

SERTUC annual report 2016



About the region

SERTUC, the Southern & Eastern Region of the TUC, is the largest of the TUC's regions and covers three European parliamentary constituencies: London, the South East, and East of England. Two million trade unionists live and work within the region.

The Regional Council is appointed annually by affiliates and county associations of trades councils and meets four times a year to discuss both how to achieve policy determined at the national Trades Union Congress and to make specific policies on regional issues. At its Annual General Meeting it elects officers and an Executive Committee that meets monthly.

Affiliated trade unions and county associations also nominate to SERTUC's industrial and equality subgroups who use their workplace and life experience to inform the activities of the Regional Council.

SERTUC staff administer the Regional Council, deliver services to affiliates, represent the TUC in relations with public bodies, campaign for Congress policies, and deliver learning and education to workers in the Region.

There are seven members of staff and a list with contact details is on page 48.



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President's foreword

This, my first year as SERTUC President, has certainly been a challenge.

One month after our Annual General Meeting the general election returned a Tory majority government. I can say with all honesty it was not the result I expected.

In his opening remarks at the 2015 AGM my predecessor, Martin Gould, commented on the five years of attacks we had suffered from the Con-Dem government. We are now dealing with its continuation with the unfettered Tory agenda of a diminished welfare state, impoverished education and health services, and the all-out attack on us contained within the Trade Union Bill.

We have discussed at recent meetings the recognition by this government that trade unions are the only organisations that stand to stop them achieving their aims. The reduction in living standards carried out in the name of 'austerity' on working people is now to be confirmed, if they get their way, through disarming the organised working class.

But, we are not standing by and allowing this to happen.

The TUC's parliamentary response to the Bill has been organised and effective, given the constraints of a Tory majority. The lobbying and detailed work carried out with supportive members of the House of Lords will, I'm sure, amend the Bill and has drawn into the debate many people with a wider interest in human rights and social justice.

But when it returns to the Commons will any of those who expressed small disagreements vote against their leader? I doubt it.

So the question remains: what action will the trade union movement take when (if) the Bill becomes an Act, and the government moves swiftly to stop check-off, to curtail facility time, to put trade union pickets under the microscope, to end the trade union movement's finances supporting the Labour Party, and to ensure trade unionists are tied up in red tape if they have the temerity to decide to withdraw their labour:

I ask again. What action will the trade union movement take?

What our history tells us is that it must be immediate, dynamic and founded on the principles of solidarity that are the only dynamics for success.

We're also facing the referendum on our membership of the European Union. Bumped into it by his eurosceptic wing, Cameron is now the captive of his own party's divisions. But the result of this weakness may be the removal of the UK from the EU, which may well keep the Tories in power to the end of their five year dodgy tenure, but cannot be guaranteed to be in the interest of workers.

Indeed, if he is unsuccessful in his stated aim of keeping us "in" we may well see the busiest time in Parliament for many years.

There'll be a raft of legislation to remove from the statute book. The Tory Right will be poised to remove laws on health and safety, equality at work, consultation of workers, and much more.

But it's not all gloomy. In our Region we have, in May, many Councils up for the voters to pass judgement on their running of local services. Give that outside of London we are a predominantly Conservative region that means many opportunities to remove government acolytes.

But most of all we have the opportunity to take back control of London for a progressive agenda. We have a strong Labour Party candidate for London Mayor in Sadiq Khan, and we mustn't forget that the London Assembly is also to be elected at the same time.

So whatever else we do we must talk to our members, make sure they are registered, make sure they vote, and make sure we get a Labour Mayor elected.

Whatever the other attacks on us, in our Region we are in the middle of a position where the very fact of a family home can't be taken for granted by working people.

With a free-for-all on private rents, with the government seeking to abolish council housing as a provider of secure accommodation for those in them, with the government's intention to make social housing unobtainable for the majority of people, we have a situation that undermines every basic tenet of life.

As the representatives of the wealthy elite quickly transfer ownership of everything, public and private, into their own pockets, we will continue to respond. We recognise it's a class attack, but we have to share this with our members, our families and our communities.

So we will continue with our work, some of which is described in this report, with new vigour and new determination, believing as ever; that trade unionism remains the hope of the world.

Tony Lennon
SERTUC President

Secretary's introduction



Since our last Annual General Meeting we've had a change of government. For the worse. So the attacks continue.

