

treading water...

SERTUC'S
EIGHTH
SURVEY OF
EQUALITY
IN TRADE
UNIONS

SERTUC

Southern and Eastern Regional
Council of the TUC

main trades and industries
representing TUC affiliated trade
unions in London, the South East
and the East of England

office address Congress House
Great Russell Street
London WC1B 3LS
020 7467 1220
www.tuc.org.uk/sertuc

regional secretary
Megan Dobney
mdobney@tuc.org.uk

administrative secretary
Darren Lewis
dlewis@tuc.org.uk

campaigns and policy officer
Laurie Heselden
lheselden@tuc.org.uk

policy officer
John Ball
jball@tuc.org.uk

policy officer
Matt Dykes
mdykes@tuc.org.uk

Vulnerable Workers Project
project manager
Bob Blyth
bblyth@tuc.org.uk

project officer
Darren Waplington
dwaplington@tuc.org.uk

admin assistant
Amy Budd
abudd@tuc.org.uk



foreword

Equality in a lifetime? That is indeed an aspiration worthy of a modern civilised age.

Legislation introduced during the past 40 years has sought to eradicate disadvantage and discrimination based on racism, sexism, prejudice against disabled persons, homophobia, age or belief. Let's be honest and ask the following telling questions. Has society moved forwards? Yes. Have we reached utopia? No. Is the direction of travel forwards? Yes, but not uniformly so. Is the pace of change acceptable? No.

Since our previous survey in 2004 there has been a major change in the infrastructure of equality and it would be wrong to introduce this booklet and to fail to note that the Equality and Human Rights Commission has replaced the Commission for Racial Equality, the Equal Opportunities Commission and the Disability Rights Commission. The three Commissions were far from perfect but their work was respected and needed. Unions in the SERTUC region were concerned at the loss of these Commissions and will be vigilant for any loss of imperative on those equality strands – or, indeed, for any compression of budgets.

And since our previous survey, what was once almost universally called 'equalities' has evolved into 'equalities', 'diversity' and 'inclusion', which are not all the same thing. Where the new vocabulary denotes new best practice, unions

are firm advocates of it. But the substitution of 'equalities' by 'diversity' can conceal a dilution of values and objectives, which unions will remain sensitive and alert to.

Malcolm X once said, "Nobody can give you freedom. Nobody can give you equality and justice or anything", and he went on to say that "you (must) take it". Unions are right to press for equal rights, are right to press for legislation and are right to press for exemplary equality practices and monitoring at work. But I agree with the essence of Malcolm X's statement, ultimately, we must not depend on the state, legislators, the courts, employers or HR departments to deliver equality at work and in society for us, we must secure our own agenda by force of argument, by organisation and by effective campaigning.

This brings me, and hopefully you, to the core purpose of this publication; the trade union movement will only express the most effective arguments for equalities if we apply all the principles to our rule books and structures. We will only achieve effective organisation if all members are 'included' and we only achieve the most decisive and accountable leadership if our leadership reflects the characteristics of our membership.

Being a trade unionist is not something we only do at work, it's a way of life. As trade unionists our core values include respect for all people, a commitment to struggle for justice for all, both in the workplace and in the community, and an opposition to all forms of discrimination and racism. A belief in equality is the root of all we do.

As such, I commend this booklet to you, as a comprehensive review of how robust our own movement's foundations are in terms of equalities. This will have a crucial impact on our ability to secure progressive change in the future.

And I commend this booklet to you as a source of great ideas. As Mahatma Ghandi said: "You must be the change that you want to see in the world".

Martin Gould
SERTUC President



intro

This book captures a snapshot of unions' equality structures and activities – not only internal activities, but also the work done to strengthen the equality of opportunity for members in the workplace and society.

But inevitably, the internal structures and their success in promoting the special interests of women, black members, LGBT, disabled, retired and young members, are symbolic of the emphasis, importance, relevance and commitment shown by unions' leaderships to furthering equality.

However, the key remains in knowledge. Is it possible for members to achieve equality in their unions if they don't know their union's characteristics? I think not, so it is encouraging to see that more unions are now monitoring their membership than in 2004. But many do not, so there is still much to do.

I often wonder if women's struggle for equality in their unions is "taken for granted". There is a much greater understanding of the impact of workplace and social norms on women – so cognisance of the gender impact of many ways of working is well recognised. But perhaps because we are not a "minority interest" in British society the subservient social position (most clearly stated by the gender pay gap) is undervalued?

Some of our respondents still show, four years on, a dramatic under-representation of women

at the decision-making levels of executive committees and conferences.

Black and minority ethnic members on the other hand, are often well represented on union executives – where the union knows its membership! So there is some encouragement there.

The most complex area is for LGBT trade unionists. Very few unions monitor this section of their membership, even with the advent of new laws protecting LGBT workers in most workplaces. The TUC is calling for a question on sexual orientation to be included in the 2011 census. Success here might focus our minds further on this issue.

Questions on disabled members were more thorough this year than previously and again the direction seems to be forward. Unions, as public bodies, have had to consider their service delivery to a greater degree than before and activities around disability are not only focussed on existing members but are being mainstreamed into the broader membership.

For retired members the main (but certainly not only) issue has always been pensions – whether occupational or state. Again, this is so relevant to the working membership that unity of purpose has created progress even though retired members' organisation is generally not part of the mainstream democracy.

Young members are of course unique: they are the only group of under-represented members guaranteed to move out of this condition! Unions have traditionally asked two questions on application – age and gender, so statistics are (computer systems willing) available. Given the importance of young workers to the future of the movement it is not surprising that unions are working to hold and engage their interest.

What's probably most important about this book though is the opportunity it offers activists, reps and officers to purloin, borrow, plagiarise, or whatever, the ideas and examples of innovative activity outlined by sister unions.

Now we just have to make the diversity of our leaderships match the diversity of the ideas we employ in developing and supporting our members!

Megan Dobney
SERTUC Regional Secretary

the SERTUC region

The Southern and Eastern Region TUC encompasses three government regions: the East of England (Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk, Suffolk), the South East (Berkshire, Buckinghamshire, East Sussex, Hampshire, Isle of Wight, Kent, Oxford, Surrey, West Sussex), and London. 21 million people live in the SERTUC region, about a third of the UK's population. London's population is projected to reach 8.1 million, an increase of 600,000 by 2020.

SERTUC currently represents the interests of two million people who live and work here – nearly a third of the almost 6.5 million trade unionists in the TUC. We have the lowest trade union density at 23.8%, compared to the national average of 28.1%.

A number of factors can account for these lower levels, which remain at the heart of the challenge to recruit and organise new members in the region today:

- sectors such as finance and business services and hotels and restaurants form a much bigger part of the SERTUC economy than elsewhere in the UK
- trade union density in the private sector is 16.6% compared to 59% in the public sector, and fewer people work in the public sector in London than in other parts of the country
- there are a far greater proportion of smaller companies in the SERTUC region, where trade union density is traditionally very low
- more people here are self employed, agency workers or work casual hours
- there are also more migrant workers – 70% of all migrant workers in the UK are based in London, the South East, and the East of England
- In the East of England and South East, women who work full time earn nearly 16%

less an hour than men. Including part time work, the gender pay gap is up to 40%

- the employment rate for women in London is lower than the UK average.

And with a huge and densely populated region, with the capital at its heart, we have the most diverse population in terms of race, sexuality, religious belief, and age in the UK. With that diversity there are greater obstacles for trade unions in tackling discrimination.

Recruiting, organising and retaining members are the key to the trade union movement's growth and strength. In our region, the challenge is even greater.

equality for all conference

In July 2007, SERTUC held its first *Equality For All Conference*. It was a major event for us, bringing together and promoting the equalities work of SERTUC and its equality sub-groups in challenging discrimination.

The aim of the conference was to look at the equalities campaigning work that SERTUC and unions are undertaking around race, disability, age, women's rights and sexual orientation in London, the South East and East of England.

With the introduction of the Equality and Human Rights Commission (EHRC), the conference aimed to inform people on the key developments within the areas of equalities law and policy. The morning session looked at how the EHRC would bring together expertise and resources to promote equality, tackle discrimination and protect human rights. It gave delegates the opportunity to find out what the implications would be for this major change in equality legislation.

There were also presentations from SERTUC on the *Diversity Works* project and on our Anti Racist Anti Fascist Action Plan.

The afternoon session gave delegates the opportunity to participate in the following workshops devised by our equality sub-groups.

Race hate crimes

In the workplace, race hate crime can take many forms, yet many people feel too frightened of the repercussions or too embarrassed to report it. Delegates heard from, and debated with, the Crown Prosecution Service, the Metropolitan Police, the Professional Footballers' Association and *Kick it Out* about how race hate crimes in the workplace are, and can be, dealt with.

Equal pay

Women and men have the right to equal pay under the law. Yet despite this, on average, women earn 82p for every £1 earned by a man. For part-time female workers the difference in pay is even greater. This workshop examined some of the key issues for trade union reps around equal pay, equal value and job evaluation schemes.

Confidence building for older women

Self-confidence is extremely important in almost every aspect of our lives, yet so many people struggle to find it. This session considered different ways to build self-confidence and inspire confidence in others, and was aimed specifically at older women trade union members.

Lesbian, gay, bisexual and transgender

Many LGBT people feel discriminated against and/or afraid of coming out to their colleagues. Whether it is fear of persecution, harassment or even of losing their jobs, people can feel singled out. This workshop looked at the barriers that may exist in workplaces to allowing people to come out and how trade unions can work with members and employers to remove these barriers.

Disability network

Disabled people face massive discrimination and exclusion. In an attempt to rethink attitudes and using the lack of disabled people in the film and TV industry as an example, we invited the *Graeae Theatre Company* to set up participatory workshops that looked at the role of casting and the portrayal of disabled people in film/TV.

Equality and Human Rights Commission

www.equalityhumanrights.com

The EHRC has two 'Heads of Region' covering the SERTUC area – one has responsibility for London and the West Midlands, the other covers the South East, South West, and East of England. There are 'regional hubs' in Guildford and Cambridge and a London Team based in the head office.

EHRC London Team

5th Floor, 151 Buckingham Palace Road
London SW1W 9SZ
020 7023 5980

EHRC East of England Hub

2nd Floor, Eastbrook, Shaftesbury Road
Cambridge CB2 2DF
01223 372 565

EHRC South East of England Hub

Bridge House, 1 Walnut Tree Close
Guildford GU1 4GA
01483 882 297

The EHRC came into being on 1 October 2007 combining the responsibilities and powers of the three previous equality commissions, namely the Commission for Racial Equality (CRE), the Disability Rights Commission (DRC) and the Equal Opportunities Commission (EOC) who, between them, had responsibility for promoting racial, disability and sex equality in Britain. In addition, the Commission takes responsibility for the new areas covered by law (age, sexual orientation, religion or belief) as well as human rights.

In the meantime the government is working on developing a Single Equality Bill to replace the existing Acts. The TUC hopes that this Bill will create clarity and coherence – and harmonise the various existing levels of protection *up* not *down*.

In 2007 a consultation document was produced – *A framework for fairness; proposals for a Single Equality Bill*.

The TUC's response to the consultation recognised the problems with the existing legislation, as a complicated mass of Acts and Regulations that very few workers and employers can readily comprehend, but commented that the document failed "to take the historic opportunity created by the formation of the *Discrimination Law Review* in February 2005 to undertake a thorough review of the effectiveness of our current provisions and to put forward proposals that would encourage greater progress towards equality of opportunity.

"The terms of reference of the *DLR* were to consider the fundamental principles of discrimination legislation; investigate different approaches to enforcement; investigate new models of encouraging compliance; and considering opportunities for creating a simpler, fairer Single Equality Act.

"*A Framework for Fairness* has significantly failed to fulfil this remit in a number of respects and the TUC believes the proposals for a Single Equality Bill must be considerably improved upon over the course of this consultation if we are to realise the benefits of having effective legislation to address the inequalities that persist in 21st century Britain".

The TUC was not alone in this view and a draft Bill is now not expected until much later in 2008.

diversity works for London

Diversity Works for London is a joint project from the Mayor of London, the London Development Agency and Southern and Eastern Region TUC. It provides support, advice and guidance for trade unions and employers, aiming to increase the number of workplaces in London that truly reflect the region's workforce.

Diversity is one of London's major strengths as a global city and it's one of the reasons so much business is drawn there. What's more, experts point to the fact that diversity is crucial to London's future growth. The capital's talent pool and future workforce has an increasing proportion of women, ethnic minorities, people with disabilities and older workers.

Businesses need to work with this diversity or lose out. Unfortunately, too many businesses aren't meeting this challenge and are not benefiting from these opportunities. Equally, too many Londoners are not accessing the jobs on their doorstep.

Despite the existence of equal opportunities legislation in the UK for over 30 years, inequality in the workplace and wider labour market persists in London. Just a quick glance at some headline figures reveals the extent to which different groups of workers face very different outcomes in employment and income:

- overall, unemployment rates for Black, Asian and minority ethnic (BAME) Londoners are twice as high as for white people in London;
- BAME workers earn an average hourly income that is £2 less than white workers;
- the employment rate for women in London is much less than for men. Significantly, it is also lower than women in the rest of the UK;
- a quarter of women workers in London earn less than £7 per hour;
- just over a third of disabled people in inner London have a job;

- the unemployment rate for Londoners over the age of 50 is over twice the national average;

- almost half of lesbian, gay and bisexual workers surveyed by the TUC had faced harassment in their workplace.

In a diverse world city like London, inequality and discrimination are huge barriers to both social cohesion and economic progress. Inequality and discrimination harm workers' lives and limit the creativity, vitality and opportunity that businesses need to succeed.

Trade unions have long campaigned for equality, battled with racism and discrimination and promoted equal rights for all workers. Trade union reps are ideally placed to help promote these aims in the workplace.

The Diversity Works for London project is a way of building collective action between workers, trade unions and employers to go beyond the minimum guarantees that the law provides and to proactively celebrate and harness the contribution that all of London's diverse workers and communities can bring to our society and economy.

The project provides a range of support for trade unions and employers:

- a new toolkit for union reps in London looking to support the development of diversity and equalities strategies in the workplace, available on-line and in hard copy;

- workshops for reps looking at the nature of diversity in their workplace and/or sector and identifying ways of engaging employers;

Reps can access the on-line toolkit by registering with the TUC's union reps website at www.unionreps.org.uk. When you register in the Southern and Eastern region, you will automatically find links to the Diversity Works for London toolkit on their homepage.

For more information on the workshops and other aspects of the project, contact Matt Dykes at the TUC at mdykes@tuc.org.uk

The London Development Agency has also developed a website offering a range of advice, guidance and diagnostic tools to enable employers to assess, manage and promote diversity in their workplace and supply chains (www.diversityworksforlondon.com).

women members

Despite making great strides at work and in education, women are still being paid 17.2% less than men, and nearly 36% less for part-time work. Men are paid far more at the top of the pay scale while women are more likely to be paid at minimum wage levels. And the average earnings for women are 42% less than men at their peak earnings, aged 55 and 59. This is why equal pay, casualisation, fixed term contracts and pensions remain the main focus for women trade unionists.

Structures

Ten unions have regional Full Time Officers who cover women's equality as part of their wider remit. 21 of the 31 unions who responded to our survey have a FTO who cover women's equality as well as other equality strands. Of those, Unison is the only union with a national women's officer. Women's equality is dealt with by the GS in the RMT, and by the AGS in NAPO and Prospect. Seven unions have elected regional committees, 14 have nationally elected committees.

Conferences

Twelve unions held an annual women's event (Unite Amicus, Unite T&G and NUJ held biennial events). The FBU runs an annual women's school aimed at educating and empowering women, with a mixture of inspirational women speakers and workshops. Usdaw's summer school considered the issues for women at work at different stages in their lives, particularly the experiences of younger and older women workers.

Equal pay, pensions, work-life balance, domestic violence, harassment and bullying were common themes in the women's conferences. The NUJ celebrated its centenary in 2007, their conference reflected on the history and future of women's involvement in the union.

Training

Nine unions have training courses for women members covering public speaking, leadership skills, equal pay and understanding legislation.

Campaigns

Ten unions publish journals for women, from the FBU's *Siren* published quarterly to the weekly *e-focus* from Unison. Features on women often appear in union's national journals.

- Many unions are campaigning on equal pay. Unite Amicus is also lobbying for mandatory pay audits, as well as improving childcare and maternity provision

- eradicating the gender pay gap would help to bring women and their children out of poverty, and ATL is actively involved in the End Child Poverty campaign

- Unite T&G has developed the role of women's reps/union equality reps in male-dominated industries.

- the NUJ has an *Equality for All* project to train equality officers funded by the UMF, as well as a campaign on safety at work for women reporters, home and abroad

- Usdaw publishes leaflets on a wide range of issues that affect women at work: women's health, domestic violence, childcare, flexible working and risk assessments during pregnancy. They also have pages on their website dedicated to women's equality.

SERTUC's Women's Rights Committee

SERTUC's WRC meets between five and six times a year and members represent many trade unions and trades councils from across the whole SERTUC region.

The committee has a set of priorities to tackle discrimination against women, namely:

- to represent the views of women members at all levels of the movement
- to maintain a high profile to ensure women's voices continue to be heard
- to provide advice and support to the SERTUC Executive Committee

The WRC meetings are informative and inclusive for all sisters in the region and recent events have included:

- an education event on *Tackling Domestic Violence*
- a visiting speaker from Anti-Slavery International
- progress on the *Diversity Works* project
- input on the Olympic Delivery Plan for 2012 and the impact on equality issues specifically relating to women in the workplace
- a meeting at the House of Commons to discuss the progress of the proposal for a statue of Sylvia Pankhurst.

How to get involved

Committee members are delegates from their union so anyone interested in joining must seek nomination from their union or county association of trades councils. Unions are entitled to nominate between three and 12 delegates dependant on their size; CATCs may nominate two delegates.

Elections for committee officers are held at the AGM. All sisters are welcome to all meetings and should contact Laurie Heselden in the SERTUC Office for further information.

BAME members

Structures

The majority of unions who responded to our survey have a full time official whose remit covered race relations. Most larger unions have someone who deals solely with race issues, whilst many other unions have a national equalities officer who covers race along with other equality areas. In smaller sized unions, the General Secretary often covers BAME issues.

Only eight unions (out of 31) have regional race relations committees but 17 have national ones. The majority of unions elect members onto these bodies, whereas four unions nominate their members instead.

Of the 15 respondents that monitor both their black membership and the BAME members on their executive, two thirds show a proportionate or greater representation.

Conferences

Twelve unions hold annual black workers' conferences (and one is biennial).

2007 has seen many unions marking the bicentenary of the Abolition of the Slave Trade Act in 1807 at their own conferences, along with the ongoing fight against the rise of the far right today.

Training

Nearly all the unions that held black workers conferences also ran regional and national training courses for members, apart from the BFAWU who managed to run two national courses despite not having a national conference. Training courses covered many issues including race equality law, discrimination, organising migrant workers, pay and promotion. They also looked at developing skills, confidence and leadership.

The NASUWT has run successful activist courses, which explore barriers to union activity for black members, whilst collectively identifying ways to participate more fully in the

union. Usdaw ran a very successful course for black and Asian reps encouraging them to apply to the union's Organising Academy.

Campaigns

Nine unions publish journals aimed specifically at black members whilst a further five said that regular articles covering a wide range of race equality were featured in their national journal.

Amongst the many great initiatives that target BAME members, a few are worth highlighting:

- Unison has created a Leadership Development Programme
- Unite T&G has produced a *Negotiators Guide on Race Equality* which includes a section on organising and recruiting BAME members
- Bectu has encouraged black members to fill places available on committees
- Usdaw has published recruitment literature in 35 different languages.

However, one of the strongest themes to emerge between all unions is fight to stop the rise of the BNP. Both PCS and the FBU have run campaigns to exclude members of racist organisations becoming members of their union.

SERTUC's Race Relations Committee

SERTUC's Race Relations Committee meets quarterly with a programme of events and training courses arranged through the year. The committee has a set of priorities to tackle race discrimination within the region, namely:

- to promote communications and joint work between unions, and also between unions and trades councils
- to provide advice and support to the SERTUC Executive Committee
- to assist unions in mobilising against the far right
- to lead in challenging racism and discrimination at work and in the community
- to build the role of black, Asian and minority ethnic workers in trade unions
- to promote the organising agenda.

Recently the RRC has been involved in supporting campaigns to oppose the electoral success of the far right. There has also been a letter writing campaign to support the allocation of more resources at the BBC for assembling Black Archive film and more broadcasting for a black and Asian audience.

Events run

A *Black workers and community trade unionism* conference was held in 2007. Also a programme of Black History events have taken place every year since 2000, which in 2007 included an exhibition of art works produced by students at a south London comprehensive school, a Black History Month lecture by Baljeet Ghale, the first black woman to be President of the National Union of Teachers, a lecture about *Shapurji Saklatvala*, a lecture about *Gender and modern day slavery* and a screening of the BBC Black Archives.

Training courses

The committee has been involved in running training courses, *Organising in the Community* and *Challenging the far right*; these can be arranged free for trade union members.

Past successes

The RRC has been a great supporter of the Respect Festival in London (latterly renamed the 'Rise' festival) since its instigation.

