

paddling furiously

**SERTUC'S
TENTH
SURVEY OF
EQUALITY
IN TRADE
UNIONS**

SERTUC

Southern and Eastern Regional
Council of the TUC

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and the East of England

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foreword

Paddling furiously: this book is correctly named in so many ways!

Our last report, *Swimming against the tide*, was published, in 2012, half way through the multi-faceted attacks on working people launched by the Coalition Government.

And now we experience the unfettered onslaught from this Conservative majority Government (a majority in the House of Commons if not amongst the electorate) as they forcefully carry out their intent of transferring more of the nation's wealth from the people to the one per cent.

And what stands in their way? Working people and their trade unions. The Trade Union Bill, progressing through Parliament as this book goes to press, is a practical and well-thought through weapon in their armoury designed to weaken and diminish the voice of working people.

So we are "paddling furiously" to defend our public services, our public property, our culture, and our trade union movement.

But our defence must be inclusive and all-embracing so it is good to review our own structures. Are they fit for purpose? Do they reflect the strength and diversity of our members?

As the Government attacks our right to strike we note that 73% of workers affected by their

proposed higher thresholds for legal strikes for workers in the designated "essential public services" (fire, education, health, transport, border security, and nuclear decommissioning) are women. Are those voices heard at full strength in our unions?

The Government's desire to weaken people's rights in the European Union focuses on the "danger" of migration directing us to blame workers and their families from outside the UK, but also by association, on all workers from black and minority ethnic heritage. Do our unions hear the wisdom and experiences from our BAME members?

The attacks over the past years have landed most heavily on women and minority groups and it is only trade unions that will respond collectively to defend all workers and all workers' families.

That's the challenge to us now and this booklet is intended to help us ensure we are as fit for the job as we can be. Without doubt, our children, as well as our members, depend upon it.

So use the book to review your union structures, to learn from the successes of colleagues in other unions, and to inspire greater activity amongst all trade union members.

We will paddle furiously together, maintaining a calm exterior whilst putting every effort into defeating the Government's vicious plans for our society and our people.

Tony Lennon
SERTUC President



intro

The officers completing the survey forms for us had the opportunity to make amendments and corrections so the individual union pages are the views of unions as to how they are getting on with the prickly task of ensuring equality and diversity in the participation, policy and management of their organisations.

The commentary pages before that should be read differently; they are my summary...

You will have to read the strand summary pages with care! A percentage from a small union can't easily be compared to one from one of our larger affiliates. Equally, percentages for unions whose membership is dominated by one gender can give a misleading picture.

But good practice and innovation can come in any sized package and the illustrations of useful and successful strategies are pulled from unions of all sizes.

Monitoring continues to be an issue for many unions.

It remains the case that if you don't know where you are you can't know when you're where you should be!

And without doubt it makes the testing of innovative approaches or projects difficult to evaluate.

We are reporting here on 24 affiliates, covering 82% of the TUC's affiliated membership.

This book is primarily aimed at activists and officers. It is the case that "the wheel has already been invented", and here almost every union page contains ideas and strategies that can be re-used and adapted – this is definitely a case where you need to pore through the "small print".

Sincere thanks are due to Anita Wright who gave up many hours to chase our contributors to ensure the widest participation, and also to the SERTUC Executive Committee for its continued support for the notion that facts are fabulous and that they support the activist and officer alike.

Finally, many thanks to all the union officers and administrative workers who took the time to crawl through the testing questionnaire. It goes without saying that without you the book would not exist.

Megan Dobney
SERTUC Regional Secretary

women members

Although general secretaries and paid officials wield, as leaders, tremendous influence in a union, the key bodies for member decision-making remain their national committee and their members' conference. So it is useful to note the summary below.

Executive committees

National committees are more or less

representative of their women's voice in most of the unions featured, but the weakest are generally speaking those with a majority of women members!

Reserved seats for women are not common with our respondents, only reported by Community, UCU, Unison and Unite. And in reverse, since our last survey in 2012 the FBU has done away with their three reserved executive seats for a woman, BAME, and LGBT member.

Union conferences

Nearly 20% of the 24 unions featured don't know how many women attended their last national policy making conference. So it would

	<i>women members</i>	<i>NEC</i>	<i>conference</i>	<i>paid officials</i>
Advance	73%	100%	66%	not known
AEP	87%	37%	69%	100%
ASLEF	4.8%	0%	4%	0%
BALPA	8%	0%	5.4%	17%
BDA	96%	56%	not known	33%
BECTU	31%	47%	36%	29%
BSU	72%	71%	no conference	33%
Community	19%	25%	19%	13%
EIS	77%	39%	42%	37%
Equity	50%	47%	52%	39%
FBU	6.7%	8%	not known	0%
GMB	51%	38%	not known	57%
MU	29%	33%	32%	47%
Nautilus International	3.5%	3%	17%	6%
NGSU	69%	61%	77%	58%
NUJ	38%	31%	43%	60%
NUT	76%	39%	not stated	not stated
PCS	60%	44%	33%	not known
RMT	15%	12%	11%	0%
TSSA	27%	15%	26%	41%
UCU	50%	57%	46%	30%
Unison	77%	63%	65%	51%
Unite the Union	26%	29%	26%	29%
USDAW	55%	50%	49%	50%

be fair to say that they will find it difficult to say when they are hearing correctly their women members' voices...

There is good learning to be had on the following pages though, for example:

- ASLEF reports a big increase in the diversity of their conference due to members from equality strands becoming more active in the union. They also offer a limited sponsorship to conferences to enable women to see what happens.

Paid officials

Only a couple of "not knowns" here, but congratulations to BALPA, MU, Nautilus International, NUJ and TSSA. All are unions that are not predominantly female but have a positive proportion of women officers.

Some way to go for BDA, BSU, EIS and Unison, unions with a large majority of women members who have not quite made it yet.

Some initiatives and successes

- Many unions use the "pegs" of established events (such as International Women's Day) as a way of attracting members into activity, including ASLEF, MU, NUT, UCU, Unite

- BECTU: mentoring schemes for women

- Community: supporting the attendance of women as visitors to the TUC Women's Conference in addition to their delegate entitlement

- Equity: their women's committee can send a motion and delegates to the union's conference; the RMT's women's conference can also send motions to their AGM

- Since our last survey GMB has developed an annual National Equality Conference and a National Equality Forum, as well as a National Women's Task Force

- RMT celebrated 100 years of women in the union, and is holding women's empowerment training

- TSSA campaigned for *Fair Pay and Equal Pay at Network Rail* and a new pay structure is now being implemented which initial figures suggest has led to a decrease in the gender pay gap

General secretaries

Finally, it's always worth looking at the number of women at the top of our movement.

I mention on page 10 the first female TUC General Secretary. In addition note that the following TUC affiliates have a woman as a general secretary (or senior trade union voice in some unions that are also professional organisations), providing us all with a visible showcase for women's talents:

Advance, AEP, ATL, BDA, BOS TU, CSP, Equity, NASUWT, NUJ, NUT, RCM, SCP, SUWBBS, UCAC and UCU.

There is little change here however since 2012 and plenty of scope for improvement!.

BAME members

Here's a summary of some of the positive actions unions have taken with regard to black members:

- Celebrating Black History Month: ASLEF, MU, Unite
- ASLEF used a member survey to inform the work programme of their BEM committee
- BECTU organised *Move on Up North*, one-to-one meetings with broadcasting executives

to explore career development opportunities

- Community invited additional visitor delegates to attend the 2015 TUC Black Workers' Conference
- Equity's *Inclusive Casting Policy* was instigated by the black members' committee and then rolled out to include all under-represented groups
- NUJ's annual Claudia Jones Memorial Lecture plus they have a charity that offers funding and support for BAME journalism students
- NUT's Black Teachers' Conference can submit a motion to the union's annual conference
- RMT celebrates Black History Month with a B&EMM Empowerment training course

	<i>BAME members</i>	<i>NEC</i>	<i>conference</i>	<i>paid officials</i>
Advance	not known	not known	8%	not known
AEP	3.4%	0%	not known	not known
ASLEF	6%	0%	8%	0%
BALPA	not known	0%	not known	17%
BDA	not known	0%	not known	0%
BECTU	4.5%	0%	7%	3.6%
BSU	not known	5%	no conference	0%
Community	0.6%	5%	not known	not known
EIS	0.8%	0%	not known	not known
Equity	not known	not known	10%	not known
FBU	2.9%	0%	not known	0%
GMB	not known	not known	not known	not known
MU	not known	not known	not known	not known
Nautilus International	not known	3%	4%	6%
NGSU	25%	13%	11%	0%
NUJ	7%	6%	not known	15%
NUT	not stated	not stated	not known	not stated
PCS	10%	11%	8%	not known
RMT	16%	0%	3%	0%
TSSA	not known	0%	8%	7%
UCU	7%	3.3%	5.6%	5%
Unison	17%	12%	12%	10%
Unite the Union	10%	11%	9%	5%
USDAW	not known	not known	7%	not known

disabled members

Although mental health and well-being is not purely the remit of disabled members, many unions have had this flagged up as a key issue, alongside cuts to the Access to Work scheme, by their disabled members' groups.

■ BECTU launched an on-line survey to try and establish the scale and nature of disability amongst its members and to encourage members to get active on disability issues

■ Community's disabled members' committee meets around the regions to support their regional committees

■ MU focused on the access experiences in music venues of its members

■ NUT works on government initiatives that impact on disabled pupils as well as on disabled teachers

■ RMT is implementing a 2015 rule change to establish a committee and conference for disabled members

■ TSSA's Disability Working Group holds surgeries for members on disability issues and held a mini-conference on disability law alongside the union's annual conference

	<i>disabled members</i>	<i>NEC</i>	<i>conference</i>	<i>paid officials</i>
Advance	not known	not known	not known	not known
AEP	0.3%	not known	not known	not known
ASLEF	not known	0%	not known	0%
BALPA	not known	0%	0%	0%
BDA	not known	0%	not known	0%
BECTU	0.8%	20%	14%	7%
BSU	not known	not known	no conference	0%
Community	2.5%	5%	not known	not known
EIS	0.5%	not known	not known	0%
Equity	not known	not known	not known	not known
FBU	not known	0%	not known	0%
GMB	not known	not known	not known	not known
MU	not known	not known	not known	not known
Nautilus International	not known	0%	1.3%	0%
NGSU	1.2%	4.3%	1.6%	8%
NUJ	1%	6%	not known	0%
NUT	not stated	not known	not stated	not stated
PCS	3%	25%	13%	not known
RMT	not known	0%	not known	0%
TSSA	not known	15%	4.3%	17%
UCU	2.4%	18%	13%	10%
Unison	not known	6%	18%	not known
Unite the Union	not known	not known	2.6%	8%
USDAW	not known	not known	not known	not known

LGBT members

The “not known” category wins here, but there is much good work going on, including support for local Pride events around the country.

■ BECTU established an LGBT Committee in January 2015 and will be running training courses to encourage members to become union reps

■ GMB is working on developing a national LGBT Committee, and each region has its own

structure with most having a “Shout” group

■ NUT focuses on supporting and encouraging members into activity in the union, as well as professional issues such as good LGBT practice in schools and supporting transgender pupils and staff

■ RMT holds LGBT Empowerment training to coincide with LGBT History Month

■ UCU is running a sexual orientation and gender awareness course, as well as supporting Prides and LGBT History Month

■ Unison has over 125 trained LGBT reps and 194 lay officers in branches

■ Unite ran a two-year Trans awareness project with seminars for officers, staff and reps

	<i>LGBT members</i>	<i>NEC</i>	<i>conference</i>	<i>paid officials</i>
Advance	not known	not known	6%	not known
AEP	0.4%	not known	not known	not known
ASLEF	not known	0%	2.7%	0%
BALPA	not known	0%	not known	0%
BDA	not known	11%	not known	33%
BECTU	not known	not known	5%	0%
BSU	not known	not known	no conference	0%
Community	0.2%	not known	not known	not known
EIS	not known	not known	not known	0%
Equity	not known	not known	not known	not known
FBU	0.3%	0%	not known	not known
GMB	not known	not known	not known	not known
MU	not known	not known	not known	not known
Nautilus International	not known	not known	not known	not known
NGSU	0.6%	13%	4%	0%
NUJ	0.9%	not known	not known	not known
NUT	not stated	not known	not stated	not stated
PCS	4%	3%	7%	not known
RMT	0.5%	0%	9%	0%
TSSA	not known	0%	2.2%	10%
UCU	2.8%	16%	10%	10%
Unison	not known	not known	10%	not known
Unite the Union	not known	not known	2.6%	not known
USDAW	not known	6.2%	not known	17%

retired members

It is still the case that around half of the unions surveyed make no provision for continued activity when their members retire from work.

Since our last survey in 2012, retirement (having been deferred for millions) and pensions (cut for most) have been a key issue, bringing union reps onto the same stage as their union's retired membership and many active pensioners' sections focus on campaigning on issues central

to the union's interest and that of the working membership.

- The NUJ's 60+ Council is a campaigning body focusing on ageism, pensions, and equality-related matters
- NUT's Retired Teachers' Convention aims to involve retired members in campaigns and organising
- PCS has an Associated and Retired Members' section that will continue to be involved with mainstream issues such as working to support the union's campaign for the conversion of subs payment to direct debit
- TSSA's self-organised pensioners' group is prioritising its campaigning on the public ownership of rail over the next period

retired members

Advance	no structures for retired members
AEP	no structures for retired members
ASLEF	National Pensioners' Committee
BALPA	National Pensioners' Committee
BDA	no structures for retired members
BECTU	no structures for retired members
BSU	no structures for retired members
Community	no structures for retired members
EIS	not known
Equity	people don't retire from the entertainment industry as in other professions
FBU	no structures for retired members
GMB	Retired Members' Association, annual conference
MU	no structures for retired members
Nautilus International	Pensioners' Association
NGSU	no structures for retired members
NUJ	60+ Council
NUT	Retired Members' Advisory Committee, annual Convention
PCS	Associate and Retired Members' section, committee, annual conference
RMT	National Retired Members' Committee and annual conference
TSSA	self-organised group for retired members
UCU	National Pension Official and retired members meetings
Unison	National Retired Members' Officer, conference and committee
Unite the Union	Retired Members' Conference
USDAW	Annual Retired Members Conference

young members

The low density of trade unionism amongst young workers continues to challenge the movement, with addressing it being a priority for the TUC over the next period.

The age of a “young worker” is a moveable feast with many definitions. Here’s just a few we received:

- 26 and under: Unison; USDAW
- 27 and under: ASLEF; PCS

- Cadets: BALPA
- Under 30: Equity; GMB
- Aged 30 and under: MU; RMT; Unite
- 35 and under: Nautilus International; NUT; TSSA; UCU
- Students and young people: NUJ
- Reaching out: RMT young members attended the Burston Strike School Rally, the Tolpuddle Martyrs’ Festival, and the Durham Miners’ Gala, and TSSA young members organised the union’s presence at Tolpuddle
- Unite has created a new post: National Young Members’ Coordinator and last year agreed a rule change that gave the young member on the Executive Council full member status

	<i>young members</i>	<i>NEC</i>	<i>conference</i>	<i>paid officials</i>
Advance	not known	not known	not known	not known
AEP	3%	not known	not known	not known
ASLEF	0.9%	0%	0%	0%
BALPA	9%	0%	8%	0%
BDA	not known	0%	not known	0%
BECTU	4.5%	0%	0%	0%
BSU	not known	0%	no conference	0%
Community	6%	not known	not known	not known
EIS	5.6%	not known	not known	0%
Equity	12%	not known	2.5%	0%
FBU	4.6%	not known	not known	not known
GMB	8%	not known	not known	3%
MU	30%	0%	not known	3%
Nautilus International	11.4%	8%	8%	0%
NGSU	6%	0%	6.5%	8%
NUJ	6%	3%	not known	0%
NUT	not stated	not known	not stated	not stated
PCS	3.5%	0%	4.4%	not known
RMT	6%	0%	1.5%	0%
TSSA	13%	15%	1.1%	3.4%
UCU	1.2%	0%	2%	0%
Unison	6.5%	1.5%	7%	2.1%
Unite the Union	3.6%	not known	14%	not known
USDAW	17%	not known	1.5%	not known

TUC

The 58 members of the General Council (a mixture of automatic seats for large unions, elected equality seats, and elected seats for smaller unions) meet seven times a year (September to August) and every day throughout Congress to oversee the TUC's work programme and sanction new initiatives. 41% are women (43% in 2012).

The Executive Committee meets monthly to implement and develop policy as well as to manage the TUC's financial affairs and deal with urgent business. 42% are women (43% in our last survey).

There are equalities committees too: Women's Committee, Race Relations Committee, Disabled Workers' Committee, LGBT Committee, and a Young Members' Forum. Each of these strands has an annual conference.