And at the same time the assertive response of unions to these attacks continues, as does SERTUC's support for our affiliates in struggle and many of these actions are outlined in the following pages.

But as ever we said goodbye to some comrades, and the deaths of Faith Matyszak, Charlie Pottins and Nicola Seyd were noted, with sadness and thanks for their contributions, by the Regional Council.

This year, yet again, we witnessed a further reduction to our resources with the removal of all of our regional unionlearn team following more cuts, by the Department for Business, Innovation and Skills, to the TUC's unionlearn funding.

So at the end of March we said farewell to Stuart Barber (Senior Union Support Officer who has been on secondment to Carshalton College), Oreleo Du Cran, our apprenticeships union support officer, Adrian Ryan, Senior Union Support Officer, Sally-Ann Spring who has been seconded as our unionlearn-funded Trade Union Education Officer for the past period and who will now return to CONEL, and to Keith Hatch who has worked across two regions as Learning & Campaign Support Officer. I thank them all

for their contribution to SERTUC and wish them well in the future. Although they were employed in either SERTUC unionlearn or TU Education their work supported the work of the Regional Council staff and their departure will mark a serious diminution in the resources available to us and place extra pressure on the remaining staff.

On the positive side, the tremendous work of our volunteers is of vital importance to us, so many thanks to John Ball, Mike Carver, Alice Dupont, Joel Kosminsky, Peta Steel and Tom Taylor.

Another colleague, Nick Phillips, who leads London Unemployed Strategies has had a good year and we very much welcome the fact that Trust for London has made a further grant to the project, ensuring that the vital work of supporting and organising London's unemployed continues.

The TUC, and therefore its regional organisations, is only as strong as its affiliates and we are all aware of the intended dangers in the Trade Union Bill. So without doubt, another challenging year is ahead.

My final comment is to wholeheartedly thank our new President, Tony Lennon, for his support and engagement over this year.

Megan Dobney
Regional Secretary

SERTUC campaigns and events

SERTUC's campaign work during the year was framed by the TUC's Campaign Plan and the motions carried at Regional Council. The five pillars of the TUC's Campaign Plan are:

- Protecting workers' right to strike
- An end to austerity economics
- A twenty-first century Europe
- Making devolution and decentralisation work for people
- Reaching out to young workers.

The TUC's Campaign Plan sets out a positive vision for the future, and it is a confident, even defiant, response to the election of a Conservative majority government in May 2015. The spiteful Trade Union Bill is an attack on the right to strike and the ability of

trade unions to organise. So it has been a priority for SERTUC to do all we could to delay and disrupt the Bill and to demonstrate the positive contribution of trade unions in the workplace and society. We mobilised for, and joined, the TUC's national demonstration in Manchester, which said *No to Austerity – Yes to Workers' Rights* and we spoke at numerous trade union branch meetings, trades councils and Labour Party meetings on the issue. We lobbied Conservative MPs from constituencies in our region and supported trade union members from their constituencies to do so. We sought and facilitated letters of concern and opposition from employers in the public sector, objecting to the interference in what they regard to be positive working





relationships with unions. We argued the principled case for secure electronic balloting, evidencing the government's hypocrisy on the issue.

To avoid reinventing the wheel, SERTUC organised a seminar for trade union officers on the lessons other unions can learn from PCS's experience of check-off removal.

The battle against the Bill is ongoing and the outcome, whatever it is, will be secondary to the actions of future governments, to trade unions' proven case that we are legitimate and modern organisations and to workers' confidence in us as a force for good and change. The Regional Council passed a motion condemning union busting.

For a week in February 2016 SERTUC facilitated the celebration of *Heart Unions*. This national week of activities continued the campaign against the Trade Union Bill and included the delivery of a 200,000 plus signature petition to Downing Street by TU reps, who were wearing SERTUC T-shirts. The week included a 'day of action' when

unions could prosecute their own industrial campaigns and when workplace reps could focus on workplace organising, which SERTUC facilitated with the design and production of 40,000 leaflets. Trades councils and unions engaged in street activity, including activities in Norwich, Great Yarmouth, Ipswich, Cambridge and Harlow. And SERTUC facilitated activity in branches by reps eager to celebrate being a trade unionist, by circulating briefings, use of social media and sending out numerous small packs of campaign materials, including the sought after Heart Unions badge and the T-shirts we commissioned. During the week of campaigning SERTUC supported activity in large or small ways by unions including ASLEF, BECTU, CSP, CWU, Equity, GMB,





NAHT, NASUWT, Nautilus, NUJ, NUT, PCS, Prospect, RMT, UCATT, Unite, Unison and USDAW. An aim was to demonstrate that trade unions organise in every part of the economy, from vicars to crane drivers. The positive and light-hearted dimension of the campaign did not appeal to all, but very many trade unionists did welcome the chance to celebrate the *trade unionist loud and proud* message, as is evidenced by the 250,000 plus tweets and photos that were posted during the week.