How to get involved

Committee members are delegates from their union or county association of trades councils so anyone interested in joining must seek nomination from the relevant body. Each county association is entitled to two delegates, unions may nominate between three and 12 delegates depending on their size.

However, the Committee undertakes joint work with partners and so unions, trades councils and voluntary or other organisations may put proposals forward.

Please contact the RRC Committee care of Laurie Heselden in the SERTUC Office.

LGBT members

Many unions choose not to monitor the sexual or gender orientation of members either because it is part of union policy, as is the case with Unite Amicus, or because it has never been done before. Some unions are changing their approach. For example, from 2008, PCS will be asking new members about their sexual orientation when they join.

Structures

Seven unions have a regional official who covers LGBT equality as part of a wider remit. Whilst at a national level there are 20 unions who have either a national officer, head of equalities or equalities officer who cover LGBT along with other areas of equality policy. Only Unison responded that they have a specific national LGBT officer who services their LGBT committee and conference, as well as heading policy development.

On a regional level, six unions have a LGBT committee who are elected by LGBT members. Aslef has one regional committee, based in London. 14 unions say they have an elected national LGBT committee, one union nominates members instead.

Conferences

Ten unions hold an annual LGBT conference (and one is biennial). The FBU organises an annual education based school for its LGBT members.

Debates at conferences ranged from general issues such as gender identity, hate crime reporting and equality in the workplace to specific union issues such as the new government guidance for schools on preventing homophobic bullying, as debated by the NUT.

Training

Only five unions have training courses for LGBT members. The content of courses covered discrimination, recruitment and organising of LGBT members, improving skills and confidence, and understanding the law.

NASUWT ran positive action training for LGBT activists, including an innovative *Out and Safe* course which covered appropriate language and behaviour. The ATL has also run workshops on homophobic bullying.

Campaigns

Eight unions publish an LGBT magazine, approximately four times a year and many more cover LGBT issues in their national journals. Both Usdaw and the NUJ have LGBT dedicated pages on their website.

When we asked unions to describe what kinds of initiatives they had developed to encourage LGBT participation, there was a wide range of policy developments:

- Unison has created a leadership development programme
- Unite T&G has produced a *Sexual Orientation, Religion or Belief* (SORB) toolkit with government funding
- RMT has appointed LGBT reps, as well as encouraging employers to join Stonewall's *Diversity Champions Programme*
- Equity has been campaigning against stereotypical and offensive portrayal of LGBT people on TV.

SERTUC's Lesbian, Gay, Bisexual, Transgender Network

SERTUC's LGBT network meets quarterly and is a forum for LGBT trade unionists in the region to come together to:

- give support
- share information, news, good practice on what is happening with LGBT issues in their union
- raise LGBT profile and issues in SERTUC
- promote the benefits of trade unions to LGBT communities – outreach
- hear and promote issues of interest of wider LGBT/trade union community – solidarity

Since its foundation in December 2004, the committee has achieved a great deal for the promotion of LGBT rights in the region by providing regular stalls and presence at LGBT events at – Clapham Pride, Soho Pride, and Brighton Pride, and supporting the TUC stall at London Pride. The network has also:

- produced a trade union recruitment card aimed at the LGBT community and distributed in Soho and Vauxhall in 2005
- produced banners and materials for Rise in London in 2007
- had speakers and developed links with community groups eg: UK Black Pride and Lesbian & Gay Friends of Venezuela (VIC)
- held successful LGBT History Month events at Congress House
- held regular regional meetings at TUC LGBT conferences.

The network is currently working with Unite Against Fascism and Lesbian & Gay Coalition Against Racism in producing material aimed at the LGBT community to raise awareness of fascism and to encourage LGBT people to both register to vote, and then to vote in the GLA/Mayoral elections 2008 to counter the threat of the BNP.

How to get involved

SERTUC LGBT Network accepts members who are delegated by their union or county association of trades councils, but also welcomes LGBT trade union members who wish to attend on an individual basis. (Each county association is entitled to two delegates, unions may nominate between three and 12 delegates depending on their size.)

Please contact the LGBT Network care of Matt Dykes in the SERTUC Office.

disabled members

Structures

Nine unions out of the 31 unions who responded to our survey monitor their members' disability. Seven unions have a regional official who covers disability as part of their wider remit, whilst 17 unions have a national official who has this responsibility. Only Unison has a designated national disability officer.

Five unions have elected regional disabled workers' committees, whilst 11 unions have nationally elected disability committees. (Bectu, CWU, CSP, Equity, NASUWT, NUJ, NUT, PCS, Unison, Unite Amicus and Unite T&G.)

Conferences

CWU, Equity, Napo, NASUWT, NUJ, PCS, TSSA and Unison hold annual conferences for disabled members. The NUT, Unite Amicus, and Unite T&G hold biennial ones.

At the NUJ's conference, the reporting and terminology of disability issues was debated. Other conferences discussed access to work, disability equality duty, job cuts and relocation. Unite T&G debated Workplace Disability Audits, and the NUT Conference will be launching their disabled members network at the next one.

Training

Eight unions run regional and national training courses on disability issues. Some unions pointed out that these courses were not specifically targeted at disabled members, but open to all members. In 2007, Usdaw's disability training courses reached over a 1,000 reps. Courses covered a wide range of topics from disability equality duty and the Disability Discrimination Act to harassment, sickness and disability absence procedures.

Campaigns

Six unions publish a magazine or e-newsletter for disabled members. Other unions include articles on disability in their national journals.

- Usdaw has pages on its website dedicated to disabled members
- Unison has been running a campaign *Beyond the Barriers*, which shows disabled people doing a range of jobs with key stakeholders
- Unite T&G has been promoting Equality Reps and Disability Champions and has published a *New Disability Rights Negotiators' Guide*
- the NASUWT has been working with local and national disability organisations including RADAR, TUDA, and BCODP, and has a collaborative initiative to develop resources for schools in conjunction with British Paralympic Association
- both Usdaw and Prospect produced recruitment materials for disabled workers
- the NUJ published a *Disabled Members Handbook* with information on rights at work
- the NUT made a successful UMF bid to improve its equality reps represents disabled members' interests better.

SERTUC's Disability Network

SERTUC's Disability Network meets quarterly between 1 and 3pm on weekday afternoons at Congress House. The meeting times are designed to allow those travelling to meetings to miss the worst of the morning and evening rush hour and Congress House provides good disabled access. The purpose of the network is to:

- to promote communications and joint working between affiliated trade unions and trades councils
- to provide advice to the SERTUC Executive Committee on disability issues
- to provide advice to trade unions and trades councils on how to better meet the needs of their disabled members
- to become established and increase the number of disabled trade unionists attending meetings.

Current campaigns

Recent campaigns have included working with SERTUC officers to make sure that the 2012 Olympic and Paralympic Games are fully accessible to disabled people.

The Disability Network is also working with the SERTUC Transport Industries Network to put on a seminar for disabled trade unionists and trade unionists in the transport industry to discuss how they can work together to make public transport across the region more accessible to disabled people.

Events run

The network ran a successful seminar in December 2007 on the public sector duty and welfare reform. They also had a very successful workshop at the SERTUC Equalities Conference in 2007 involving the Graeae disability theatre group on the barriers faced by disabled people in the workplace.

How to get involved

Network members are delegates from their union or county association of trades councils. Those interested in participating must seek a nomination – each county association is entitled to two delegates, unions may nominate between three and 12 delegates depending on their size.

Disability Network events, such as the forthcoming seminar on transport, are open to all those who are interested in the issues under discussion.

Please contact John Ball at the SERTUC office for more information.

retired members

Structures

Only five unions say they have a regional official whose remit includes retired members. Nationally, 13 unions have an official who covers this area, which includes two General Secretaries and two Deputies. NASUWT, PCS, Unison and Usdaw all have a designated retired members' officer at a national level.

Regionally, seven unions have formally elected pensioners committees. 10 unions have elected national committees. Informal structures exist in other unions, for example, Connect has a separate organisation for retired members called *reconnect*.

Conferences

Seven unions (Aslef, CWU, PCS, Prospect, RMT, Unison, Usdaw), hold an annual conference with pensions being the principal debate. Other important matters include health care, age discrimination and the closure of benefits offices and post offices.

Training

Only Unison holds pension training courses, which all members are eligible to attend. Aslef holds a RMS Annual Forum, which is a weekend school for 25 delegates.

Campaigns

Four unions publish journals for their retired members although regular features appear in national journals.

Although there are fewer formal structures for retired members, the issue of pensions is an extremely important campaigning principal for unions. Not only are they working hard to defend today's pensioners, but also they are campaigning to ensure that people still at work can look forward to decent pensions upon retirement. Concerns about restoring earnings linked pensions, increasing basic state pensions, fuel poverty and pensioners' poverty are at the heart of campaigning for the elderly.

- unions such as PCS and NASUWT have introduced procedures to target members who leave on retirement
- Equity says that their members do not retire as such and many older members are active in their union's structures. In particular they say that age discrimination takes place in their industry with reference to access to work, particularly for older women members.
- Unite Amicus has also ran a *Stop the Pensions Panic* campaign which worked with members to defend final salary pension schemes.

SERTUC's Pensioners' Network

The purpose of SERTUC's Pensioners' Network is to bring issues affecting pensioners' lives and wellbeing to the attention of unions.

SERTUC's Pensioners' Network is made up of members nominated by the affiliated trade unions and county associations of trades councils. Nominations depend on the size of each union (three to 12 for unions, two per county association). At present there are 64 committee members, of whom 35 to 40 attend each full committee meeting (four times a year).

A steering group is also appointed at the AGM as a 'working party'. This includes the Chair, Vice Chair, Secretary, Vice Secretary plus nine others and meets four times a year, in between the main meetings.

At each full meeting there is a speaker. Depending on the current state of affairs, these have in the past included:

- John Lister on the NHS
- Peter Rayner on transport and the bus pass
- Frank Dobson MP

The network lobbies MPs, attends protest marches, and has members attending the pensioners meetings at the TUC Conference each year. It has recently organised a petition on *Free Travel on all public transport*. It also has an observer attending the TUC Pensions Committee meetings and sends two members to the National Pensioners Convention (NPC) AGM in Blackpool each year.

How to get involved

To get more information, or to attend our full meetings as an observer, please contact the Network's Secretary, Les Marrill, on l.marrill@btopenworld.com or John Ball in the SERTUC office.

young members

Structures

Nine unions have a regional organiser/official with responsibility for young members' interests as part of a wider remit. In the regions, the NUT has someone responsible for supporting Young Teacher sections. Of the 11 unions who have a national official covering youth issues, Unison, CWU and PCS have a dedicated Young Members' officer.

Six unions have elected regional youth committees and a further three unions have national youth committees. (ATL, NASUWT, NUT, PCS, RMT, Unison, Unite Amicus, Unite T&G and Usdaw).

Conferences

The same nine unions with national committees also hold annual conferences (although Unison, Unite T&G and Amicus hold biennial ones). Debates at these youth conferences covered a wide range of issues important to younger members, from age discrimination, apprenticeships and career progression to climate change. At their annual youth conference the PCS launched a charter for young members.

Training

Five of the unions above run training courses for young members. Equity also delivers training programmes to develop the professional skills of young members. Unite T&G runs courses for reps on *Training to Organise Young People*. NASUWT has targeted courses for developing new activists, where they identify ways to participate more fully in the union.

Campaigns

Only six unions publish a magazine specifically aimed at young members, although other unions, such as Usdaw, include a page dedicated to profiling new members in their membership magazine.

- PCS encourage young members at all levels in the union, one initiative is to have young people speaking at PCS events
- Unite T&G have also increased participation at conferences as well as encouraging young people to become reps, particularly in workplaces with high numbers of young workers
- in 2005, NASUWT created the Eamonn O'Kane *Young Activist of the Year Award* to encourage activism amongst young members
- the NUT established a Young Teachers Section in 2005 to encourage new teachers to become actively involved
- Equity offers reduced cost student membership rates
- UCAC produced pamphlets offering guidance and advice to students and Newly Qualified Teachers
- Usdaw has been actively involved in a campaign for the extension of the adult rate of the minimum wage to 18, as well as dedicating a section of their website to young people
- ATL also has a *New to Teaching* website and blog, as well as a New Teacher Forum.

Young People in the SERTUC Region

Young members are the only equality strand not represented in SERTUC by a sub-group. On a national level, the TUC has a Young Members' Forum and Conference.

Schools

Preparing young people for the challenges and opportunities of employment is increasingly important, especially at a time of rapid change in the world of work. More young people are also combining work with their studies. The TUC has a schools programme accessible through the website www.tuc.org.uk where you can find out about TUC speakers, resources and events to introduce young people to trade unionism.

Child employment

The website also offers young people under 16 information on their employment rights as well as TUC campaigns to improve their protection.

Working student

More and more students have to work alongside their studies. Students from poorer backgrounds are more likely to need to work to support themselves and many student jobs tend to be concentrated in low paying sectors of the economy. For more information download the joint TUC-NUS report *All Work and Low Pay*.

If you are a working student visit www.morethanwork.net, the website set up by the National Association of Student Employment Services, the National Union of Students and the TUC to help students in employment.

Following the NUS-TUC Protocol, launched at TUC Congress in 2006, the SERTUC Executive Committee agreed to invite the NUS in London, the South East and Eastern Region to nominate non-voting delegates to the Regional Council and SERTUC sub-groups.

How to get involved

Please contact Darren Lewis in the SERTUC Office.

the unions

Following several mergers, the number of unions affiliated to the TUC has fallen from 71 in 2004 to 58. Membership stands at just under 6.5 million. We reported women's membership as 42% in 2004 – it has risen to 44% on 2007 figures.

In 2004 we reported on 33 affiliates, covering 92% of TUC membership – this year we include 31 unions with 94% of TUC members.

ASLEF

ATL

BACM-TEAM

BECTU

BFAWU

BOS TU

Connect

CSP

CWU

Equity

FBU

FDA

GMB

MU

NAPO

NASUWT

Nautilus UK

NGSU

NUJ

NUT

PCS

Prospect

RMT

SOR

TSSA

UCAC

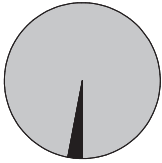
UCU

Unison

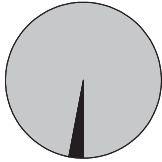
Unite Amicus

Unite TGWU

USDAW



MEMBERSHIP
3% women



MEMBERSHIP
3% BAME

EXECUTIVE
0% women

EXECUTIVE
0% BAME

OVERVIEW

The membership of the Associated Society of Locomotive Engineers and Firemen has risen by 4% since 2004. 3% are women (the same as in 2004), 3% are black or from an ethnic minority (also the same as in 2004), 9% are retired, and nearly 2% are young people. There are 10 full time officials, all white men. Each of the eight districts elect its Executive Committee member (of whom there are two in the SERTUC Region) – all are white men.

78 people attended the last union conference. Seven were women (9% – it was 3% in 2004), two were black (3.8%), two were LGBT and one was retired. Aslef’s Equality Committees (Women, LGBT, BEM and retired members) each elect a delegate to attend this conference, the other delegates are elected by their branches (smaller branches are grouped into ‘districts’).

The General Secretary, National President and two district delegates, elected by their districts on a rotational basis, attend the annual TUC Congress.

WOMEN

There is an Equalities Adviser at Aslef. Each of the eight regional districts elects one woman to represent them on the National Women’s Committee.

Four women (their full entitlement) attended the TUC Women’s Conference in 2007. The Women’s Committee determines the content of motions and amendments with support from the Equalities Adviser and endorsed by the EC. Aslef has a woman member elected to the TUC Women’s Committee.

Aslef publishes *Sisters on the Move*, for women members, two or three times a year.

To encourage more female participation, Aslef recently held an Open Meeting for women members. Every year an International Women’s Day event is held. This year they launched a Women’s Pension Petition.

BLACK MEMBERS

There is an Equalities Adviser, responsible for all equalities policy and work. Each of the eight regional districts elects one BEM member to represent them on the Black and Ethnic Minorities Committee.

Four people (their full entitlement) attended the 2007 TUC Black Workers’ Conference. The BEM Committee determine the content of motions and amendments with support from the Equalities Adviser and endorsed by the EC. Aslef has a BEM member elected to the TUC Race Relations Committee, and a member elected to the STUC Black Workers’ Committee.

The union publishes *Fresh Tracks* for BEM Members two or three times a year. The union recently held an Open Meeting for its BEM members.

DISABLED MEMBERS

Aslef has no formal structures covering disabled workers, as there is only one registered disabled worker in the union.

LGBT

There is an Equalities Adviser responsible for LGBT issues. Each of the eight regional districts elects one LGBT member to represent them on the LGBT Committee.

Four people (their full entitlement) attended the 2007 TUC LGBT Conference. The LGBT Committee determine the content of motions and amendments with support from the Equalities Adviser and endorsed by the EC. Aslef has a member elected to the TUC LGBT Committee.

Aslef publishes *Facing Points* for LGBT members two or three times a year, has a confidential LGBT mailing list, and a confidential Trans email network.

An Open Meeting for LGBT members was held in October. There has been a joint (with the Fire Brigades Union) LGBT weekend school and a stall at Brighton Pride.

PENSIONERS

The Equalities Adviser covers retired members. There is a national Retired Members Committee, elected annually at the Retired Members Section AGM. Over 100 people attend the AGM.

Once a year Aslef publishes *Grey Power* for retired members.

There is a RMS Annual Forum, which is a weekend school for 25 delegates and Aslef sends two delegates to the annual Pensioners' Parliament.

YOUNG MEMBERS

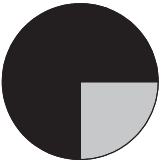
The Equalities Adviser covers young members. However, Aslef currently has no formal structures covering young workers due to the very small numbers in membership.

SUPPORT FOR ACTIVISTS

Aslef provides childcare at the annual conference.

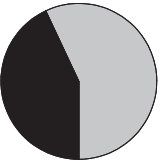
THE WIDER MOVEMENT

The union is active within SERTUC's structures but does not have great activity within the trades councils movement. Aslef is affiliated to the Labour Party and sends a full delegation to the annual conference and policy forums.



MEMBERSHIP
75% women

BAME MEMBERSHIP
not known



EXECUTIVE
42% women

BAME EXECUTIVE
not known

OVERVIEW

The Association of Teachers and Lecturers has submitted membership figures that include their student membership and comment that therefore total membership figures should not be compared to the figures in our 2004 survey.

75% of ATL's membership is women – an increase of 2% since 2004. The ATL is currently upgrading its membership system in order to gather, maintain and analyse equality and diversity data.

Women are 23 of the union's 45 full time officials (51%, down from 60% in 2004) and 25 of its 59 National Executive members (42% – up from 33% in 2004). Figures for BAME executive members are not currently available.

Nearly 400 people attended the last union conference. Branches nominate two representatives with the remaining places allocated on a proportional basis.

Of the 23 delegates who attended the 2007 TUC Congress, 50% were women.

ATL runs training courses covering all equality strands for its members.

WOMEN

On a national level, there is an equality Policy Adviser who covers women's rights.

Four (out of a possible 20) women attended the 2007 TUC Women's Conference. Elected officers and members of the executive determine the content of motions, with the policy adviser providing advice and support.

ATL has recently run a specialist task group on homophobia and sexism as well as setting up a gender equality network for members. The union is actively involved in the *End Child Poverty Campaign*, as it feels that child poverty cannot be understood in isolation from the gendered nature of poverty.

BLACK MEMBERS

At a national level, the policy adviser covers race issues.

Three (out of a possible 16) attended the 2007 TUC Black Workers Conference with the elected officers and members of the executive determining the content of motions.

The union recently ran an article in its monthly magazine on racism in schools. Readers have been invited to join a race equality network. Work is being undertaken at present on classroom diversity and English as an Additional Language issues.

DISABLED MEMBERS

The policy adviser covers disability. One delegate (out of a possible 16) attended the 2007 TUC Disability Conference with elected officers and members of the executive determining the content of motions.

The union has featured a brief article in its magazine on the TUC disability conference and has asked readers to join its disability equality network. There have been no specific campaigns for disabled members, but there have been briefings to branch secretaries on supporting disabled members. The ATL is also part of a Department of Children, Schools and Families reference group working on guidance for schools on tackling bullying on the grounds of SEN and disability.

LGBT

The policy adviser covers disability. Two (out of a possible 16) delegates attended the 2007 TUC Disability Conference with elected officers and members of the executive determining the content of motions.

The ATL has a special task group on homophobia and sexism, setting up an LGBT equality network. It is a partner in the TUC's joint education campaign on promoting LGBT equality; branch secretaries' training on homophobic bullying, negotiating strategies for branch secretaries around LGBT equality.

PENSIONERS

There is a national official who deals with pensions. The union offers a training course for newly qualified and young members.

YOUNG MEMBERS

Although there is no policy adviser for young workers there is an elected national newly qualified and young members committee, *ATL Future*. The union also offers a training course for newly qualified and young members.

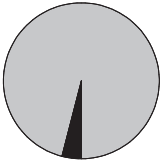
There is also a "new to teaching" website and blog; a new teacher forum; and a professional development course for newly qualified teachers.

SUPPORT FOR ACTIVISTS

Provision of crèche facilities at conferences.

THE WIDER MOVEMENT

ATL is active within the regional TUC. Activity in the trades councils movement is by local decision. ATL is not active in the Labour Party.