Of course, the big and welcome news since our last survey in 2012 is that the general secretary of the TUC is now, for the first time in our history, a woman. The TUC's other senior officers are the deputy general secretary (male) and the heads of the six departments plus unionlearn. Five of these eight department heads are women (62%, it was 29% in 2012).

The TUC has six regions plus Wales. Three of the secretaries are now women (43%) significantly up from 2012 when it was only SERTUC (14%).

SERTUC

SERTUC's key bodies are:

the Regional Council, nominated by individual affiliates whose delegate entitlement (varying from three to 24) depends on their membership in the region, and County Associations of Trades Councils (entitlement depends on the number of registered trades councils, and the total number is up to 25% of the nominated trade union membership).

For the 2015-16 Regional Council, comprising 160 delegates, 130 were nominated by trade unions, and 30 by County Associations of Trades Councils.

For the trade unions 29% were women. CATCs' delegates were 20% women; therefore the Regional Council comprises 28% women overall. This is significantly down on the 2012 figure of 34%. However, 9% of delegates did not respond to the gender monitoring question.

20% of delegates didn't complete the ethnic origin question. Of those that did trade unions nominated 7% of their delegates from a BAME background, CATCs nominated 10%. Thus 7.5% of the total is BAME (down from 10% in 2012). 7.5% are disabled.

and

the Executive Committee, elected by the Regional Council from trade union and CATC nominations. There are reserved seats for women trade unionists (3), black members (3) and one each for LGBT, disabled, and young members. The 2015-16 EC comprised 25% women (down from 32% in the last survey) and 16% BAME. 13% of the Executive is disabled.

The AGM elects its officers: a president (male), two vice-presidents (one male, one female) and a treasurer (male).

In addition, SERTUC also has equality committees for women, race relations (specifically, as this is not restricted to BAME workers), LGBT members, young members, pensioners and disabled workers.

the unions

Following several mergers (and some new affiliations), the number of unions affiliated to the TUC has fallen from 54 in 2012 to 52. Our affiliated membership stands at more than 5.8 million people.

We reported women's membership as 42% in 2004, 44% in 2008, and 48% in 2012. Now it is 46%, although a gender split was not reported to the TUC for 7% of affiliated trade unionists.

On the right is the list of unions that were able to complete this survey and are therefore included.

Advance

AEP

ASLEF

BALPA

BDA

BECTU

BSU

Community

EIS

Equity

FBU

GMB

MU

Nautilus International

NGSU

NUJ

NUT

PCS

RMT

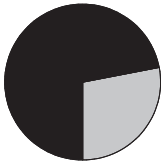
TSSA

UCU

Unison

Unite the Union

USDAW



MEMBERSHIP
73% women

OVERVIEW

Advance first appeared in our survey in 2000 as ANSA (after their affiliation to the TUC in 1998), and again in 2004 as ANGUS; and are welcome back to this 2016 book.

73% of the union's members are women; no other breakdown is available.

The National Executive Committee comprises 8 people, all women.

The union's last national conference took place in 2014. Fifty delegates took part, of whom 66% were women, 8% were black, and 6% were LGBT.

Advance comment that they operate a centralised model so although they have local and national reps, everything is maintained centrally.

WOMEN

Advance has no structures covering women members and did not send a delegation to the 2015 TUC Women's Conference.

BAME MEMBERSHIP
not known

BLACK MEMBERS

Advance has no structures covering black members and did not send a delegation to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

Advance has no structures covering disabled members and did not send a delegation to the 2015 TUC Disabled Workers' Conference.

LGBT

Advance has no structures covering LGBT members and did not send a delegation to the 2015 TUC LGBT Conference.

PENSIONERS

Advance has no structures covering retired members.

YOUNG MEMBERS

Advance does not comment on structures covering young members.

SUPPORT FOR ACTIVISTS

The union does not provide childcare or carer support for activists, and is not active within the trades councils movement.

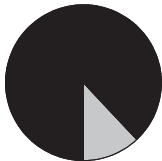
THE WIDER MOVEMENT

Advance sent two delegates to the 2015 TUC Congress, one of whom was a woman.

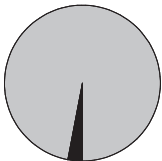


EXECUTIVE
100% women

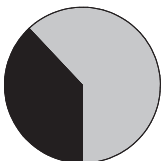
BAME EXECUTIVE
not known



MEMBERSHIP
87% women



MEMBERSHIP
3.4% BAME



EXECUTIVE
37% women

EXECUTIVE
0% BAME

OVERVIEW

Welcome to the first appearance of the Association of Educational Psychologists in one of our surveys! (The AEP became a totally independent trade union in 1998.) Over one third of the AEP’s membership are in the SERTUC region, but there is no formal regional structure.

87% of the union’s members are women, 3.4% black, 0.3% disabled, 0.4% LGBT, 7% retired and 3% young.

There are three paid national officials (the general secretary and two regional officers with a national brief), all are women.

There is a 19 person National Executive Committee, 37% women and 10% retired.

At the union’s last Annual General Meeting there were 77 delegates, 69% were women.

AEP does not run educational courses, but members have access to courses run by both the TUC and GFTU through AEP’s affiliations.

WOMEN

The AEP has no structures covering women members. They sent a full delegation of two to the 2015 TUC Women’s Conference.

BLACK MEMBERS

The AEP has no structures covering black members and did not send a delegation to the 2015 TUC Black Workers’ Conference.

DISABLED MEMBERS

The AEP has no structures covering disabled members and did not send a delegation to the 2015 TUC Disabled Workers’ Conference.

LGBT

The AEP has no structures covering LGBT members and did not send a delegation to the 2015 TUC LGBT Conference.

PENSIONERS

The AEP has no structures covering retired members.

YOUNG MEMBERS

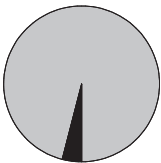
The AEP has no structures covering young members and did not send a delegation to the 2015 TUC Young Workers’ Conference.

SUPPORT FOR ACTIVISTS

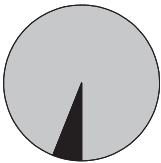
The union covers childcare costs where applicable. They are not active within the trades councils movement.

THE WIDER MOVEMENT

The AEP sent two delegates to the 2015 TUC Congress, both were women, one a lay member.



MEMBERSHIP
4.8% women



MEMBERSHIP
6% BAME

OVERVIEW

ASLEF has appeared in all but the first (1987) of our surveys. The union's membership has risen by 12% since the last survey in 2012. 4.8% of members are female (up from 2012 when it was 3.8%), 6% black (up from 4%), the disabled membership is not known, there are 105 LGBT members on ASLEF's confidential mailing list (but figures are not officially recorded), 11% of the membership is retired (the same as in 2012), 0.9% are young members (up from 0.2%).

There are 10 paid national officials, all white men. The Executive Committee comprises eight members, again, all white men. This is the same as in 2008 and 2012. There are no reserved seats on the Executive Committee.

ASLEF's 2015 Annual Assembly of Delegates was attended by 74 members. Three (4%, it was 4.4% in 2012 and 9% in 2008) were women, six black (8%, 4.4% in 2012, 3.8% in 2008), two LGBT (2.7%) and one retired. ASLEF reserves one seat each for a woman, and a BEM, LGBT and retired member. ASLEF comments that in recent years there has been a big increase in the diversity of their conference delegates due to members from these strands becoming more active in union structures and attending for their branches, and give, as an example, that there were nine women of 74 delegates in 2014.

The union's National Organiser oversees all of their equality work. ASLEF runs general equality courses, but nothing strand-specific.

WOMEN

There is a national Women's Committee made up of one elected member from each of the union's eight Districts. The committee assists and advises the Executive Committee and helps shape ASLEF equality policy.

ASLEF sent five delegates to the 2015 TUC Women's Conference.

There are women's pages on the national ASLEF website which are updated on a regular basis, and also an equalities publication called *Equally Driven* for women, BEM and LGBT members which is published twice a year. The content is determined by the national committees for these strands. There is a women-only Facebook page to encourage information sharing and debate.

In terms of initiatives to encourage women's participation, ASLEF reports that they offer a limited sponsorship to women members who wish to attend conferences, including all TUC, ASLEF and Labour Party conferences, thus giving them an opportunity to see what happens at these events.

Each year an event is held for International Women's Day to attract new lay members to come and find out about the work of the union.

BLACK MEMBERS

A Black Members' Committee has the same structure as the Women's Committee.

ASLEF sent five delegates to the 2015 TUC Black Workers' Conference.

EXECUTIVE
0% women

EXECUTIVE
0% BAME

Black members also have pages on the national website and contribute to *Equally Driven*.

Each year the union holds a Black History Month event with a keynote speaker. This is open to all lay members with a view to telling them something about the union's work and getting them more involved.

In 2015 a survey was carried out of all ethnic minority members with a response rate of 33%. Questions were asked about the member's involvement with the union and any barriers to this, along with a request for suggestions for work for the BEM Committee to undertake. The results of this survey will be used to formulate work programmes in 2016.

DISABLED MEMBERS

ASLEF has no structures for disabled members.

LGBT

An LGBT Committee has the same structure as the Women's Committee.

ASLEF sent five delegates to the 2015 TUC LGBT Conference.

There are pages on the national website for LGBT members and LGBT members also contribute to *Equally Driven*. LGBT members may submit content to the national journal.

PENSIONERS

There is a National Pensioners' Committee comprising 12 elected members. They assist and advise the Executive Committee on policy issues.

YOUNG MEMBERS

ASLEF defines a young member as 27 and under, but notes that due to the nature of recruitment within the industry they have few members who are aged 27 or under, and so have done little in the way of organising them.

The union sent a delegation of three (from an entitlement of four) to the TUC's 2015 Young Workers' Conference.

SUPPORT FOR ACTIVISTS

Members needing childcare to attend conferences or other events may apply to the General Secretary for help with the costs associated with this.

REGIONS

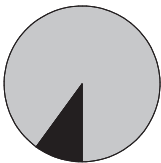
There are five ASLEF regions relevant to SERTUC: District 1 covers a large part of the south east, District 5 a large part of the eastern region, District 6 includes Bedfordshire, Buckinghamshire, Hertfordshire, District 7 Oxfordshire, and District 8 covers London.

District Organisers (there is one for each District within the SERTUC region and they are all white men) have responsibility for all equality issues within their Districts. They may also hold events or training on an ad hoc basis to encourage participation. Membership in these five Districts is 8,214, of which nearly 7% are women, 10% are black, 12% are retired, and 1.3% are young.

THE WIDER MOVEMENT

ASLEF sent its full delegation of five (white males) to the 2015 TUC Congress. Two of the delegates were lay members.

ASLEF is active within the trades councils movement.



MEMBERSHIP
8% women

BAME MEMBERSHIP
not known

EXECUTIVE
0% women

EXECUTIVE
0% BAME

OVERVIEW

Having risen dramatically in the 1990s BALPA's membership has fallen by 18% since 2012.

8% of BALPA's members are women (up from 5% in 2012). 23% of members are retired (it was 17%) and 9% young (up from 3% in our last survey).

There are six paid national officials, one is a woman and one black (17%).

BALPA's National Executive Council has 14 members, all white men. One seat is reserved for a Helicopter Pilot.

Their last Annual Delegate Conference took place in 2015 and was attended by 74 members, 5.4% woman (1.7% in 2012), 2.7% were from the retired membership (3.3%), none were disabled, and 8% were young (6.7% in 2012). Numbers of black and LGBT delegates are not monitored.

BALPA has no regional structure.

WOMEN

BALPA has no structures covering women members and did not send a delegation to the 2015 TUC Women's Conference.

BLACK MEMBERS

BALPA has no structures covering black members and did not send a delegation to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

BALPA has no structures covering disabled members and did not send a delegation to the 2015 TUC Disabled Workers' Conference.

LGBT

BALPA has no structures covering LGBT members and did not send a delegation to the 2015 TUC LGBT Conference.

PENSIONERS

There is a committee of seven retired members who meet quarterly; their recent campaigns have been on group pensions including Monarch and BMI.

YOUNG MEMBERS

BALPA's definition of a young worker is Cadets entering the profession. There is a young members' committee that has been promoting their "Next Generation" initiative. This campaign intends to develop a nextGen activist group and has focused on atypical employment, terms and conditions, pensions and training as well as lobbying policymakers and mentoring new pilots.

No delegation attended the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

The union does not provides support for activists with children or other caring responsibilities for national conferences, courses and meetings.

THE WIDER MOVEMENT

BALPA sent a full delegation of two, both full time officials, to the 2015 TUC Congress.

They are not active in the trades councils movement.



OVERVIEW

This is the second appearance of the British Dietetic Association in our survey, and the membership has risen by 30% since 2012! 96% of the BDA's membership is female (as before), and 0.9% pay a reduced rate membership in the retired member category.

There are three paid national officials, including one woman, and one LGBT (again, the same as it was in 2012). The Trade Union Board has nine members, 56% women (71% in 2012), 11% LGBT (28% before). The last BDA national conference *BDA Live*, took place in 2015 but delegate statistics are not available.

The union's National Employment Relations Officers are responsible for equality issues. BDA has no regional offices but has a network of member-run committees from the professional side of Branches and Country Boards, and the trade union has the Trade Union Country Boards which meet to discuss member issues.

BAME MEMBERSHIP
not known



WOMEN

The BDA has no structures covering women members. They sent one delegate to the 2015 TUC Women's Conference.

BLACK MEMBERS

The BDA has no structures covering black members. They did not send a delegation to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

The BDA has no structures covering disabled members. They did not send a delegation to the 2015 TUC Disabled Workers' Conference.

LGBT

The BDA has no structures covering LGBT members. They did not send a delegation to the 2015 TUC LGBT Conference.

PENSIONERS

The BDA has no structures covering retired members.

YOUNG MEMBERS

The BDA has no structures covering young members. They sent one delegate to the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

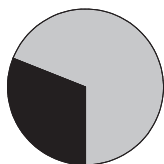
The BDA has provided childcare and carer support for members attending meetings.

THE WIDER MOVEMENT

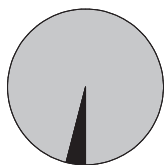
BDA sent its full entitlement of two delegates (one man, one woman, both lay members) to the 2015 TUC Congress.

The union is not active in the trades councils movement.

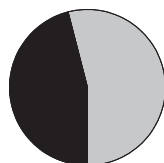
EXECUTIVE
0% BAME



MEMBERSHIP
31% women



MEMBERSHIP
4.5% BAME



EXECUTIVE
47% women

EXECUTIVE
0% BAME

OVERVIEW

BECTU's membership has risen by 8% since our last survey in 2012 and is now practically the same as it was in 2008. The proportion of women is 31% (it was 29% in 2012), black members are 4.5% (4% in 2012), 0.8% are disabled (up fractionally from 0.7%). 4.5% are young (13% in 2012). The union notes that the membership figures submitted for black, disabled and young members are for 2014 rather than for 2015.

There are 28 paid national officials, 29% women (25% in 2012), 3.6% black (4% in 2012), 7% are disabled.

BECTU's National Executive Committee comprises 15 people (14 elected plus the President), 47% women (up from 27% in 2012), 0% black (13% in 2012), 20% disabled (13% in 2012).

There were 153 branch delegates at the 2015 Annual Conference (135 responded to the equality monitoring form). Of those responding all statistics are up: 36% were women (18% in 2012), 7% black (4% in 2012), 14% disabled (8% in our last survey), 16% LGBT. There are no reserved seats at conference.

WOMEN

BECTU's Training Officer has responsibility for the union's work with women members.

There is a National Women's Committee, with a remit to discuss, promote and campaign around women's issues, made up of one delegate and one reserve from each of the five industrial divisions in the union.

BECTU holds an annual National Women's Conference open to all women members. The conference aims to promote issues of relevance to women working in film, television, theatre and live entertainment. In 2015 they held an event entitled *Voices for Change*, attended by 27 women. Working with "The History of Women in the British Film and Television Industries", a project based at Newcastle and de Montfort universities to research the experiences of women working at all levels in the industry from the 1950s to 1989, they looked at using past experience to shape future campaigns. Key issues were mentoring schemes for women in the trade union movement, flexible working, equality of opportunity and diversity compliance in contracts.

The union sent a full delegation of seven to the 2015 TUC Women's Conference, and proposed a motion calling on the TUC to set up a mentoring scheme for women in trade unions, which has been taken up by the TUC and now exists. In 2016 the BECTU delegation is putting forward a motion on atypical workers based around concern with the growing number of workers, a large number of them women, who are required to work in non-typical working patterns.

BLACK MEMBERS

BECTU's Journal Editor/Diversity Officer has the remit for race equality.

There is a National Black Members' Sub-Committee, with a remit to represent

and promote the interests of black and minority ethnic members in BECTU's industries. It is made up of one delegate from each of the five industrial divisions in the union.

BECTU, along with the Federation of Entertainment Unions, has run a major campaign to put pressure on industry organisations and the major broadcasting companies to publish equality monitoring figures. BECTU also organised *Move on Up North*, an event for black and minority ethnic members with one-to-one meetings with broadcasting executives to explore job opportunities and career development.

