

Wales TUC Cymru

## **Rhwydwaith Cydraddoldeb/Equality Network**

Cylchlythyr/Newsletter – Rhagfyr 2017 December

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*The equality network newsletter is sent out to trade union officers, reps and activists in Wales with an interest in equality issues and includes news, events, resources and information. For any queries, unsubscribe/subscribe requests or if you have items for the of next edition of the newsletter please contact [jrees@tuc.org.uk](mailto:jrees@tuc.org.uk)*

*N.B: Please bear with us – we have been having some problems with our new email newsletters system which has delayed this newsletter and mean it is only available in plain format this time. We expect these issues to be resolved in the New Year.*

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### **Update: Menopause e-Note launching this Monday**

The Wales TUC's new menopause eNote will be launched this coming Monday (18<sup>th</sup> December). An eNote is an online interactive learning tool to help reps keep up to date on key workplace issues. Each eNote is a self-contained module that contains a mix of text, video and quizzes. They take around around 15-25 minutes to complete.

The menopause eNote has been developed as a result of the findings of our recent survey which found that many women wanted to see a change in the way the menopause is treated in the workplace. It looks at why the menopause is a workplace health and safety and equality issue and what action unions and employers can take to improve support for women.

Read the full Wales TUC survey report [The menopause: workplace issue](#)

The eNote is based on the Wales TUC's [The Menopause in the Workplace: a toolkit for trade union activists](#).

#### **The eNote will be available here from Monday:**

<https://www.tuceducation.org.uk/mod/page/view.php?id=51438>

In the meantime why not checkout the other eNotes available, including *sexual harassment, religion and belief, equality law or pregnancy and maternity discrimination?*

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## **Free EHRC *Identifying and Tackling Discrimination in the Workplace* course open to union reps**

The *Identifying and Tackling Discrimination in the Workplace* is a free Equality and Human Rights Commission, accredited course for front line advice providers in Wales, including trade union reps. Run annually in both Cardiff and North Wales, the EHRC are delighted that the course will run between January and March 2018.

The course will be scheduled over two days a month, in each location, during business hours. The South Wales course will run in Cardiff, and the North Wales course in Rhyl.

The aim of the course is to increase the ability of course participants to be able to provide specific, accurate and time critical advice to those individuals who believe they have experienced discrimination in the field of employment, and to enable them to access justice.

The course will cover

- employment legislation to provide the foundations for strand specific learning,
- discrimination; protected characteristics, types of discrimination, burden of proof, positive action, genuine requirements, time limits and reasonable steps defense
- the basics of an Employment Tribunal and mediation

If you are interested in registering your interest in the course (either in North or South Wales) please email [info@lancasterconsultingweb.co.uk](mailto:info@lancasterconsultingweb.co.uk) or contact 01422 846934.

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## **Wales as a Nation of Sanctuary movement: Wales TUC pledges its support**

The Wales TUC General Council has formally pledged its support to the *Wales as a Nation of Sanctuary* movement.

With conflict in countries such as Afghanistan, Syria and South Sudan, the UN's refugee agency has reported that there are now more displaced people than after World War II. Wales as a Nation of Sanctuary is a national movement committed to building a culture of hospitality and welcome in Wales, especially for refugees seeking sanctuary from war and persecution.

After hearing first-hand from some of the [sanctuary speakers](#) about their experiences of seeking refuge and the many difficulties and barriers they can face, including accessing work, members of the Wales TUC Equalities Committee highlighted this issue to the General Council who agreed to support the pledge.

Over the coming year, we'll be looking at ways that we as a trade union movement in Wales can support this vision and help to tackle some of the difficulties and barriers that can be experienced by refugees, particularly in the workplace.

To find out more or learn how your branch/workplace can support the Nation of Sanctuary movement why not contact one of your local City of Sanctuary projects. For a list of local projects visit <https://cardiff.cityofsanctuary.org/what-we-do/wales-city-of-sanctuary>

You could also consider inviting a [sanctuary speaker](#) to your workplace – the speakers provide valuable insight into the lives of refugees and asylum seekers.