MEMBERSHIP
5% women

BAME MEMBERSHIP
not known

EXECUTIVE
0% women

EXECUTIVE
0% BAME

OVERVIEW

The British Association of Colliery Management-Technical, Energy and Administrative Management has not appeared in one of our surveys before, so no comparisons are possible.

70% of the union's members are now retired and 5% of its members are women.

The union has two male full time officials and on its National Executive there are 11 men and three retired members. The union's branches elect the NEC representatives.

Delegates are elected to attend the national conference at branch AGMs. There was one delegate (out of a possible two) at the 2007 TUC Congress.

WOMEN

With so few women members, there are no formal structures within the union covering women's issues.

BLACK MEMBERS

There is no formal structure within the union covering race relations.

DISABLED MEMBERS

There is no formal structure within the union covering disability.

LGBT

There is no formal structure within the union covering LGBT issues.

PENSIONERS

The union's General Secretary covers retired members' interests. There is a regional retired members committee, that people are elected to at their branch AGMs. The national retired members committee has delegates who are also elected at their branch AGMs.

There is active participation in Pension Trustee committees by the retired members of BACM Team.

YOUNG

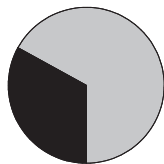
There is no formal structure within the union covering young workers.

SUPPORT FOR ACTIVISTS

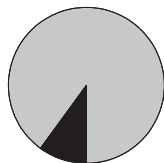
If requested the union will provide support with childcare or other caring responsibilities.

THE WIDER MOVEMENT

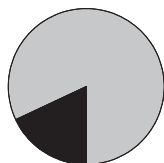
The union is neither active in the regional TUC, trade councils movement nor is it affiliated to the Labour Party.



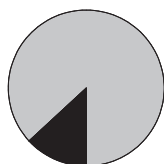
MEMBERSHIP
33% women



MEMBERSHIP
9% BAME



EXECUTIVE
18% women



EXECUTIVE
12% BAME

OVERVIEW

One third of the Broadcasting, Entertainment, Cinematograph and Theatre Union's members are women; the union's last appearance in one of our reports was in 2000, the female membership at that time was 35%.

Bectu had 791 members identifying as BME out of 9,147 members (8.6%) who completed and returned an equality monitoring form; they warn that this is not necessarily totally representative of all BME members. Records show that 15% of their members are retirees and 6% are under 25.

With 29 full time officials, 11 are women (38%, it was 37% in 2000) and three are black (10%).

There are 17 people on the National Executive, one is disabled, two are black (12%) and three are women (18%, it was 17% in 2000).

115 delegates attended their most recent national conference. 35 were women (30% – it was 24% in 2000), nine were black and 17 were disabled, however these figures are based only on those people who returned their monitoring forms.

Six people from Bectu attended the 2007 TUC Congress. Of those, one was a woman (the same as in 2000), one was black (none in 2000) and one was disabled.

There are three national officials with equality responsibilities. The Equality Officer covers women and LGBT through the Equality and Diversity Committee, the Administrative Officer covers disability and pensioners through the Disabled Members Network, and the Diversity Official has responsibility for the Black Members Sub Committee.

WOMEN

Bectu's Equality and Diversity Committee is made up of members of the divisions as well as of members of the other diversity committees who report on their own activities. It reports to the National Executive Committee as well as to the divisions. Whilst not specifically a women's committee it does tend to concentrate on issues around women, organising a yearly women's conference and campaigning around domestic violence and sexual harassment. It has also organised an advert for the Federation of Entertainment Unions in last year's *Pride* in the absence of an LGBT committee. There is an annual conference for 50 people and the latest themes were recruitment, becoming reps, and getting better representation.

Women's issues are covered at fringe meetings at conference and a recent campaign was about domestic violence.

A full delegation of six women attended the 2007 TUC Women's conference. Their Equality and Diversity Committee submit motions, advised by the NEC.

BLACK MEMBERS

The National Black Members' Committee comprises representatives nominated by divisional (industrial) committees. There is no black workers' conference.

Four out of a possible five people attended the 2007 TUC Black Workers' conference, with motions proposed by the Black Members' Committee. Recently Bectu has been encouraging black members to fill places available on their committees – which is a rulebook requirement. They have also launched their *Move On Up* project to encourage more black people to become involved with the arts.

DISABLED MEMBERS

The Disabled Members' Network Committee is nominated by divisional (industrial) committees. There is no disabled conference. Four out of a possible five people attended the 2007 TUC Disability Conference, with motions proposed by the DMNC.

In trying to encourage disabled members to get more involved, Bectu has held special meetings on raising awareness. They have also been monitoring employers' disability action plans.

LGBT

The Equality Officer responsible for women's and LGBT issues reports to the Equality and Diversity Committee.

There is currently debate in the union about whether an LGBT committee should be set up.

One delegate out of a possible five attended the 2007 TUC LGBT Conference.

PENSIONERS

The Administrative Officer also deals with pensions although Bectu has no formal structures covering retired members. However, a half-yearly Pensioners' Forum newsletter is produced and the union has links with the National Pensioners Convention.

YOUNG MEMBERS

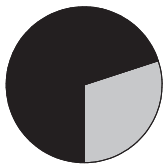
Bectu has no formal structures covering young members.

SUPPORT FOR ACTIVISTS

There is a childcare allowance and crèche facilities are available for conferences.

THE WIDER MOVEMENT

The union is active within the regional structures of the TUC and also within the trades councils movement. It is affiliated to the Labour Party and sent two delegates to the 2007 Labour Party Conference.



MEMBERSHIP
70% women

OVERVIEW

The last appearance of the Bakers, Food and Allied Workers' Union in one of our reports was in 2000, so much has changed. 70% of the membership of the union are women – it was 52% in 2000. The 19 people on the National Executive are nominated by the conference delegates; currently there are five women (26%, it was 28% in 2000), two black (11%), one LGBT and two are disabled members.

Workplace branches are entitled to send delegates to the annual conference on a ratio of one per 100 members to a maximum of three. A total of 264 people attended the last conference of whom 40 were women (15%, down from 29% in 2000). 39 were BAME members (15%, it was 33% in 2000). Six delegates were BAME women.

The BFAWU sent four delegates to the TUC 2007 Congress, of whom one was a women (25% – it was 33% in 1999) and one a disabled member.

WOMEN

There is one female officer who covers women's equality on a national level. However there are no formal structures within the union for women's issues.

Four women attended the TUC Women's Conference 2007 (the union's entitlement was five delegates). The NEC in consultation with the delegation determine the content of motions and amendments with advice being sought from the female officer and NEC member.

The BFAWU has a quarterly journal, which includes a women's page.

BLACK MEMBERS

There are no formal structures within the union for black members. Four members (entitlement, five) attended the 2007 TUC Black Members' Conference. The NEC in consultation with the delegation determine the content of motions and amendments.

The BFAWU has run two national training courses on race equality attended by 48 people.

DISABLED MEMBERS

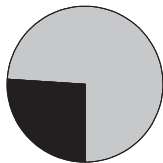
There are no formal structures within the union for disabled members. Two members (entitlement, five) attended the 2007 TUC Disability Conference. The NEC in consultation with the delegation determine the content of motions and amendments.

The BFAWU has run one national training course on disability attended by 14 people and the union's journal includes a page on disability.

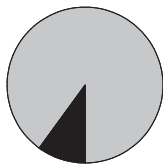
LGBT

There are no formal structures within the union for LGBT members. Two members (entitlement, five) attended the TUC LGBT Conference 2007. The NEC in consultation with the delegation determine the content of motions and amendments.

BAME MEMBERSHIP
not known



EXECUTIVE
26% women



EXECUTIVE
10% BAME

The union's journal includes a page on LGBT issues.

PENSIONERS

The BFAWU has no formal structures covering retired members.

YOUNG MEMBERS

The BFAWU has no formal structures covering young people.

SUPPORT FOR ACTIVISTS

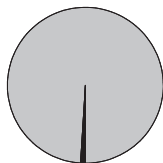
There is a crèche facility available during Conference.

THE WIDER MOVEMENT

The union is active within SERTUC's regional structures and within the trades councils movement. The BFAWU is affiliated to the Labour Party. Of the four people who attended the 2007 Labour Party Conference, two were women.



MEMBERSHIP
95% women



MEMBERSHIP
0.5% BAME

OVERVIEW

Welcome to the British Orthoptic Society Trade Union – it is their first appearance in one of our surveys. The vast majority of the British Orthopaedic Society’s membership is female. Nearly 95% are women, 8% are under 25, 35% are retired and 0.5% are black. The organisation has no full time union officials. The female chair of the professional body and union represents members in the UK and colleagues represent members in Scotland.

Of the 72 delegates at their AGM, 67 were women (close to their membership percentage at 93%), two were black (2.7%) and 14 were under 25. All members of the BOS TU can attend the AGM.

For financial reasons the union was unable to fund any delegates to attend the 2007 TUC Congress.

WOMEN

The BOS does not have formal structures, which covers women specifically. However, two regional training courses, for 16 people, were run last year on pension grievances and employment relations.

BLACK MEMBERS

The union has no formal structures covering race relations.

DISABLED MEMBERS

The union has no formal structures covering disability.

LGBT

The union has no formal structures covering LGBT issues.

PENSIONERS

The union has no formal structures covering retired members.

YOUNG MEMBERS

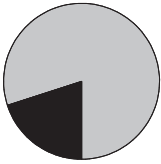
The union has no formal structures covering young members.

SUPPORT FOR ACTIVISTS

The union does not provide support with childcare.

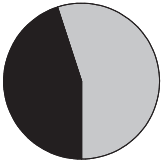
THE WIDER MOVEMENT

The union is active within the regional structures of the TUC and the trades council movement. It is not affiliated to the Labour Party.



MEMBERSHIP
20% women

BAME MEMBERSHIP
not known



EXECUTIVE
45% women

EXECUTIVE
0% BAME

OVERVIEW

Connect's membership has risen by 1.5% since 2004 to 20,000. 20% of its membership are women. There has recently been a membership system changeover so there is no information available on the number of BAME, disabled or LGBT members. BAME membership was stated as 5% in our last survey in 2004.

There are five women (42%, up from 33% in 2004) and one BAME (8.3%) member amongst the 12 full time officials.

Of their 11 national executive seats, three are held by disabled members (27%), five are women (45% – in 2004 64% were women). None are BAME members – in 2004 14% were BAME. There are no reserved seats on the executive. All representatives are elected.

127 people were nominated by branches and networks to attend the last union conference. 19% were women (the same as in 2004), 5% BAME (as in 2004), 20% disabled and 4% were under 30 years old.

A full delegation of four attended the 2007 TUC Congress. One was a woman (25%), one black (25%) and one under 25. Three people are nominated by the EC and one person represents their young professional side.

Connect does not have formal equality structures in the sense of conferences and committees, but they do have four networks – for women, BAME, LGBT, and disabled members – and each network is entitled to full representation at the union conferences.

WOMEN

It is the Assistant Secretary who is responsible for women's equality in Connect.

A full delegation of four attended the 2007 TUC Women's Conference, with advice sought from the Executive and women's network.

Connect has been campaigning on Equal Pay for women members.

BLACK MEMBERS

The Assistant Secretary is responsible for race equality.

A full delegation of four attended the 2007 TUC Black Workers' Conference, with advice sought from the Executive and BAME network.

DISABLED MEMBERS

The Assistant Secretary deals with issues around disability.

The disability network, along with the Executive, determines motions to the TUC Disability Conference. A full delegation of four attended the 2007 conference.

LGBT

The Assistant Secretary deals with LGBT issues.

The LGBT network, along with the Executive, determines motions to the TUC

LGBT Conference. Two people (out of a possible four) attended the 2007 conference.

PENSIONERS

There are no formal structures for dealing with retired members within the union, however, there is a separate organisation for retired members called *reconnect* (members of *reconnect* are not members of Connect).

YOUNG MEMBERS

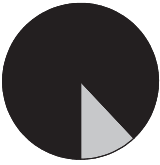
There is a national organiser who covers young members, although there are no formal structures within the union covering young people.

SUPPORT FOR ACTIVISTS

There is no fixed cost for childcare although Connect will provide appropriate support on request.

THE WIDER MOVEMENT

Connect is involved in regional TUC structures and trades councils. It is not affiliated to the Labour Party.



MEMBERSHIP
83% women

BAME MEMBERSHIP
not known



EXECUTIVE
86% women

EXECUTIVE
0% BAME

OVERVIEW

Over 82% of the Chartered Society of Physiotherapy's membership is female. (The CSP last appeared in one of our surveys in 1994 – female membership was then 71%.) 26% are under 25 years old. According to monitoring three members identify as BAME – this is unlikely to reflect the reality of CSP's membership.

16 of its 23 full time officials are women (70%; it was 69% in 1994) and two are disabled.

35 people sit on their National Executive, 30 of them are women (this is 86%, it was 75% in 1994). No executive members are BAME.

The CSP does not have a regional executive structure.

The last time monitoring of delegates at the national conference was undertaken was in 2005 (no national conference took place in 2006). There were 175 delegates but only 100 returned the monitoring form. Of those, 85 were female (85%, the CSP did not monitor conference delegates in 1994), 15 male; four said they considered themselves to be disabled, four categorised themselves as mixed white/black Caribbean or Asian (4%); two categorised themselves as bisexual, one as gay, and four as lesbian. Groups within the CSP (stewards, safety reps, clinical interest groups, boards, students) nominate delegates to attend.

Five people attended the 2007 TUC Congress out of a possible nine – all were women. A notice is put out to all members via a fortnightly magazine asking for expressions of interest. The Industrial Relations Committee makes the decision on who is selected to attend.

All the regional officers have overall responsibility for equality issues included in their remit. On a national level it is the Head of Employment Research who has overall responsibility. There is also a national officer for equalities who organises meetings and business of the three diversity networks (LGBT, BME and disabled members).

WOMEN

Three (out of a possible eight) attended the 2007 TUC Women's Conference. The national officers work with the Industrial Relations Committee chair, who is a lay member, to agree motions.

As membership is nearly 83% female the CSP does not have structures that deal particularly with female representation and participation.

BLACK MEMBERS

The CSP has a national network for BME members, which meets twice a year. This network elects a convenor that has a seat on the CSP Equality and Diversity Committee. This committee reports direct to the national executive.

Three out of a possible nine attended the TUC 2007 Black Workers' Conference. Suggestions for motions are sought from the Black and Minority Ethnic Members network.

In 2006, CSP undertook a recruitment campaign. It did not specifically focus

on any particular equality group however there was a focus on overseas qualified physiotherapists as they recognised that they may be less likely to become members if they have not trained in the UK and benefited from free student membership during their training. The recruitment campaign materials featured pictures of physiotherapists and physiotherapy assistants from ethnic minorities and were made available in large print or Braille format. Regular report of the activities of the BME network are put in the union journal and website to encourage more members to join up and participate. They also ask stewards to raise awareness of the network and encourage members to join.

DISABLED MEMBERS

The CSP has a national network for disabled members, which meets twice a year. This network elects a convenor who has a seat on the CSP Equality and Diversity Committee. This committee reports direct to the national executive and is open for any member to join.

Three (out of a possible nine) delegates attended the 2007 TUC Disability Conference. Suggestions for motions are sought from the disabled members network group.

LGBT

CSP has a national network for LGBT members which meet twice a year. This network elects a convenor who has a seat on the CSP Equality and Diversity Committee. This committee reports direct to the national executive and is open for any members to join.

LGBT network members suggest motions to the TUC LGBT conference. Two (out of a possible nine) attended the last one.

PENSIONERS

There is a network group for retired members (rather than a committee) which is self-organised, and is open to any retired members.

YOUNG MEMBERS

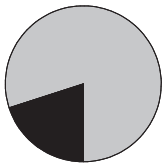
There is a student executive committee for members who are studying to be physios but this is only for students – not qualified physios who are working. No one attended the TUC 2007 Youth Conference.

SUPPORT FOR ACTIVISTS

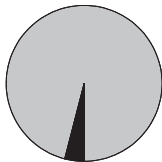
The union pays up to £50 per day per dependent with a further £25 for each additional dependent.

THE WIDER MOVEMENT

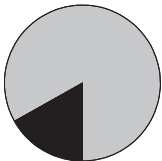
The CSP is actively involved in the SERTUC Regional Council and Public Services Committee. The union is not involved with the trades councils movement and is not affiliated to the Labour Party.



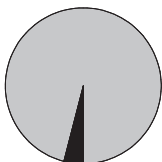
MEMBERSHIP
 20% women



MEMBERSHIP
 3.6% BAME



EXECUTIVE
 17% women



EXECUTIVE
 4% BAME

OVERVIEW

20% of the members of the Communication Workers Union are women – down 1% from 2004, 3.6% are black (about 6% in 2004), and 3.5% are young members. In improving statistical figures, the CWU have now embarked on a course of monitoring at conferences, schools and new members. There are 24 full time officials, who mainly work at their headquarters in a full time role. Of these, seven are women (29%, up from 12% in 2004) and one person is black (4%). 29 people sit on the National Executive, five are women (17%, up from 12% in 2004), and one is LGBT (3.5%). The CWU has 10 male Regional Secretaries, two of whom are disabled (20%).

There were 758 people who attended their last General Conference. Delegates are nominated through branch elections and in accordance with the rules of the union. Records show that there were 122 women (16%, 11% in 2004), 49 black (6.5%, up from 3% in 2004) and 50 disabled people (7%). Seats at the 2007 TUC Conference are filled by voting and proportionality. Of the 21 who represented the CWU, there were six women (29%; 20% in 2004), one black, one disabled and one LGBT person (5% each).

WOMEN

Overall the CWU has a national Equality Officer whose remit includes women’s issues. There is a cross constituency regional committee for women, which is elected at the annual conference. There is also a Women’s Advisory Committee, which is made up of three NEC members and approximately 12 lay members who are not part of the national executive. These seats are again elected at the annual conference. The CWU holds a Women’s Conference each year. At the 2007 TUC Women’s Conference, the CWU had 14 delegates out of a possible 20.

The CWU runs both regional and national training courses for women members. *Women’s Talk* is published quarterly for women members. To encourage women members’ participation in the union’s activities the CWU have recently set up regional women’s committees. The union has been involved in two campaigns in the last year about *A Women’s Right to Choose* vis-à-vis abortion and the *Poppy and Eaves* project, which is a campaign for women who have been trafficked into prostitution.

BLACK MEMBERS

It is the CWU’s national Equality Officer whose remit covers race relations. There is a national Race Advisory Committee made up of three NEC members and approximately 12 lay members, elected at the annual conference. As far as possible, the Committee tries to reflect the gender and ethnic make up of the union.

The CWU holds a Black Workers’ Conference each year. 100-150 normally attend the conference. At the 2007 TUC Black Workers’ Conference the CWU sent its full entitlement of 16 delegates. It is the Race Advisory Committee who determines the content of motions to conference.

The CWU runs equal opportunities courses for members, which cover race equality. *DRUM* is published periodically for black members. The union has also published a booklet *Is the CWU Representative of its Ethnic minorities?* which is being sent out to all branches and regions. Members of the RAC are in the process of highlighting the findings of the booklet, which is an ongoing process. The CWU has also become very involved in the African Caribbean Leukaemia Trust in liaison with the Anthony Nolan Leukaemia Trust. They have worked together to run a number of registration drive clinics and various partners have been engaged – these include BT, Royal Mail, the Home Office and the Professional Footballers Association. So far our clinics have seen well over a hundred new bone marrow donors join the national register.

DISABLED MEMBERS

Again it is the national Equality Officer who covers disability. There is a Disabled and Special Needs Advisory Committee, who are elected at the annual conference. The CWU also holds an annual Disability Conference. The last conference attracted 140 people. The theme took on the traditional areas of workplace discrimination but also looked at capacity building in areas concerning Dyslexia and OCD (Obsessive Compulsive Disorder).

The CWU had a full delegation of 16 at the 2007 TUC Disability Conference.

A journal for disabled members called *Disability in Focus* is published four times a year.

LGBT

The national Equality Officer covers LGBT issues. There is a national LGBT committee elected at the annual conference. It has three NEC members and as far as possible tries to reflect the gender and ethnic origin of the relevant group. An annual LGBT conference takes place, the last one saw around 70 delegates attend and the theme focused on Pride events and the attacks on Pride goers. There were also other issues such as religious bigotry.

The CWU publishes *Outtalk* for LGBT members. This is published around three times a year and has a very wide circulation amongst CWU members.

PENSIONERS

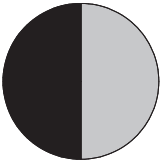
The CWU has a national Pensioners Committee which meets approximately twice per year and is made up of four NEC members and 12 retired members elected at the annual conference.

YOUNG MEMBERS

The CWU has a national Youth Officer and an elected national youth committee.

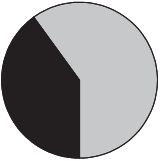
SUPPORT FOR ACTIVISTS

The union provides crèche facilities at national conferences and meetings. For all members it publishes a monthly journal entitled *The Voice*. The CWU is active within regional structures, the trades councils movement and is affiliated to the Labour Party.