The union sent a full delegation of five to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

BECTU's Administrative Officer is responsible for the Disabled Members' Network and Disabled Members' Network Committee.

The committee is made up of one delegate from each of the five industrial divisions of the union.

In 2015 they launched an on-line survey to try and establish how many members in the union regarded themselves as having a disability, and what type of conditions so they could establish numbers as a starting point to encouraging members to get active on disability issues.

The union sent a delegation of three (from an entitlement of five) to the 2015 TUC Disabled Workers' Conference.

LGBT

One of BECTU's Organising Officials has responsibility for the newly established (January 2015) LGBT committee, set up to raise awareness and address issues affecting LGBT members across the creative industries. They will run a training course in February 2016 to encourage members to become union reps.

The union sent a full delegation of five to the 2015 TUC LGBT Conference.

PENSIONERS

BECTU has no structures relating to retired members.

YOUNG MEMBERS

A BECTU Organising Official has responsibility for their Young Members' Committee. The committee is a new development since our last survey when a youth forum met on an ad hoc basis. The committee is made up of members interested in promoting young members' issues. Further, it was agreed in November 2014 that there should be a nominated member from the Young Members' Committee on each divisional committee.

A delegation of three (from an entitlement of five) attended the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

The union provides a childcare allowance for national conferences, courses, and meetings to support activists with children.

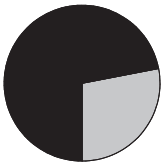
REGIONS

BECTU's structure is a mixture of the regional and industrial meaning that most have some relevance to the SERTUC region, but there is not a direct relationship and therefore membership is difficult to quantify.

THE WIDER MOVEMENT

BECTU had a delegation of two people (from an entitlement of five) at the 2015 TUC Congress, one of whom was a woman and one a lay member.

The union says it is not active in the trades councils movement.



MEMBERSHIP
72% women

OVERVIEW

Britannia Staff Union first appeared in our last survey in 2012. Since then, due to downsizing within The Co-operative Bank, their membership has fallen by 58%. The percentage of women in membership is broadly the same, albeit up one per cent.

There are three paid national officials, one of whom is a woman.

The National Executive Committee comprises 21 people, 15 of whom are women (perfectly matching its membership profile). One NEC member is black.

BSU does not have a national conference.

BSU also says that as a small union they do not have separate committees or regional structures and all equality and diversity issues are agreed and governed by its Executive.

WOMEN

BSU has no structures covering women members and did not send a delegation to the 2015 TUC Women's Conference.

BLACK MEMBERS

BSU has no structures covering black members and did not send a delegation to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

BSU has no structures covering disabled members and did not send a delegation to the 2015 TUC Disabled Workers' Conference.

LGBT

BSU has no structures covering LGBT members and did not send a delegation to the 2015 TUC LGBT Conference.

PENSIONERS

BSU has no structures covering retired members.

YOUNG MEMBERS

BSU has no structures covering young members and did not send a delegation to the 2015 TUC Young Workers' Conference.

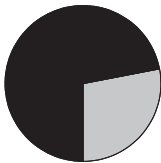
SUPPORT FOR ACTIVISTS

The union does not comment on the provision of childcare or carer support for members.

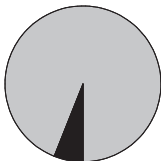
THE WIDER MOVEMENT

BSU did not send a delegation to the 2015 TUC Congress.

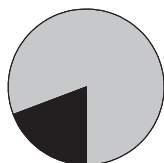
BAME MEMBERSHIP
not known



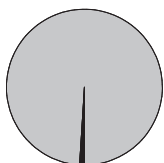
WOMEN EXECUTIVE
71% women



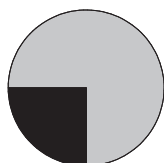
BAME EXECUTIVE
5% BAME



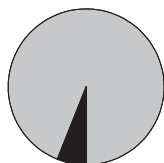
MEMBERSHIP
19% women



MEMBERSHIP
0.6% BAME



EXECUTIVE
25% women



EXECUTIVE
5% BAME

OVERVIEW

Community first appeared in our 2012 survey (although key constituent unions ISTC, KFAT and NLBD have a long history in our previous research).

19% of the union's members are women, 0.6% black, 2.5% disabled, 0.2% LGBT, 11% retired, and 6% young.

There are eight paid national officials, one of whom is a woman (in 2012 it was four white men).

Community's National Executive Council comprises 20 members, five women (25%, up from 20%), one black member (5%), and one disabled member. There are five reserved seats: three joint regional seats for women, one for an ethnic minority member, one for a member with disabilities.

The union's 2015 Biennial Delegate Conference had 134 delegates, 25 were women (19%, up from 15%). Figures from other equality strands are not available, but will be a consideration for 2017 conference reporting.

Community does state however that it actively encourages participation from all members to play an active part in the union.

Community hosts a Joint National Equality Seminar and has an Equality and Education Sub-Committee at national level to support and develop the work throughout the union. They are also in the process of initiating a national joint equality forum which will be made up of regional lay activists from across the eight regions.

WOMEN

There are no structures covering women. A full delegation of ten delegates attended the 2015 TUC Women's Conference. The union also supports the attendance of five visitors (a decision taken to encourage participation).

BLACK MEMBERS

There are no structures covering black members. A full delegation of ten delegates attended the 2015 TUC Black Workers' Conference, along with five visitors as above.

DISABLED MEMBERS

Community has a national disabled members' committee. It has four meetings a year to develop and advise on disability matters, promoting, leading and developing campaigns relevant to disability, providing support to disabled members, responding to policy documents and working with key stakeholders. This committee is part of the heritage of the merger with the National League of the Blind and Disabled some 16 years ago, and meets within the regions to support the regional NLBD committees.

The union has been conducting a campaign *All on Board*, looking at accessible transport within Scotland.

A full delegation of 10 attended the 2015 TUC Disabled Workers' Conference, along with three visitors.

LGBT

There are no structures covering LGBT members. A full delegation of five attended the 2015 TUC LGBT Conference

PENSIONERS

There are no structures covering retired Community members.

YOUNG MEMBERS

There are no structures covering young members, but they are encouraged to participate in the GFTU festival and TUC young members' events both at national and regional levels.

Three delegates attended the 2015 TUC Young Workers' Conference (from an entitlement of 10).

SUPPORT FOR ACTIVISTS

Community is very proud of its record of ensuring that all disabled members have accessible information in their chosen format, that signers are available for deaf members at branch meetings, conferences etc. Additionally they ensure that carers are available where required.

Community offers creche facilities at their Biennial Delegate Conference.

REGIONS

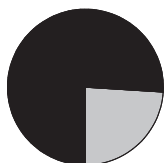
Community has one region (Region 8, London) relevant to SERTUC, with 3,622 members (almost double the figure reported in 2012). 28% are women (32% in 2012), 2.3% black, 12 people are disabled, 0.6% LGBT, and 0.8% retired.

There are three paid regional officials (one of whom is a woman and one is black), they are: Lead Organiser, Regional Organiser, and Apprentice Organiser (Community has invested in six apprentice organisers who are based throughout the regions on a two year programme).

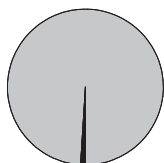
THE WIDER MOVEMENT

Community sent six delegates and four visitors to the 2015 TUC Congress. Two delegates were women (33%, up from 17% in 2011) and one was black. Four were lay members.

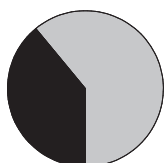
Community is active within the trades councils movement.



MEMBERSHIP
77% women



MEMBERSHIP
0.8% BAME



EXECUTIVE
39% women

EXECUTIVE
0% BAME

OVERVIEW

A warm welcome to the Educational Institute of Scotland on their first appearance in our survey (hence no comparisons...).

Women make up 77% of EIS's membership, 0.8% of members are black, 0.5% are disabled, 5.6% are young (although the union notes that accurate information is not available for young, LGBT or retired members).

There are eight paid national officials, three of them women (37%).

The union's Executive is made up of 31 members, 39% are women.

EIS has an Annual General Meeting, with 360 delegates in 2015. 42% of delegates were women.

WOMEN

There is a national official with responsibility for women's issues. The EIS did not send a delegation to the 2015 TUC Women's Conference but did send a full delegation of 13 to the STUC Women's Conference.

BLACK MEMBERS

The EIS did not send a delegation to the 2015 TUC Black Workers' Conference but did send a full delegation of nine (44% women) to the 2015 STUC Black Members' Conference.

DISABLED MEMBERS

The EIS did not send a delegation to the 2015 TUC Disabled Workers' Conference but did send a full delegation of six (67% women) to the 2015 STUC Disabled Members' Conference.

LGBT

The EIS did not send a delegation to the 2015 TUC LGBT Conference but did send a full delegation of seven (29% women) to the 2015 STUC LGBT Members' Conference.

PENSIONERS

No information available about retired members' structures.

YOUNG MEMBERS

No information available about young members' structures.

SUPPORT FOR ACTIVISTS

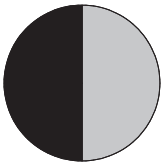
Childcare costs are covered for the AGM and other national meetings.

REGIONS

The EIS has a regional structure but it is not relevant to the SERTUC region as all the union's members are based in Scotland.

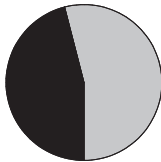
THE WIDER MOVEMENT

EIS sent its full entitlement of six members to the 2015 TUC Congress, half were women.



MEMBERSHIP
50% women

BAME MEMBERSHIP
not known



EXECUTIVE
47% women

BAME EXECUTIVE
not known

OVERVIEW

Equity has appeared in most of our surveys since 1987 in which time its membership is up by 14%, rising by 10% since our last survey in 2012.

As in 2012, women make up almost exactly 50% of Equity's membership. The union does not undertake comprehensive equality monitoring of its membership, but notes that 12% are young members (up from 11% in 2012).

The union has 28 paid national officials, 39% are women (up from 28% in 2012).

Equity Council consists of 32 members, 47% of them women (53% in 2012). There is one reserved seat for each of BAME, disabled, and young members.

There were 79 delegates at the 2015 Annual Representative Council. Of these 52% were women, 10% were black, and 2.5% were young. Each of the four equality committees (Deaf and disabled members' committee, LGBT committee, Minority ethnic members committee, and Women's committee) may send two delegates to the ARC.

There is a national official (Equalities and Diversity Organiser) who leads Equity's equality and diversity work and campaigns, provides expert advice on all such issues, and provides the secretariat to the four equality committees.

WOMEN

Equity's Women's Committee has nine members elected biennially; it meets four times a year. The committee advises the Equity Council on gender equality and is able to influence union policy by sending motions to the Equity Council. It may also send a motion and two delegates to the ARC, propose an amendment and speak during conference.

The annual Open Meeting enables the Women's Committee to report to the members and for members to feed back on their priorities. The last one took place in March 2015 focussing on female representation on stage, screen and in the creative process.

Equity sent a delegation of four women (entitlement 10) to the 2015 TUC Women's Conference.

There is a Women's Committee page on the Equity website and they also operate a Twitter feed @EquityWomen.

The union has recently undertaken a campaign "Count Me In" following their campaign in 2014 to lobby the Arts Council and the broadcasters to collect equality monitoring data of talent on stage and screen (including gender). Count Me In aims to encourage Equity members to support equality monitoring initiatives conducted by employers in the creative industries.

They are also developing a campaign based on their Inclusive Casting Policy Statement for greater diversity (across the board) on stage, screen and radio.

Equity is supporting a campaign called Parents in Performing Arts (founded by two members) for greater flexible working in the industry. The union provided some seed funding to help the campaign establish itself and continues its support.

BLACK MEMBERS

Equity has a Minority Ethnic Members Committee with nine members. It meets four times a year and has similar rights to the Women's Committee. It was the black members who instigated the work on the Inclusive Casting Policy and involved the other equality committees to progress the policy review that led to its creation.

Equity sent a delegation of three members (entitlement 10) to the 2015 TUC Black Workers' Conference.

The Minority Ethnic Members Committee has a webpage on the Equity site and also operates a Facebook page.

On campaigns undertaken recently of special relevance to black members the union indicates that the Count Me In campaign and the campaign on inclusive casting are also relevant for the BAME membership.

DISABLED MEMBERS

Equity has a Deaf and Disabled Members Committee made up of nine members elected biennially with a similar remit to the Women's Committee.

Equity sent a delegation of three members (entitlement 10) to the 2015 TUC Disabled Workers' Conference.

The DDMC has a webpage on the Equity site and also a Facebook page and Twitter feed @Equity_DDMC.

Count Me In and the inclusion policy campaigns are also relevant to deaf and disabled members, but Equity also agreed very recently to campaign against the cuts to Access to Work which plays a crucial role in enabling deaf and disabled members to work in the creative industries.

LGBT

Equity has an LGBT Committee with nine members, with a similar remit to the Women's Committee.

There is an LGBT page on the Equity website and a Twitter feed @EquityLGBT.

Again, as with other strands, the Count Me In and inclusion policy campaigns are relevant to the union's LGBT members.

Equity sent a delegation of two members to the 2015 TUC LGBT Conference.

PENSIONERS

People don't retire from the entertainment industry as they do from other industries and therefore requirements in the union are different. Thus there are no structures.

YOUNG MEMBERS

There is no national official with the remit of youth equality. Equity defines a young member as under 30.

Equity has an Young Members' Committee with nine statutory members, and has co-opted another member to it to fill a deficit in representation. The committee works in a similar way to the Women's Committee.

Equity sent a full delegation of four members to the 2015 TUC Young Workers' Conference, as well as three observers. They submitted a motion and an emergency motion, hosted fringe meetings at the conference and arranged a campaign evening for fellow delegates to promote their Live Entertainment Works campaign.

In conjunction with sister unions in the Federation of Entertainment Unions they have run courses for young members as part of Young Workers' Month on topics such as how to negotiate and get paid properly, how to network, and managing a freelance career.

The committee has its own space on the Equity website, although the union notes that this has been underused because of a preference for social media, which they have used with great success.

Equity has been working to encourage young members' participation with the creation in May 2015 of the post of student co-ordinator to focus on recruiting and organising students and recent graduates. The YMC has been working with this officer to encourage branches to appoint people to be responsible for young member liaison to encourage young members to attend branch meetings and become more active in the union.

The YMC also produced in 2015 a jargon-free, accessible *Young Workers' Guide to Equity*; this is used nationwide on workplace visits and in drama schools and universities.

Equity has revised its subscription rates downwards for child members (10-16 years) and the YMC will be working with children's talent agencies to promote this change to increase the number of their very youngest members represented in the union.

In terms of work of special relevance to young members the union has created the #BaccForTheFuture campaign which seeks to protect creative subjects in schools in light of the current proposals around the English Baccalaureate which will reduce the viability of these subjects at GCSE level.

SUPPORT FOR ACTIVISTS

Childcare is covered by the union's expenses policy.

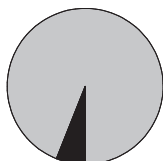
REGIONS

Equity does not have a regional structure.

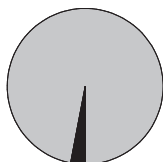
THE WIDER MOVEMENT

Equity sent its full entitlement of seven members to the 2015 TUC Congress, five of them women, and four of them lay members.

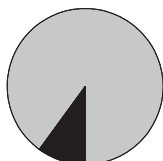
Equity members are active in the trades councils movement and members are supported by their branches.



MEMBERSHIP
6.7% women



MEMBERSHIP
2.9% BAME



EXECUTIVE
8% women

EXECUTIVE
0% BAME

OVERVIEW

The Fire Brigades Union is one of the few unions that has appeared in every one of our publications.

Membership has fallen by 16% since our last survey in 2012. Other stats are similar to before: 6.7% of the FBU's members are women (6.6% in 2012), 2.9% black (2.8% in 2012), 0.3% LGBT (was 0.4%), 18% are retired, and 4.6% are young.

There are five paid national officials, all white men.

The FBU's Executive Council comprises 13 members. 8% are women (16% in 2012), 0% black (was 5%), 0% LGBT (was 5%). There were reserved seats for a woman, a black member, and a LGBT member in 2012, but these no longer exist.

The last union conference took place in 2015. The FBU does not record statistics for the make-up of conference, but two seats are reserved for delegates representing women, LGBT, B&EMM, control staff, retained members, and officer members.

One National Officer holds the remit for Fairness at Work, women, LGBT and B&EMM committees. There are currently no structures in place for young or disabled members.

WOMEN

There is a National Women's Committee, with one member from each of the union's 13 regions, and a national secretary and chair, both elected by the union's women members. They meet at least four times a year and advise the Executive Council.

There is an AGM for women reps and an annual National Women's School. The 2015 school was attended by around 50 members, and is organised by the women for the women.

The union sent four delegates to the 2015 TUC Women's Conference.