In parallel to our work against the Trade Union Bill, we sought to increase our support for unions in struggle, circulating campaign materials and appeals, such as BFAWU's Fast Food Rights campaign information, and alerting affiliates to other industrial issues, such as Equity's campaign to stop the proposed pay cuts for members of the chorus at the English National Opera. During the year we visited many picket lines and union protests supporting workers in struggle, including those organised by BECTU at The Globe and London Weekend Television, BMA Junior Doctors, GMB at The Maudsley Hospital, FBU opposing yet more service cuts, NUJ at Newsquest, PCS at the National Gallery, RCM at St Thomas' Hospital, RMT South West Trains and London Underground, UCU at London Metropolitan University, Unison at NSL

Parking and Unite Fair Tips Campaign. A highlight of the year was the substantial progress made by PCS members at the National Gallery after 111 days of courageous strike action. SERTUC was proud to speak at many of the strikers' rallies and at PCS's national demonstration.

And SERTUC was pleased to support union campaigns for the Living Wage or fair pay, including joining protests organised by UCATT outside the Federation of Construction Employers and by GMB outside NEXT retail in Newbury. SERTUC also supported emerging community campaigns against poverty and for the Living Wage, including joining street leafleting in Chichester, West Sussex, with local trade unionists. We contributed to a roundtable discussion about the future of the Living Wage at the Resolution Foundation, met with Professor Ed Heery to review its impact as a campaign tool and Fiona Twycross, GLA Member, to discuss the Assembly's scrutiny of the Mayor of London's nominal support for the policy.

Workers have suffered the longest fall in living standards in 100 years and in London, the South East and the East of England the number of people living in poverty in households where at least one adult works has increased hugely, demonstrating the prevalence of poverty pay. SERTUC actively



The 2015 Day Mer festival offered the opportunity for SERTUC to address the thousands of supporters of the Turkish and Kurdish community organisation, along with other trade union leaders from the FBU and PCS.

Unionlearn distributed hundreds of *Easy Read* books and quantities of information on the free on-line courses available to community members



promoted the findings of the London Poverty Profile and we continued to map food banks in the SERTUC region. We joined the People's Assembly Against Austerity demonstrations in June 2015 and April 2016, and its Budget Day demonstrations.

SERTUC continued to support campaigns for well funded publicly owned, publicly controlled and publicly delivered public services, including the *Love it or Lose it* campaign to defend the BBC, the Action for Rail campaign against rail privatisation and for renationalisation, and campaigns to defend the NHS. We joined the largest

demonstration in Bromley for at least 30 years, organised by Unite, against the privatisation of services by the London Borough of Bromley. SERTUC sought to oppose the sale of the public's share of Eurostar, including reporting the sale to the Audit Commission, but the 'rip-off' went ahead. Paul Moffat, CWU, addressed Regional Council about *The People's Post* and Mick Cash, RMT, and Mick Whelan, ASLEF, addressed the Regional Council about ownership of the rail industry, and the Regional Council passed a motion about improving public transport, including ending the regime of tenders for bus services that

Burston Strike School Rally



above: the packed Green in the sunshine

right:

Jeremy Corbyn MP,
SERTUC Regional
Secretary

Megan Dobney,
Clive Lewis MP



The 2015 Burston Strike School Rally was, as ever, a resounding success. A great line-up of speakers included Jeremy Corbyn MP, but by the time the Rally came round the Labour Party was in the middle of a leadership election, we were just days away from the result, and thus the attendance was the best ever.

The weather was perfect and the media interest much greater than before of course.

The "Candlestick" march included the NASUWT and RMT brass bands, and we had performances from Red Flags, the RMT Brass Band, performance poet Elvis McGonagall and The Hurriers.