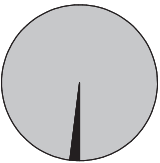


MEMBERSHIP
50% women

BAME MEMBERSHIP
not known



EXECUTIVE
40% women



EXECUTIVE
2.1% BAME

OVERVIEW

Since our last survey, Equity has increased its total membership by 1%. Figures show that women now account for 50% of membership – an increase of 1% since 2004. 28 full time officials (organisers, senior organisers and SMT) represent the union and nine of them are women (32%; 53% in 2004).

19 women (40% – down 5% from 2004 figures) and one black member sit on the 47 person Executive Council.

Equity cannot say how many BAME members they have as they do not currently monitor on application (although this is being looked at). They operate a register of BAME members that currently contains 715 members (therefore a minimum of 2% of Equity's membership is BAME). The union says this will not reflect their total BAME membership as registration is voluntary and not all BAME members have opted onto the register.

200 people attended the last union conference. Equity does not currently carry out equal opportunities monitoring of staff, representatives or conference delegates.

The governing body of the union elects people to represent the union at the TUC Congress. In 2007, there were three women (43%, it was 40% in 2003) and four men.

Equity has an equalities officer who covers areas of equality work.

WOMEN

Equity has an elected body of nine members who sit on a National Women's Committee. Committee members are elected for a two-year term and it is this committee who send motions (for both internal and external conferences) to Equity's governing body for approval.

The union sent four (out of a possible eight) to the 2007 TUC Women's conference. The women's committee determine motions to conference with advice being sought from the equalities officer.

To encourage women's participation a major pan-industry Diversity Conference took place in November 2007. Issues relating to women's equality were raised with employers. This was then reported on the website and in the Equity magazine.

The union has been campaigning about the lack of representation of older women in film and TV and, working with the Federation of International Artists (FIA), has secured funding to carry out a research project on employment patterns and pay of women performers throughout the EU.

BLACK MEMBERS

Equity has a nine member Minority Ethnic Members Committee who are elected for a two-year term. Those on or eligible to be on the Minority Ethnic members' register are able to stand. Four (out of a possible seven) people were elected to represent Equity at the 2007 TUC Black Workers' Conference. However, only two were able to attend. The MEMC determine motions, with advice sought from the equalities officer.

One of the aims of their pan-industry Diversity Conference was to engage with the diversity of their membership. Equity has been campaigning about the portrayal and employment opportunities of BAME members and will be running *Move on Up* events for BAME members in 2008.

DISABLED MEMBERS

There is a National Disability Committee of nine members, elected for a two-year term by those who are on or are entitled to be on the disabled members' register.

A full delegation of four were due to attend the 2007 TUC Disability Conference, unfortunately only two managed to participate. Advice from the equality officer is given to members of the disability committee, who then determine the content of motions.

The pan-industry Diversity Conference discussed disability discrimination with employers. Equity has been campaigning about access to work and the portrayal of disability in the entertainment industry.

LGBT

There is a National LGBT Committee of nine members, elected for a two-year term by those who identify themselves as LGBT. This committee determines motions to conferences and four (out of a possible eight) attended the 2007 TUC LGBT Conference.

Equity has been working with Stonewall to address issues relating to the portrayal of LGBT people by our major broadcasters. It has also been campaigning for LGBT monitoring by grant allocation bodies in the industry, such as the UK Film Council.

PENSIONERS

Equity's members do not retire as such and many older members are active within the union's structures. The union has been highlighting the age discrimination that takes place in the industry with reference to access to work, particularly for older women members.

YOUNG MEMBERS

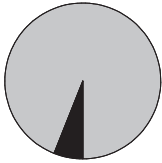
Equity has run a national training course for 40 young members covering professional skills. There is a student membership rate to encourage student members to attend branch meetings. And a student newsletter is published for young members.

SUPPORT FOR ACTIVISTS

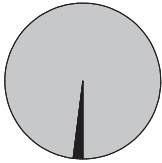
The union provides childcare costs.

THE WIDER MOVEMENT

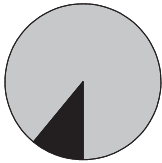
Equity does not participate in regional TUC structures, the trades council movement, nor is it affiliated to the Labour Party.



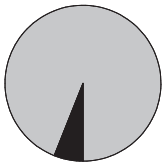
MEMBERSHIP
5.4% women



MEMBERSHIP
2.3% BAME



EXECUTIVE
11% women



EXECUTIVE
5.3% BAME

OVERVIEW

The FBU has seen a 17% decrease in its membership since 2004. There has been a slight increase in the percentage of women members, from 4.5% to 5.4%, and now figures are available which show that 2.3% of members are BAME and 0.7% LGBT.

The union has six full time paid officials all of whom are men (as in 2004). All other officials are lay members including the President.

19 people sit on the National Executive with seats reserved for 13 regional executive council members, one seat each for women, BAME, LGBT, retained fire-fighters, control staff, and an officer. 12% of the national executive were women in 2004. Due to the election of a new president since the last survey this has fallen to two (11%).

In addition to the six national committees the FBU has a national Fairness at Work Committee and Strategy Group. A full time national official has the remit for FAW and the Equality Sections.

Over 400 people attended the annual conference. Brigades or sections elect their own delegations. Regional officials and Executive Committee members attend in a non-speaking role. (There are no figures available for a breakdown of brigade delegations.)

Eight people, including two women and one BAME member, represented the FBU at the 2007 TUC Congress; they were the General Secretary, President, Vice President, two regional EC members, the Control Staff EC member, Women's EC member, and BAME EC member. The union's EC decide who should attend Congress in line with union policy.

WOMEN

The FBU has a National Women's Committee (NWC) that has an Executive Council member, National Secretary, and National Chair, as well as a Women's Rep from each of the Regions. Regional Women's reps also sit on their respective Regional Committees.

Some Brigade Committees have a Women's Rep who feeds back to the Regional Women's Rep, who then reports back to the regional and national women's committees. All are elected by their peers.

The FBU holds an annual women's school (for 60-100 participants) aimed at educating women members. There are a series of workshops designed and delivered by NWC reps and TUC tutors. At the 2007 conference the theme was *Enthusing, Educating and Empowering*. The workshop sessions covered workplace bullying, women in the fire service, public speaking, campaigning, parental and maternity leave, and pensions. The international speaker was Lucia Matibengo from Zimbabwe; national speakers were Terry Marsland from the National Assembly of Women, and Megan Dobney, SERTUC Regional Secretary. Six female firefighters from the Australian firefighters union also participated in the school. Crèche facilities were provided for 35 children.

Eight (out of a possible 10) women went to the 2007 TUC Women's

Conference. The national women's committee in conjunction with the EC determine motions.

Siren, the FBU's journal for women, is published quarterly. The FBU has an ongoing campaign of organising women at a regional and brigade level.

BLACK MEMBERS

The FBU has a black workers committee known as B&EMM Committee. The B&EMM National Committee has an EC Member, National Secretary and National Chair, as well as B&EMM reps from each of the regions. B&EMM also sit on their respective region's Regional Committees. Some Brigade committees have a B&EMM rep who then reports back to the region and national B&EMM committee. All are elected by their peers

The FBU holds an annual conference for over 80 B&EMM members. The theme of the 2007 conference was *The Abolition of the Slavery and its Legacy Today*. As well as external speakers there was a theatre production around Abolition.

In addition to the national conference London Region held a regional conference which attracted 30 participants.

The FBU runs an ongoing organising campaign to encourage more B&EMM members. It has run an anti BNP campaign to exclude members of racist organisations joining the FBU. The national B&EMM committee has run a campaign to ensure employers have a race equality scheme.

Advisor is the B&EMM journal which is published quarterly.

DISABLED MEMBERS

There are no formal structures within the FBU covering disabled workers.

LGBT

The FBU has an elected LGBT National Committee consisting of an EC Member (elected onto the National Executive since last survey), a National Secretary and National Chair as well as regional LGBT reps who deal with LGBT issues within the union. The London region also has an elected LGBT committee.

The FBU runs an annual education based LGBT conference, attended by 30 members in 2007. *Flagship* is produced quarterly for LGBT members.

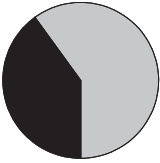
A full delegation of eight attended the 2007 TUC LGBT conference with motions determined by the national committee and the executive.

SUPPORT FOR ACTIVISTS

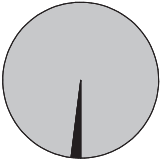
For FBU conference's, courses and meetings, the union pays for childcare or provides crèche facilities.

THE WIDER MOVEMENT

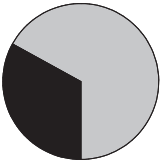
The FBU participates in all the TUC Equality conferences. It nominates to the TUC regional structures and is active within the Trades Council movement. The FBU is not affiliated to the Labour Party.



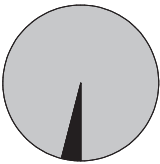
MEMBERSHIP
40% women



MEMBERSHIP
1.5% BAME



EXECUTIVE
33% women



EXECUTIVE
4% BAME

OVERVIEW

FDA – the union of choice for senior managers and professionals in public service, has seen an increase of 5,788 members since our last survey. Over 40% of its membership is female (up 2% since 2004), 1.5% are BAME and 1.4% are disabled.

There are eight full time officials at the FDA, three are women (38%, it was 33% in 2004), one is disabled and one is LGBT.

Their national Executive Committee consists of 24 people who are voted on by the membership. Currently there are eight women (at 33%, up 8% since 2004), one black (4%), two disabled and one young member. There is no regional executive as the union is relatively small.

At their most recent conference of nearly 300 delegates, 100 were women (33%, up 4% since 2004), three were black (1%, down from 2.5% in 2004) and eight were disabled. Each branch has seats allocated by size and it is the branch that nominates their delegates.

There is a national Equality Committee consisting of up to a maximum of 19 members and comprising: up to four members from the executive committee (these are determined by the executive at its annual consideration of sub-committees during June or July); two members from each of the equality networks (BAME, disabled, LGBT) nominated by the relevant network annually and at present the co-chairs of the relevant committees; two women members; the Equality Officer for each section, where such a post exists, and regional representation from Scotland, Wales and Northern Ireland.

It is the NEC who nominate and vote on who represents the union at TUC Congress. Last year the union's four seats were taken by one woman (25%) and three men.

WOMEN

The union has sections, which are large branches, and they have designated equality officers. On a national level it is the FDA Equality Officer who has overall equality responsibility for the union.

Nationally the FDA has a women's network with members volunteering to be part of it. Three (out of a possible four) women attended the 2007 TUC Women's Conference. The equality committee puts forward motions to the executive committee.

The FDA covers all aspects of equality in its union journal. There is a current campaign to get more women interested in being more active in the union through reps training courses and by negotiators encouraging more women to attend these courses.

BLACK MEMBERS

Section committees have equality officers who cover all strands of equality, with the FDA equality officer covering race at a national level. There is no national race committee and race issues are covered by the equality committee. No-one attended the 2007 TUC Black Workers' Conference – the

union says they could not get members to attend the conference as it was held on a weekend.

DISABLED MEMBERS

The national equality committee covers disability as part of their remit. The FDA sent three (out of a possible four) people to the 2007 TUC Disability Conference. Its equality committee put forward draft motions to this conference. There is a standing advert in their magazine asking for input/participation from members interested in all strands of equality.

LGBT

The national equality committee covers LGBT equality as part of their remit. The FDA was able to send three (out of a possible four) people to the 2007 TUC LGBT Conference. Its equality committee puts forward draft motions to this conference.

PENSIONERS

There is no formal structure in the union for retired members.

YOUNG

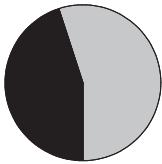
Given the nature of the FDA's membership, there are very few young members and there are no formal structures to deal with young members.

SUPPORT FOR ACTIVISTS

The FDA will cater for those with caring responsibilities.

THE WIDER MOVEMENT

The union is not active within the regional structures of the TUC, the trade councils movement nor is it affiliated to the Labour Party.



MEMBERSHIP
45% women

OVERVIEW

Membership of the GMB has fallen by 7% since our last survey in 2004; female membership has risen by 5% over the same period. Accurate figures for BAME, disabled, LGBT or young members are not available.

60 of 263 full time officers are women (23%, up from 14% in 2004). 41% of the Central Executive Council (CEC) are women (was 36%). There are five race-reserved seats, and nine reserved for women. Of the 278 delegates at the last annual conference, 74 were women (27%; 24% in 2004). The 69 member 2007 TUC Congress delegation comprised 45% women.

STRUCTURES

For the last two years the GMB, led by the Deputy General Secretary, has been conducting a fundamental review of its work on equality issues and structures. This review is complete and its recommendations have been endorsed by GMB Congress and the CEC, and include the following:

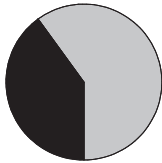
- The current separate equality bodies are replaced by a single equality body which will bring together GMB equality experts and act as a single source of information, advice and guidance, and point of contact for all stakeholders.
- The newly formed GMB National Equalities Forum will be responsible for driving the union’s equality and diversity agenda and providing a powerful vision and a strategic direction to the organisation.
- The National Equalities Forum will comprise two representatives specialising in each of the following groups – gender, race, LGBT, young, disability and migrant workers. There will also be a National Officer specialising in Equality and Diversity.
- Regions will organise an annual equalities event to profile the equalities work of the GMB and elect representatives to attend national conferences for each of the separate equality strands.
- National conferences for each equalities strand will be held annually and will aim to be proactive and inclusive of a broad range of members. They will be advisory but they will have the ability to submit one motion to the GMB Annual Congress.
- The post of National Equality & Diversity officer is established to develop the function of the National Equalities Forum and to mainstream equalities throughout all sections of the GMB.

The GMB’s strategy for equality has five strategic priorities. These are to:

1. Increase membership
2. Drive equality and inclusion on to the bargaining agenda
3. Campaign on equality and inclusion
4. Enhance GMB profile on equality
5. Drive organisational equality and inclusion

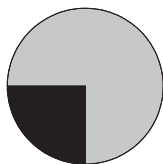
Lastly, one of the key projects for the union is to build up and establish a comprehensive monitoring system, which will govern all equality strands, employees, members and recruitment and selection processes.

BAME MEMBERSHIP
not known



EXECUTIVE
41% women

BAME EXECUTIVE
not known



MEMBERSHIP
25% women

OVERVIEW

The Musicians' Union has increased its membership by 4% since our last survey. The number of women members remains the same at 25% of the total figure. 15 of their 25 full time officials are women (60% – a major increase since our last survey when it was 11%), who also account for four out of the 19 National Executive seats (21%, down 3% since 2004). The union has a regional executive, on which women hold 19 seats out of a possible 117 (16%). People for these seats are nominated, followed by a ballot.

For its national conference, members are nominated and then voted by ballot. At the last one, six out of 40 delegates were women (15%, slightly down from 2004's 17%). The same process takes place for seats to the TUC Congress. A full delegation of six attended, two of who were women (33%).

WOMEN

The MU has a London official who also has overall responsibility for equality issues within the union. However there are no formal structures in the MU that cover women's equality.

BLACK MEMBERS

Again it is the London official who covers race relations. However there are no formal structures in the MU that cover BAME issues.

DISABLED MEMBERS

The London official covers disability issues but there are no formal structures which cover this area.

LGBT

LGBT equality is part of the remit of the London official, but no formal structures exist which cover this area.

PENSIONERS

There are no formal structures for representing the views of retired members in the union.

YOUNG MEMBERS

There are no formal structures for representing the views of young members in the union.

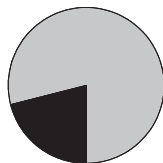
SUPPORT FOR ACTIVISTS

Depending on the member's needs, the MU will provide support for childcare or other caring responsibilities.

THE WIDER MOVEMENT

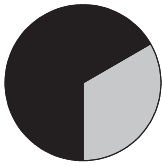
The MU is active within the regional TUC and the trades councils movement. It is affiliated to the Labour Party and sent three delegates to the last Conference, one of whom was a woman (33%).

BAME MEMBERSHIP
not known

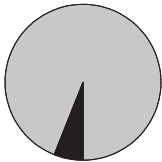


EXECUTIVE
21% women

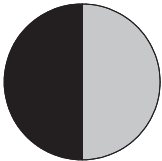
BAME EXECUTIVE
not known



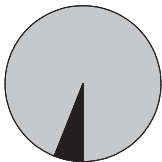
MEMBERSHIP
67% women



MEMBERSHIP
7% BAME



EXECUTIVE
50% women



EXECUTIVE
5% BAME

OVERVIEW

Two thirds of Napo's (the trade union and professional association for family court and probation staff) members are women (it was 61% in 2004). Napo's membership has increased by 25% since 2004. Currently 7% are black, 11% are disabled, 4.5% are LGBT and 5.5% are retired. Given the difficulties facing a small union in reflecting the diversity of their membership in their full time officials, Napo is successful: out of four people, two are women (it was two from five in 2004), one is male and one is black. Of the 76 National Executive seats, 38 are women (half; the same as in 2004) and four are black (5% – it was 8% in 2004). This high proportion of women is due to the fact that one out of every two reps nominated from each branch must be a woman.

Napo's AGM is open to all members. Of the 650 people who attended the last one, 350 were women (54%; 55% in 2004), 44 were black (7%; 4% in 2004), 50 were disabled, and 20 were LGBT, according to monitoring forms. It is the chair and General Secretary of the union who attended the 2007 TUC Congress.

Under Napo's constitution branches have to report annually on action taken to implement the anti-racism and the other equality policies.

WOMEN

The Assistant General Secretary is responsible for equality, training and professional members at a national level.

Napo had its full entitlement of two people attending the 2007 TUC Women's Conference. The NEC determines the content of motions to the conference.

60 people attended three national training courses on public speaking for women. In the last year Napo has produced a *Domestic Violence Policy Update* for female members.

BLACK MEMBERS

The Assistant General Secretary is responsible for equality at a national level. There are no formal structures in the union covering race relations. A full delegation of two people attended the 2007 TUC Black Workers' Conference with the NEC determining motions.

20 people attended the national training course on representation for black reps. Napo supports the Association of Black Probation Officers (the black staff support group), and NAAPS – the Asian support group.

DISABLED MEMBERS

The Assistant General Secretary is responsible for equality at a national level. There are no formal structures or disability committees within the union but there is an annual National Disabled Staff Network Conference. It is the Staff Support Group for disabled staff who hold this event. Napo sent a full delegation of two delegates to the 2007 TUC Disability Conference, with the NEC determining motions to the conference.

One national course was held on disability rights, attended by 20 people.

LGBT

The Assistant General Secretary is responsible for equality at a national level. There are no formal structures or LGBT committees within the union but there is a staff support group – LAGIP (Lesbian & Gays in Probation).

There is an annual LGBT conference organised by LAGIP and 60 people attended the last one. Napo sent its full delegation of two members to the 2007 TUC LGBT Conference with the NEC determining motions to the conference.

One national training course was held on LGBT rights and was attended by 20 people. There is a union journal which has a specific section for LGBT issues on an annual basis.

PENSIONERS

There are no formal structures within the union dealing with retired members.

YOUNG MEMBERS

There are no formal structures within the union dealing with young members.

SUPPORT FOR ACTIVISTS

Childcare is provided at day and evening events.

THE WIDER MOVEMENT

NAPO is active within the regional structures of the TUC but not within the trades councils movement. The union is not affiliated the Labour Party.

OVERVIEW

The membership of the National Association of Schoolmasters Union of Women Teachers has risen by 19% since 2004. 68% are women, the same as in 2004. Nearly 1% of members are black (5% in 2004), 0.2% are disabled and 0.1% are LGBT. 18% are under 30 and 1.8% are retired. NASUWT is committed to improving the collection of equal opportunities data and will be carrying out a UK wide membership census in 2007-8.

Of NASUWT's 262 full time officials, 190 are women (72% – 41% in 2004), 18 are black (7%), 37 disabled (14%), six LGBT (2%), and 35 under 30 years old (13%). 46 people sit on the National Executive; of these, 11 are women (24%, up from 13% in 2004), one is black (2%), three are disabled (6.5%) and one is LGBT (2%).

Just under half of the 1,200 delegates at the 2007 national conference were women (up from 40% in 2004), 56 were disabled (5%), 14 were black (1.2%), 11 were LGBT (1%), and 24 were under 30 (2%). Local associations (branches) are invited to nominate members to attend, especially new members and those from under-represented groups.

36 delegates attended the 2007 TUC Congress of which 15 were women (42%, up from 22% in 2003), three were BAME (8.3%), three disabled, three LGBT, and four were young members. Nominations are considered and elected from the National Executive. NASUWT representatives on the TUC Equality Committees have reserved seats on the delegation to TUC Congress.

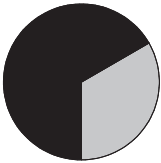
In the regions there is an official with responsibility for equality issues amongst other areas of work. The National Official (Equality and Training) leads the Equality and Training Team comprising nine members of staff with primary responsibility for equality across all the different strands.

There are five national equality based advisory committees representing women, BAME, disabled, LGBT and young members. The advisory committee advises the Equal Opportunities Committee, which is a standing committee of the National Executive, on relevant issues. Each advisory committee comprises two members of the National Executive from the Equal Opportunities Standing Committee and seven members elected by the National Executive. The advisory committees may meet up to three times during the Executive year. Election to the union's national equalities committees is by the NASUWT National Executive Committee following local association elections.

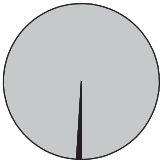
Equality Matters is the union's termly equality journal covering the five equality strands.