BLACK MEMBERS

The FBU has a National Black & Ethnic Minority Members' committee structured as the women's committee above.

The B&EMM committee organises an annual school during October each year.

The union sent four delegates to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

The FBU has no structures covering disabled members and did not attend the 2015 TUC Disabled Workers' Conference.

LGBT

The FBU has a National LGBT Committee structured as the women's above and they organise a school over three days for LGBT members.

The union sent four delegates to the 2015 TUC LGBT Conference.

PENSIONERS

The FBU has no structures relating to retired members.

YOUNG MEMBERS

The FBU has no structures covering young members but did send a delegate to the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

The union does not comment on support for activists.

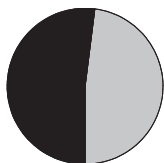
REGIONS

There are three FBU regions relevant to SERTUC: London, Southern and South East.

THE WIDER MOVEMENT

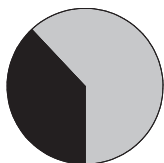
The FBU sent a full delegation of eight to the 2015 TUC Congress. One seat is reserved on the delegation for each of women, B&EMM and LGBT members. Seven of the eight delegates were lay members.

The union is active in some trades councils areas.



MEMBERSHIP
51% women

BAME MEMBERSHIP
not known



EXECUTIVE
38% women

BAME EXECUTIVE
not known

OVERVIEW

The GMB has been in every SERTUC survey since the first one in 1987.

Since our last survey in 2012 membership has risen by over 3%. Women's membership is 51%, slightly up from the 49% in our last survey. They do not have a statistical breakdown for the other equality strands other than for young workers who comprise 8%.

The union has 608 paid national officials and 57% of these are women. This is significantly up from 2012 when the figure was 23%. 3% of the FTOs are young, but no statistics are available for other categories.

The GMB's Central Executive Council has 53 members, 38% of them women (this was 40% in 2012).

Their Annual Congress in 2015 had 451 delegates but no breakdown is available. Places at the Congress are reserved for regional delegates.

GMB has a National Officer for Equality with overall responsibility for all equality strands, plus national officials or lay members looking after each individual strand. Since our last survey the union has developed an annual National Equality Conference and a National Equality Forum.

WOMEN

There is a national official whose remit is women's equality. The union has no women's committee but since our last survey has created a National Women's Task Force (a lay member represents women on the National Equality Forum). There is (yet) no national women's conference.

GMB runs education courses for women at both national and regional levels, has no journal or website for women, but does have an occasional women's page in the national journal.

The GMB sent a delegation of 15 to the 2015 TUC Women's Conference.

BLACK MEMBERS

There is a national official whose remit is race equality. The union has no black members' committee but a lay member represents the interests of black members on the National Equality Forum.

Since our last survey GMB has established regionally based GMB Race Groups. These are self-organised groups, based in the regions and rooted in workplace branches.

The GMB sent a delegation of 16 to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

There is a national official whose remit is disability equality. The union has no disabled members' committee but has a lay member representing the interests of disabled members on the National Equality Forum.

The union runs education courses for disabled members at a regional level.

GMB comments that it led the campaign on sheltered workplaces and against the closure of Remploy factories.

The GMB sent a delegation of 16 to the 2015 TUC Disabled Workers' Conference.

LGBT

A lay rep has responsibility for the interests of LGBT members. There is no national LGBT committee, but work is happening to bring this together, and each region has their own structure with most having a GMB Shout LGBT group.

The union has a presence at most Pride events around the UK, and has run an equal marriage campaign and a campaign around survivor benefits.

The GMB sent a delegation of 12 to the 2015 TUC LGBT Conference.

PENSIONERS

There is a national official whose remit is retired members, and there is a National Retired Members Association with an annual conference.

YOUNG MEMBERS

GMB defines a young worker as below 30. A lay representative has responsibility for the interests of young members.

There is a national young members' committee, comprising two reps from each of the nine GMB regions (one of these reps must be a woman). There is an annual national young members' conference, attended in 2015 by 50 participants.

The union has recently created two reserved seats for young members on the national executive committee, one of whom must be filled by a woman.

Education courses on issues that particularly affect young members are run, complementing campaigns such as Young People and Housing, and the "£10 an hour now" campaign.

The GMB sent a delegation of 16 to the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

GMB provides support for activists with children or other caring responsibilities for national conferences, courses and meetings.

REGIONS

GMB comments that our questionnaire was not designed to take account of GMB federal regional structures or their "equality through inclusion" approach to equality.

The union has two regions relevant to SERTUC: London and Southern. The total membership is 184,063 but a detailed breakdown is not available.

Membership in the London Region has risen by 3% since our last survey, 56% are women (slightly up from 55% in 2012), 16% black, 3.4% young. There

are 33 paid regional officials, eight of whom are women, two black and two disabled. The last regional conference, attended by 92 delegates, was 41% women, 15% black, 3.3% disabled, 1.1% LGBT, and 27% retired.

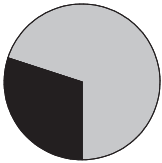
The GMB's London Region comments that the union has not previously collected data on some of the equality strands, but that they have now started to collect data on all strands and have a form for all new members to complete (and they can also join one of the strand networks). They are supplementing this with an online form to existing members and thus hope to have a better picture of their membership. They already collect equality data from stewards on training courses.

London Region now has four self-organised groups covering LGBT, Women, Young Members, and Race, and are in the process of developing a group for disabled members.

THE WIDER MOVEMENT

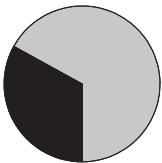
The GMB sent a delegation of 49 to the 2015 TUC Congress, with a perfectly proportionate 49% of delegates being women (up from 35% in 2011).

The union is active within the trades councils movement and supports them as activists.



MEMBERSHIP
29% women

BAME MEMBERSHIP
not known



EXECUTIVE
33% women

EXECUTIVE
0% BAME

OVERVIEW

The Musicians’ Union’s membership has risen by a small amount (0.8%) since our last survey in 2012. Women form 29% of the membership (this has increased from 28% in 2012 and 25% in 2008), and young members 30% (massively up from 8% in 2012). 12% of the membership is retired.

There are 32 paid national officials, 47% are women (down from 53% in 2012 and 60% in 2008), one is young.

The MU’s Executive Committee has 18 members, 33% women (significantly up from 21% in our last survey).

The union’s Biennial Delegate Conference in 2015 had 57 participants and 32% of delegates were women (30% in 2012).

The Education & Equalities Official has responsibility for issues relating to women, race, disability, and LGBT, and the Government Relations & Public Affairs Officer has responsibility for young members.

MU has a national equalities committee with four reserved seats each for LGBT, women, disabled and BAME members.

WOMEN

To celebrate International Women’s Day the union features it in their magazine *The Musician*. In 2015 they ran their first Women in Music event. This consisted of a full day workshop called *Tuning into Assertiveness*, attended by around 50 women. There was also a panel discussion and a networking evening to which some men were invited.

The union sent its full entitlement of four delegates to the 2015 TUC Women’s Conference.

BLACK MEMBERS

There is a feature article in *The Musician* during Black History Month, and in October 2015 they hosted a celebratory Black History Month event inviting members and non-members to hear from a panel of active MU members. The aims of the event were to both encourage recruitment, and also greater participation in the union from existing BAME members.

MU sent two delegates to the 2015 TUC Black Workers’ Conference.

DISABLED MEMBERS

MU marks Disability History Month with features in *The Musician* and in collaboration with the charity Attitude is Everything surveyed disabled artists about their access experiences at music venues with the view to producing a toolkit to help artists with access requirements.

The union sent one delegate to the 2015 TUC Disabled Workers’ Conference.

LGBT

MU celebrates LGBT History Month with an article in *The Musician*.

The union did not send a delegation to the 2015 TUC LGBT Conference.

PENSIONERS

The MU does not have a structure for retired members.

YOUNG MEMBERS

The MU defines a “young worker” as aged 30 and under.

In conjunction with the Federation of Entertainment Unions (Equity, MU, NUJ, WGGB) they have run education courses specifically for young members on Negotiating, Pitching, and Starting Out as a Freelance.

The union features young members prominently in their blogs highlighting and explaining aspects of union life and relevant issues, in their fair pay campaign *Work not Play* and in recruitment materials such as the *Behind Every Musician* video. They also participate in Young Workers’ Month, bringing in more young members than ever to the biennial delegate conference. They are working towards creating a young members’ structure.

A delegation of three delegates and an observer attended the TUC 2015 Young Workers’ Conference.

SUPPORT FOR ACTIVISTS

The MU provides support for members with children or other caring responsibilities for national conferences, courses and meetings.

REGIONS

Two MU regions fall into the SERTUC region: East & South East, and London. They do not have regional equality structures.

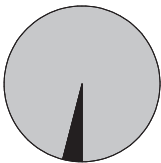
More than half of the MU’s membership is located in the SERTUC Region. 30% are women, 13% retired and 26% young.

There are 57 paid regional officials of whom 58% are women, and one officer is young. The Regional Committees total 36 members; 33% are women, 22% retired, and 8% young.

THE WIDER MOVEMENT

The MU sent a delegation of five to the 2015 TUC Congress (entitlement 10), one of whom was a woman.

The union makes no comment about their involvement with trades councils but we are aware of members’ involvement across the region.



MEMBERSHIP
3.5% women

OVERVIEW

Women comprise 3.5% of Nautilus International’s membership (continuing the slow upward trend [2.3% in 2012, 2% in 2008]). Black membership is not known. There is a separate retired section of nearly 3,000 members (about 19%), and if one includes both young members (35 and under) and cadets they make up 11.4% of membership (the same as in 2012).

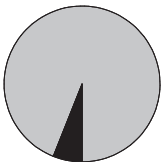
There are 31 paid national officials: in the UK (17), the Netherlands (12) and Switzerland (two). There are three female officials and two black officials. Of the UK cohort, one is a woman and one is black (6%)

Nautilus International’s Council has 33 members (24 from the UK), two of whom are women, one of whom is black, one is LGBT, and two are young. The Council has seats reserved for the three nations, plus for specialist industrial sections.

The 2015 General Meeting had 75 delegates. Thirteen were women (17%), three black (4%), one disabled (1.3%), four retired (5%), and six young (8%).

There is no regional structure.

BAME MEMBERSHIP
not known



EXECUTIVE
6% women

WOMEN

Nautilus provides dedicated headquarters’ support (a woman) for the Women’s Forum. The Forum meets up to three times a year and provides an opportunity for women members to discuss the specific challenges facing women in the maritime profession, how to promote a maritime career to women, examining their organising needs, and to encourage women’s participation in the union, and provides guidance to the Council on these issues.

The union sent a full delegation of two to the 2015 TUC Women’s Conference.

BLACK MEMBERS

There are no structures covering black members.

DISABLED MEMBERS

There are no structures covering disabled members.

LGBT

There are no structures covering LGBT members.

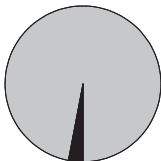
PENSIONERS

The Nautilus Pensions Association meets three or four times a year and is serviced by a dedicated individual.

YOUNG MEMBERS

Nautilus provides dedicated headquarters’ support for the Young Maritime Professionals’ Forum. The Forum’s remit mirrors that of the Women’s Forum and meets up to three times a year.

Nautilus sent one member from an entitlement of four to the TUC’s 2015



EXECUTIVE
3% BAME

Young Workers' Conference (although the union intended to send two and one had to drop out at the last minute). They also have a nominated member of the TUC's Young Members' Forum.

The union has recently encouraged its young members' participation at events such as the London Lord Mayor's Show, and has run a "Support for Training" campaign and undertaken college visits.

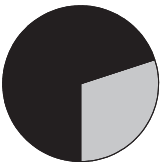
SUPPORT FOR ACTIVISTS

The union provides ad hoc arrangements if necessary to facilitate attendance at meetings and has recently published *Maternity and Paternity Guidelines* and *Bullying and Harassment Guidelines*.

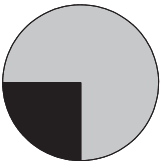
THE WIDER MOVEMENT

The union sent its full entitlement of four delegates to the 2015 TUC Congress. All were male; one was young; one was a lay member.

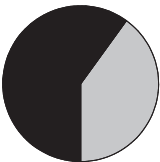
The union is not active in the trades councils movement.



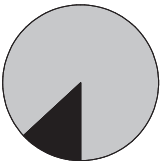
MEMBERSHIP
69% women



MEMBERSHIP
25% BAME



EXECUTIVE
61% women



EXECUTIVE
13% BAME

OVERVIEW

The Nationwide Group Staff Union has appeared in the last three of our surveys. Membership has risen by nearly 2% since the 2012 survey.

Women comprise 69% of members (72% in 2012, 73% in 2008). Black members are 25% (5.5% in 2012), disabled 1.2% (1.3% in the last survey), LGBT 0.6% (0.2% before), retired 11% (10.5%), and young 6% (9% in 2012). Note, however, that in our last survey NGSU reported that the overall number of members indicating their ethnicity and sexual orientation was low and the 2012 figures represented an early stage in the monitoring.

There are 12 paid officials, seven of whom are women (58%; 2012: 75%; 2008: 50%), one of whom is disabled and one is young (8%).

NGSU's National Executive Committee is 23 people; 61% are women (up from 47% in 2012), 13% black (11% in the last survey), one member is disabled and three (13%) are LGBT. There are no reserved seats.

The union's last national conference took place in 2015 and was attended by 124 delegates, of whom 77% were women (up from 69% in 2012), 11% black (9%), 1.6% disabled (1.3%), 4% LGBT (1.3% last time), 6.5% young.

NGSU has a National Equality Officer who is responsible for all strands.

There is no regional structure.

WOMEN

The union has no structures covering women members, and says that as the majority of their members are women the work is a mainstream union activity.

NGSU did not send a delegation to the 2015 TUC Women's Conference.

BLACK MEMBERS

NGSU has no structures for black members.

They did not send a delegation to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

NGSU has no structures for disabled members.

They did not send a delegation to the 2015 TUC Disabled Workers' Conference.

LGBT

NGSU has no structures for LGBT members.

They did not send a delegation to the 2015 TUC LGBT Conference.

PENSIONERS

NGSU has no structures for retired members.

YOUNG MEMBERS

The union has no structures covering young members. The age of "young" members is undefined in the NGSU.

NGSU did not send a delegation to the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

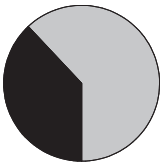
There is support available on request for activists with children or other caring responsibilities for national conferences and meetings.

NGSU comments that they work with the employer to ensure there are networks for all the strands described above, together with a Carers' network. There is also a detailed action plan and the general secretary sits on the Steering Committee that oversees its implementation.

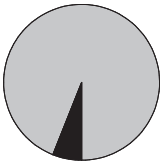
THE WIDER MOVEMENT

NGSU sent a full complement of three delegates to the 2015 TUC Congress, one women, two men, one LGBT member; two were lay members.

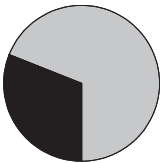
It is not active in the trades councils movement.



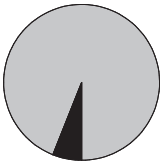
MEMBERSHIP
38% women



MEMBERSHIP
7% BAME



EXECUTIVE
31% women



EXECUTIVE
6% BAME

OVERVIEW

The National Union of Journalists has been in almost all of our surveys, only missing the 1997 one. Membership has fallen by 17% since our last one in 2012.

Women's membership is more or less stable at 38% (39% in 2012) and the general secretary is a woman. 7% of the membership is black (slightly up from 6.5% in 2012) and 6% of the membership is young.

The disabled membership is 1%, LGBT 0.9% and retired 1.1%, however the union warns that for these categories they also have considerable percentages where individuals have not declared or their category is unknown. This is particularly true for retired members they say, as many of their life members (and others) may be retired but without that being recorded on central records.

There are 20 paid national officials, 60% women (up from 52% in 2012), 15% black (9% in 2012), none are disabled, and LGBT is unknown.

The NUJ's National Executive Council has 35 members (including six jobshares), of whom 31% are women (almost the same as 2012 when it was 32%), 6% black (the same as before), 6% disabled (4.3% in 2012), and 3% young. Eight of the seats are reserved for industrial sectors, plus one for a black member and one for a disabled member.

The last NUJ Delegate Meeting was in 2014 and there were 157 voting delegates. 43% were women (up from one third at the 2011 Delegate Meeting). Attendance by other members from other equality strands were not recorded.

There is a National Equality Officer who is responsible for all campaigning and dealing with all equality strands, including servicing the Equality Council (that covers women's issues, LGBT matters and age discrimination). Seven members of the Equality Council are elected at the Delegate Meeting via nominations from NUJ branches. A representative from each of the industrial councils, and from each of the Irish, Scottish and Welsh executive councils also have a seat on the Equality Council.

There is a Black Members' Council, a Disabled Members' Council, and a 60+ Council.