Speakers were Matt Wrack, FBU general secretary, Mike Jackson from Lesbians & Gays Support the Miners, refugee Councillor Michelline Ngongo, and Christine Blower,

NUT general secretary. The Rally was co-chaired by Megan Dobney and Clive Lewis MP.

So, a difficult act to follow. But follow it we will and the 2016 Rally already has Mick Whelan, ASLEF general secretary booked, along with Steve White and the Protest Family.

During the year the Strike and the museum was featured on BBC television's *Bargain Hunt* programme, with an extensive interview with Anne May, strike leader Violet Potter's niece, and a film company is working on a feature film of the Strike.

Looking ahead the Strike School Rally Committee is focusing not only on 2016, but also on 2017 which is the centenary of the opening of the Strike School building, now the museum.

Mick Whelan, ASLEF
general secretary,
addresses the
SERTUC Regional
Council



are harvested by cartels and the implementation of fair pay for bus drivers.

Building on the work that SERTUC had done previously about the failure of housing policy and the unaffordability of housing throughout the SERTUC region SERTUC joined the demonstration against the Housing Bill outside Parliament in January 2016, and the demonstration against the Bill in March 2016. We continued to work with the Just Space Economy and Planning group and the Defend Council Housing Campaign and invited a speaker on housing to address Regional Council.

On many issues the trade union movement's best contact with workers and communities is via trades councils and SERTUC recognises the value of this work, so we continued to support the development of new trades councils, and their work on public policy, such as trades councils in Cambridgeshire's attempted intervention on the need for new local rail services. SERTUC organised a conference for trades councils, which featured briefings on the Trade Union Bill, and the exciting work of trades councils and community campaigns in Hastings, Bromley, Barnet and Ipswich. To support May Day events organised by trades councils SERTUC commissioned some May Day flags for the use of all trades councils throughout our region.

We supported the work of our Young Workers' Network, speaking at its meeting about the Trade Union Bill, supported activities organised by its members during Heart Unions week, assisting with publicising its Youth Manifesto for the May 2016 elections and supported Young Workers' Month in November. We alerted unions to the dramatic changes to the register of voters that is so prejudicial to the interests of young voters, and advertised the electronic portal for individual voter registration. To deliver the TUC's Campaign Plan to "reach out to young workers" we used our trades councils conference to get them to agree to seek to appoint a 'youth member' to lead on issues most relevant to young workers, to seek to build links to other local organisations that work with young people and to build links to the SERTUC Young Worker's Network, all before the end of 2016.

Anti-racism anti-fascism campaign work was a core element of our work, examples including: publicising UN Anti-Racism Day and attending the national march and rally in March, attending the *Refugees are Welcome Here* national demonstration in September and speaking at local meetings, such as one at Goldsmiths University, organised, by Lewisham Trades Council/South London Stand Up to Racism. We publicised counter-

SERTUC with ACAS



For many years SERTUC has worked with ACAS, the Advisory, Conciliation and Arbitration Service, to update trade union officers, senior reps, and ACAS officers on the role of ACAS and current industrial relations. This has expressed itself as an annual conference in both London and the East of England.

This year was the fifth annual conference organised by SERTUC with the ACAS London region and delegates were briefed on developments in ACAS by ACAS chair Brendan Barber; the current situation in conciliation by John Woods, ACAS deputy chief conciliation officer, and presented with an update on legal developments over the past year by Liz Stephenson from Pattinson & Brewer. There was a focus on the Trade Union Bill in the afternoon with Hannah Reed from the TUC, Pete Lockhart PCS, and Amanda Brown from the NUT.

In the East of England we met, for probably the tenth time, at the ACAS office in Bury St Edmunds with David Prince, ACAS chief conciliation officer; Binder Bansel from Pattinson & Brewer; the current situation on

above left: Brendan Barber, ACAS chair

above right: Amanda Brown NUT, Megan Dobney SERTUC, Hannah Reed TUC, Pete Lockhart PCS

below: Binder Bansel, Pattinson & Brewer

the TU Bill was outlined by Megan Dobney, and Professor Richard Saundry spoke on Managing Individual Conflict and the Role of ACAS.



demonstrations against far-right mobilisations. We contributed to the national Steering Group for Trade Union Friends of Searchlight, worked with Hope not Hate in the organisation of community campaign skills workshops and publicised Unite Against Fascism's annual conference. We invited Show Racism the Red Card to speak at Regional Council. We continued to circulate our *Truth, Lies and Migrants* booklet as a pdf and addressed the London North and West Employment Tribunals Training Conference for Employment Judges on the issue.