WOMEN

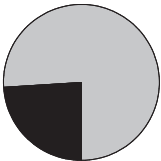
Some regions and branches have women's committees. The National Women's Committee is one of the union's five equality based advisory committees. There is an annual women's conference and 132 people attended in 2007. Pay and conditions issues, including pay progression, work life balance, women's health and safety, and cyberbullying, were debated. 19 delegates out of a possible 22 attended the 2007 TUC Women's Conference.



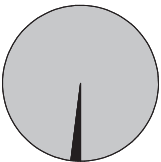
MEMBERSHIP
68% women



MEMBERSHIP
1% BAME



EXECUTIVE
24% women



EXECUTIVE
2% BAME

The advisory committee supports the union's programme of equalities work and develops the programme of equal opportunities consultation conferences. These provide an opportunity for the union to engage with the concerns of members from under-represented constituencies. Each conference is organised to support the union's work at the TUC, in particular by identifying issues for debate at TUC equality conferences.

NASUWT runs regional and national training courses to develop new activists from the five equality strands. The union has run a New Activist course for women members each year since 2001.

NASUWT has taken a range of measures to support increased recruitment and retention of women members: continued dialogue and consultation with women, mapping of all workplaces to identify priority areas of recruitment and participation, newly commissioned research on the pay and careers of women teachers, supporting campaigns such as *Tackling Violence Against Women*, annual review of the union's training and education programme, behaviour management, anti-bullying and dealing with discrimination.

The local association equality officers promote equalities practice and anti-discrimination, organising activities at local level, and Union Learning Reps encourage women members into lifelong learning activity.

BLACK MEMBERS

Some regions and branches have elected black and minority ethnic members' committees. The national Black and Minority Ethnic Teachers' Committee is one of the union's five equality based advisory committees. 121 people attended the annual Black Workers' Conference in 2007 and debated pay and conditions, pay progression, career development for BAME teachers and involvement in anti-racism and anti-slavery campaigns. A full delegation of 16 attended the 2007 TUC Black Workers' Conference.

NASUWT ran two regional and one national race relations training courses for members, with four new activist courses for black members. In addition, Race Awareness courses have been run in the past and whilst these have been open to all members, they have attracted BAME members wishing to do work tackling racism within their areas. New courses being developed include campaigning against the far-right, behaviour management, anti-bullying and dealing with discrimination.

The union has taken a range of measures to support increased recruitment and retention of BAME members including continuing dialogue and consultation with BAME members, an annual programme of EO Consultation Conferences, provision of published advice for members on race equality legislation, Islamophobia and on strategies for recruiting and retaining BAME members, promoting the TUC's Black Workers' Charter to local activists, campaigns include *Tackling Prejudice Related Bullying* and tackling racism and the far right, Justice for Jay Abatan Campaign, Love Music Hate Racism, supporting the work of anti-racist organisations including UAF, NAAR, and Searchlight, participating at local, regional and national events including 'Rise' and *London Schools and the Black Child*.

DISABLED MEMBERS

Some regions and branches have elected disabled members committees. The Disabled Members' Committee is one of the union's five equality based advisory committees.

28 delegates attended the last annual conference for disabled members to debate the 'fitness to teach' standards and their impact on disabled teachers, pay and conditions issues, and Access to Work.

12 out of a possible 16 people attended the 2007 TUC Disability Conference.

One national training course on disability was run and a new activist course for disabled members was developed in 2006. In addition, the union ran a *Disability Champions* course in 2006, which was open to all members and is now part of the annual training programme.

The union has a range of measures to support increased recruitment and retention of disabled members: continued dialogue and consultation with disabled members, the DMC continues to provide advice and support in targeting, recruiting and retaining disabled members, campaigns including *Prejudice Related Bullying*, and ensuring workplaces are fully accessible to disabled members, annual review of the union's training and education programme which includes anti-bullying, dealing with discrimination and further development of the TUC's Disability Champions project, targeting a proportion of the union's advertising budget at audiences where the majority of teachers are disabled, provision of published materials in accessible formats on request, working with local and national disability organisations including RADAR, TUDA, BCODP, and a collaborative initiative to develop resources for schools in conjunction with British Paralympics Association.

LGBT

Some regions and branches have elected LGBT members' committees. The national LGBT Members' Committee is one of the union's five equality based advisory committees.

44 people attended the last annual LGBT Conference in 2007 where tackling homophobia and heterosexism within schools, raising sexuality within the curriculum, and being out and safe at work were the main debates. The maximum of 16 delegates attended the 2007 TUC LGBT Conference.

One national and one regional training course were held as well as an innovative *Out and Safe* course which focused on the legal protections for LGBT members in terms of discrimination in the workplace and dealing with being out as a teacher. The course was extremely well received.

The union has taken a range of measures to support increased recruitment and retention of LGBT members: continued dialogue and consultation, the LGBTMC continues to provide advice and support the work of the union in targeting, recruiting and retaining LGBT members, campaigns including *Prejudice Related Bullying* and civil partnerships, working with key national partners including Education for All and Stonewall, positive action training for LGBT activists and members, targeting advertising and PR around the Pride Festival, participation at local, regional and national events including the Pride Festivals.

Union Learning Reps encourage LGBT members into life long learning. There is guidance for members and representatives on tackling homophobic bullying and the implications of the Employment Equality (Sexual Orientation) Regulations.

PENSIONERS

There is a national senior official who supports the work of the Federation of Retired Members' Associations (RMAs). There are elected Regional RMAs and a national committee of the Federation of RMAs elected by the members of the Regional RMAs.

The journal for retired members is called *Format* and is produced termly by retired members. The union directly targets all members of the NASUWT upon retirement to join their local RMA.

The Federation of RMAs is affiliated to the National Pensioners' Convention, and is currently supporting calls for the index linking of state pensions, campaigns against the raising of the state retirement age, and campaigns to ensure that the teachers' pensions scheme is protected for future retired members.

YOUNG

Some regions and branches have elected youth committees. The National Young Members' Committee is one of the union's five equality based advisory committees.

Career progression, control over workload, professional autonomy and performance management arrangements, were the main debates that took place at the 2007 Youth Conference attended by 64 delegates. Five out of a possible 18 attended the 2007 TUC Youth Conference.

The union runs targeted courses for developing new activists from the five equality strands. These courses aim to provide a positive space for activists to work together, share experience and where appropriate, explore any barriers to trade union activity, whilst collectively identifying ways to participate more fully in the union.

To support increased recruitment and retention of young members there is: continued dialogue and consultation, campaigns including excessive observation, workload, bullying, behaviour management, Newly Qualified Teacher induction and employment rights, specific and targeted national and regional recruitment campaigns, review of the training programme to ensure positive action training for young member activists, Union Learning Reps who encourage young members at the local association level and into life long learning activity, and a series of national and regional seminars for NQTs which are particularly relevant to young teachers.

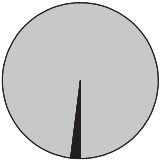
In 2005, NASUWT created the Eamonn O'Kane *Young Activist of the Year Award* to encourage activism amongst young members and recognise the contribution of young members to the work of the union

SUPPORT FOR ACTIVISTS

The union provides carer allowances for all members attending courses, conferences and other events. Crèche facilities are regularly provided for members and staff at the union's National Conference and at other national events.

THE WIDER MOVEMENT

NASUWT is active in regional TUC structures and the trades council movement. It is not affiliated to the Labour Party.



MEMBERSHIP
2% women

OVERVIEW

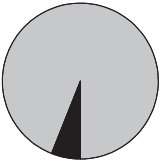
Nautilus UK has not appeared in our survey since 1989 (welcome back!) when it was called NUMAST. The union has a predominantly male membership with only 2% women – a major increase since then, when it was only 1%. A quarter of its membership is retired and 9% are under 25. Records for other equality strands are unavailable, although the union estimates 4.6% of its membership as BAME, but notes that not everyone who joins declares their ethnic group.

Of its 18 full time officials, three are disabled, one is black and one is a woman (5.5%).

32 people sit on its National Executive. Two are women (6%) and one is under 25. At their most recent union conference 12 women (8%), two black members (1.3%), and six young people were amongst the 150 delegates.

Their full delegation of four people went to the 2007 TUC Congress.

BAME MEMBERSHIP
not known



EXECUTIVE
6% women

WOMEN

Nautilus UK has an Equal Opportunities Officer who covers women's equality. Nationally there is a Women's Forum, but this is not a formal committee. No women's conference is held. One woman (out of a possible four) represented Nautilus UK at the 2007 TUC Women's conference. The Equal Opportunities officer seeks input from women members, and women National Executive members, for motions to Conference.

There is a designated official who seeks to encourage women's participation through forums and college visits.

BLACK MEMBERS

It is the Equal Opportunities Officer who covers race equality. However, there are no formal structures in the union that cover race relations.

There were no delegates at the 2007 TUC Black Workers' Conference (they were entitled to four).

DISABLED MEMBERS

It is the Equal Opportunities Officer who covers disability. However, there are no formal structures in the union that cover disabled issues.

There were no delegates at the 2007 TUC Disability Conference (they were entitled to four).

EXECUTIVE
0% BAME

LGBT

It is the Equal Opportunities Officer who covers disability. However, there are no formal structures in the union that cover LGBT issues.

There were no delegates at the 2007 TUC LGBT Conference (they were entitled to four).

PENSIONERS

It is the Deputy General Secretary who covers pensions for the union. There is a National Pensioners' Forum that meets four times a year in various locations

around the UK and Northern Ireland. All retired members in the vicinity are invited to attend.

YOUNG MEMBERS

There is a National Secretary who covers young people, recruitment and organising. There is a National Youth Forum that meets periodically and at various UK colleges where officer trainees attend their courses. All cadet trainees are invited to attend these forums.

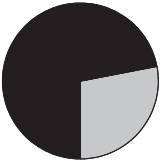
There are also periodic bulletins for cadet trainees.

SUPPORT FOR ACTIVISTS

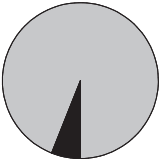
The union covers no childcare costs. Nautilus UK produces various newsletters and reports on a variety of issues of interest to members.

THE WIDER MOVEMENT

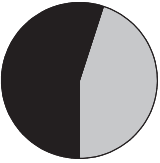
Nautilus UK is active in TUC regional structures and the trades councils movement. It is not affiliated to the Labour Party.



MEMBERSHIP
73% women



MEMBERSHIP
6.7% BAME



EXECUTIVE
54% women

BAME EXECUTIVE
not known

OVERVIEW

The Nationwide Group Staff Union has increased its membership by 9.5% since 2004. The number of women members has decreased by 2%, but NGSU has nearly 3% more BAME members.

Of their 10 full time officials, five are women (50%, up from 33% in 2004), one is LGBT and one is retired.

13 people sit on its National Executive committee, seven of whom are women (54%) and one is disabled.

The regional councils appoint delegates to attend the national union conference. 96 people attended the last one. In 2004 61% of conference delegates were women, and 8% BAME.

Three people, including one woman, attended the 2007 TUC Congress which was the union's full entitlement. It is the NEC who decides who represents the union at Congress.

WOMEN

The NGSU has a national Equality Officer who is responsible for all its equality activities. There is no regional or national women's committee and no women's conference is held. However the union sent a full delegation of three women to the 2007 TUC Women's Conference, with motions being decided upon by the NEC.

BLACK MEMBERS

The national Equality Officer represents black members in the NGSU. There is no regional or national race relations committee and no conference is held. However, the NGSU has set up an Advisory Committee for Black Workers to encourage BAME members to get more involved in the union.

The union sent a full delegation of three people to the 2007 TUC Black Workers' Conference, with motions being decided upon by the NEC.

DISABLED MEMBERS

The national Equality Officer covers disability. There is no regional or national disability committee and no specific conferences held, but the NGSU has an Advisory Committee for Disabled Workers.

A full delegation of three people attended the 2007 TUC Disability Conference and again it is the NEC who decides on motions.

LGBT

The national Equality Officer covers issues affecting LGBT members. Three (out of a possible three) people represented the NGSU at the 2007 TUC LGBT Conference, with the NEC deciding on motions. The union has an Advisory Committee for LGBT members.

PENSIONERS

The Equality Officer covers pensioners' issues. However, the union has no formal structures covering retired members.

YOUNG MEMBERS

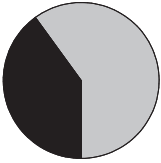
There are no formal structures in the union for dealing with issues affecting young people, however the Equalities Officer covers this area.

SUPPORT FOR ACTIVISTS

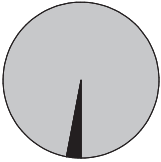
The NGSU provides additional support childcare costs at conferences.

THE WIDER MOVEMENT

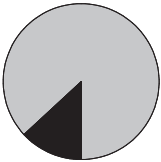
The union is not active in the TUC regional structures, the trades councils movement nor is it affiliated to the Labour Party.



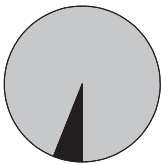
MEMBERSHIP
40% women



MEMBERSHIP
3% BAME



EXECUTIVE
13% women



EXECUTIVE
7% BAME

OVERVIEW

40% of the National Union of Journalists' membership is women (up 1% from 2004), 3% are black (it was estimated as 1% in 2004), 0.2% disabled (0.6% in 2004), 1.8% are young members. Of their 25 full time officials, nine are women (36%; in 2004 it was 28%). Their National Executive consists of 30 members, four are women (13%, it was 26% in 2004), four are disabled (13%), and three are black (7%, it was 11% in 2004). There is one LGBT member. On the NEC, there is one reserved seat for a disabled member (since about 2004) and, since the mid-1990s, one reserved seat for a black member. Reserved seats are subject to the same election procedures as other seats.

279 delegates attended the 2007 annual conference. 38% were women (significantly up from 23% in 2004), 9% BAME (6% in 2004), 3.2% disabled, and 8% under 26.

The union has an Equality Council: each industrial area has a seat via their equality seats, so all areas of the union industrially are represented; added to these seats are the seven "free seats" elected by the NUJ's annual conference.

The NUJ sent seven delegates to the 2007 TUC Congress, including two women and one black member (28% and 14% respectively).

The NUJ has an Equality Officer with responsibilities across the equality spectrum including women, LGBT, age, childcare, black members and disability. This is a new position since 2004.

WOMEN

There is a biennial women's conference with up to 80 participants. The last women's conference was in 2007 during the NUJ's centenary year, and the focus was on the history and future of women's involvement in the union. There has been equality officer training – including all legislation and what an equality officer needs to do in the workplace and branch, how to advise members, how to listen and deal with sensitive issues. There is an equality newsletter called *Equality@NUJ*.

The Equality Council is currently researching the involvement of women throughout the various structures of the union, starting with a statistical review of the union's various councils and committees over the past three years with a view to recommending ways of addressing the need to improve the number of women taking part in these structures.

The Equality Council is also working on a campaign on safety at work for women reporters, home and abroad. The Council continues to work on the issue of bullying including the provision of dedicated courses and how to deal with it in the workplace and is producing new materials for members.

They have published a booklet on maternity rights as well and conducted a survey of maternity discrimination with NUJ members. A leaflet was produced on age reporting guidelines entitled *Change the Record*.

Five delegates, of a possible seven, attended the 2007 TUC Women's Conference. The Equality Council determines motions subject to the endorsement of the National Executive Council.

BLACK MEMBERS

There is a NUJ Black Members' Council, which deals with all BME and race issues, including race-reporting guidelines for journalists. Nine members of the BMC are elected by the annual Black Members' Conference and seven are elected via black members seats on each industrial council.

The 2007 Black Members' Conference, attended by 50 participants, considered the representation of black journalists throughout the media. The NUJ publishes *The Black Journalist*, approximately every quarter.

The Black Members' Council is continuing to campaign on the lack of black journalists working across the media and it is hoped that the NUJ will be joining with other Federation of Entertainment Unions on a large-scale diversity project in 2008 to encourage the employment of more BME media workers.

Five delegates, of a possible six, attended the 2007 TUC Black Workers' Conference. The Black Members' Council determines motions subject to the endorsement of the National Executive Council.

DISABLED MEMBERS

There is a Disabled Members' Council, 10 elected by Annual Conference and seven from the disabled members' seats on each industrial council. There is an email newsletter on disability issues. The NUJ has produced a Disabled Members' Handbook with information on rights at work and has run the *Hacked off campaign* on access to journalism and use of terminology and is now running a *Hidden Disabilities* campaign – encouraging members not to be afraid to declare that they have a disability and to be aware of their rights under DDA.

A full delegation of six attended the 2007 TUC Disability Conference. The Disabled Members' Council determines motions subject to the endorsement of the National Executive Council.

LGBT

The union's Equality Council has LGBT issues as part of its remit. Information on LGBT rights are available on the NUJ website.

Five delegates, of a possible six, attended the 2007 TUC LGBT Conference. The Equality Council determines motions subject to the endorsement of the National Executive Council.

PENSIONERS

It is the Deputy General Secretary who has responsibility for the union's Pensioners' Committee. The NUJ's Equality Council is currently producing a leaflet on women's pensions.

YOUNG MEMBERS

The NUJ has no formal structures covering young people, although it does have a student section and there is now a student conference just prior to the main annual conference so that student members can stay and observe.

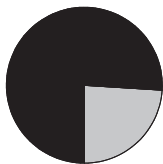
Five delegates, of a possible seven, attended the 2007 TUC Youth Conference.

SUPPORT FOR ACTIVISTS

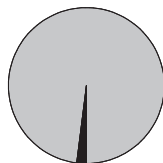
The NUJ pays for members' child care costs to attend branches, meetings etc. The Annual Delegate Meeting has a crèche run by trained staff. Babysitting for evening meetings is also provided at this conference.

THE WIDER MOVEMENT

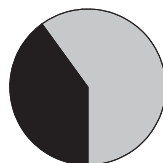
The union is active within SERTUC's regional structures (an NUJ member is a SERTUC vice-president) and within the trades councils movement. The NUJ is not affiliated to the Labour Party.



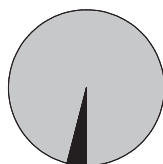
MEMBERSHIP
76% women



MEMBERSHIP
1.6% BAME



EXECUTIVE
40% women



EXECUTIVE
4.5% BAME

OVERVIEW

The membership of the National Union of Teachers has risen by almost 8% since our last survey and 76% are women – the same as in 2004. 16% are young members, 0.1% are disabled, 1.6% are BAME, and 0.13% are LGBT. On these latter figures the NUT comments that it keeps detailed equality figures, but that as so often happens, people either fail to complete the particular part of the form or prefer not to disclose their sexual orientation or ethnicity.

Of the 43 National Executive members, 17 are women (40%, the same as in 2004), two are black, four are disabled and three are LGBT.

About half of the 1,000 delegates to annual conference were women but the number of returned monitoring forms was too low to give an accurate breakdown.

There are 24 full time officials, of whom 10 are female (at 42% this is a major increase since 2004, when it was only 12%)

WOMEN

The NUT has a principal officer who covers women's equality, LGBT and disability. There is a National Gender Advisory Committee which meets three times a year and advises the National Executive. Each region elects a rep through their regional council. Although there is not an annual women's conference, the union organises ad hoc events throughout the year. Recently there was an event held at the London Met Women's Library in Aldgate.

Fifteen women attended the TUC's Women's Conference (of a possible 22 delegates). The women's officer, with advice and suggestions from the advisory committee and Chair, drafts motions. Their National Education and Equal Opportunities committee determine the content of motions and amendments to the TUC Women's Conference.

A national training event was held to consider the professional development course for school leaders and how to lead schools to promote gender equality for students.

The union has submitted a bid to Round Two of the Union Modernisation Fund to develop NUT equality representatives to increase women's participation.

BLACK MEMBERS

There is a principal officer responsible for black members. There is an elected National Race Advisory Committee.

160 delegates attended the annual Black Workers' Conference in 2007 to debate promotion prospects and celebrate the abolition of slavery bicentenary. Eleven people attended the 2007 TUC Black Workers' Conference (of an entitlement of 16), with advice on motions being provided by the race advisory committee.

Eleven training courses were held on race issues and 170 people participated. The courses looked at teaching about the slave trade, promotion prospects for black teachers, and cultural diversity in the primary classroom.

The NUT Black Teachers' Conference is now able to take a motion forward to the union's annual conference. Campaigns supported include *Show Racism the Red Card*. An Anthony Walker Memorial Lecture was held along with other events to mark the bicentenary.

DISABLED MEMBERS

There is a principal officer who covers disability, women and LGBT.

This year sees the launch of the first disabled members' conference which hopes to attract 50 or 60 disabled teachers. The purpose is to launch the event itself and for the union's National Disability Equality Working Group (with members elected by each of the nine regions and Wales) to chair regional discussion groups.

Twelve people attended the 2007 TUC Disability Conference (possible delegation is 16), with advice on motions being provided by the union's National Disability Working Party.

The NUT carried out a survey of 75 disabled members in December 2006 in relation to 'fitness to teach' regulations. There is a Disabled Members' Network expressly to encourage participation and representation of this group of members. The UMF bid will help equip union equality reps to represent disabled members and encourage them to become more active.

The NUT has organised campaigns to share good practice around disability leave, to raise awareness of the new disability equality duty, and has produced a guide on disability equality schemes.