The union has no regional structure as such.

WOMEN

The Equality Council covers women's issues.

There is a section of the website for women in the NUJ which brings together details about NUJ policy, actions, and documents from both the NUJ and wider afield that might be useful to women members.

The bimonthly NUJ magazine *The Journalist* often features articles related to equality issues.

The NUJ sent a delegation of seven to the 2015 TUC Women's Conference.

BLACK MEMBERS

The NUJ has a Black Members' Council. This consists of people elected by the Black Members' Conference, and one member each from the union's industrial councils, and the Irish, Scottish and Welsh Executive Councils.

There is also an annual Black Members' Conference.

There are black members' pages on the NUJ website that include relevant and recent NUJ news and events, such as recordings of speakers invited to the black members' AGM, or the annual Claudia Jones Memorial Lecture.

The Black Members' Council has produced guidelines on reporting race. The NUJ has a charity (the George Viner Memorial Fund) that offers funding and support for BAME students on journalism courses.

The union sent a delegation of two to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

The Disabled Members' Council consists of seven members who have a disability as defined in the Equality Act and is elected at the NUJ Delegate Meeting. Its remit is to highlight the needs of disabled members and to advise and assist all members on disability issues.

The NUJ website has a section for the Disabled Members' Council which includes links to the DMC policy statement (updated periodically), their reports, the Disability Handbook, and relevant documents such as the TUC's guide for union reps to support members with invisible impairments *You don't look disabled*.

A full delegation of two people attended the 2015 TUC Disabled Workers' Conference.

LGBT

The NUJ has a forum called NUJ Pride which is dedicated to celebrating and supporting LGBT members and providing a safe space for members to discuss their professional lives and the media organisation they work for.

Four people represented the NUJ at the 2015 TUC LGBT Conference.

PENSIONERS

The union has a 60+ Council that campaigns on issues including 60+ ageism, pensions (state and occupational) and related equality issues. Six members are elected to the 60+ Council at each Delegate Meeting on nominations from branches, the rest of the Council is made up of reps from the industrial councils and nations. The 60+ Council also has a Facebook page.

The NUJ is affiliated to the National Pensioners Convention and NUJ branches can also affiliate so that there is work at a local

YOUNG MEMBERS

The NUJ doesn't differentiate between students and young people as separate membership categories.

The NUJ offers a number of events and one day conferences, targeted at students, young workers, or those just launching a career in the media industry or starting out in trade unionism. The most recent event was “All you need to know to launch a career in the media industry” which offered a programme of expert speakers offering insight and advice for young people about to launch a career in journalism.

To encourage young members’ participation the NUJ worked with the National Union of Students to produce a student media guide in 2015. One of the biggest issues affecting young members is around placements and internships, in particular exploitation via unpaid internships. The NUJ actively campaigns for better conditions for interns in journalism and the media, with events and published guidance on this.

Four delegates represented the union at the 2015 TUC Young Workers Conference.

SUPPORT FOR ACTIVISTS

The remit of the Equality Council includes issues around childcare. For those attending the Delegate Meeting childcare is offered. For those attending smaller courses and meetings, other arrangements may be made and/or costs of childcare reimbursed.

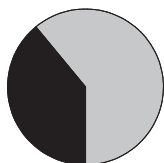
THE WIDER MOVEMENT

The NUJ sent a delegation of six to the 2015 TUC Congress, half were women.



MEMBERSHIP
76% women

BAME MEMBERSHIP
not stated



EXECUTIVE
39% women

BAME EXECUTIVE
not stated

OVERVIEW

The National Union of Teachers is one of the few unions that have appeared in every SERTUC survey! In that time (ie. since 1987) membership has risen by 75%, and it's up by 10% since our last survey in 2012.

Female membership is 76%, the same proportion as in 2012 and 2008. The NUT did not provide statistics for black, disabled, LGBT, retired and young members, although data are collected.

The NUT's National Executive has 46 members, 18 of them women (at 39% it is up slightly from 38% in our last survey in 2012). There is an Executive seat for a black member (elected by black members), a seat for an LGBT member (elected by the union's registered LGBT membership) and for a disabled member (elected by the registered disabled membership). The union comments that the rationale for these structures (instituted in 2010 and 2012) has been explained to members by various means and that this has led to an increase in the number of members disclosing data for these categories, but that there are still some members for whom the data is not known). There is a current evaluation of the operation of these new Executive seats.

In 2015 there were 1,057 delegates at the NUT Annual Conference. The NUT does monitor equality details of delegates. No seats at conference are reserved for equality strands. Official receptions are organised during the conference for black, LGBT, women, young, retired and disabled delegates. There is also an education policy fringe event which regularly covers equality issues relating to teachers, students and/or education.

WOMEN

The NUT has three national officials responsible for women's equality: a Principal Officer (Equality and Special Educational Needs), a Principal Officer (Employment and Equal Rights), and a National Organiser (Equality).

There is a national Gender Advisory Committee. This meets twice a year and considers issues relating to women teachers and gender in education. It can make recommendations to the National Executive. Each region and Wales is represented on this committee and National Executive members also sit on it.

There is no annual national women's conference but the union holds occasional National Women's Roundtable events; at the last one in 2014 around 70 women attended to discuss the importance of women's participation in the union. In 2016 there will be regional roundtables for women which will have an organising focus.

Each year the union celebrates International Women's Day and in 2016 there will be an NUT reception in London, open to all members, to focus on projects carried out in schools to mark IWD. The NUT also supports the Reclaim the Night march in November and some regions hold local events in support of regional marches.

There is an annual women's development course within the national training programme (women only). This is a three day training course held at the union's training centre in Grantham. It includes sessions on work-life balance,

moving into management, well-being and stress management, public speaking skills, and assertiveness training.

There is also a course for local union officers interested in equality issues and this attracts women in greater numbers compared to other courses. It is targeted at equality officers and proportionally more women are equality officers compared to the general membership.

There is no women's journal as such, but the national journal (*The Teacher*) contains issues relevant to all members and there are often pages and articles about issues that relate to women teachers or gender equality in education. The new website (shortly to be launched) has a women teachers page containing relevant and useful links.

To encourage women's participation the NUT changed, in 2014, the way it arranged speakers' cards at annual conference which meant that equal numbers (and for some motions, more) of women spoke at the conference.

The NUT's *Breaking the Mould* (a project to challenge gender stereotypes in nursery and primary schools) materials continue to be extremely popular with primary teachers and the union has reprinted them for the third time.

The union always participates in the TUC Women's Conference and in 2015 sent 19 delegates (from an entitlement of 20).

BLACK MEMBERS

The union has an Executive member who is the Black Member Constituency Seat Holder. There is also a Senior Organiser for Black Members who works with black members to establish networks across the regions and Wales.

There is an Advisory Committee for African, African-Caribbean and Asian Heritage that advises the Education and Equalities Committee and the Executive Committee. The committee includes regional representatives.

There is an annual Black Teachers' Conference that is a two day residential event held at the union's National Training Centre in Lincolnshire. Participants hear keynote speakers, attend workshops and address questions to the union's leadership. They debate motions, one of which is submitted to the union's next Annual Conference. The 2015 conference comprised 105 delegates and the theme was "Standing up for Education: Standing up for all" and the most popular and useful elements were the Prevent discussion, and the keynote speaker Sufyan Idsmail, along with the keynote panel "Let's talk about race".

There are two courses run specifically for black teachers. "Aspiring to lead" is for black teachers who are in their second to fifth year of teaching and are interested in developing their leadership skills and knowledge. "Equal access to promotion" is for black members who have been teaching for between four and 12 years and are interested in moving into senior leadership in school (it is delivered in partnership with the prestigious National College).

The national journal contains issues relevant to all members and there are often pages and articles about issues which relate to black teachers or race equality in education. The new website (shortly to be launched) has a black

teachers page containing relevant and useful links.

NUT sent 18 delegates (from an entitlement of 20) to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

There is a National Executive member (Equality Seat Holder) for disabled members and a Senior Organiser for disabled members who works across the regions and Wales. There is a Disabled Teachers' Advisory Committee, meeting twice a year, to advise the union on disabled teachers' issues and to provide guidance on national initiatives that impact on disabled teachers and pupils. The committee includes regional representatives.

There is an annual Disabled Teachers' Conference. The 2015 conference was attended by 35 participants and the theme was "Shaping the Future: Valuing Disabled Teachers". The conference is open to NUT disabled teachers and gives them the opportunity to get together to share experiences, challenges and opportunities within their role as teachers.

The NUT runs an annual Special Educational Needs and Disabilities Conference targeted at mainstream school SENCOs and leadership groups, and appropriate special school staff. There are usually about 40 attendees and 2015 themes included partnerships with parents, the new Inspection process, the SEBDA Wellbeing Toolkit, assessments, and current priorities for schools re SEND.

NUT sent 15 delegates to the 2015 TUC Disabled Workers' Conference.

LGBT

There is a National Executive member (LGBT Member Constituency and LGBT Equality Seat Holder) whose remit is LGBT equality, as well as a Senior Organiser who works with members to establish LGBT networks across the country and to support events these groups might set up. The NUT has a national LGBT Members' Committee that advises the union on LGBT issues and provides guidance on national initiatives that impact on teachers and pupils. It meets twice a year and is made up of regionally elected members covering England and Wales.

There is an annual LGBT Teachers' Conference. The conference provides a safe space for LGBT teachers to develop their skills, engage with campaigns, and become more active in the organising work of the union. The theme of the 2015 conference was "Our Summer of Pride" and it was attended by 60 members. Themes included Maximising inclusion without confusion, LGBT QI re-examined, Gender identity, Good LGBT practice in schools, and Organising LGBT members in the NUT. The union notes that they also support transgender pupils and staff to ensure that transphobia in schools is eliminated across all areas of school life.

NUT supports LGBT History Month, contributing to the LGBT History Month magazine, and provides information and materials for members involved, as well as supporting Pride events across the country.

The union sent a delegation of 14 to the 2015 TUC LGBT Conference.

PENSIONERS

There is a Retired Members' Advisory Committee made up of two representatives from each region. It meets twice a year and is chaired by a member of the Executive Committee.

The NUT has an annual Retired Teachers' Convention with the aim of involving retired members in campaigns and organising. The 2015 event was attended by 65 people, with key issues being the government's Prevent strategy, teacher workload, school funding, and an update from the National Pensioners' Convention.

YOUNG MEMBERS

The NUT defines a young worker as being 35 and under. A National Organiser has responsibility to ensure that all equality strands and young teachers are considered in the union's campaigns and work. There is a national Young Teachers' Advisory Committee.

There is an annual national Young Teachers' Conference (attended by 110 members in 2015) and a large number of regional conferences. An elected Young Teachers' Conference Steering Group meets twice a year to agree the speakers, themes and workshops of the national conference. Key issues for the 2015 conference were Life after the election, and Stress and well-being.

The union does not organise education courses specifically for young members but does run courses for newly qualified teachers and student teachers (who tend to be, but are not always, young).

The NUT sent a delegation of seven to the 2015 TUC Young Members Conference.

SUPPORT FOR ACTIVISTS

The union provides a creche at its annual conference and either provides a creche or pays for carers for training and CPD events in order to look after dependants.

REGIONS

The NUT has nine regional offices, each with a regional secretary. Those relevant to SERTUC are: Eastern, London, and South East. Regional conferences are held annually.

Regions do not have fixed equality conferences but organise women's roundtable events based around organising, campaigning and participation. Each region has a regional officer with a remit that includes the interest of women members.

A national Senior Organiser with a remit for race equality works across the regions and there are regional black members' networks that organise lay-led events and meetings.

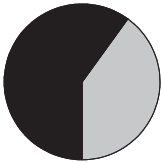
National Senior Organisers with a remit for disabled, LGBT and black members work across the regions and Wales.

There are regional LGBT caucus meetings and lay-led LGBT groups.

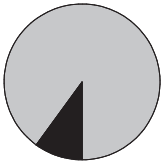
THE WIDER MOVEMENT

NUT sent 38 delegates to the 2015 TUC Congress, 50% women, 10% black, 5.3% disabled, 5.3% LGBT, 0% retired, and 2.6% young. There are no reserved seats.

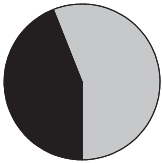
The union makes no comment on its activity or support for members' participation in the trades council movement.



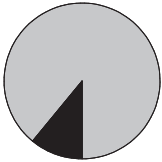
MEMBERSHIP
60% women



MEMBERSHIP
10% BAME



EXECUTIVE
44% women



EXECUTIVE
11% BAME

OVERVIEW

The Public and Commercial Services Union, or one of its constituent unions, has appeared in every one of our surveys since the first in 1987. The very recent attacks on the check-off system are well known, and membership has fallen by 30% since our last survey in 2012.

Women are 60% of the membership (it has been exactly the same since 2008), 10% of the membership is black (7% in 2012), 3% are disabled (was 2.3%), 4% LGBT (0.6%), and 3.5% young (5.6% in 2012).

There are 36 members of the National Executive Committee, 44% are women (up from 33% in 2012), 11% black (10% before), disabled 25%, and LGBT 3%. None are retired or young. Two seats are reserved for black members.

The PCS Annual Delegate Conference had 744 delegates in 2015 (there were over 1,100 in 2011). 33% were women (exactly the same as in our last three surveys), 8% black (9% in 2012), 13% disabled, 7% LGBT, none retired, 4.4% young.

PCS comments that all their equality groups have been involved principally in campaigning against the removal of check-off and transferring subs to direct debit. They have also been actively participating in the Trade Union Bill campaign, campaigned against the Welfare Reform Bill, been involved in all aspects of anti-austerity campaigning and supported anti-fascist activities.

There is one national full-time officer whose role includes dealing with all aspects of equality, plus regional officers whose remits also include equality.

There are national equality committees/forums covering the various equality strands (women, black, disabled, LGBT, and young members) that provide specialist advice to the NEC. They also provide a link between union structures (that is, groups, regions, associations, national branches and the NEC) in order to support the exchange of information and to take forward the union's equality, bargaining, organising and campaigning agendas.

Each committee/forum has its own process for appointing/electing their representatives, and NEC members are appointed to each one to liaise between the NEC and the committee/forum.

WOMEN

There is a National Women's Forum that meets three times a year. The chair is appointed annually by the NEC, and other union structures (as above) appoint their representatives each year.

PCS organises annual national and regional Women's Seminars. These are not motion based, but provide educational, campaigning and organising activities (that is, they are part education, part briefing, and part policy discussion).

There is a twice yearly women's journal produced by lay members.

PCS sent a delegation of three to the 2015 TUC Women's Conference.

BLACK MEMBERS

The National Black Members' Committee has a structure similar to the Women's Forum and includes members elected by the regional black members' networks. PCS comments that "Black is used in the political context to apply to people from African and Asian Diasporas, including people of dual heritage".

DISABLED MEMBERS

There is a National Disabled Members' Forum similar to the women's structure, and it produces a journal for disabled members with an editorial board comprising three lay reps.

A delegation of seven attended the 2015 TUC Disabled Workers' Conference.

LGBT

PCS Proud is the equality group representing lesbian, gay, bisexual and trans (LGBT) members within PCS, it is a self organised group and holds an AGM to appoint its officers (lay only). It produces a twice yearly journal for LGBT members, has an editorial board comprising two lay reps and one full time officer. Proud aims to support all LGBT members in the workplace and to offer support and training to help those members and tackle any problems they may face linked to their sexuality and trans status.

A delegation represented PCS at the 2015 TUC LGBT Conference.

PENSIONERS

PCS has an Associate and Retired Members' (ARMs) section and a national official has responsibility for this area of work. Its structure is separate from the branches for working members, instead relating to regional structures coterminous with those of the TUC. It has a national committee elected every two years, and an annual national conference. This conference discusses motions on matters that concern them and successful motions are passed on to the NEC for action.

The union notes that this is a growing section and that activists are involved in and help in PCS mainstream activities, including recently the campaign for conversion to direct debit, as well as mentoring new reps and tutoring on PCS reps' training courses. The section is affiliated to the National Pensioners' Convention.

YOUNG MEMBERS

PCS defines a young member as aged 27 and under. There is a Young Members' Organiser who acts as secretary to the Young Members' Committee, driving forward youth issues as part of the union's organising work. The committee includes a convenor and deputy convenor from each region as well as two NEC liaison officers. It meets four times a year.

There is an annual national young members' seminar where the officers are elected. This is workshop, not motion, based. The last one was held in September 2015 and around 40 attended, most of them brand new to union

activity. Key issues were pay, jobs, mental health, housing, and the involvement of young members.

Regional training is also provided on issues such as public speaking and mental health.

There is a journal for young members published three or four times a year, and young members' pages on the union's website.

Working to encourage young members' participation PCS has created a new union advocate role, is working on materials for apprentices, and has produced videos from young members to publicise union membership. Equally, they have campaigned on issues of special relevance to young members, such as housing, pay in the DWP, and mental health awareness.