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## Cardiff University: new disability discrimination quiz

Do you have an impairment or long-term health condition? You might be experiencing discrimination at work without realising it.

Produced by researchers at Cardiff University, this new quiz uses robust academic research to help workers with an impairment or long-term illness to recognise discrimination at work.

Find out if you might be experiencing disability discrimination at work and what to do about it with this quiz. The Disability Discrimination Quiz was developed by researchers from Cardiff University and is based on robust academic research on ill-treatment at work.

[Take the quiz here](#)

[Or find a screen-reader accessible version here](#)

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## Gender pay gap reporting: A TUC guide for trade union activists

From April 2018, public, private and voluntary sector organisations with 250 or more employees must publish information about the gender pay gap in their organisation. They will have to do this each year.

This [guide](#) covers:

- What the gender pay gap is, what causes it and how it differs from equal pay
- An overview of the new gender pay gap reporting regulations
- How to negotiate using the new gender pay gap reporting regulations
- Useful links and further information

[https://www.tuc.org.uk/sites/default/files/GPGreportingguide\\_0.pdf](https://www.tuc.org.uk/sites/default/files/GPGreportingguide_0.pdf)

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## TUC calls on bosses to be vigilant for sexual harassment at Christmas parties

Following recent revelations about sexual harassment, the TUC has called on employers to be extra vigilant during the office Christmas party season.

Many people look forward to their Christmas bash as a chance to relax and unwind with their colleagues. But 1 in 7 victims of sexual harassment say it took place at a work social event, according to TUC polling. And this number rises to 1 in 5 for women employed by small businesses. [Read more ...](#)

Also see:

[New EHRC guidance for employers on sexual harassment and the law](#)

[TUC Know your rights guide: Protection from sexual harassment](#)

[TUC research on sexual harassment in the workplace](#)

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## Carers Rights: Are you or your members carers? Do you know your rights?

**Every year in Wales 123,000 people become carers, of these almost 50% will be working and many don't know how or where to get help, says [Carers Wales](#).**

Our loved ones are living longer with illness or disability, and more and more of us are looking after them. Whether round-the-clock or for a few hours a week, in our own home or for someone at the other end of a motorway caring can have a huge effect on us, our lives and our plans.

Caring is such an important part of life. It's simply part of being human. Carers are holding families together, enabling loved ones to get the most out of life, making an enormous contribution to society and saving the Welsh economy alone £8.1 billion pounds.

Yet, many of us are stretched to the limit – juggling care with work and family life, or even struggling with poor health ourselves. We often find it difficult to make ends meet if we're unable to work or if we've reduced our working hours to care.

Every year in Wales 123,000 people become carers, of these almost 50% will be working and many don't know how or where to get help. Caring can happen suddenly. Someone you love is taken ill or has an accident. Your child is born with a disability. For others, caring

creeps up unnoticed. Your parents can't manage on their own any longer or maybe your partner's health gets gradually worse. Without the rights support and help caring the responsibilities can be frightening and very lonely.

For some looking after someone can be tough but you don't need to be on your own. Carers Wales (part of Carers UK) is here to listen, to give you expert information and advice that's tailored to your situation, to champion your rights and support you in finding new ways to manage at home, at work, or wherever you are. We're here to make life better for carers.

Our website has a wealth of information about your rights and entitlements. However caring affects you and your family, we're here. Help us by joining us for free, keep up to date with our work and help us by getting involved in our campaigns and be part of a collective voice for change [www.carersuk.org/how-you-can-help/join-us](http://www.carersuk.org/how-you-can-help/join-us)

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## Please share the **Carers Wales** survey

Carers Wales are asking for reps' help in gathering views on how employers could better support working carers.

Would you be able to share this survey with your members and colleagues who may have thoughts on how carers can be better supported? The survey will be used to inform employers and the Welsh government about how working carers can be supported.

Carers Wales are keen to ensure they gather views from all working environments and would particularly appreciate your help in reaching manufacturing and industrial employees.