"They shall not pass" is still our maxim; accordingly, we are encouraging local partners to begin to make plans for the organisation of a 70th anniversary of the Battle of Cable Street, later in 2016.

SERTUC remains committed to internationalism and maintains many affiliations to organisations supporting workers' struggle abroad, such as the Cuba Solidarity Campaign, and we helped the mobilisation for Latin America 2015. The Regional Council passed a motion about the bombing in Ankara.

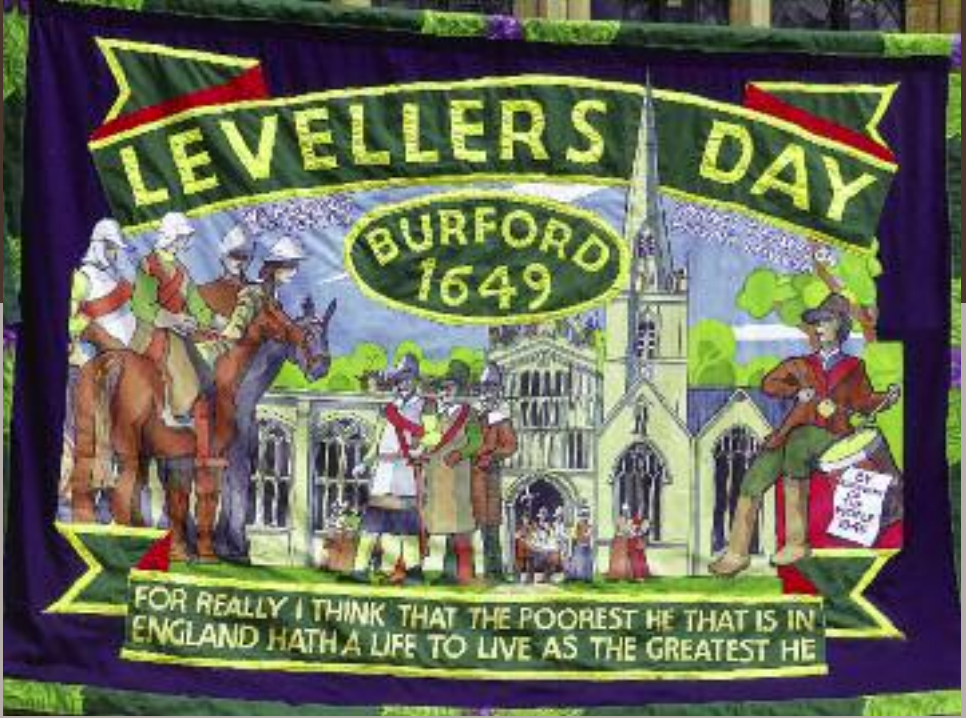
SERTUC supported International Workers' Day/May Day events across our region and beyond, including in Ipswich, Bedford, Oxford, Hastings and London.

We organised a briefing for 150 trade union health and safety reps, which featured the

risk posed by the Trade Union Bill and its attack on facility time, to the valuable work that health and safety reps do. SERTUC supported Workers' Memorial Day, 28 April, and attended the memorial event for construction workers killed or injured at work, organised by UCATT. We supported the Hazards Campaign, the anti-blacklisting campaign, the Orgreave Truth and Justice Campaign and the Speak Up for Justice Coalition.

We have always supported Pride events, but we increased the level of our support this year, working with our LGBT Network and activists from Lesbians and Gays Support the Miners to produce a series of themed trade union placards that were distributed for protesters to carry, and we marched the entire length of the Pride March in London with the SERTUC banner. We helped organise a review of Pride in London, called *Whose Pride Is It?* and we supported LGBT History Month in February, sponsoring a celebration with art and music performances.

We are aware that in everything we do, we are standing on the shoulders of giants who organised and fought for progressive politics in hard times, so we were proud to celebrate May Day, Levellers Day, Burston Strike School, the Kent Miners' Festival and Black History Month.



We once again worked with a wide range of people, unions and organisations to put on the annual march and debate to commemorate the Levellers in Burford. A new banner, designed and made by Ed Hall, had its first outing.