A full delegation of four (two men, two women) attended the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

PCS works closely with members to promote equality and tackle discrimination in the workplace, society and the wider world. When holding seminars, they provide childcare facilities for members with children or ensure that people with caring responsibilities can attend union events. The union encourages all members to fully participate and engage in union activity.

REGIONS

PCS has two regions relevant to SERTUC: London & South East, and Eastern.

The union provides membership statistics covering both regions. Membership is at 54,324 of whom 56% are women, 21% are black, 3% disabled, 5% LGBT, and 3% young. As far as the regional committees go, there are 32 members in total, 28% women, 13% black, 6% disabled, 3% LGBT. The only reserved seat is for a young member, elected by the regional young members' network, to attend the committees as an observer.

PCS does not hold regional conferences, but has an AGM in June where the Committee is elected.

As mentioned above, both lead regional officials have responsibility for equality matters.

A Regional Women's Committee is being established.

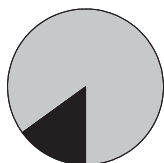
A regional Black Members' Network has been established (covering both regions) with a Steering Group and a wide remit in terms of engaging with members and liaising with national and regional structures.

There is also a regional Disabled Members' Network. A regional Young Members' Committee is being established, and as noted above in the national report, there are regional Associate and Retired Members' groups well-established in the PCS structure.

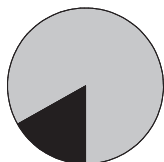
THE WIDER MOVEMENT

PCS sent six delegates to the 2015 TUC Congress and PCS ensures that there is a gender balance. They also seek expressions of interest, for one person from each of their self-organised equality strands, women, disabled, Proud, young and black members' groups to attend conference as observers.

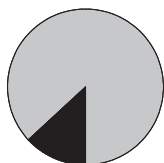
PCS is active in trades councils and works closely with a lot of anti-cuts groups to build the movement and show solidarity across the board.



MEMBERSHIP
15% women



MEMBERSHIP
16% BAME



EXECUTIVE
12% women

OVERVIEW

RMT, or one of its constituent unions, has appeared in most of our surveys over the last 25 years. The union's membership has increased by 10% since our last survey in 2012.

15% of their members are women (up from 12% in 2012), 16% black (up from 6% in 2012), 6% young (was 5%). Figures for disabled members are not monitored. RMT introduced monitoring of LGBT members in 2012 (standing at 0.5% notified to date) and will be doing a push during LGBT History Month to get members to update their information on the union's database about their gender (if transgender and/or gender neutral) and sexuality.

RMT has five paid national officials, all white men as in 2012.

There are 17 members of the RMT's National Executive Committee; 12% women (up from 6% in 2012). In 2008 the Committee was all male. Apart from the President, all seats are elected on a regional basis; 12 from General Grades, and four from Maritime and Off-Shore Grades.

The union's Annual General Meeting had 66 delegates, 11% women (slightly down from 12% in 2012), 3% black, and 1.5% young. Nine places are reserved for Maritime Grades, the rest are for General Grades. RMT notes that effort is made to ensure that resolutions from the equality advisory conferences are moved by a representative from each group. If there is no appropriate delegate elected, a delegate is invited from that conference.

Whilst the general secretary takes responsibility for all equality matters, an Equal Opportunities Officer supports the union's work with women, black, disabled, and LGBT members, the National Education Officer supports young members, and the National Pensions Officer works with retired members.

WOMEN

There is a National Women's Advisory Committee, elected on a regional basis and meeting three times a year, and an annual National Women's Conference to which Branches and Regions can send four delegates each.

The NWAC advises the National Executive Committee on matters relating to women.

The conference can forward two motions to the union's AGM, and other decisions to the NEC for consideration. 58 delegates attended the 2015 conference and key topics were female carers, sexual assault against women passengers, and support for Kurdish and Middle Eastern women. The conference also agreed that their poster "Violence Against Women Transport Workers, it's not part of the job" be printed and distributed. The 2015 conference also marked 100 years of women in the union; in light of the fact that in 1915 women were increasingly part of the workforce as men were leaving to fight in the First World War, that year's AGM agreed a rule change to allow women to be members.

Women's empowerment training is held at the union's Education Centre in Doncaster. This short, intense course includes the structure and history of the

EXECUTIVE
0% BAME

union, along with writing and presenting motions. They also put on a women-only public speaking course as requested by the WAC.

There is a space for women members on the RMT website.

To celebrate 100 years of women in the union a special commemorative badge was distributed to every female member in 2015.

A full delegation of 15 (nominated from all regions to ensure a geographic spread) attended the 2015 TUC Women's Conference.

BLACK MEMBERS

There is a National Black & Ethnic Minority Members' Advisory Committee, elected on a regional basis and meeting three times a year, and an annual National B&EMM Conference, both with a similar structure and remit to the women's organisation above.

50 delegates attended the 2015 conference and key topics were ethnic cleansing in the Dominican Republic, the Movement Against Xenophobia, and closures of black and ethnic minority community centres.

The B&EMM empowerment training course (taking place in October to coincide with Black History Month) at the Education Centre in Doncaster is an initiative to encourage B&EMM participation in the union.

There is a space for B&EMM members on the RMT website.

A poster was distributed with the message "Fighting Racism" along with a corresponding wrist band.

A full delegation of 15 attended the 2015 TUC Black Workers' Conference. Branches were encouraged to nominate female delegates; two women attended, one of whom led the delegation and was elected to the TUC Race Relations Committee.

DISABLED MEMBERS

Since our last survey in 2012, the union is implementing a 2015 rule change to establish a committee and conference for disabled members along the same lines as the women's, LGBT and B&EMM structures.

RMT runs a mental health awareness course at their education centre and this can be run anywhere in the country if requested. They have also supported the Autism in the Workplace course organised by the Workers' Educational Association, and the RMT representative on the TUC Disabled Workers' Committee wrote the TUC booklet *Autism in the Workplace*.

RMT campaigns against ticket office closures and for staffed stations, emphasising how essential these are for both disabled members and for disabled passengers.

There is a disabled workers' page on the RMT website.

11 delegates (entitlement 15) attended the 2015 TUC Disabled Workers' Conference.

LGBT

A similar committee and conference is in place for LGBT members. 35 members attended the 2015 conference, where the key issues were: UKIP, Lesbians & Gays Support the Miners and the film *Pride*, support for the Paris LGBT Youth Group in Newham, pardons for gay men convicted under anti-gay laws, and Commonwealth LGBT rights.

LGBT empowerment training is held in February to coincide with LGBT History Month and there is an LGBT members' area on the union's website.

RMT is seeking to increase its presence at a number of Prides across the country; special t-shirts and sail banners were provided. They produced a poster "Fighting Homophobia" along with a rainbow coloured wristband, and a special RMT badge with a rainbow background.

A full delegation of 15 attended the 2015 TUC LGBT Conference. The delegation represented a cross section of sexualities and genders, including trans members.

PENSIONERS

There is a National Pensioners Committee to which each Retired Members' Branch can nominate up to two members; this meets twice a year to discuss the business of the annual retired members' conference including the progress of the resolutions.

The annual Retired Members' Conference is made up of four delegates from each of the 12 retired members' branches and discusses all matters relating to retired members. Two of its resolutions can be progressed to the RMT AGM. 40 members attended in 2015 with the main issues being the state pension and working with the NPC, the Disability Living Allowance campaign, booking offices, staff passes and various government attacks on benefits for older people.

YOUNG MEMBERS

The RMT defines a young member as aged 30 and under. There is a Young Members' Advisory Committee with five members from each region.

An annual Young Members' Conference, formed of branch delegates, is resolution based and can submit two resolutions to the AGM. The key issue addressed by the 2015 conference (27 delegates) was apprenticeships.

RMT encourages participation in the union by young members and their attendance at the Burston Strike School Rally, the Tolpuddle Festival, and the Durham Miners' Gala.

One delegate (entitlement three) attended the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

Any member attending a meeting on the union's behalf who needs to pay for professional child care can have the cost reimbursed.

REGIONS

RMT has three regions (and a few additional branches) relevant to SERTUC: London & Anglia, London Transport, and South East. The five paid regional officials are all white males. The figures below cover the whole SERTUC region.

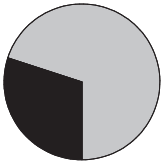
34,380 members (16% women, 29% black [much higher than the national percentage of 16%], 7% young). As outlined above, the union hopes to increase the accuracy of its LGBT figures with its push on updating during February 2016.

There are no regional conferences, but Regional Councils and Branches hold Annual General Meetings.

THE WIDER MOVEMENT

RMT sent a full delegation of nine to the 2015 TUC Congress; 11% were women (down from 14% in 2011), 22% black (up from 14% in 2011). There is one reserved seat on the delegation for a woman and one for a black and/or ethnic minority member. All delegates were lay members.

RMT encourages members to be active in the trades councils movement and requests for support are dealt with on a case by case basis.



MEMBERSHIP
27% women

OVERVIEW

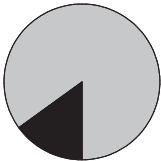
The Transport Salaried Staffs' Association has seen a membership fall of 21% since our last survey in 2012.

27% of members are female (29% in 2012), 2.7% retired, and 13% young. The union comments that their membership data for some categories (black, disabled and LGBT members) is not currently accurate or reflective of their members. They are taking several measures to address this, including establishing MyTSSA where a member can access their personal details online and amend them.

There are 29 paid national officials, 41% are women (exactly the same as in our last survey in 2012), 7% black (11% in 2012), 17% disabled, 10% LGBT (it was 5%), and 3.4% young.

The National Executive Committee is 13 people, 15% women (this was 31% in 2012), none are black, 15% disabled, 0% LGBT (it was 8%), and 15% young.

BAME MEMBERSHIP
not known



EXECUTIVE
15% women

The 2015 Annual Conference comprised 93 delegates. Statistical information was not available last time, but in 2015 26% were women, 8% black, 4.3% disabled, 2.2% LGBT, 25% retired, and 1.1% young. Each Self Organised Group (women, BME, youth, disabled, LGBT, retired) has a reserved seat at conference.

The union's Organising Director (Equalities, Education & Projects) is the national official responsible for implementing TSSA's equality agenda throughout the union and their *Time to Grow* strategy includes as a key action "Stand up for respect and equality, be relevant to all groups. TSSA is committed to equality and diversity. We can grow our union by becoming champions of issues that challenge inequality and injustice, or simply appeal to a specific group. A first step will be to find and recruit leaders from groups who are underrepresented within our workplace and union structures."

WOMEN

Women in Focus is a self-organised group with a remit to progress the interests of women in the union and workplace.

There is no national women's conference but in 2015 the union held an Equality in the Workplace training and conference open to all reps and active members. Thirty members attended and key issues were launching the TSSA equality agenda, the Equality in the Rail Industry research project, the role of equality reps, and skills and knowledge to support organising around equality and diversity issues.

Some of the union's education courses are aimed at women participants but this is determined on a needs basis. Future training needs including those for women, are currently being assessed (on Bargaining for Parental Rights, and Equality in the Workplace).

In terms of campaigns of special relevance to women *Fair Pay & Equal Pay at Network Rail* resulted in the implementation of a new pay structure which initial figures suggest has led to a decrease in the gender pay gap.

EXECUTIVE
0% BAME

TSSA sent a full delegation of three to the 2015 TUC Women's Conference.

BLACK MEMBERS

E-mix is TSSA's BME members' self-organised group; they hosted a film evening and participated in the Equality in the Workplace event described above.

As for women members, future training needs are currently being assessed.

TSSA sent a full delegation of three to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

TSSA says that its definition of an employee with a disability includes physical long term or permanent disabilities, known long term mental health illness, and sensory/neurodiverse disabilities (such as dyslexia).

The Disability Working Group is a self-organised group for TSSA members with disabilities. Disabled members participated in the Equality in the Workplace event described above, and the DWG holds surgeries for members on disability issues and held a mini-conference on disability law alongside the Annual Conference. They run their own website and social media accounts. TSSA has also established a steering group of lay members to guide their Neurodiversity Programme.

As with women members, future training needs are currently being assessed.

TSSA sent a full delegation of three to the 2015 TUC Disabled Workers' Conference.

LGBT

Spectrum is the LGBT self-organised group.

LGBT members participated in the Equality in the Workplace event described above.

As with women members, future training needs are currently being assessed.

TSSA nominated a full delegation of three to the 2015 TUC LGBT Conference although only one attended in the end.

PENSIONERS

TSSA has a self organised group for retired members called the Retired Members' Group (RMG). They are working with the national union to hold several education courses in 2016 for members preparing for retirement, produce a newsletter several times a year, and have been campaigning on pensions, health & safety, and have prioritised Public Ownership of Rail over the next period.

YOUNG MEMBERS

TSSA defines a young member as 35 and under.

Young members can join the self-organised group Future TSSA, which operates its own social media accounts. They also organised the union's

participation at the Tolpuddle Martyrs' Festival.

TSSA's Equality Agenda commits them to initiate and support proactive recruitment initiatives targeting workers 30 years and under to address their ageing membership.

The union did not comment on whether they were represented at the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

Support for activists with childcare and caring responsibilities is offered to all members taking part in union activities, this is on the basis of need.

REGIONS

TSSA has four Divisional Councils that represent branches within the SERTUC region: Anglia & London North East, London North West, London South, and London Transport. These are made up of 9,273 members, of whom 26% are women (similar to the national proportion).

There are 12 paid regional officials, 42% women, 17% are black, disabled and/or LGBT, and one is young.

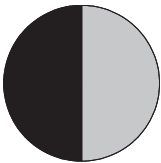
The four Divisional Councils are made up of 37 members, 19% women. There are no reserved seats or formal positions on a Divisional Council but they can opt to have an Equality Rep, or specific roles for women, youth, BME, disabled or LGBT members.

The union does not hold regional conferences, but there are some education events.

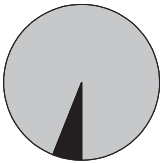
THE WIDER MOVEMENT

TSSA was represented at the 2015 TUC Congress by a full delegation of five, two were women and one disabled. The union meets the TUC gender balance request and all delegates were lay members.

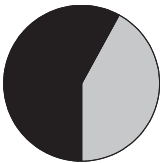
Members are active in the trades councils movement and branch officials and activists have access to training programmes to help organise their areas/employers and to build links within the community.



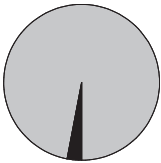
MEMBERSHIP
50% women



MEMBERSHIP
7% BAME



EXECUTIVE
57% women



EXECUTIVE
3.3% BAME

OVERVIEW

The University and College Union (or one of its constituent parts) has appeared in all but one (2000) of our surveys.

Half of UCU's members are women (slightly up from 49% in 2012), 7% BME (6% last time), 2.4% disabled (0.2%), 2.8% LGBT (1.7%), 1.2% young (1%).

There are 20 paid national officials of whom 30% are women (26% in 2012), 5% black (then 14%), 10% disabled, 10% LGBT.

UCU's National Executive Committee comprises 61 members, 57% are women (50% in 2012), 3.3% black (was 4.5%), 18% are disabled (it was 9% in 2012), 16% LGBT (at least 6% in 2012). It is not known how many are retired. UCU has a comprehensive system of reserved seats on its NEC covering equality strands and industrial sectors. There are two seats for black members (one of whom must be a woman), two disabled (one of whom must be a woman; one from the HE sector, one from FE), two LGBT seats (one from HE, one from FE), five for women (three from HE, two from FE). The rest of the seats are either industrial or geographic, but most electoral groups also ensure representation for women members.

2015's UCU Congress had 323 delegates, 46% of whom were women (up from 40% in 2011), 5.6% black (the same as last time), 13% disabled (was 11%), 10% LGBT (9% last time), 2% were aged between 20 and 30. The union's regional retired members' branches may also send delegates (there were 12 such at the last Congress). Industrial and geographic groups have reserved places at Congress and a gender balance is encouraged; the union's four equality standing committees may also send two observers each.

Each of UCU's equality structures is supported by their own national official, and the various strand committees act in an advisory role to the Equality Committee which is a sub-committee of the National Executive Committee.

WOMEN

UCU has a Women's National Advisory Committee, and there is an annual National Women's Conference. The last one in November 2015 was attended by approximately 80 women. The key issue was Women's Place in the Union. Education courses for women can be organised, but are not being done currently. There is a women's section of the website, intermittent newsletters, and a general equality newsletter.

Recent campaigns of special relevance to women have been a sexual harassment survey, action on violence against women, and UCU has made a film for International Women's Day.

The union sent 12 of its entitlement of 16 delegates to the 2015 TUC Women's Conference.

BLACK MEMBERS

UCU has a Black Members' National Advisory Committee, and there is an annual National Black Members' Conference. The last one in November 2015

was attended by approximately 50 members. The key issues were the Prevent agenda, and participation of black members in the union.