The survey can be found [here](#)

We'd like views from

- Working carers
- People who have worked while caring
- People who would have liked to work while caring
- People who may be a working carer in the future
- Anyone with views to share

If you have any questions or suggestion, please contact [julie.skelton@carerswales.org](mailto:julie.skelton@carerswales.org)

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## **Is Racism Real? A TUC report about the experiences of Black and minority ethnic workers – polling findings**

For many years trade unions have consistently campaigned against all forms of racism and discrimination in the workplace. The TUC believes that racism is real in our workplaces. While considerable research has been conducted on access to employment, there is not much data available on the experiences of Black and minority ethnic (BME) people in the workplace.

Every worker should be treated fairly at work and have a decent, good-quality job. However, experiencing racism at work is part of everyday life for many BME workers. And this racism is often hidden as it is very rarely talked about at work.

This report presents findings from polling commissioned by the TUC from ICM. It was conducted with a panel of 1,003 BME workers. The report shows that BME workers face many forms of racism and discrimination such as: verbal abuse; racist comments and jokes; bullying and harassment; physical violence; being singled out and treated differently; or discriminated against.

Our findings show that many BME workers do not report their experience formally and that this has a very negative effect on their general wellbeing, mental health and performance at work. [Read more...](#)

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## **ILO statement: The future world of work must be fully inclusive of people with disabilities**

“People with disabilities, with their skills and talents, are an important asset to the labour markets today and in the future,” says International Labour Organisation Director-General Guy Ryder.

The ILO’s founding mandate has always led it to promote greater equality of treatment and opportunities for persons with disabilities in the labour market in partnership with its tripartite constituents, members of the UN family, organizations of people with disabilities and other stakeholders.

One out of every seven people in the world has a disability and the vast majority of them are of working age. But most do not enjoy the right to work. We also know that the exclusion of people with disabilities from the labour market can cost national economies up to 7 per cent of GDP. [Read more...](#)

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## Time to Change Wales pledge

Time to Change Wales is the first national campaign to challenge the stigma and discrimination faced by people with mental health problems. Its campaign message is simple - TTCW wants to get Wales talking about mental health, to break down the barriers, myths and stereotypes that surround the issue. It aims to normalise having conversations about mental health with friends, family and in communities and workplaces across Wales.

**Organisational Pledge:** By signing the Time to Change Pledge, your organisation can make a public declaration that you want to step up to tackle mental health stigma and discrimination. As part of the pledge, you will commit to taking realistic actions to reduction in discrimination within your organisation and within the wider community.

Time to Change Wales are keen to get union reps' support in getting employers to support the pledge. [Read more...](#)

**Contact:** Jules Twells Engagement Manager – Rheolwraig Ymgysylltu 02920 346586 (m) 07721 834495 **Time to Change Wales - Amser i newid Cymru**

@ttcw | [www.timetochangewales.org.uk](http://www.timetochangewales.org.uk) | [Facebook.com/ttcwales](https://www.facebook.com/ttcwales)

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## Go home healthy - new HSE campaign on workplace stress

Excessive pressure and demands at work can cause stress. This can lead to chronic physical and mental health conditions.

Employers have a legal duty to protect workers from stress at work by doing a risk assessment and acting on it. Find out more with [these examples of stress risk assessments](#), or alternatively find out more about HSE's organisational approach to preventing work-related stress, the [Management Standards](#).

Also see:

[TUC guide– produced with the Health and Safety Executive \(HSE\) – to help trade union health and safety representatives tackle workplace stress.](#)

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## Chwarae Teg: *Make Yourself* programme for women

Women can benefit from Chwarae Teg's fully funded Agile Nation 2 Career Development Programme which aims to bring out the team leader in you.

The women's programme involves:

- Getting to know you – identifying your goals, barriers, skills abilities and personal learning styles to create an action plan for your development journey.
- Individual advice, support and guidance from their dedicated and experienced team.
- Achieving a qualification accredited by the world-renowned Institute of Leadership and Management (ILM).
- Tailored bite-sized learning modules to gain further knowledge, experience and confidence to reach your potential.
- Opportunities to meet, share and learn from inspirational women in Wales.