LGBT

There is a principal officer who covers LGBT issues, women and disability, and a national LGBT Working Party. An annual LGBT conference is held for 75 delegates. Issues covered have included the rights of LGBT staff in schools with a religious ethos or character, discrimination on the ground of sexual orientation, barriers for trans young people, and new Government guidance for schools on preventing homophobic bullying.

Twelve people attended the 2007 TUC LGBT Conference (of an entitlement of 16), with advice on motions being provided by the union's national LGBT Working Party.

Recent campaigns have been LGBT History month, a UMF project to increase representation and involvement, and a campaign to raise awareness of the 2003 regulations.

PENSIONERS

The NUT has no formal structures covering retired members.

YOUNG MEMBERS

Each regional office has someone who supports young teachers. Nationally, one of the Assistant Secretaries has responsibility for membership and communication.

There are two members under 35 elected in each region to serve a four-year

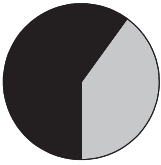
term on the National Youth Committee. An annual youth conference is held for 90 delegates. One person attended the 2007 TUC Youth Conference.

The NUT established a Young Teachers Section in 2005 to encourage young teachers to become actively involved in the union. It has organised two National Young Teachers Sections at local and regional levels. The current NUT pay campaign is focusing on the situation faced by teachers early on in their careers.

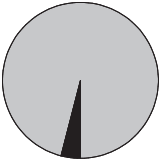
The union has run training courses for 120 young members covering conditions of service, classroom and behaviour management, survival strategies, voice care, work and time management and benefits of NUT membership. There are regular features in the Young Teachers section of the union's journal.

THE WIDER MOVEMENT

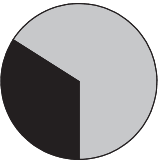
The NUT has nine regional office and a Wales office. No information was available on trades councils. The NUT is balloting members on the creation of a political fund, but will not be affiliating to any political party.



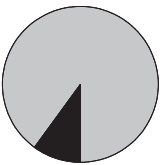
MEMBERSHIP
60% women



MEMBERSHIP
4.7% BAME



EXECUTIVE
34% women



EXECUTIVE
9% BAME

OVERVIEW

Over 60% of the Public and Commercial Services Union are women – the same as in 2004. Black members account for 4.7% (these monitoring figures were not available in 2004), and disabled workers 1.8%. PCS notes that they only have monitoring data from 50% of their members on ethnicity and disability. Nearly 10% of members are under 27 years old and 3.2% are retired. Figures for LGBT are not recorded, however monitoring starts in January 2008. With 157 full time officials in the union, 51 are women (32%), eight are black (5%) and five are disabled (3%). Again, statistics for LGBT are not recorded, and those for young officials are not available.

There are 35 National Executive Members. Twelve are women (34% – it was 40% in 2004), and three are black.

1,178 delegates attended the last annual conference elected at their branch AGMs. Of those, 389 were women (33%, the same as in our last survey), 58 were black (5%), 87 disabled (7%), 75 young (6%), and LGBT are not recorded.

Of the 31 people who attended the 2007 TUC Congress, 19 were women (61% – it was 46% in 2004) and three were black (10%). Half of delegates are elected at the annual delegate conference, the other half appointed by and from the NEC.

WOMEN

Nearly every region has an official who deals with women's issue as well as organising and negotiations. At a national level the Head of Equality deals with women's equality as well as being secretary to the National Women's Forum. Representatives from each employer bargaining area and regional committee are nominated onto this forum. An annual women's conference is held attended by 100 women. Main issues in the past have been work life balance, equal pay, job cuts and relocation, and international solidarity.

Sixteen out of a possible 22 people attended the 2007 TUC Women's Conference and it is the National Women's Forum that makes recommendations on motions to the NEC.

The union ran one regional training course last year which covered the following concerns for their members: involving women in PCS, building up skills and confidence, understanding union policy and procedures, and improving women's representation on decision making bodies.

In trying to encourage greater women's involvement in the union, women's equality has been part of a national organising strategy, with regular data reports produced. There has also been guidance produced on setting up local women's committees.

Recent campaigns have covered equal pay, work life balance, domestic violence and abortion rights.

BLACK MEMBERS

Nearly every region has an official who deals with race issues, organisation

and negotiations. There is a national Equality Officer who covers race, religion and LGBT as well as being secretary to the national Black Members' Forum. This forum is made up of a representative from each region and employer bargaining area. There are also self-nominated black members' networks in every region. An annual black workers conference is held with 150 people attending. The last conference focussed on job cuts and relocation, race equality duty, race discrimination in employment, anti-slavery and black history.

Ten out of a possible 16 delegates attended the 2007 TUC Black Workers' Conference and it is the national Black Members' Forum that makes recommendations to the NEC who then determine the content of motions.

Two regional training courses were run last year for 26 people in total, which looked at developing skills, and confidence, understanding union policies and procedures and identifying issues for black members.

PCS publishes a black members' newsletter although there is no fixed production schedule. However, equality issues are dealt with in every union journal.

To encourage more black members, race equality has been part of a national organising strategy, with regular data reports produced. There has also been guidance produced on setting up black members' networks, with a designated officer supporting regions in building these up. There are also reserved seats on the NEC and regional committees.

DISABLED MEMBERS

Nearly every region has an official who deals with disability, organisation and negotiations. There is a national Equality Officer who covers disability and health and safety duties as well as being secretary to the National Disability Forum.

In every region there are networks for disabled workers and those involved are self-nominated. Representatives on the NDF are nominated from each region and employer bargaining area. At their annual Disability Conference, access to work funding, disability equality duty, action on reasonable adjustment, understanding DDA provisions and jobs cuts and relocation were the main focus of debates. 100 people attend this event.

The National Disability Forum makes recommendations to the NEC who determine motions to TUC Disability Conferences. Eleven people represented PCS at the 2007 TUC Disability Conference (of a possible delegation of 16).

Three regional training courses were held last year attracting 40 people in total. The main point of these courses was to look at issues for disabled members, and understanding and using the DDA. However, these courses are not specifically targeted at disabled members.

Disability is part of a national organising strategy, with regular data reports produced. Disability networks have been set up in every region. As for ongoing campaigns, PCS have been working towards improving the way employers conduct disability monitoring. The *medical model* that many

employers use provides a list of disabilities and impairments and asks a person to categorise themselves by their disability or condition, the *social model* approach recognises that disabled people are only “dis-abled” by society’s attitudes so the monitoring question would be “Do you consider yourself to be a disabled person (and if so, what adjustments would assist you?)”. Other campaigns include tackling discrimination in occupational pensions, access to work funding and reform of the welfare state.

LGBT

There are self-organising LGBT groups who elect regional reps to support and coordinate activities. Nationally there is an Equality Officer who covers LGBT, race and religion. LGBT members elect officers and regional reps onto the National LGBT Committee.

Immigration and asylum issues affecting LGBT people, international solidarity, and trans issues formed the main debates at the last annual LGBT conference attended by 100 people.

Twelve people (of a possible delegation of 16) represented the union at the 2007 TUC LGBT conference with motions determined by the national LGBT committee who makes recommendations to NEC.

Five training courses were held last year, which 54 people attended. Main areas covered were understanding LGBT issues and the law, skills and confidence, understanding union policies and procedures, and recruiting and organising LGBT workers.

A quarterly newsletter *Proud* is published for LGBT workers. In trying to encourage more LGBT members the union is now monitoring LGBT status (began in January 2008).

There have been many campaigns for LGBT members, including for LGBT monitoring to be included in 2011 census, asylum and immigration issues for LGBT people escaping persecution, the celebration of trans memorial day, and tackling homophobia.

PENSIONERS

There is an associate and retired members’ association in each region, whereby members in each region elect people. There is a Pensions Officer who is secretary to the national Associate and Retired Members’ Committee. This committee is elected annually.

There is an annual conference for 25 people where debates range from pensions, care of the elderly, transport, council tax, closure of benefits offices, and post office closures.

There is a national quarterly newsletter called *ARMS* and the regions also produce newsletters. Recent initiatives have included new procedures to target members who leave on retirement or resignation into the associate members’ group with national campaigns on pensions, elderly care, tax and benefit return, and the closure of tax and benefit offices.

YOUNG MEMBERS

Youth work is part of the regional organisers' remit. There is also a national young members officer. Young members elect representatives onto regional committees and then young members at the national Young Members Forum elect people onto the national committee.

An annual youth conference is held for 70 people and agenda items have included training, influencing the wider union about young members' issues, and promoting the PCS charter for young members.

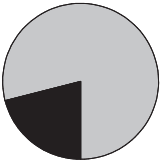
Six people represented the union at the 2007 TUC Youth Conference. *PCS Young Members* is published quarterly. To try to encourage more young people to get involved issues such as training, speaking at PCS events, and the development of young members at all levels in PCS have been a priority. Recent campaigns have been around Health and Safety in call centres, Young Trade Unionist Week, poverty pay, and international solidarity.

SUPPORT FOR ACTIVISTS

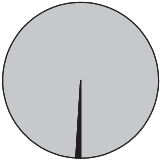
A crèche or financial assistance with childcare (or other caring) costs is provided for all meetings and union events. There is a national members' journal published 10 times per year and a national reps publication *Activate* published six times per year.

THE WIDER MOVEMENT

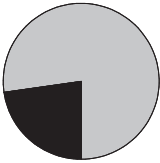
PCS is active within regional TUC structures and the trades councils movement. It is not affiliated to the Labour Party.



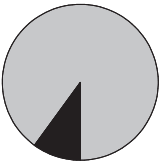
MEMBERSHIP
 21% women



MEMBERSHIP
 1% BAME



EXECUTIVE
 23% women



EXECUTIVE
 10% BAME

OVERVIEW

Prospect’s membership has fallen by 3.5% since our last survey, but women’s membership has risen by 1% (the union does not have accurate records for membership in any of the categories except for women and by age; nearly 6% of members are under 25 years of age). Collection of the data is on a voluntary basis and therefore accuracy depends on the level of response. On this basis Prospect believes that less than 1% of their members are BAME.

There are 81 full time officials, with 33 being women (41%, up 3% from 2004). Prospect has not yet carried out equality monitoring for their staff. There is a national executive of 22 members, five of whom are women (23% – 20% in 2004) and two are black members. There are no regional executives.

Branches elect delegates to the union conference. 400 people attended the last one. Records showed that 55 were women (14%, it was 18% in 2004), 16 were black (4%), 23 were disabled, two were LGBT, and seven were under 30.

There were 18 delegates (of an entitlement of 20) representing Prospect at the 2007 TUC Congress, 11 of these were women (61%) and seven were black (39%). They are elected at the union’s biennial national conference.

Within the union, it is the AGS and a research officer who are responsible for all areas of equality at a national level. In the regions, it is the regional officers who have responsibility.

WOMEN

Prospect has no formal committee structures covering women workers. However, the union facilitates two women’s networks: one for women members generally, and one for women in science, engineering & technology (SET).

Eight women (of a possible 18) attended the 2007 TUC Women’s Conference. The NEC decides the motions and amendments with advice sought from the equal opportunities advisory committee.

Prospect has a specific equality leaflet for women members. In addition, they are currently undertaking several projects to encourage women’s participation and develop their careers in SET. They have also recently run an Equal Pay campaign.

BLACK MEMBERS

Prospect has no formal committee structures covering black members, however the union facilitates a race equality network.

Seven people attended the 2007 TUC Black Workers’ Conference (entitlement was 16). The NEC decides the motions and amendments with advice sought from the equal opportunities advisory committee.

There is a discussion forum for the race equality network on Prospect’s web site. The NEC has recently endorsed a number of recommendations from the

equal opportunities committee to promote race equality within the union and encourage participation at all levels. A programme of training has begun for full-time officials, which will be rolled out to lay representatives.

DISABLED MEMBERS

Prospect has no formal committee structures covering disabled members, however the union facilitates a network for disabled members.

Seven people attended the 2007 TUC Disability Conference (of an entitlement of 16). The NEC decides the motions and amendments with advice sought from the equal opportunities advisory committee.

There is a recruitment leaflet specifically for disabled members. Prospect has recently formed a small working party from the network and the equal opportunities committee to promote equality for disabled members based on the charter for disability equality produced by the Trade Union Disability Alliance.

Prospect has also campaigned, through the Council for Civil Service Unions, on the issue of the withdrawal of *Access to Work* from civil servants. (*Access to Work* is a government scheme run by JobcentrePlus which provides practical support for disabled people in terms of finding and retaining work and can be in the form of advice and guidance, provision of equipment, or contributing towards certain costs. With effect from October 2006, the government withdrew funding from the *Access to Work* scheme for civil servants employed in government departments, which were expected to provide such funding out of their own budgets, and without the provision of additional resources.)

LGBT

Prospect has no formal committee structures covering LGBT, however the union facilitates a network for LGBT members.

Seven people attended the 2007 TUC LGBT Conference (of a possible delegation of 16). The NEC decides the motions and amendments with advice sought from the equal opportunities advisory committee.

There is a recruitment leaflet specifically for LGBT members. Prospect actively contributes to TUC campaigns on behalf of LGBT members. The union's motion to the 2007 LGBT conference initiated the campaign for trans memorial ribbons.

PENSIONERS

Prospect's retired members structure is based on 21 branches nationally, at least four of which are within the SERTUC region. Retired members are elected from their own retired members' branches.

There is a national retired members group committee, elected directly by the retired members of the union. The NEC determines the number of the committee. The group also elects its own officers but the secretary of the group is a full-time official.

There is an annual Pensioners' Conference for up to 50 people. The last one looked at the organisation and constitution of the retired members group. Amongst the other issues were members' benefits, healthcare, age discrimination and affiliation to the national pensioners convention.

Prospect's union journal is published eight times a year and has a retired members' page.

YOUNG MEMBERS

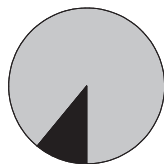
Prospect has no formal committee structures. However, there are recruitment initiatives in place and there is a young persons' network.

SUPPORT FOR ACTIVISTS

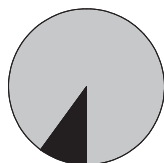
Childcare and/or expenses for caring responsibilities are paid for.

THE WIDER MOVEMENT

The union is active within SERTUC's regional structures but says it has no involvement with Trades Councils. Prospect is not affiliated to the Labour Party.



MEMBERSHIP
11% women



MEMBERSHIP
9% BAME

EXECUTIVE
0% women

EXECUTIVE
0% BAME

OVERVIEW

Women account for 11% of RMT's total membership (up from 10% in 2004). 9% of members are black (the same as in 2004) and 14.5% are under 25 years of age. There is no monitoring of disabled workers, LGBT or retired members. However, retired members are given honorary membership.

The union has 32 full time officials all of whom are male. The Council of Executives, elected by individual members, is also all male. There is no Regional Executive committee.

Sixty one people were elected to attend the last union conference. Five of these were women (8%; it was 1.5% in 2004) and three were black members (5%; 3% in 2004). Of the nine RMT members who attended the 2007 TUC Congress, one was a woman and one was black (11%).

WOMEN

The RMT has a full time regional organiser responsible for all equality issues. It is the General Secretary who covers women's equality at a national level. The RMT have regional councils who elect and determine the structure of the women's committees. There is a National Women's Advisory Committee, elected by branches, which meets three times a year. Its remit is to advise the Council of Executives on women's issues.

Thirty five people attended the last RMT Women's Conference which takes place annually. Flexible working was the main focus. Out of a possible 15, the RMT sent five women to the 2007 TUC Women's Conference. (RMT points out that they send only nine elected delegates to TUC Congress, and that in this context the number of delegates they send to TUC equality conferences is not unfavourable.) The Council of Executives determines the content of motions to the conference, with advice from the NWAC.

The union runs one national training course a year for 10 people. Themes are varied and chosen by the NWAC. The RMT has a monthly journal which includes a women's page.

Recent campaigns for women's rights include the establishment of Regional Women's Stewards and the launching of the RMT Women's Charter. Other campaigns include providing uniforms and toilet facilities for women.

BLACK MEMBERS

The full time regional organiser is also responsible for race relations. The General Secretary covers this at a national level. The RMT have regional councils who elect and determine the structure of the regional race relations committees. There is a national Black and Ethnic Members Committee, elected by branches, which meets three times a year.

Twenty five delegates attended the last annual RMT Black Workers' Conference, where the abolition of slavery was the main theme. Out of a possible 15, the RMT sent four people to the 2007 TUC Black Workers' Conference. The Council of Executives determine the content of motions to the conference, with advice from the BEMC.

The RMT produces a newsletter for black members. They have been joint sponsors of BHM 2006 with UCU and also held a Reparations Conference at South Bank University.

DISABLED MEMBERS

The full time regional organiser covers disabled members with the General Secretary responsible at a national level.

The RMT sent one delegate to the 2007 TUC Disability Conference; they have tried very hard to encourage further nominations from members and hope to send three delegates in 2008.

LGBT

The full time regional organiser covers LGBT matters with the General Secretary having responsibility at a national level. The RMT have regional councils who elect and determine the structure of regional LGBT committees. There is a national LGBT committee, elected by branches, which meets three times a year. Its remit is to advise the Council of Executives on LGBT matters.

The appointment of LGBT reps was the theme at the last annual LGBT conference attended by 15 members. Out of a possible 15, four people went to the 2007 TUC LGBT Conference. The Council of Executives determine the content of motions to the conference, with advice from the national LGBT committee.

The RMT produces an LGBT journal for members and has recently appointed LGBT reps to encourage employers to join Stonewall's Diversity Champions Programme.

PENSIONERS

The full time regional organiser covers retired members with the General Secretary having responsibility at a national level. The RMT have regional councils who elect and determine the structures of their regional pensioners' committees. Branches elect people on to the national pensioners committee. At their last annual Pensioners' Conference (25 attendees) index linked state pensions was the main theme.

YOUNG MEMBERS

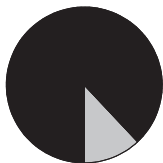
The full time regional organiser covers young members with the General Secretary having responsibility at a national level. There is a national youth committee, elected by ballot. An annual youth conference is held. Four people attended the 2007 TUC Youth Conference.

SUPPORT FOR ACTIVISTS

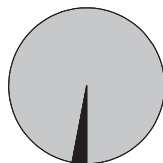
The RMT pays for a crèche or childcare costs where appropriate.

THE WIDER MOVEMENT

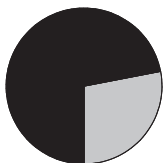
The union is active within the regional structures of the TUC and also within the trades councils movement. It is not affiliated to the Labour Party.



MEMBERSHIP
85% women



MEMBERSHIP
2.5% BAME



EXECUTIVE
73% women

EXECUTIVE
0% BAME

OVERVIEW

The Society of Radiographers has not appeared in our booklets since 1997 so comparisons are not easy. As their profession has a high proportion of women, the activists within the SOR reflect this. Women make up 85% (88% in 1997) of the Society of Radiographers' membership of nearly 19,500 (13,271 in 1997). Their membership statistics show that there are also 500 black members, 13 disabled and over 1,700 who are under 25 years old.

Six of their 10 full time officials are women – 60%, it was 71% in 1997. None are BAME.

Within their 15 National Council seats there are 11 women – 73%; up from 65% in 1997. None are BAME. One National Council member is responsible for all equality strands and attends BAME and general equality network meetings.

There are 200 delegates at the union's national conference. Each region sends delegates based on membership at a rate of one per 1,000. In addition, two places are reserved for each equality network.

The SOR sent three delegates to the 2007 TUC Congress, one of whom was a woman (33%). None were BAME.

WOMEN

The SOR has a national equalities officer who supports and advises on all equality issues for members and the organisation. Four women attended the 2007 TUC Women's Conference (their full entitlement). It is the SOR's UK Council and delegates who determine the content of motions and amendments.

The SOR has recently held a campaign to highlight the importance of breast screening to members.

BLACK MEMBERS

The national equalities officer supports and advises on race relations. There is a Black and Ethnic Minorities network (new since 1997), with a chair, vice chair and secretary. Four people attended the 2007 TUC Black Workers' Conference (their full entitlement). It is the SOR's BEM and equalities officer who determine the content of motions and amendments.

The union is currently promoting its member networks through the use of the journal, internet, email and equality representatives.

DISABLED MEMBERS

The national equalities officer supports and advises on disability. The SOR has no formal structures covering disabled workers although there is an equality network that covers all equality strands. No one represented the SOR at the 2007 TUC Disability Conference (entitlement: four delegates).

LGBT

The national equalities officer supports and advises on LGBT matters. They have no formal structures covering LGBT workers although there is an

equality network that covers all equality strands. No one represented the SOR at the 2007 TUC LGBT Conference (entitlement: four delegates).

PENSIONERS

The national equalities officer supports and advises on retired members. The society has no formal structures for pensioners although there is an equality network that covers all equality strands.

YOUNG MEMBERS

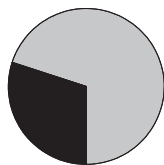
The national equalities officer supports and advises on youth. The society has no formal structures covering young workers although there is an equality network that covers all equality strands.

SUPPORT FOR ACTIVISTS

No information provided for this report.