UCU runs an education course with a CPD element for black members *Black members into activism*. There is a black members' section of the website (and they are developing a blog), and a black members' newsletter about three times a year.

Recent initiatives undertaken to encourage black members' participation and representation in the union is a day of action against racism in February, they are developing black members' regional networks, and have made a film of black members' experiences at work.

The union sent a delegation of 12 (from an entitlement to 16) to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

UCU has a Disabled Members' National Advisory Committee, and there is an annual National Disabled Members' Conference. The last one in November 2015 was attended by approximately 40 members. The key issues were the Social Model of disability, and issues facing disabled workers at work.

The union is not currently running education courses for disabled members but does have a course on mental health at work aimed at all members. There is a disabled members' section of the website and an intermittent newsletter.

Initiatives to encourage disabled members' participation in the union have been a survey, and participation in Disability History Month.

Recent campaigns of special relevance to disabled members have been on Disability Leave, promoting the Social Model, and a focus on rights at work.

The union sent a delegation of 12 (of an entitlement of 16) to the 2015 TUC Disabled Workers' Conference.

LGBT

UCU has a National LGBT Advisory Committee, and there is an annual National LGBT Conference. The last one in November 2015 was attended by approximately 30 members. The key issues were the legacy of LGBT Support the Miners, and LGBT issues at work.

The union does not run education courses for LGBT members, but they are running a sexual orientation and gender identity awareness course. There is an LGBT section on the website.

To encourage LGBT members' participation and representation in the union UCU has conducted a disclosure campaign, surveyed its members, and participated in three city Prides, and LGBT History Month.

Recent campaigns of special relevance to LGBT members have been a submission to the Women and Equality Trans Inquiry, the development of a non-binary policy, and an LGBT research conference.

The union sent 12 of its entitlement to 16 delegates to the 2015 TUC LGBT Conference.

PENSIONERS

There is a National Pension Official who is responsible for retired members, members' pensions information, and negotiations on some pension schemes.

There is no national retired members' committee but there are regional Retired Members' Branches that are established by UCU Regional Committees. These branches send a delegate to their Regional Committee and attend the TUC Regional Pensioners Committees. They can also affiliate and send delegates to their area trades councils.

UCU has two national Retired Members' meetings per year, one at annual Congress (attended by any delegate from Retired Members' Branches) and an Annual Delegate Meeting in Autumn term to which each Retired Members' Branch can send two delegates. The last one in November 2015 was attended by 30 people (branch reps and UCU reps on external pensioners' committees such as the TUC and NPC). Key issues included the new state pension and its flaws, improving the state pension, integration of social care and NHS, challenging Prevent, and housing intergenerational solidarity.

YOUNG MEMBERS

UCU's definition of a young worker is 35 years and under. There is no young members' committee but there is an occasional young members' conference. This conference does not hold decision-making powers but intends to bring younger members together and to showcase the union's campaign work and resources available.

UCU has a comprehensive CPD programme *UCU Learning for Life* with a dedicated blogsite featuring free downloadable guides to help staff develop skills, plus a range of courses.

Two delegates represented UCU at the 2015 TUC Young Workers' Conference (from an entitlement of four).

SUPPORT FOR ACTIVISTS

UCU supports members practically through the provision of a creche at Congress or with financial assistance for those with children and caring responsibilities to attend courses and conferences.

REGIONS

UCU has four regions relevant to SERTUC's borders: Eastern and Home Counties (Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk, Suffolk), London, South (includes Berkshire, Channel Islands, Hampshire and the Isle of Wight, Oxfordshire), and South East (Kent, Surrey, Sussex).

Total membership in the region is 29,462, of whom 52% are women, 11% black, 2.5% disabled, 3.7% LGBT, 6% retired, and 1% young.

There are 37 paid regional officials, of whom 57% are women, none

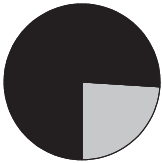
(declared) as black, 16% disabled, none retired or young, and LGBT figures are not known.

They are currently developing regional black member networks in each region and regional committees will, from time to time, put on equality and education events for all or specific groups. There is an equality officer (a lay member) for each region plus encouragement for others to come forward as the officer for each equality strand.

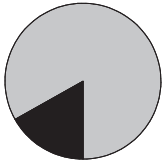
THE WIDER MOVEMENT

UCU sent 12 of its entitlement to 24 delegates to the 2015 TUC Congress. There is a requirement to elect at least one black delegate and for at least half the total delegation to be women.

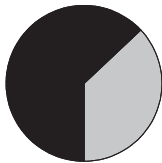
The union makes no comment on its involvement in the trades councils movement other than the reference above to retired members.



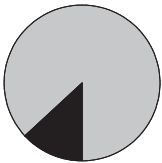
MEMBERSHIP
77% women



BAME MEMBERSHIP
17% declared



EXECUTIVE
63% women



EXECUTIVE
12% BAME

OVERVIEW

Unison (or its constituent unions prior to 1994) has appeared in every one of our surveys! Membership has fallen since 2012 primarily through cuts with over 500,000 jobs lost in the public sector The union continues to recruit over 160,000 members a year.

Women’s membership is 77% of the total (70% in 2012), 14% is retired, and 6.5% is young (fractionally up from 2012’s 6%). Unison comments that they have a voluntary ethnic monitoring scheme and the black members’ data are based on those who have declared their ethnicity; this is currently 17%. The union does not keep data for their disabled or LGBT membership.

Of 380 paid officials at grade 3 and above, 51% are women (slightly up from 49% in 2012), 10% black (it was 8%), and 2.1% young. Disabled and LGBT figures are not available. Unison adds that they have 1,223 staff (1,082 permanent) in total of which 65% are women, and 13% are black.

Unison’s National Executive Council of 65 members is 63% women (66% in our last survey), 12% black (10% in 2012), 6.1% disabled based on self-identification (6% in 2012), and 1.5% young (3% last time). LGBT members’ figures are not monitored and there are no retired members on the NEC. The NEC has reserved seats for women in proportion to their membership, four seats are reserved for black members elected by the entire membership, and there are also seats reserved for service groups.

The 2015 National Delegate Conference comprised 1,143 delegates (3,062 participants), 65% of delegates were women (the same as in 2011). There were 1.4% retired delegates and 7% were young. Based on self-identification 12% were black, 18% disabled, and 10% LGBT. The Unison rule book provides for two reserved seats at national level for each of young, retired, women, black, disabled and LGBT members. These seats are directly elected at the groups’ annual national conferences.

WOMEN

The National Women’s Officer has responsibility for policy advice and the national women’s committee and conference.

The National Women’s Committee comprises at least two (three for larger regions) representatives from each of the union’s 12 regions plus two additional members from the other equality groups (black, disabled, LGBT, young).

The remit of all the Unison equality committees (women, black, disabled and LGBT) was amended in 2013 to include: to promote the union’s equality and bargaining agenda; defend jobs, terms and conditions of service; build its density and have a strong and dynamic presence in the workplace. This added to the previous remit to meet and share concerns; establish their own priorities; elect their own representatives to self-organised and union bodies; build confidence, encourage participation and fully involve members from disadvantaged groups. In 2015 and 2016 there were 850 participants.

Unison sent a delegation of 22 (from an entitlement of 39) to the 2015 TUC Women's Conference.

The union runs education courses specifically for women members. Topics have included women's progression and leadership in Unison; women's lives, power to you, confidence building and assertiveness; becoming a councillor; race and sex discrimination, employment law, equality reps; bullying and harassment; negotiating; redundancy; stewards' training and negotiating; and lay tutoring.

These courses are run at both national and regional levels, and the structures and remit for the other equality groups is the same as for women.

Unison campaigns of special relevance to women have included equal pay; low pay, zero hours contracts; Working Tax Credit; women's health; and violence against women.

BLACK MEMBERS

There is a National Race Equality Officer with responsibilities including policy advice, and the national Black Members' Committee and Conference.

700 people attended the last conference in January 2016.

Unison sent a delegation of 14 to the 2015 TUC Black Workers' Conference.

Training courses for black members have been run on race and sex discrimination law, challenging racism in the workplace, organising and recruitment, and leadership training.

Campaigning issues at the National Black Members' Conference include challenging racism in the workplace; race discrimination law; the legal doctrine of 'joint enterprise'; violence against black women; increasing black activism and political participation; refugees, immigration, detention and deportation; prostate cancer and black men; rise of Islamophobia.

Lay members of the National Black Members' Committee produce a quarterly journal *Black Action* and there is a dedicated section of the Unison website for black members.

Campaigns run by Unison of particular interest to black members have included Black Mental Ill-Health; increasing the participation of black women in Unison; increasing black workers in senior positions in the workplace; and decent jobs and an end to casualisation.

DISABLED MEMBERS

There is a National Disabled Members' Officer with responsibilities including policy advice, and a National Disabled Members' Committee and Conference.

380 people attended the last conference.

Unison sent a delegation of 14 (of an entitlement of 16) to the 2015 TUC Disabled Workers' Conference.

The union runs courses specifically for disabled members and there is a dedicated section of the Unison website. Key campaigning issues are disability leave, the Access to Work scheme, and cuts to services for disabled people.

LGBT

There is a National Lesbian, Gay, Bisexual and Transgender Officer with responsibilities including policy advice, and the national LGBT Committee and Conference.

370 delegates attended the union's last LGBT conference in 2015.

There are over 125 trained LGBT reps and 194 LGBT lay officers in branches and there is a dedicated section of the Unison website for LGBT members and a quarterly journal *Out in Unison*.

Key campaigning issues include cuts and the implications for LGBT people and services, transgender workers' rights, and LGBT workforce monitoring.

Unison sent a delegation of 12 to the 2015 TUC LGBT Conference.

PENSIONERS

There is a National Retired Members' Officer whose remit is policy advice, the National Retired Members' Conference and Committee.

The National Retired Members' Committee is able to propose motions on citizenship issues, but can't propose motions on the pay and conditions of work of working members. They may send two delegates (with speaking rights) and motions to the National Delegate and Self-Organised Equality Conferences.

The last Retired Members' Conference comprised 400 delegates and key issues were universal benefits, pensions, and health and social care.

YOUNG MEMBERS

There is a National Young Members' Officer with a similar remit to other equality officers. Unison defines a young worker as aged 26 and under.

The Young Members' Forum (two reps from each of the 12 regions) plus an NEC member elected by Unison's Young Members' constituency can send motions to the NEC and National Delegate Conference, and also to the Service Groups and Self-Organised Groups.

Key issues at the last Forum were the Young Workers' Guide to Mental Health; organising young workers; housing; Living Wage and recruitment; and organising in Unison.

A delegation of 12 young members attended the 2015 TUC Young Workers' Conference.

Unison young members have a website page on the Unison website, and also Facebook and Twitter accounts.

Unison organised a Young Members' Month in November 2015, organising and recruiting a high proportion of young members.

SUPPORT FOR ACTIVISTS

Unison provides a range of facilities to support activists and members' participation in the trade union's work, national and regional conferences, meetings and training courses, including the provision of paid childcare and creche facilities, personal assistance payments and facilities as part of the social model of disability and as a reasonable adjustment.

REGIONS

Unison has three regions relevant to SERTUC: Eastern, Greater London, and South East. Although membership has fallen in all regions, the representation

of women has risen three or four per cent in each.

The combined membership number is over 300,000. 74% are women (73% in 2012), 16% black, 16% retired, 4.6% young (was 4.2% in our last survey).

All Unison's Regional Councils and committees include representation from each of the equality groups and young members' forums, and they also have reserved seats at regional conferences (these meet annually and have representation from all branches) and can propose motions, amendments and statements to the conferences.

All Unison's regions have an official whose remit is women's equality, and have a regional women's committee and annual women's conferences.

In the South East Region their women's weekend included workshops on networking skills, pregnancy and maternity rights, domestic violence workplace policies, Unison democracy, and preparing for the National Women's Conference.

The region also runs education courses for women members on a wide range of topics and there is a website presence.

There are committees and conferences for black, disabled and LGBT members in each region, along with an official with responsibility for the work.

For black members, the London Region offered a conference with key topics recruiting and organising black workers; race equality; austerity; budget and public sector cuts, along with the Nepal earthquake; Chibok girls; justice for Sheku Bayoh; setting up black members' groups in branches; the Trade Union Bill; housing; and the Mayoral and GLA elections.

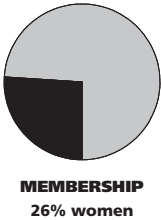
The Eastern Region participated in promoting community unionism including recruitment at the Luton carnival and Cambridge Mela, along with open days for black members in Suffolk, Norfolk, Essex, and Hertfordshire.

Young members in the South East region have worked to encourage the recruitment, organisation and participation of young workers, offering the opportunity to develop skills, knowledge, confidence and policies of the union.

THE WIDER MOVEMENT

Unison sent a delegation of 59 to the 2015 TUC Congress, of whom 68% were women (66% in 2012), 22% black (18% before), 10% disabled (based on self-classification in addition to a reserved seat for a disabled representative; it was 8% in 2012), 7% openly identified as LGBT (2.6%), and 5% young (practically the same as before). Seats on the delegation are reserved for the Self-Organised Equality Groups (women, disabled, black, LGBT, young). Regions also include reps from these groups on their delegations and there are equality reps from the NEC complying with the requirements of proportionality and fair representation. Each of the Service groups (energy, local government, health care, community, water, environment, and transport) has reserved seats.

Unison participates fully in the trades councils movement and reports that regions are active on trades councils and attend their conferences; many union activists engage with the trades councils movement, lead and support trade councils' work.



OVERVIEW

Unite first appeared in our 2012 survey, but various of its constituent unions have appeared in every one since 1987. Membership has fallen by 17% since 2012 and Unite remains the TUC's largest affiliate.

26% of Unite's members are women, up from 24% in 2012. 10% are black (9% last time), and Unite notes that this is the percentage of all members who have declared their ethnic origin (65%) and avoids the presumption that all undeclared members are white. Monitoring of disabled members is recent and therefore the percentage is not pertinent; the same applies to LGBT members. 15% of the membership is retired and 3.6% are young. Unite also monitors religion/belief as part of its confidential monitoring of committees and conferences.

There are 38 paid national officials. 29% are women (broadly the same as in 2012 when it was 28%), 5% black (was 3.5%), 8% disabled.

The Unite Executive Council has 65 members, 29% women and 11% black (both the same as 2012). There are regional, industrial and equalities seats, and minimum proportionality for women and BAEM members. There are also designated seats for women, BAEM, disabled, LGBT and young members, and an observer seat for retired members. The young member's seat is a new development from the last Rules Conference.

Unite's Policy Conference is biennial and the last one (2014) had 530 delegates. Of these 26% were women (23% in 2010), 9% black (4%), 2.6% disabled (4%), 2.6% LGBT (0.9%), 14% young (up from 0.3% in 2010).

Elections take place on an industrially proportionate basis by region. Minimum proportionality of women and BAEM members is a requirement, and additionally regions nominate disabled and LGBT delegates.

An Assistant General Secretary has overall responsibility for all areas of equality.

WOMEN

The National Officer for Equalities' remit covers women, disabled and LGBT members.

There is a National Women's Committee elected from their Regional Women's Committees, with a minimum proportionality for BAEM women.

There is a biennial Women's Conference where motions and recommendations are passed and taken forward. Delegates are elected by Regional Women's Committees with a minimum proportionality for BAEM women, and positive action to include disabled, LGBT and young women is promoted.

The last one took place in 2015 with 165 delegates. Key issues were: the general election, union equality reps, equal pay, violence against women, building the BAEM women's network, shared parental leave, and equality structures.

Unite sent a full delegation of 38 to the 2015 TUC Women's Conference. A

minimum proportion of BAEM women is a requirement in the delegation and seats are also designated on a rota basis to support the involvement of young women, disabled and LGBT women.

Unite has a Women, Race & Equalities Education Specialist and runs national education courses to support under-represented members and to promote equality. These include National Women's Week with four separate courses and joint sessions. There are many national, regional and industrial courses for union equality reps, and Unite has organised specific courses to build the involvement of BAEM women.

The union's website has an equalities section with pages for women, and *Together* magazine is specifically produced for the female membership. *Unite Works* magazine features women's equality and Unite women, and *Unite Live* interviewed women members including around International Women's Day.

Unite carried out a survey of workplace reps and branch officers during 2015 to identify equality issues in the workplace and support the prioritisation of such issues. Stress and mental health came out as the key issue, well ahead of all others.

Unite describes a wide range of campaigns of special relevance to women including supporting International Women's Day, International Day for the Elimination of Violence against Women, and the Chainmakers Festival. They were part of the organising committee for the first Women's Assembly under the auspices of the People's Assembly Against Austerity, and launched a guide to encourage young women to become apprentices in science and engineering.

BLACK MEMBERS

There is a National Officer for Equalities (BAEM) whose remit is race equality.

There is a National Committee for BAEM members elected from their Regional BAEM Committees, with a requirement for a minimum proportionality for BAEM women.

