**Wales TUC - March 2015 – Issue 18**

**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 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** **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

**FULLY BOOKED**

Contributors: ACAS, Relate, National Hate Crime & Support Centre, Gofal, WAVE, National Autistic Society, Chwarae Teg, Show Racism the Red Card, Thompsons, and many more.......

Reserve list - Book here: [**http://bitly.com/1G7QheM**](http://bitly.com/1G7QheM)

# 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 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**

**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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| **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 |

**Consultation documents**

## [Aligning the apprenticeship model to the needs of the Welsh economy](http://gov.wales/consultations/education/aligning-the-apprenticeship-model/?lang=en)

## [Devolution, Democracy and Delivery White Paper - Reforming Local Government: Power to Local People](http://gov.wales/consultations/localgovernment/power-to-local-people/?lang=en)

[**Welsh Government Consultation Documents - new**](http://gov.wales/consultations/?lang=en&status=open&show=radded)

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

#### Violence against Women, Domestic Abuse and Sexual Violence (Wales) Bill

On 10 March 2015, the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Bill was approved. The legislation aims to improve the Public Sector response in Wales to such abuse and violence and was subject to rigorous scrutiny through the legislative process.

The Bill will amongst other things:

* Improved arrangements to promote awareness of, and to prevent, protect and support victims of gender-based violence, domestic abuse and sexual violence;
* Introduce a needs–based approach to developing strategies which will ensure strong strategic direction and strengthened accountability.
* Ensure strategic level ownership, through the appointment of a Ministerial Adviser who will have a role in advising Welsh Ministers and improving joint working amongst agencies across this sector.
* Improve 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) (External link)

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

## [Violence against Women, Domestic Abuse and Sexual Violence (Wales) Bill](http://www.senedd.assembly.wales/mgIssueHistoryHome.aspx?IId=10028&AIID=17668)

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|  Stage 4 – Passing of the Bill in Plenary | The Bill was agreed by the Assembly in accordance with SO 12.36 on [10 March 2015](http://www.assembly.wales/en/bus-home/pages/rop.aspx?meetingid=3113&assembly=4&c=Record%20of%20Proceedings#205366). [Violence against Women, Domestic Abuse and Sexual Violence (Wales) Bill, as passed](http://www.senedd.assemblywales.org/documents/s37622/Violence%20against%20Women%2C%20Domestic%20Abuse%20and%20Sexual%20Violence%20Wales%20Bill%2C%20as%20passed.pdf) |
| Post-stage 4 | The Bill is now in the four week period of intimation (11 March – 7 April 2015).  During this period, the Counsel General or the Attorney General may refer the question whether the Bill, or any provision of the Bill, would be within the Assembly’s legislative competence to the Supreme Court for decision (section 112 of the Government of Wales Act). Similarly, the Secretary of State for Wales may make an order prohibiting the Clerk of the Assembly from submitting the Bill for Royal Assent. |

**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>

**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.

**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).

**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*

**Cardiff Womens Aid**



**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



**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.

**Shelter – Work it out Project**

The Work it Out project promotes housing and debt advice information to people who **are in employment** and who would not normally seek assistance through traditional advice routes, thus preventing homelessness and raising understanding of the issues.

We are offering this service because:

* People in employment are least likely to be connected into a network of support or help services in the same way as are care leavers, single parents and people with disabilities.
* Given the reduction in public spending in Wales and the full impact of welfare reform on individuals it is likely that as more people face changes in their working conditions, the need for independent information and advice will be increased.

Free, expert housing advice, tools and downloads

If you have an urgent housing problem call 0845 075 5005.

If your problem is not urgent, browse the website, <http://www.sheltercymru.org.uk/get-advice/get-advice-online/> which contains information on a huge range of housing related issues. If you need more help, you can email us your enquiry.

Information can go on the workplace intranet and/or newsletters. Leaflets can be posted to ULRs for distribution (free).

Llion Bevan llionb@sheltercymru.org.uk 01792 469400

**Reps training**

Wea Cymru / Wales TUC will be running the following course:

TUC Course - UNION REPS stage 1 - Thursday 16th April at WEA Cymru Cardiff 9.30-5pm

For 12 weeks

**This course will cover:**

* The Role of the Union Rep
* How to represent your members effectively
* Engaging with management to discuss a range of issues
* Promoting learning opportunities
* Working together with members and other union reps.

An application form is attached to complete and return.

Please be aware there are no parking facilities at the venue.

Attached is a guide to nearby car parks

*WEA Heads of the Valleys Office/WEA (Swyddfa Blaen y Cymoedd)*

***Telephone/Ffôn: 01495 369852***

**E-mail/E-bost**: ***terry.bishop@weacymru.org.uk***

***Website/Safwe*:** [*www.weacymru.org.uk*](http://www.weacymru.org.uk/)

**Mental Health First Aid**

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**Mental Health First Aid training '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...**

**MENTAL HEALTH FIRST AID COURSE**

**64, Chester Rd, Flintshire CH6 5DH - North Wales**

**30TH – 31ST March 2015**

**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 alternatively go onto Eventbrite to book your place. Tel Sue: 0790 334 3997

<https://www.eventbrite.co.uk/e/2-day-mental-health-first-aid-tickets-15960687847>

**Mental Health First Aid**

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

**Cardiff – February – 19th 20th - 1 Cathedral Road, Cardiff CF11 9HA**

North Wales - 64, Chester Rd Flintshire CH6 5DH – Venue Booked 30-31 March

Swansea - April **– 16th 17th**-19 High Street, Swansea SA1 1LF

Cardiff – May **7th and 8th** - Transport House, 1, Cathedral Road, Cardiff CF11 9HA

North Wales – May **26th 27th** 64, Chester Street, Flint CH6 5DH,

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

Cardiff – June **29th 30th** **Venue to be confirmed**

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

**Please Note:**

**If anyone has a venue to hire for the June (Cardiff) event please call:**

**Sue Carlick on 0790 334 3997**