The women's programme provides its graduates the opportunity to apply for:

- A training allowance of up to £750 for technical training you may need to progress in your career
- 1:1 Mentoring scheme

**Contact Chwarae Teg to find out more:** 0300 365 0445 [www.agilenation2.org.uk](http://www.agilenation2.org.uk)

Chwarae Teg also provide an **employers' programme** which offers fully-funded, bespoke business support – including equality and diversity strategy and action plans - visit [www.makeyourself.wales](http://www.makeyourself.wales) for more information.

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## Insecure work and ethnicity: TUC report

In December 2016 the TUC published a new report, Living on the edge, looking at the extent of insecure work in Britain today.

The report found that there are 3.2 million people who face insecurity in work in the UK, either because they are working on a contract that does not guarantee decent employment rights (including zero hours contracts, agency and casual work), or because they are in low paid self-employment (earning less than the government's National Living Wage). In total this is one in ten of those in work.

These people are missing out on key rights and protections at work. 1.5 million of this group are employed, but risk missing out on family friendly rights including maternity, paternity and adoption leave, the right to an itemised pay slip, and protection from unfair dismissal.



This number has grown by 700,000 in the last decade, mostly because of the increase in zero hours contracts.

This analysis looks at how the growth of insecure work has affected different ethnic groups. Our previous analysis looked at the growth of insecure work over the period of 2011 to 2016, and for consistency this data will look over the same period. [Read more...](#)

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## Oxfam Cymru Skills for Life project in Cardiff

Skills for Life is an exciting new project which is enabling women in Cardiff to gain the skills and confidence they need to progress into decent work.

With a particular focus on Black and Minority Ethnic (BME) women, Skills for Life sees Oxfam Cymru join forces with [South Riverside Community Development Centre](#) to deliver a tailored and supportive programme of workshops, training, professional coaching and voluntary work placements.

BME communities, and particularly women, are some of the most socially and economically disadvantaged groups and suffer disproportionate levels of poverty and social exclusion. Women are still paid less for the work they do - the gender pay gap means women earn 18% less than men for doing the same job - and of women working part-time in Wales, 40% are paid less than the [Living Wage](#). Women often lack a voice in decision-making processes and are under-represented in leadership roles too - which is why Oxfam and our partners are working to make a change.

Through one to one support, the participants will also be able to participate in:

- Work placements with employers to provide a positive work (re-)entry experiences
- Professional coaching
- Accredited & non-accredited training
- 2-day employability training focusing on CVs, interviews, making a good impression and setting goals.
- Skills and confidence building workshops
- Funds allocated to support them into employment - for example childcare and travel costs

The project is aimed at women living in Communities First areas in Cardiff – contact the project for more details about eligibility.

**Contact:** Miriam Merkova (Project Manager) to find out more: 0300 200 1269  
[mmerkova1@oxfam.org.uk](mailto:mmerkova1@oxfam.org.uk).

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## Let's talk: improving conversations about disability at work

*Let's Talk* is a new publication by Scope, which looks at disabled people's experiences of talking about their impairment or condition at work.

Scope's research found that many disabled people struggle to share information about their impairment or condition in the workplace. This can make it harder for disabled people to access the support and adjustments they need to carry out their job.

Key findings:

- Nearly half of disabled people (48 per cent) have worried about sharing information about their impairment or condition with an employer.
- Only half of disabled people we surveyed (49 per cent) are aware of their rights as a disabled employee.
- Several disabled people said they experienced negative comments from talking about their impairment or condition at work.
- Some disabled people who had positive experiences said this helped them to get the support they needed.

Scope are calling on employers to create inclusive workplaces where disabled people can be themselves and share information about their impairment or condition on their own terms.

Read more at <https://www.scope.org.uk/Get-Involved/Campaigns/Employment/Let-s-Talk#Wek1YGRdgYC1FtGe.99>

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## Coming soon: Wales TUC workplace diversity survey findings

The Wales TUC has recently carried out a workplace diversity survey, which focussed on attitudes towards and experiences of disability in the workplace, particularly the experiences of workers with 'hidden' impairments (such as mental health conditions or autism).