The event was opened by the Reverend Professor Mark Chapman (above) and the theme of the day was *Education, the key to democracy?* The debate platform, chaired by

Paul Mackney, was Professor Danny Dorling, Melissa Benn, and Kevin Courtney from the NUT.

In partnership with the CWU and the Levellers' Association we organised an additional event on the Friday evening before the march to mark the 400th anniversary of the birth of Leveller leader John Lilburne. Chaired by Megan Dobney SERTUC, the packed meeting heard from Ted Vallance, John Rees and Ann Hughes.

We also published a new book *The Levellers Movement, an account of perhaps the first political movement to represent the ordinary people*. Written by Peta Steel the book summarises the events around the shooting in 1649 of the three Levellers (Private Church, Corporal Perkins and Cornet Thompson) at the village church in Burford, and outlines the background and context of the Levellers' movement.

right, top to bottom:

Unite win at Pizza Express

BECTU tour guides fighting at the Globe

The SERTUC banner at the Durham Miners Gala



With the support of Seb Dance MEP we were able to take two delegations (women and LGBT) to Brussels for discussions with MEPs and the ETUC.

We worked with CLASS, the Centre for Labour and Social Studies, chairing their fringe meeting at TUC Congress and their post-election meeting.

The essence of SERTUC's campaign work has been the fight against austerity, for social justice and for trade union rights for all. We have supported the People's Assembly Against Austerity, the People's Charter and the Campaign for Trade Union Freedom, as core elements of our campaign work, and the foundations of our belief that a better world is possible. Strong unions, effective collective bargaining and confident trade unionism is at the heart of our vision of the future.



SERTUC unionlearn and TU education

Trade Union Education

Partners: Regionally, there are eight partnerships with Colleges of Further Education and the London Workers' Education Association to provide TUC education programmes for union representatives. Due to reductions in their Adult Skills Budget four partner colleges have withdrawn from the programme in the last year.

TUC qualifications: All TUC Education courses are accredited by the National Open College Network (NOCN). Accreditation is an essential part of our offer and feedback from learners shows that it is valued highly. The Regulated Qualifications Framework allows union representatives to gain trade union qualifications at Award, Certificate and Diploma levels, fully funded in 2015.

2016-2017 academic year: From August 2016 the Skills Funding Agency will withdraw the fee element paid to providers of TUC Education, meaning that funding will be reduced by 50%. The Regional Education Officer is negotiating with providing colleges so that the programme continues and that reps get the full range of training they need.

TUC Representatives' training programme: In 2014, together with our partner providers we trained 10,567 union representatives, Health and Safety representatives and Union Learning Representatives. The 2015 figure will be confirmed in May and early indications show that the programme has

held up well although there may be a small reduction in reps trained with the pressures being placed on time off arrangements being cited as the main reason for this. However, the volume of reps trained continues to be high compared with other regions. The resilience of the programme in the Region speaks volumes for the endless commitment of tutors; the support of providing colleges; and the support of affiliates, and in particular reps, for encouraging peers to attend courses. We sincerely thank you all.

e-notes: A key development in the last couple of years is the production of the hugely popular e-notes, online, short, interactive briefings, which are an essential resource for all trade union representatives. They are a great resource to help reps keep up to date on key workplace issues. Each e-note is a self-contained module that includes a mixture of text, video and quizzes. They last between 20 and 45 minutes and can be returned to as many times as you like.

- Union Learning Reps introduction
- Supporting Learners into Higher Learning
- Migration
- Fit for Work
- Industrial Partnerships
- Work-related Upper Limb Disorders
- Domestic Violence
- Building a Stronger Workplace Union
- Facility Time
- Bargaining for Skills
- A Living Wage
- Apprenticeships

unionlearn conference



left: SERTUCTU Education Officer Sally-Ann Spring addresses conference

below: SERTUC Senior Union Support Officer Adrian Ryan



In November we held the SERTUC unionlearn annual conference.

Over 100 learning representatives and activists attended and participated in presentations from the National Association of Stable Staff on their learning programme, Futurelearn, and Family Learning Festivals, followed by informal learning opportunities on sign language, family history, or an historical walk.



above: SERTUC unionlearn Apprenticeships Officer Oreleo du Cran (right) promoting apprenticeships in Hastings
left: supporting the PFA

- Equality Law
- Supporting Mid-life Development
- Additional Paternity Leave
- Understanding Universal Credit
- Climbing Frame
- Supporting Learners
- Vulnerable Employment
- The Sick Note
- European Works Councils

And finally: Thankyou to all the Course Co-ordinators and Tutors who do an excellent job in working regionally with the TUC to provide training for our trade union representatives.

