If you can't see the pictures, [please click here](http://emails.unionprofessionals.org.uk/go.asp?/bTUC001/mOJG8I1F/qOAG8I1F/u2QCLA1F/x2LPZI1F)



**Wales TUC - November 2014 – Issue 14**

**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**

**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!**

**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**

**Applications to:** Nick Taylor**,** Trade Union Studies, WEA Cymru, Caia Park Partnership, Prince Charles Road, Wrexham, LL13 8TH

**Tel:** 01978 318 866

**Email:** **nick.taylor@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 |

**Consultation documents**

[**Welsh language standards: regulations**](http://wales.gov.uk/consultations/welshlanguage/welsh-language-standards-regulations/?lang=en)

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

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

[**MPs debated the remaining stages of the Childcare Payments Bill in the House of Commons on Monday 17 November 2014.**](http://www.parliament.uk/business/news/2014/november/commons-remaining-stages-childcare-payments-bill/)

[**Lords debates women suffering abuse**](http://www.parliament.uk/business/news/2014/november/lords-vulnerable-women-debate/)

[**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**

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

**TUC Decent Jobs Week**

Starts on **Monday 15th of December** Look out for our street stalls in North, West and South Wales during that week.

Monday 15th December in Colwyn Bay, 4pm – 6pm.

Wednesday 17th December in Swansea 10am - 4.30pm

Thursday 18th December in Cardiff- 4pm – 6pm

Precise locations within those areas are to be confirmed.



**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**

**Live Fear Free**



Violence against women, domestic abuse and sexual violence knows no boundaries. It affects people from all walks of life and from all cultural, social and ethnic backgrounds - the rich, the poor, the employed, the unemployed, gay or straight, the young and the old. Women and children suffer in particular and men can also be victims.

It isn't limited to just physical or sexual abuse. It can be emotional or verbal, such as undermining self-confidence, the use of threats, isolation from friends and family, stalking, as well as controlling access to money, food, transport etc.

The [warning signs](http://livefearfree.org.uk/what-are-the-signs/?lang=en) are not always easy to spot and can go unnoticed for months, or even years, as the abuse can gradually get worse over time. It is also very difficult to know for certain whether a friend, relative or colleague is a target of abuse unless they tell you.

Domestic abuse and sexual violence should not, and will not, be tolerated in Wales. Society as a whole needs to make a stand, ensuring that perpetrators know their behaviour will be challenged and that those experiencing abuse and violence will be helped and supported.

Join us in pledging your support to end violence against women, domestic abuse and sexual violence.

 Like us on [Facebook](https://www.facebook.com/LiveFearFree), [re-tweet our messages](https://twitter.com/LiveFearFree) and [have your say on our comments page](http://livefearfree.org.uk/your-comments/?lang=en). Make your voice heard! <http://livefearfree.org.uk>

**For 24 hour advice and support call the All-Wales Domestic Abuse and Sexual Violence Helpline on 0808 80 10 800**

**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>

**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.

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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/>

**Welsh Womens Aid – Walk a Mile in Her Shoes**

**Saturday 6th December**

**Welsh Women’s Aid** **Walk a Mile in Her Shoes®2014** **Time: meet 1.30pm**

 **Unite the Union, 1 Cathedral Rd, Cardiff CF11 9SD**

On the 6th December Welsh Women’s Aid are asking men from all over Wales to join us for this one mile walk in high heels in recognition of the role you have to play in ending violence against women. It is a fun way of raising awareness and getting people talking!

The walk will end at Porters Bar with speeches from Torchwood star, Gareth David Lloyd. Any bright woman’s shoe is to be worn by participants. Welsh Women’s Aid are happy to provide shoes for you, please advise us of your shoe size on the registration form. People of any gender identity are also welcome to support and take part in the event.

To enquire about the walk or to book your places please mail;

beckyjones@welshwomensaid.org.uk

or download the registration pack; [www.welshwomensaid.org.uk](http://www.welshwomensaid.org.uk/)

For more information on the ‘Walk a Mile in Her Shoes’ international campaign please visit<http://www.walkamileinhershoes.org/>