The full findings will be published in early 2018. Check our website [www.wtuc.org.uk](http://www.wtuc.org.uk) or future newsletters for updates.

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## Upcoming Wales TUC events in 2018:

### Understanding the needs of the older worker – union learning rep development days

Wales TUC Learning Services is pleased to invite reps from all unions (including those waiting for training) to attend the ULR development days as follows:

- **North Wales**– 8<sup>th</sup> February 2018 – St George’s Hotel, Llandudno
- **South Wales** - 15th February 2018 – Redhouse Merthyr Tydfil

The theme of this year’s event is '*understanding the needs of the older worker*'. The event is **free** to attend and offers a fantastic opportunity to learn, network and share through listening to guest speakers and participating in workshops.

Attendees can participate in two workshops throughout the day, including (subject to change):

- Employability and the Older Worker
- Skills and training challenges facing older people in the workplace and beyond - The toolkit.
- Filming with a Smartphone
- Making the most out of Quick Reads

[More info and how to register for the South Wales event](#)

[More info and how to register for the North Wales event](#)

### Essential update briefing for union representatives in Wales

**Wed 24 Jan 2018 - 09:30 to 16:00**

**The Orangery, Margam Park, Port Talbot**

This **free** event will cover key workplace issues facing union reps today and will include sessions on employment tribunal fees, contracts of employment and dealing with stress at work.

The event will include a mixture of speakers and workshops and will provide an opportunity to network with other union reps.

[More info and how to register](#)

## Wales TUC Equality Forums

Want to get more involved in the equality work of the Wales TUC?

The Wales TUC equalities forum are open to new members. The forums are informal self-organising networks which act in an advisory role to the Wales TUC Equalities Committee. Each forum is organised and chaired by a member of the Wales TUC Equalities Committee and we currently have active forums for women, disabled members and LGBT+ members. We hope to re-launch our BME and Young Workers forums in 2018.

The forums exist to help promote equality through the trade union movement in Wales, and get involved in activities such as helping to plan trade union events, surveys, resources and campaigns to raise awareness and advance equality in the workplace. They are open to members from TUC member unions.

Each forum meets around four times per year and meeting dates planned for 2018 so far are as follows:

**Disability forum** - 27th Feb, 29th May, 7th August, 27th November all at 1pm -3.

**LGBT+ forum** - TBC

**Women's forum** - 5<sup>th</sup> Feb, 11<sup>th</sup> April all at 11 am – 1 pm.

All meetings are held in the Unite Building at 1 Cathedral Road, Cardiff CF11 9SD.

If you'd like to find out more or attend one of the forums please contact Jo Rees [jrees@tuc.org.uk](mailto:jrees@tuc.org.uk). Please let us know if you have any access requirements.

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## Vacancies

### Education and Lifelong Learning Advisor – Royal College of Nursing, Cardiff

Organisation name: Royal College of Nursing

Salary: £52,683 (pro rata) Closing date: 21 Dec 2017

Job location: Cardiff Interview date: 05 Jan 2018

Hours: 14 per week (worked over Monday to Friday in accordance with service need)

Website

[https://global3.recruitmentplatform.com/syndicated/private/syd\\_apply.cfm?ID=PKHF  
K026203F3VBQB8N6GV7SU&nPostingTargetId=1089&nPostingId=832](https://global3.recruitmentplatform.com/syndicated/private/syd_apply.cfm?ID=PKHF<br/>K026203F3VBQB8N6GV7SU&nPostingTargetId=1089&nPostingId=832)

## Clerk – UNISON, Bristol

Organisation name: UNISON      Reference number: R10/62

Salary: £20,752 per annum      Closing date: 05 Jan 2018

Job location: Bristol      Interview date: 19 Jan 2018

Hours: Full time

Website: <http://www.unison.org.uk/about/jobs/>

Ends.

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