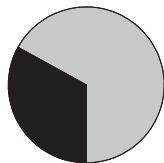
THE WIDER MOVEMENT

The SOR has a Regional Officer and Chair/Vice Chair who attend regional TUC meetings. An officer for Wales was elected onto the Welsh TUC. There is no involvement in trades councils. The SOR is not affiliated to the Labour Party.



MEMBERSHIP
29% women

BAME MEMBERSHIP
not known



EXECUTIVE
33% women

EXECUTIVE
0% BAME

OVERVIEW

The Transport Salaried Staffs' Association has seen a fall of nearly 11% members since our last survey. The proportion of women members has also fallen from 31% to 29%. 2% of its members are retired. TSSA say that statistics on other categories are incomplete and unreliable.

TSSA has 55 full time officials with 20 being women (at 36%, up from 20% in 2004), two black and one disabled.

One third of its National Executive's 15 members are women (up from 23% in 2004).

The union held its last union conference for 100 delegates who are elected by branches. Of those, 20 were women (20% – it was 23% in 2004), five were black, five disabled, and 25 retired.

The TSSA sent its full quota to the 2007 TUC Congress and half of its six delegates were women, all are elected.

Until very recently the TSSA had informal support groups covering equality issues. However, following changes to the rule book piloted through their annual conference, these groups are now a formal part of the union's structure. In applying for formal recognition, members of the groups can now attend conference, submit motions, vote in elections etc, as if they were a branch.

WOMEN

The group covering women's issues is called *Women in Focus*.

Two out of a possible six women attended the 2007 TUC Women's Conference.

BLACK MEMBERS

The name of the group dealing with race relations is called *E mix*.

DISABLED MEMBERS

Disability Working is the name of the group dealing with disability issues.

LGBT

Spectrum is the name of the group within TSSA who cover LGBT issues.

PENSIONERS

Pensioners may remain within their existing branch but there are six separate branches for retired members with plans to double this when circumstances demand it. These branches have the same rights as industrial branches.

YOUNG MEMBERS

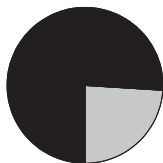
future@ for young members is still informal, although this might change in 2008.

SUPPORT FOR ACTIVISTS

TSSA provides crèche facilities and childcare payments for attending conferences.

THE WIDER MOVEMENT

The union is active within the regional TUC structures and trades councils movement. It is affiliated to the Labour Party.



MEMBERSHIP
78% women

OVERVIEW

Undeb Cenedlaethol Athrawon Cymru is the union for teachers and lecturers in Wales. Since our last survey, UCAC has seen an increase of nearly 4% in its membership to 5,019. The percentage of female members remains the same at 78%. The union now offers a longer period of free membership for Newly Qualified Teachers (NQTs), as well as for student teachers.

There are four full time officials within the union, three are male and one is a woman (25% – it was 50% in 2004).

UCAC is divided into 17 County Societies, each with its own county official. The relevant Field Officers co-ordinate the activities of the counties. Each County Society is represented on the National Executive and at the Annual Conference.

Due to the size and representation of its members, there are no formal equality structures in UCAC, although they are keen to point out that equality is at the heart of all that they do.

UCAC publishes an annual yearbook for its members, which includes features on women, disability, and terms and conditions of employment. A bi-monthly magazine called *Yr Athro* is available as well as newsletters which are distributed to reps in schools every two months. The union has also developed their website to provide as much information as possible to members in the Welsh language.

BAME MEMBERSHIP
not known

WOMEN

The union has been campaigning for equal pay and to improve on part time contracts for women teachers. Better conditions for agency workers and improving maternity rights have also been core to their campaigning agenda.

WOMEN EXECUTIVE
not known

YOUNG MEMBERS

UCAC has produced pamphlets offering guidance and advice to students and NQTs as well as leaflets ranging from professional performance, harassment and bullying, to disability equality schemes.

SUPPORT FOR ACTIVISTS

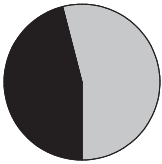
The union has teamed up with an online teacher recruitment website, to create a recruitment service for Welsh speaking teachers.

Crèche facilities are made available at conferences.

BAME EXECUTIVE
not known

THE WIDER MOVEMENT

UCAC is active within the regional structures of the TUC and trades councils movement. It is not affiliated to the Labour Party.

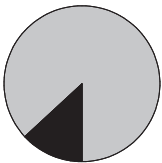


MEMBERSHIP
46% women

BAME MEMBERSHIP
not known



EXECUTIVE
49% women



EXECUTIVE
12% BAME

OVERVIEW

The University and College Union was formed from the merger of Natfhe and AUT, the transitional year ended in June 2007.

46% of members are women. Other membership details are unavailable. There are 88 full time officials, 34 are women (39%), eight are BAME (9.1%). 34 women sit on the 69 person National Executive (49%). Eight are BAME (12%), nine are disabled (13%) and six are LGBT (8.7%).

There is a bi-monthly *Equality News* and a monthly e-letter *Equality Extra*. On the website there is an equality discussion group as well as an Equality Resource Centre.

WOMEN

There is a national policy officer who covers women's equality. UCU has both a regional and national women's committee. The national committee consists of five NEC reserved seats and eight others elected at the annual women's conference. Equal Pay, casualisation and fixed term contracts were the principal debates at the last one.

BLACK MEMBERS

An equality support official covers race relations. The national Black Members' Committee has two NEC reserved seats and eight elected at the annual black members' conference. Discrimination in the workplace, and improving black members' participation were the primary debates. UCU carried out a survey of race equality schemes in colleges, along with the CRE, and have also been involved with UAF campaigns.

DISABLED MEMBERS

The national equality officer covers disability. There is one NEC reserved seat and eight seats on the Disabled Members' Committee.

LGBT

The equality support official covers LGBT. There is one NEC reserved seat and eight seats on the national LGBT, elected at the annual conference in 2007 – the first one to have taken place. There are new LGBT networks.

PENSIONERS

There are no formal structures within the union for retired members, although there are retired members' branches in the regions.

YOUNG

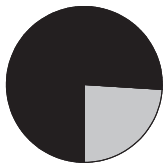
There are no formal structures for young members.

SUPPORT FOR ACTIVISTS

UCU covers carer's expenses and provides crèche facilities at conference.

THE WIDER MOVEMENT

UCU is active in TUC regional structures and the trades councils movement. It is not affiliated to the Labour Party.



MEMBERSHIP
76% women

OVERVIEW

Since our last survey Unison has seen a 4% growth in total membership. Women now account for 76% (72% in 2004), and nearly 6% is made up of people under 25. The union now monitors ethnicity, however figures are not yet available for our survey (Unison estimated its BAME membership as 10% in 2000). Other categories are not monitored.

There are currently 287 full time officials: 114 are women (40%, the same as in 2004) and 19 are black (6.6%). NEC places are based on proportional representation of women and fair representation of other groups. 13 seats are reserved for low paid women members to ensure that part time workers are represented. Four are reserved for black members and one for a young member. Subsequently there are now 42 women (64% – 65% in 2004), five black (7.5%) and one disabled member, on the 66 seat NEC.

Of the 2,000 delegates to Unison's last conference, 60% were women (it was 56% in 2004). There are always two reserved seats for national delegates from the Black Members Self Organising Group (SOG), the National Disabled SOG, the National LGBT Conference, and national delegates from the National Women's Conference SOG. (All of the four SOGs – women, black members, disabled members and LGBT, directly elect these representatives to attend the National Delegate Conference.) Seats are filled on proportionality for women, and young members are guaranteed at least one place.

Of the 104 person delegation to the 2007 TUC Congress, 58% were women (up 2% from 2004) and 18% were BAME. The union's NEC forms part of the delegation as well as representatives from regions, SOGs, TUC General Council, equality committees and the chair of each Service Group. Other delegates are elected by their respective constituencies.

Unison's regional organisers cover all areas of equality as part of their wider remit of negotiating and organising. They also service the regional members' committees.

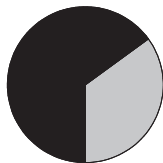
Unison employs dedicated Regional Women's Officers to service Regional Women's Committees. Unlike the Regional Officers, this is their *only* remit and not part of wider responsibilities. Three regions have dedicated Equality Officers to service their Self-Organised Groups.

There is an overarching equalities post, Director and National Secretary (Equalities), responsible for Unison-wide strategic policies, programmes, projects and campaigns. The post holder is a member of the Unison Senior Management Team.

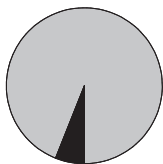
WOMEN

Unison has a National Women's Officer. The regional women's committees are made up of delegates selected by branches. All branches and regional women's conferences elect women to the National Women's Committee. There are two reps from each region, three if they are larger regions, and include reps from other equality SOGs (LGBT, disabled, BAME and young) to achieve fair representation.

BAME MEMBERSHIP
not yet known



EXECUTIVE
64% women



EXECUTIVE
7.5% BAME

414 people attended their last annual Women's Conference. Violence against women, workplace policies on domestic abuse, promoting gender education, equal pay, globalisation, pensions and sex tourism were the main debates.

It is the national women's committee and conference that make recommendations to NEC for motions to the TUC Women's Conferences. A full delegation of 24 took part in the 2007 conference.

Unison ran over 1,800 training courses last year which included equal pay, gender equality, sex discrimination, gender equality duty, and assertiveness.

A Women's Perspective News is published at National Delegate Conference.

All union publications are dominated by women's issues and features, which are relevant to the majority of members.

Unison has recently run campaigns on equal pay and *Women's No Pay Day* on the 30 November 2007 with the Fawcett Society to close gender pay gap.

BLACK MEMBERS

There is a National Race Equality Officer, responsible for the National Black Members' SOG. There are both regional and national Black Members' Committees covering race issues within the union.

323 people attended Unison's annual Black Workers' Conference where the main debates were: stop the BNP, exclusion from schools, stop and search, defending multiculturalism, DNA database discrimination, anti slavery, and the use of disciplinary procedures against BAME members.

A full delegation of 16 attended the 2007 TUC Black Workers' conference. The content of motions is agreed by the NEC, with the national black members' committee and conference making recommendations.

Unison runs many courses on race relations, covering challenging racism, race equality law, discrimination, employment and tribunals, awareness and leadership. *Black Action* is produced quarterly for BAME members and regular articles are run in the national journal.

Recent initiatives to encourage more members include *Challenging Racism in the Workplace*, equality reps as part of a Union Modernisation Fund project, a leadership development programme, and organising migrant workers (also as part of the UMF project).

Unison has been campaigning on: how to stop the BNP and far right, how to challenge racism, celebrating the bicentenary of the abolition of slavery and establishing a Slavery Remembrance Day on 23 August.

DISABLED MEMBERS

The National Disabled Members' Officer covers policy developments and services the National Disability Committee and conference.

There are both elected regional and national disability committees. The national committee comprises two reps per region or three per larger region. This includes representatives from other regional SOGs (black, LGBT, women).

163 attended their last annual conference where disability equality, disability

leave and equality duty were debated. Also on the agenda was the Single Equality Bill green paper, access to health services and access to work.

The national Disabled Members' Committee and conference recommend motions to the NEC before going on to the agenda of the TUC Disability Conferences. A full delegation of 16 attended in 2007.

Many regional and national courses were held covering disability equality duty, disability discrimination act, equality law and harassment. *Disability Times* is available at the national delegate conference and a daily bulletin is produced daily at the disabled members conference.

Unison has been involved in the *Beyond the Barriers* campaign – which aims to show disabled people doing a range of jobs with key stakeholders such as the Disability Rights Commission and Britannia Building Society

LGBT

There is a National LGBT Officer who supports the LGBT Committee and conference, as well as being responsible for LGBT policy development. There are both elected regional and national LGBT committees. The national committee comprises two reps per region or three per larger region. This includes representatives from other regional SOGs (black, disabled, women).

An annual LGBT conference is held for 200 delegates. The last agenda covered gender identity, hate crime reporting, human rights approaches to combating discrimination, equality in workplace.

The national LGBT members committee and conference recommend to the NEC motions for the TUC LGBT Conferences. A full delegation of 16 attended in 2007.

There are many regional and national training courses for LGBT members covering gender identity in workplace, equality law and discrimination. *Out in Unison* is published quarterly and regular LGBT articles appear in the union journal.

Recent campaigns have been around: establishing equality reps as part of the UMF project, a leadership development programme, a law to outlaw homophobic hatred, and a ban on sexual orientation discrimination in service delivery.

PENSIONERS

The National Retired Members' Officer services the national committee and conference and covers pensioners' policy developments. The union has two Pensions Officers whose remit is different from the National Retired Members' Officer. There are elected regional and national pensioners committees. The national committee comprises two reps per region and is elected by the regional committees.

Unison runs an annual Retired Members' Conference for 200 people. Health care age discrimination, isolation and mobility issues, restoring links to earnings, increases in basic state pension, and holiday insurance were the main debates at the last one. Pension training courses are held for all members.

Unison positively encourages retired members to get actively involved in recruitment and citizenship issues eg. organising non-unionised workers.

YOUNG MEMBERS

The National Young Members' Officer services the Young Members' Forum and biennial conference, as well as being responsible for policy developments. There are both elected regional and national young members' forums. The national forum comprises two reps per region and the NEC Young Members' Representative, and is elected by the regional forum.

There is a biennial Youth Forum with the next one due to take place in 2008. A full delegation of 16 attended the 2007 TUC Youth Conference.

Both regional and national training courses take place for young people and cover new activists' training, union-learning reps and organising. *The Next Generation* is published quarterly.

One step ahead is a branch secretary development programme for young members. Other courses help establish union learning reps and there is a stewards' support project.

Campaigning around the national minimum wage, discrimination against young workers, low pay, and bullying and harassment, are aimed at attracting new members.

SUPPORT FOR ACTIVISTS

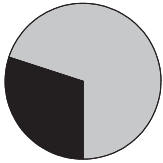
A comprehensive funding package is available to members to attend union events. These include crèches, after conference babysitting, funding for childcare and caring for disabled members.

E-focus is published weekly, *Infocus* is monthly. *U magazine* is for all members and is published quarterly, as is *Labour Link* and *General Political Fund News*. (The union has two funds – a Labour Link and a General Political Fund, which is not affiliated to the Labour Party.)

The four Self Organised Groups (women, disabled, black and LGBT groups) and retired and young members form part of membership participation.

THE WIDER MOVEMENT

Unison is active within the TUC regional structures and trades councils movement. It is affiliated to the Labour Party and sent 45 people to the last conference. There were 27 women (60%), five BAME (11%), two LGBT, two retired, two disabled and two young members.



MEMBERSHIP
27% women

Unite is a recently merged union (of Amicus and TGWU) still developing its democratic and industrial structures. At the time of writing it is operating in two sections – the following pages refer to the Amicus section.

OVERVIEW

Amicus' current membership stands at 1.1 million people and they know that 27% of their members are women and 6.4% are under 25. When we did our last survey the percentage of women was 16% – however, there have been mergers since then with GPMU and Unifi so comparisons are not particularly relevant.

However Amicus has carried out a recent extensive monitoring campaign of members in respect of BAME and disability and has developed a system for members to amend their own details relating to equality monitoring online. The union is committed to carrying out a full census of their membership system, although it is union policy not to monitor the sexual and gender orientation of members or representatives.

There are 388 senior paid officials and paid negotiating officials, 72 of who are women (19%). Statistics for BAME, disabled, LGBT and young officials are currently unavailable.

The process to elect the new Unite National Executive has begun and will not be completed until March 2008.

There are 12 regional councils. The councils (excluding Ireland) consist of members elected from the industrial, occupational or professional sectors who are workplace representatives employed in the region. Members are elected by and from their own regional branch conference. Women are elected by and from the regional women's conferences and equality forum members are elected by and from all of the regional equality forums.

335 attended the last Amicus conference in 2007; 103 were women (31%), 24 black (7.2%) and 42 disabled (13%). There is one delegate for each 1,000 paying members of the union.

Amicus did not have available a breakdown of their 2007 TUC Congress delegation. The delegation has representatives from each Regional Council, National Sector Conferences, National Women's Conference and National Equalities Conferences. NEC members, the General Secretary and some full time officials also attend.

There is a Head of Equality who has overall responsibility for all matters relating to equality.

WOMEN

The regional women's committee meets at least four times per year and is responsible for the union's policies relating to women. It makes recommendations to the Regional Council and the NEC.

The national women's committee, elected by the regional councils, meets at least twice a year and is chaired by a lay member elected by the committee. It receives reports from and is consulted by the NEC, and considers the motions

BAME MEMBERSHIP
not known

WOMEN EXECUTIVE
not known

BAME EXECUTIVE
not known

submitted to policy conference. Equality representatives, equal pay, domestic violence and work-life balance were the main debates at their last biennial conference in 2006 when 120 people attended.

A full delegation of 24 attended the 2007 TUC Women's Conference.

The union held two national training courses for women in 2007 attracting 30 attendees. The courses covered women's participation in the trade union movement and work to develop the leadership skills of attendees.

Amicus produces a monthly e-newsletter for members, and issues of interest to female members are covered in every issue of the national journal, called *The Activist*.

Recently the union has run equality campaigns on equal pay and mandatory pay audits, dignity at work, improving child care provision and improving maternity and tax credit provision.

BLACK MEMBERS

There is an elected regional BAME committee which meets up to four times a year and is convened on request. 12 members are elected from regional equality forums, open to attendance by all BAME members in the region. The national committee, elected by the regional committee, meets at least twice per year, chaired by a lay member elected by and from the committee.

At the last biennial conference in 2006, community cohesion and anti BNP campaigning were the main debates as well as tackling racism in the workplace.

A full delegation of 16 attended the 2007 TUC Black Workers Conference, with the national executive committee, on advice from the BAME national committee, determining motions and amendments.

One national training course for 15 people was held and covered BAME members' participation in the union. It also addressed leadership skills, legislation, representation and negotiation skills.

The monthly *e-equality* newsletter is circulated to members, and issues of interest to BAME members are covered in the national journal.

The union sponsored Black History Month in Liverpool to celebrate the bicentenary of the abolition of slavery in October, and the Rise festival in London in July. Union members staffed a stall in conjunction with the London region at the Rise festival to promote the union and recruit new members.

DISABLED MEMBERS

There is an elected regional disabled workers committee which meets up to four times a year and is convened on request. 12 members are elected from regional equality forums, but meetings are open for attendance to all disabled members in the region.

The national committee, elected by the regional committee, meets at least twice a year, chaired by a lay member elected by and from the committee.

At the last biennial disability conference in 2006, incapacity benefit and Remploy were on the agenda.

A full delegation of 16 attended the 2007 TUC Disability Conference, with the national executive committee, on advice from the national disability committee, determining motions.

One national training course for 15 people was held and covered disability issues for members, leadership skills, legislation and representation.

The *e-equality* newsletter is produced on a monthly basis and although there is no specific journal for disabled members, issues of interest are covered on a regular basis.

Members of the disability committee are targeting the recruitment of members who work in disability organisations, as well as promoting Disability Champions in disability organisations. The union has also been leading a campaign for those at Remploy.

LGBT

There is an elected regional LGBT committee which meets up to four times a year and is convened on request. 12 members are elected from regional equality forums, which are open for attendance to all LGBT members in the region. The national committee, elected by the regional committee, meets at least twice a year and is chaired by a lay member elected by and from the committee.

Equality representatives, international LGBT rights and sexual orientation in the workplace were the principal debates at the last Unite Amicus biennial conference in 2006.

The union's national executive committee, on advice from the LGBT national committee, determines motions to the TUC's LGBT conference. A full delegation of 16 people attended in 2007.

One national training course was held for 15 people last year and covered LGBT issues, leadership skills, legislation, and representation of LGBT members.

The *e-equality* newsletter is produced on a monthly basis and LGBT issues are covered in the national journal.

The union contributed to the sponsorship of London Pride, and Unite was the main sponsor of Manchester, Brighton and Cardiff Prides. In addition the union has been involved in recruitment and organising campaigns at Pride events in London, Manchester, Aberdeen, Cardiff, Brighton and Leeds.

Respect at Work has been a recent campaign for LGBT members of the union which focussed on homophobic bullying in the workplace. A reps' toolkit has been produced to inform reps when supporting their members.

PENSIONERS

The Assistant General Secretary has responsibility for retired members in the union. Retired Members' Forums, organised by the regional councils, are

open to all retired members. There is a national pensioners committee which is consulted by and submits to the NEC on matters concerning retired members. Members are elected by the regional forums and meet twice a year. Articles on pensions and issues relating to retired members are regularly covered in the *Unite Amicus* journal.

The union has recently run a pensions campaign called *Stop the Pensions Panic* which worked with members to defend final salary pension schemes.

YOUNG MEMBERS

There is an elected regional youth committee which meets up to four times a year and is convened on request. 12 members are elected from regional equality forums which are open to all young members. Regional young members' seminars have been held encouraging young members to speak at schools, colleges and universities.

The national youth committee, elected by the regional committees, meets at least twice a year, chaired by a lay member elected by and from the committee.

A biennial youth conference was last held in 2006. Age discrimination and apprenticeships were the main debates.

The maximum entitlement of 18 delegates attended the 2007 TUC Youth Conference.

Unite Amicus ran a national youth training course in 2007 for 17 delegates which covered leadership skills as well as representing and negotiating for young members.

