carbon Index measures the environmental performance of councils' recycling services. When products are recycled it avoids the need to extract and process new raw material, reducing carbon emissions. The size of the reduction depends on the material recycled. The Carbon Index uses the amount of each material that a council collects to calculate how much carbon is saved.

The figures show that Wales saved over 25% more CO2 than both England and Northern Ireland last year, which reflects the higher recycling rates achieved here in Wales and reinforces that Wales is recycling more of the right materials in the right ways.