There is a biennial black members' conference where motions and recommendations are passed and taken forward. The last one took place in 2015 with 82 delegates. Key issues included: in-work poverty and BAEM workers, apprenticeships and internships, the impact of immigration changes.

Unite's Women, Race & Equalities Education Specialist organises courses for BAEM members including national political and leadership courses.

The union's website has an equalities section with pages for BAEM members and produces a regular BAEM Women's Network newsletter. *Unite Works* magazine features BAEM equality and *Unite Live* interviewed BAEM members including during Black History Month.

A union-wide survey to identify issues faced by BAEM members was conducted and identified the lack of promotion of black workers, and racial bullying and harassment as the key issues.

The union's Race Forward Campaign continues since our last survey in 2012,

aiming to close the ethnic minority employment and pay gaps, fighting for equality of opportunity in promotion, dealing effectively with racial harassment, discrimination and bullying, negotiating for union equality reps, ensuring the fair treatment of migrant workers, and organising and recruiting black, Asian and ethnic minority workers into Unite. They held training on this campaign for reps in workplaces with high numbers of BAEM members encouraging them to become involved with recruitment and organisation, organising a conference following the findings of the review into discrimination in the NHS.

Unite also actively supported the Mary Seacole campaign with the Unite general secretary as one of its patrons as well as Show Racism the Red Card, organised parliamentary and regional meetings on the impact of cuts on BAEM women, and are in the process of organising a BAEM Health & Safety guide for reps.

Unite sent a full delegation of 30 to the 2015 TUC Black Workers' Conference (there is a minimum proportionality for women).

DISABLED MEMBERS

The National Officer for Equalities' remit covers women, disabled and LGBT members.

There is a national disabled members' committee elected from their Regional Disabled Members' Committees, with a requirement for minimum proportionality for disabled women and BAEM disabled members.

Unite holds a biennial disabled members' conference where motions and recommendations are passed and taken forward. The last one took place in 2015 with 74 delegates. Key issues were: mental health, organising, union equality reps, sickness absence, and Access to Work.

Unite sent a full delegation of 30 to the 2015 TUC Disabled Workers' Conference.

Unite has a Women, Race & Equalities Education Specialist and runs national education courses to support under-represented members and to promote equality, including amongst disabled members.

The union's website has an equalities section with pages for disabled members. *Unite Works* magazine features disability equality and Unite disabled members, and *Unite Live* interviewed disabled members including during Disability History Month.

Unite describes a wide range of campaigns of special relevance to disabled members including working with the whole disability movement against benefit sanctions and organising the Social Security Summit with PCS. They have campaigned for accessible transport including supporting Action for Rail, and to restore the Independent Living Fund.

LGBT

The National Officer for Equalities' remit covers women, disabled and LGBT members.

There is a national LGBT committee elected from their Regional LGBT Committees, with a requirement for minimum proportionality for LBT women and BAEM LGBT members.

Unite holds a biennial LGBT conference where motions and recommendations are passed and taken forward. The last one took place in 2015 with 66 delegates. Key issues were: mental health, LGBT asylum seekers, and Trans equality.

Unite sent a full delegation of 30 to the 2015 TUC LGBT Conference.

Unite has a Women, Race & Equalities Education Specialist and runs national education courses to support under-represented members and to promote equality. The union ran a two year Trans Awareness project, with seminars run by a trans activist tutor and involving national and regional officers, staff, and reps.

The union's website has an equalities section with pages for LGBT members. *Unite Works* magazine features LGBT equality and Unite LGBT members, and *Unite Live* interviewed LGBT members including during LGBT History Month and Pride.

Unite describes a wide range of campaigns of special relevance to LGBT members including the production of leaflets and posters to celebrate LGBT History Month and supporting the film *Pride*. They have campaigned for pensions and survivor benefits in the UK as well as promoting LGBT rights internationally.

PENSIONERS

A National Officer has the remit for retired members and there is a Retired Members Conference.

YOUNG MEMBERS

The National Young Members' Coordinator (a new post since January 2015) assists and supports the National and Regional Young Member Committees in overseeing the National Young Members' Strategy. Unite defines a "young worker" as 30 and under, but will decrease this to 27 and under between 2018 and 2021.

There is a biennial Young Members' Conference where motions and recommendations are passed and taken forward and young member organising strategies are developed. The last one in 2015 involved 65 delegates and key issues included unpaid internships, youth engagement in union structures and political education. The priority for the conference was the launch of the *Decent Work for All* campaign, focusing on organising within precarious places of employment (retail and hospitality). Each region was tasked with developing a regional strategy to be implemented swiftly.

A national five day course is held for young members every year. Reps from each region attend and workshops are delivered on strategy, union structures, equality, industrial and community issues.

The union's website has a specific section for young members.

There were a number of Rule changes at the 2015 conference. These include changing the status of the young member on the Executive Council from an observer to full member, the inclusion of a designated seat on each Regional Committee, two designated seats on the Area Activist Committees (from 2015 industrial sectors only), and designated seats in Unite's representation within the Labour Party.

Unite sent a full delegation of 15 to the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

Unite has a Childcare and Carer Expenses Policy that provides support for members including reimbursement of additional childcare/carer expenses, support for the member to be accompanied, assistance with the purchase of a family rail card, provision of a creche and/or play leader for older children.

REGIONS

Unite has two regions relevant to SERTUC: London & Eastern, and South East. They note that the numbers below for black members are the percentage of all members who have declared their ethnic origin and avoid the presumption that all undeclared members are white. Also, monitoring of disabled and LGBT members is recent and therefore the percentage is not pertinent.

London & Eastern: The region's membership has fallen by 17% since our last survey, mirroring the national position. 258,458 members, 31% women (up from 29% in 2012), 26% black (up from 23%), 1.5% disabled (1.1%), 1.1% LGBT (0.2%), 15% retired (15.5%), 2.7% young (3%).

There are 64 paid regional officials, 20% women, 8% black, 16% disabled.

The London & Eastern Regional Committee comprises 58 members (35% women, 26% black, 5% disabled, 1.7% LGBT, 1.7% young, plus one retired observer). The 2012 figures were 29% women, 16% black, 3.6% disabled, 3.6% LGBT. The committee has the requirement to elect on the basis of minimum proportionality and has 20 seats designated for women and 15 for BAEM members from the seats allocated to industrial sectors.

Each Regional Equalities Committee elects a delegate: woman, BAEM, disabled, LGBT and young member.

The region does not have a single regional conference, rather it holds 19 industrial sector conferences which have a requirement to elect a committee with minimum proportionality in the representation of women and BAEM delegates.

There is a Regional Women's and Equalities Officer who has responsibility for women, LGBT and retired members. A Regional Equalities Officer looks after black and disabled members, and a Regional Officer has the remit for young members.

There is a regional women's committee made up of delegates from the union's industrial sectors and the Area Activists Committees (from 2015 from industrial sectors only). There is a women's conference every three years and

all women reps are invited. The key issue at the last one held in 2015 was the result of the general election and the new leadership of the Labour Party.

There is a similarly structured regional BAEM committee (with designated seats for BAEM women) and a triennial conference to which all BAEM reps are invited. At the last one in 2015 the key issue was the election of delegates to participate in Unite's democracy.

A variety of courses are held for black members, and region is promoting Unite within the Community, including building awareness of the plight of Bangladeshi factory workers.

There is a regional disabled members committee (with designated seats for women and BAEM members) and a triennial conference which all disabled members may attend. The key issues at the last one held in 2015 were The Care Act (2015) and developing links with disability equality organisations.

Courses have been run on Disability Equality, Mental Health Awareness, and Dignity at Work.

LGBT members also have a committee (with designated seats for women and BAEM members) and a triennial conference which all LGBT members may attend. A key issue at the 2015 conference was London Pride and corporate sponsorship.

The young members also have a committee and conference.

It's the same for retired members and their 2015 conference focused on retired member participation in the union.

South East: clear membership figures were not available when the last report was produced in 2012 so no comparisons are possible.

102,638 members (28% women, 9% black, 1.4% disabled, 0.9% LGBT, 17% retired, 3.2% young).

The region has 24 paid regional officials, 37% are women, 4% black and/or disabled, 9% LGBT.

The South East Regional Committee comprises 39 members: 26% women, 8% black, 2.6% disabled, young and/or retired, 5% LGBT (in 2012 it was 20% women, 0% black, 9% disabled, 6% LGBT, 3% retired). The committee has the requirement to elect on the basis of minimum proportionality for women and BAEM members.

The region has a Regional Women's & Equalities (and Education) Officer who is responsible for women, black, disabled and LGBT members; the Regional Secretary has the remit for young and retired members.

There is a regional women's committee made up of delegates from the union's industrial sectors and the Area Activists Committees (from 2015 from industrial sectors only). There is a women's conference every three years and all women reps are invited. There is a requirement to elect on the basis of minimum proportionality for BAEM members.

There is a similarly structured regional BAEM committee (with designated seats for women) and triennial conference. At the last one in 2015 the key

issues were engaging and involving more BAEM members and workplace initiatives. The region has co-opted members who are not yet reps in the hope of stimulating interest and participation, and during Black History Month reps shared food from various countries.

There is a regional disabled members committee (with designated seats for women and BAEM) and a triennial conference which all disabled members may attend. The key issue at the last one held in 2015 was accessibility.

The region has initiated the co-option of disabled members to attend other committees, is developing a newsletter giving examples of good practice, and has campaigned on access to venues.

LGBT members also have a committee and triennial conference where minimum proportionality for women and BAEM is a requirement. All LGBT members are invited to this conference. Key issues at the 2015 conference were raising awareness of LGBT, encouraging participation and the region is putting together a welcome pack and planning events, including Pride events in major towns and cities in the region, for 2016.

The young members have a committee (including young activists from the Community branches) and a triennial conference. They are planning young member open days around the region on Saturdays.

The retired members committee and triennial conference is working to improve the participation of retired members in local activities and to campaign on both local NHS issues and transport.

THE WIDER MOVEMENT

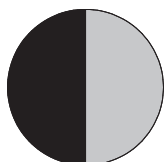
Unite was represented at the 2015 TUC Congress by 59 delegates of an entitlement of 78. 32% were women (29% in 2011), 12% black (8%), 3.4% disabled, and 1.7% LGBT and young. Election of delegates is through Regional Industrial Sector Conferences and must meet minimum proportionality for women and BAEM members. National equalities conferences (women's, BAEM, disabled, LGBT and young members) all elect delegates.

Unite activists participate throughout the trades councils movement and a number of Unite equality activists are actively involved in the TUC's Regional Councils. By rule, Regional Committees are responsible for the union's affiliations to trades councils.



MEMBERSHIP
55% women

BAME MEMBERSHIP
not known



EXECUTIVE
50% women

BAME EXECUTIVE
not known

OVERVIEW

The Union of Shop, Distributive & Allied Workers is one of the very few unions that has appeared in every one of our surveys. And since the last one in 2012 their membership has risen by nearly 7%.

55% of USDAW's members are women (down from 59% in 2012). USDAW does not record the numbers of black, disabled or LGBT members. There are 8,643 retired members and 17% are young (19% in 2012).

There are six paid national officials, half are women and one LGBT.

The Executive Council is made up of 16 members (19 in 2012), half are women (it was 42% in 2012), and one is LGBT.

The 2015 Annual Delegate Meeting had 588 delegates, 49% women (51% in 2012), 7% black (5.2% in our last survey), with 5% retired and 1.5% young.

There are two national officials responsible between them for the union's under-involved groups: women, black members, disabled members, and LGBT members. Their main responsibilities are to identify and put into practice positive action measures that generate involvement and activity amongst these members, and to tackle discrimination in accordance with the rule book. They also co-ordinate the union's National Supporting Parents & Carers Campaign, and look after the union's National Equalities Advisory Group (NEAG). The NEAG has reserved seats for each of these four groups of members.

WOMEN

There is no national women's committee or conference but women are represented on the NEAG.

Education courses are run specifically for women members. "Organising Women Workers" is a week long national training course at the union's residential "Summer School".

There is no women's page or pages in the union's journal although space is set aside for equality issues and this is regularly used to flag up issues of concern to women members.

In February 2015 USDAW held a national (over-subscribed) "listening to women" event. This was used to re-focus the union's work supporting women members and a number of recommendations were made which are now being acted upon.

USDAW sent 18 delegates to the 2015 TUC Women's Conference.

BLACK MEMBERS

There is no national black members committee but they are represented on the NEAG. Education courses specifically for black members are not run but local get togethers and national events are. Divisional Councils are regularly reminded of the need to ensure training events accurately reflect the gender and ethnic profile of the membership.

USDAW has an annual Black Members' Weekend Workshop involving three

delegates from each of the union's seven regions. Thirty delegates attended the last event in November 2015 and key issues were the refugee crisis, organising against racism, and reframing racism in the labour market.

To encourage black members' participation, throughout 2015 the union has supported a number of local anti-racism campaigns in various workplaces.

USDAW sent 10 delegates to the 2015 TUC Black Workers' Conference.

DISABLED MEMBERS

There is no national disabled members' committee or conference but disabled members are represented on the NEAG.

The union's Supporting Parents and Carers campaign in 2015 focused on mental health, with a number of advice leaflets produced to support members in work and to signpost support organisations.

USDAW sent 11 delegates to the 2015 TUC Disabled Workers' Conference.

LGBT

There is no national LGBT committee but LGBT members are represented on the NEAG.

USDAW organises a national LGBT conference. Each of the seven Divisions can nominate three delegates in addition to the LGBT members of the Divisional Equalities Forums. Thirty-three members attended the last one in June 2015 with key issues being tackling LGBT discrimination, organising LGBT members, and global struggles against homophobia.

Two pages of the union's in-house magazine for activists *Network* are given over to LGBT issues in each summer edition.

As well as supporting regional Pride events the union holds regional get-togethers for LGBT members to encourage activity and involvement. Issues covered to date have been tackling bullying and harassment, rights for same sex parents, and biphobia.

USDAW sent 13 delegates to the 2015 TUC LGBT Conference.

PENSIONERS

USDAW holds a consultative annual Retired Members Conference. Invitations go to the Divisional pensioners' committees. The last one was held in May 2015 and was attended by 29 delegates; key issues were electing representatives to work with the National Pensioners Convention, and the effect a Conservative government will have on pensioners.

YOUNG MEMBERS

The Deputy Head of Education & Training looks after young members (defined as under 27), and is responsible for co-ordinating the activities of young members.

There is a National Youth Committee comprising one member from each of the union's seven regions. Also an annual young members' conference attended by the committee, Divisional Youth Committee members and young members, aiming to provide a platform for young members to become more active in the union. The last one was in November 2015.

Workshops are delivered at the National Youth Weekend where topics include organising, involving young members in learning, politics, social networking, and issues for young workers.

There is a dedicated website page for young members.

USDAW sent delegates to the 2015 TUC Young Workers' Conference.

SUPPORT FOR ACTIVISTS

USDAW publishes two magazines: *Network* which is issued to all reps every two months, and *Arena*, which is issued quarterly to all members.

The annual *Supporting Parents and Carers* campaign had the theme in 2015 "Is worry tying you up in knots, talk to USDAW". It focussed on the key issue of mental health and supporting members in the workplace.

Creche facilities are provided for the ADM, and childcare support for other union events is arranged to suit members' needs on a case by case basis. Members are encouraged to inform the union of any childcare issues at the point at which they are invited to events.

REGIONS

USDAW has two regions relevant to SERTUC: Eastern Division (East of England and London), and Southern Division (South East and London).

There are Divisional Equality Forums in each region; they have reserved seats for women, black members, LGBT members, and disabled members. Forum members are given space at the twice yearly Divisional Conferences to report back on their activities and to circulate a written newsletter. These are written and presented by lay members with the support of the full time paid official appointed as the Divisional Equality Forum Co-ordinator.

Regions do not have conferences for women, black members, disabled members or LGBT members, but they do organise "get-togethers" and weekend schools for each of these groups of members. These almost always have a training function/aspect to them.

There are also Divisional Youth Committees and Divisional Retired Members Committees in each region.

Eastern Division

Membership 66,548 (52% women, 1.3% retired, 16% young)

15 paid officials, 26% women (13% in 2012), 13% black (0% in 2012)

Divisional Council of 10 members, 40% women (50% in 2012), 10% black (0% in 2012)

Southern Division

Membership 61,537 (55% women, 1.4% retired, 17% young)

15 paid officials, 26% women (13% in 2012)

Divisional Council of 10 members, 50% women (60% in 2012), 10% black (20% in 2012), disabled 10%, LGBT 10%

THE WIDER MOVEMENT

USDAW sends a delegation to TUC Congress based on elected and nominated delegates as decided by their Executive Council. In 2015 it numbered 35, 46% of them women (up from 36% in the last survey). Twenty one were lay members, one retired and one young.

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
<i>Treading water</i>	2008
<i>Swimming against the tide</i>	2012

Further copies are available, price £2, from

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