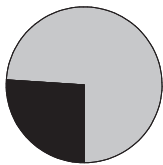
The union publishes a young members' newsletter every month and recently ran a student campaign to encourage students to join Amicus and organise. There has also been a campaign on age discrimination which developed a negotiators' guide to age discrimination that has been sent to reps around the country.

SUPPORT FOR ACTIVISTS

The costs of childcare is provided at national conferences and courses.

THE WIDER MOVEMENT

Unite Amicus is active in regional TUC structures (SERTUC's president is a Unite Amicus member) as well as in the trades councils movement, and is affiliated to the Labour Party.

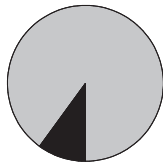


MEMBERSHIP
26% women

Unite is a recently merged union (of Amicus and TGWU) still developing its democratic and industrial structures. At the time of writing it is operating in two sections – the following pages refer to the T&G section.

OVERVIEW

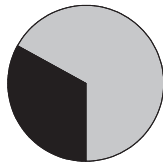
Unite, T&G section has a membership of 747,617 of which 26% are women, 9.4% are black, Asian and ethnic minorities (BAEM), 1% are disabled, 11% retired and 5% are under 25. In 2004 21% were women and about 8% were black.



MEMBERSHIP
9.4% BAEM

There are 268 full time officers including 50 women – at 19%, up significantly from about 7% in 2004.

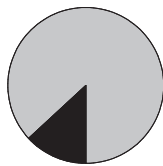
Of the 40 members on the General Executive Council, 13 are women (33%, the same as in 2004), five are black (13%; 8% in 2004) and one is LGBT. These seats are nominated by branches and elected by ballot of the total membership. There is a rule book requirement for a national woman and BAEM representative in addition to minimum proportionality of women and BAEM members with the same nomination and election rules. This is achieved through designated regional seats based on the number of women and BAEM members in regions.



EXECUTIVE
33% women

Delegates to the last biennial delegate conference, were nominated and elected through branches on a geographical and industrial basis. Of the 382 who attended, 72 were women (at 19% the same as 2004), 62 black (16%; 6% in 2004) and 54 were under 25.

There was a delegation to the 2007 TUC Congress of 77 people, including 20 women (26%, the same as in 2004) and seven BAEM people (9%). Regional and national women and race equality committees nominate delegates to the TUC. In addition there is a scheme of representation to ensure proportionality of women and BAEM members.



EXECUTIVE
13% BAEM

Delegates are nominated by regional and national committees, and there is minimum proportionality in terms of women and BAEM members in the scheme of representation. In addition to delegates nominated directly and elected by the National and Regional Women, Race & Equalities committees. There is a rule book requirement that as a minimum, delegates must reflect proportionality in terms of women and BAEM membership. Young members were positively targeted to attend conference alongside the usual nomination process. If there is more than one delegate per region, a gender balance is encouraged. And for some conferences, regions are required to send a disabled, LGBT, young, or a woman as one of their two delegates on a rotational basis.

Regional and national training courses are run for members on all aspects of equality including the Harassment & Bullying Listening Support Network training with a HDB(1) report form to be sent back to regional and national equality officers. The union produces an equality newsletter four times a year. *The Record* is published bi-monthly and has designated equality pages.

WOMEN

Unite, T&G section has both a regional and national organiser for women, race and equalities who are women's equality officers. There are regional women's committees with representatives from industrial sector/districts who are nominated from branches and elected by the membership. Some regions have cross equality sector representation eg. there is a national women's committee elected by the regional women's committees.

At the last biennial women's conference in 2006, 120 delegates attended. The main issues debated were on migrant domestic workers, equal pay and pensions, family friendly and flexible working, dignity at work, harassment, bullying and violence against women, migrant and agency workers, older women, BAEM women, violence against women, abortion rights, women's health and safety, International Women's Day – T&G and ITF Campaigns.

The National Women's Committee, taking advice from the regions, determines motions to the TUC Women's conference. A full delegation of 22 attended the 2007 TUC Women's conference, including representatives of BAEM, disabled and young women.

The union produces *Together Magazine* for women members twice a year.

Unite, T&G section has many initiatives to promote and develop women's involvement in the union in addition to rule book minimum proportionality for women (see above): more women reps/union equality reps in male-dominated industries; ensuring that development of Union Equality Rep role is complementary and not an alternative to ensuring women and other under-represented members are supported to become shop stewards; and promoting branch guidance on building women's involvement.

To fight for women's equality the union has: compiled information on women in the workforce to strategically target women's organisation and representation; organised campaigns eg. targeted information on women in civil aviation, organising newsletters (family friendly); used new family friendly rights, zero tolerance and equal pay campaign to promote the union with women workers and as part of organising strategies. They have promoted T&G women in the media, communities and public life, including annual International Women's Day, International Day for the Elimination of Violence against Women and Chainmakers Festival; provided T&G Organisers with equality training, including women's equality; set up specific childcare sector email address; and working closely with Kalayaan for Migrant Domestic Workers' rights.

The union runs regional and national women's courses, including an annual women's school which has capacity to take 80 delegates. Last year on the four national courses 48 people attended altogether. The courses covered: getting involved in your union, campaigning for women, organising women and leadership development for women.

Many regions run similar courses and some regions have weekend courses to encourage participation.

BLACK MEMBERS

Unite, T&G section has a national secretary for equalities and designated regional race equality officers. There are regional race equality committees (RREC) with representatives from industrial sectors/districts who are nominated from branches, districts and trade groups and elected by the

membership in a ballot or at electoral conferences. Some regions have cross equality sector representation. There is a national race equality committee elected by the regional RRECs.

The union held the last biennial BAEM conference, as part of the women, race & equalities in 2006 for 40 delegates. The main issues debated were on organising BAEM/migrant workers, effective campaigning, promoting equality and reps at the workplace.

It is the National Race Equality Committee, taking advice from the regions, which determines motions to the 2007 TUC Black Workers' Conference. A full delegation of 16 attended the last conference.

Recent initiatives to support BAEM members have included a widely publicised *T&G Negotiators Guide on Race Equality* which includes a section on organising and recruiting BAEM members, minimum proportionality resulting in an increase in the number of BAEM reps, encouraging women to get more involved at BAEM members' courses, and an organising campaign for BAEM members who are supported in taking on positions where they are under-represented. Generally the union has encouraged participation of BAEM members to become more involved in the union.

Unite, T&G section has run campaigns in workplaces with high numbers of BAEM workers encouraging them to become involved with recruitment and organisation. This has included producing application forms and recruitment materials available on-line in 27 different languages. There are trained new organisers on all areas of equality, including race equality. And there have been national and regional organisation and recruitment units on specific campaigns eg. Lyles/Hazlewoods etc to include race equality in organisation and recruitment training.

An updated leaflet on racial harassment for use in campaigns, workplaces and branches has been produced. The union has encouraged links between race equality committees eg. involved with the London 'Rise' Festival; the TUC/Tyneside Council diversity event; and a family festival event in the Black Country. It has produced information on organisation and recruitment of BAEM workers and produced a DVD *Hear Our Story – BAEM members speak out*. Finally it has set up email facilities specifically for race equality.

Unite T&G runs national and regional courses for BAEM members and specific courses for BAEM women.

DISABLED MEMBERS

Unite, T&G section has a national organiser and designated regional officers to cover disability equality. There are regional disabled members' committees with representatives from industrial sectors/districts who are nominated from branches and elected by the membership. Some regions have cross equality sector representation. There is a national disabled members' committee elected by the regional disabled members' committees.

The union held the last biennial disabled members' conference in 2006 for 20 delegates. The main issues debated were workplace disability audits, disability leave, union equality reps and disability champions, Changing the Face of the Union, 100% campaign and Health and Safety.

It is the national disabled members' committee, taking advice from the regions, which determines motions to the 2007 TUC Disability conference. A full delegation of 16 attended the last one.

The Disabled Members' Committees have increased the number of disabled reps. There has been a promotion of Union Equality Reps and Disability Champions within the union and a new *Disability Rights Negotiators' Guide*, which particularly targets the building and involvement of disabled members and tackles access barriers.

Unite, T&G section has developed membership profiling forms to assist with monitoring disabled members and to encourage campaigning at the workplace. A Negotiators' Guide *Disability Rights at Work* including copy of TUC Legal guide and DRC DVD *The Appointment* has been produced, as well as a T&G Disability poster for the workplace. This includes extensive good practice guidance for organising, representing and working with disabled members, which was launched for International Day of Disabled People 2006. There have been campaigns against threats to positive aspects of incapacity benefit, a major campaign in Remploy, a T&G course to promote disability equality at work and specific materials from RNID *Deaf Awareness Pack* following demands from a number of workplaces.

There are regional and national disability equality courses. There was one national course last year with 20 participants. It covered: organising around the disability workplace agenda, equality campaigns, negotiating skills.

LGBT

Unite, T&G section has a national secretary and designated regional officers to cover LGBT equality. There are Regional LGBT Forums with representatives from industrial sectors/districts who are nominated from branches and elected by the membership. Some regions have cross equality sector representation. There is a National LGBT Forum elected by the regional LGBT Forums.

The union held a biennial LGBT conference, as part of the women, race & equalities in 2006 for 12 delegates. The main issues debated were developing an inclusive education programme, harassment, bullying, hate crime and domestic violence.

It is the national LGBT Forum, taking advice from the regions, which determines motions to the 2007 TUC LGBT Conference. Unite, T&G section agreed to send its full delegation of 16 to the last congress (3 people were unable to attend).

Through education and training, Unite, T&G section has encouraged LGBT members to become more involved in the union and workplace by pushing T&G LGBT structures and information. Then union has received government funding to produce a Sexual Orientation, Religion or Belief (SORB) toolkit for reps.

Unite, T&G section has developed various publicity materials, particularly for Pride and Mardi Gras events eg. pens, cards, posters, leaflets, torch/whistle, advertised in the *Pink Guide* and produced briefings on Employment Equality (Sexual Orientation) Legislation. With joint funding from DCLG they have provided union/company training on sexual orientation, religion and belief legislation, as well as for T&G education tutors in order to incorporate in other T&G courses. They have produced newsletters for specific organising campaigns eg. Easy Jet and set up specific LGBT email addresses.

PENSIONERS

The Retired Members Association (RMA) was set up by the T&G in 1979. Its president is Jack Jones, T&G general secretary in 1968-1977. RMA has a

regional and district structure and is a very active campaigning organisation with Unite T&G section backing its campaigns. The main campaign issues are an immediate increase in the basic state pension and the restoration of the link between the basic state pension and average earnings.

RMA has a conference. Some of the current key issues are pensions credit, homecare services, housing.

There are national and regional pensions courses for reps.

YOUNG MEMBERS

Unite, T&G section has a national secretary and designated regional officers to cover young members' equality. The Regional Young Members' Forums meets quarterly and some are elected by regional conferences and others through nominations by branches. There is a National Young Members' Forum with a minimum of one delegate per region and two where there are over 5,000 young members. Those people are elected by the Regional Young Members' Forum.

The union held its biennial Young Members' conference as part of women, race & equalities sector conference in 2006 for 16 delegates. The main issues debated were education and training to organise young people and on age discrimination against younger and older workers. A full delegation of eight people attended the 2007 TUC Youth Conference.

As part of organising campaigns, Unite, T&G section has encouraged young members to become reps, particularly in workplaces with high numbers of young workers. There has also been a drive to increase participation at conferences courses and to continue to encourage young union equality reps.

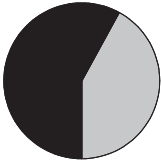
Young members lobbied parliament in October 2007 over the discriminatory National Minimum Wage rates, produced an article for the *T&G Record* to encourage other young workers to join the union and a young members newsletter for the workplace has been published. There are trained young members who deliver the T&G Schools Pack and in 2007, 100 young member observers were invited to attend the 2007 T&G Biennial Delegate Conference. The union has produced a briefing on Age Legislation and set up specific young members email address.

SUPPORT FOR ACTIVISTS

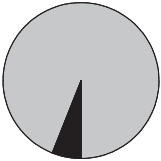
The union provides crèches, childcare and carers' support at national conferences, courses and meetings.

THE WIDER MOVEMENT

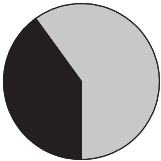
Unite T&G section is involved with the TUC regionally, the STUC, ICTU and WTUC and with the trades council movement. It is affiliated to the Labour Party and to a number of Global Union Federations. Unite T&G section also campaigns with a range of women, race and equalities organisations and groups.



MEMBERSHIP
58% women



MEMBERSHIP
c.7% BAME



EXECUTIVE
41% women

EXECUTIVE
0% BAME

OVERVIEW

Usdaw's membership has risen from 320,000 in 2004 with women accounting for 58% (60% in 2004). There are also many younger workers employed in the sector, and 16% of the union's members are under 25 years of age. Seventeen people sit on the National Executive – seven are women (41%; 53% in 2000) with 70 people elected to sit on regional councils.

Usdaw does not monitor the ethnicity of its membership, but does monitor the ethnicity of activists attending national and regional events, conferences and training courses. On this basis they estimate BAME membership as 7%.

500 Usdaw reps are elected via their branches to attend the annual conference. Over half of the delegates to the 2007 Annual Conference were women. This figure is slightly less for the 2007 TUC Congress 2007, where less than 50% of the delegation of 36 people were women. The Executive elected the delegation.

In 2005, the Annual Delegate Meeting overwhelmingly supported a move towards regional and national 'general' equalities structures. These new structures have seats for four groups of under involved members – women, BAME, disabled and LGBT. Up until that point there were only regional and national structures for women and a national committee for black members.

The reason for the change was a recognition that there were no formal mechanisms for disabled and LGBT members. There was also recognition that they could do more to strengthen regional BAME networks.

Combining the groups made a lot of sense for the following reasons: different groups can draw strength from one another and share experiences and solutions; members don't live in boxes – but face multiple discrimination and it was felt that disabled, lesbian and black women would all have a stronger voice in the new structures; Usdaw needed to respond to and develop structures involving LGBT and disabled members; and finally it makes the best possible use of resources and members' contributions.

The new forums are still in their infancy but working well to date. Usdaw has been careful to point out that bringing different groups of members together doesn't mean that 'one size fits all' and that everyone's issues are the same. They are careful to make sure that they address the different needs of each group and don't allow any one group to dominate or swamp the needs of other groups.

The union also continues to create specific space within the union for each group to come together separately – so for example they are to hold a national black workers event again this year as well as encouraging separate regional women's and LGBT events.

In every one of the union's seven regions there is an official whose has responsibility for encouraging the involvement of these four under-involved groups. There is an Equalities Officer who is responsible for overall equality. Each year the National Equalities Advisory Group make recommendations to the Executive Council as to what national equalities events are thought appropriate for the forthcoming year.

WOMEN

The last women's event had two distinct dimensions. Firstly, to consider the issues for women at work at different stages in their lives, particularly the experiences of younger and older women workers. Secondly, it was a celebration of Usdaw's successes in furthering women's equality issues at work and in society.

Fifteen women, of an entitlement of 22, attended the 2007 TUC Women's Conference. The Executive Council determines the content of Usdaw's proposition to conference in consultation with the National Equalities Advisory Group and the equalities section.

Get-togethers are occasionally held on a regional basis for women members. Subjects including supporting survivors of domestic violence, understanding union structures and democracy, and maternity and parental rights.

Between two and four pages of the union's bi-monthly magazine *Network* are given over to equalities issues.

The union has recently "revamped" its organising women workers' summer school with a view to encouraging more women activists to attend. Their *Supporting Parents & Carers Campaign* spotlight days have been particularly effective in reaching out to women in the workplace. The union has also conducted research into women's experience of pregnancy in the retail sector and widely circulated the findings. They publish leaflets on a wide range of issues that affect women at work including leaflets on women's health, domestic violence, childcare, flexible working and risk assessments during pregnancy. Each year they update and improve their popular *Maternity and Parental Rights* pack. There are also pages on the website dedicated to women's equality.

Usdaw's *Supporting Parents & Carers Campaign* relates to issues of women's equality. It has been a useful tool for approaching women in the workplace who either are not members of Usdaw or who have never been active in the union. Women were, and continue to be, active in organising around the campaign, many of them having never previously been involved with union activity. In this way the campaign has a direct role in helping to tackle the under-involvement of women in union structures.

BLACK MEMBERS

For the last few years, a conference has taken place. The theme of the last conference held in October 2007 was *Organising Migrant Workers*. Delegates were asked to come up with practical strategies for reaching out to migrant workers. The website has pages dedicated to black members.

Eight people of a possible 16 attended the 2007 TUC Black Workers' conference. The Executive Council determines the content of the proposition to conference in consultation with the National Equalities Advisory Group and the equalities section.

The union has run a number of regional get-togethers for black and Asian members to promote involvement and activity. Subjects covered have

included building workplace organisation, promoting involvement, and tackling racism. There has recently been a very successful course for black and Asian reps encouraging them to apply to the union's Organising Academy.

There is currently a project to improve the representation and participation of black members working in Tesco. In October last year Usdaw launched a 'working against racism' report to find out more about the extent of racial harassment and abuse members experience at work. This survey (and the report which is due to be published and widely circulated in early 2008) has been (and can be) used by activists as a tool to engage and recruit black members. The union has also published recruitment literature in 35 different languages.

Udaw ensures that national campaigns reflect and address the concerns of black members raised via the union's equalities structures. For example, Usdaw's recent research into racism at work will help to shape the campaigning priorities of the *Freedom From Fear Campaign*. Extended leave and problems accessing the statutory right to time off for dependants have been addressed by the *Supporting Parents & Carers Campaign*.

DISABLED MEMBERS

Ten people of a possible 16 attended the 2007 TUC Disability Conference. The Executive Council determines the content of the proposition to conference in consultation with the National Equalities Advisory Group and the equalities section.

Regional training courses have taken place covering a number of issues including sickness and disability absence procedures, and why tackling disability discrimination is a trade union issue. 1,000 Usdaw reps have been reached across the UK. Pages on the website are dedicated to disabled members.

Over the last 12 months a slot raising awareness of disability rights has been scheduled into the timetable for each of the union's seven regional conferences. The union has published guidance for reps on supporting disabled members. A practical guide for reps to be used as a tool to enable them to organise their workplace and to better support disabled members at work will be published soon.

LGBT

In 2007 an event was held to discuss how to strengthen links between LGBT activists and how to promote, publicise and organise LGBT get-togethers and Manchester Pride. There is also a LGBT dedicated page on the website.

Nine people of a possible 16 attended the 2007 TUC LGBT Conference. The Executive Council determines the content of the proposition to conference in consultation with the National Equalities Advisory Group and the equalities section.

Raising awareness of equality issues forms a large part of the core summer school training for shop stewards. The Equalities Officers is invited to speak to all reps at summer school. Last year the equalities 'slot' focused on LGBT Rights – and in particular upskilling reps on the Employment Equality (Sexual Orientation) Regulations.

A variety of measures has been undertaken over the last two years to encourage LGBT involvement including resources being made available for a presence at regional prides across the UK, a 'national' workshop for reps on Tackling Homophobia and a national, distinct presence at Manchester Pride.

They have been careful to ensure that their *Supporting Parents & Carers Campaign* addresses the concerns of LGBT members including tackling the prejudices that surround LGBT parents.

PENSIONERS

Usdaw has both a regional and a national official who deal with retired members. Each regional division has a nominated Pensioner's Committee of eight members, which is consultative in nature.

Each region has an officer who has responsibility for co-ordinating the work of the regional retired members committees. This is in addition to the 'day job' and isn't a dedicated role.

There is an annual Pensioner's Conference for up to 30 participants. The key issues of the last one were the restoration of the earnings link before 2012 and council tax.

Usdaw produces a quarterly newsletter for retired members.

YOUNG MEMBERS

Each region has an officer responsible for co-ordinating the regional youth committees. Members can be nominated by others but it is more usual for members to nominate themselves.

There is also a national youth committee, nominated by the Executive Council, which appoints members of the national committee. The Chair of the regional youth committee sits on the national youth committee.

There is an annual youth conference of 30 members to encourage young members to become more active in the union. A full delegation of six attended the 2007 TUC's Youth Conference.

Usdaw's journal, *Arena*, sent directly to every member – has a page dedicated to profiling young members.

Usdaw has published literature for young members and dedicated a section of the website to young workers. There is a young workers campaign for the extension of the adult rate of the minimum wage to 18 year old workers.

SUPPORT FOR ACTIVISTS

Childcare costs are paid to ensure members can participate at conferences and meetings. There is a crèche at the Annual Delegate Meeting.

THE WIDER MOVEMENT

The union is active within SERTUC's regional structures but not within the trades councils movement. Usdaw is affiliated to the Labour Party and sends between 30 and 40 delegates to its annual conferences, as well as nominating 285 delegates to Constituency Labour Parties.

Previous SERTUC surveys

<i>Moving towards equality</i>	1987
<i>Still moving towards equality</i>	1989
<i>A step closer to equality</i>	1992
<i>Struggling for equality</i>	1994
<i>Inching towards equality</i>	1997
<i>New moves towards equality</i>	2000
<i>Waving not drowning</i>	2004



Further copies are available from

SERTUC

Congress House
Great Russell Street
London WC1B 3LS

020 7467 1220

dlewis@tuc.org.uk

www.tuc.org.uk/sertuc

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researched and written by

Jane Galloway 07791 293 352

printed by Upstream 020 7207 1560

cooperative@upstream.coop