Learning and Campaign Support

The focus of the Learning Campaign Support Officer within unionlearn has been to source news stories, case studies and

guest blogs for the unionlearn website and related social media. This was with a view to highlighting all the brilliant work that trade unions and Union Learning Reps have been doing to support learning in the workplace.

And it's proved very fruitful – there have been stories all across the region ranging from ATL-led ADHD awareness sessions in East Anglia to the GMB helping hospital staff in the New Forest and Unison supporting apprentices in London. The RMT organised Black History Month events at Euston, Unite and PCS won awards during Adult Learners Week and the POA and USDAW worked together to support communities through learning centres. These are just a few examples of the amazing work that trade unions are doing to increase access to skills and learning.

RMT Black History month event



London unemployed strategies (LUS)

The past year has seen a further escalation of attacks by the government and the DWP on the unemployed, low-paid and precariously employed. Increasingly these groups have merged as 'flexible labour' at the beck and call of the bosses has become the norm.

Naturally the plight of low/no pay claimants in London and those of the rest of the UK have a lot in common. Accordingly LUS has made significant input into the national fightback.

National Welfare Charter

LUS played a major role alongside Unite Community and the National Consultative Committee for Unemployed Workers Centres in developing and drawing up a national charter to act as a campaigning tool. The key points are:

- A political commitment to full employment achieved with decent jobs
- A wage you can live on for all and a social security system that works to end poverty
- No work conscription – keep volunteering voluntary
- Representation for unemployed workers
- Appoint an Ombudsman for claimants
- Equality in the labour market and workplace; equality in access to benefits
- An end to the sanctions regime and current Work Capability Assessment – full maintenance for the unemployed and underemployed

- State provision of high quality information, advice and guidance on employment, training and careers.

Since the charter's launch last year, LUS and its partners have been distributing thousands of copies and getting it endorsed by trades union branches, trades councils and Labour Party branches nationwide and Londonwide. The ultimate aim is that these key demands become enshrined and fought for as part of TUC and Labour Party policy in the near future.

LUS submitted a comprehensive report to Sadiq Khan as part of his consultation process for the forthcoming London Mayor elections on the potential practical applications in London of the Charter:

The LUS work focus is on two main charter points: the Ombudsman and Representation. With the backing of the London Mayor's office, a London Ombudsman/Commissioner would be able to access and meet with relevant London DWP Managers and use local discretionary powers to improve service delivery. This will be a key campaigning focus for LUS work in the coming year:

Know your rights leaflet and training

LUS has been responsible for writing a series of factsheets that have been endorsed, published and distributed by Unite Community and PCS to thousands of claimants across the UK on *Representation and Advocacy*, *Compulsory and Voluntary Work*, and *Your Worksearch*, *Universal Credit* and



updated *Sanctions* factsheets are soon to follow.

These factsheets have been used as part of LUS training in various London boroughs for claimants groups and Unite Community branches. A core theme is equipping claimants with a basic working knowledge of the benefits system and the confidence to use this knowledge in an assertive way when representing themselves and each other in their dealings with Jobcentre Plus and the DWP. LUS will extend this as part of a Unite Community training package for claimants for all their London branches this year.

Southwark Stand Up For Your Rights (SSUFYR) and Customer Representative Groups

SSUFYR has been going strong for over a year with LUS support. The group meets monthly and attends demonstrations organised by Unite Community and others as and when appropriate. Claimants share and support each other on benefits-related issues, while LUS provides updates and generates discussion and debate on changes affecting them (for example the Housing Bill, Universal Credit). External speakers also come in to provide information and training, such as the local foodbank Pecan and Advicenow who worked with the group on

an interactive e-learning programme on how to avoid or deal with benefit sanctions.

This is a pilot which extends and develops the principle and practice of peer group support and representation. We have secured funding through the TUC National Appeal for the Unemployed to attempt to extend these practices in other London boroughs in the coming year.

We have accompanied SSUFYR reps and several other claimants connected with LUS to attend the DWP-led Customer Representative Groups (CRGs) in several London boroughs, to voice collective concerns of claimants in their borough and in general. The CRGs were set up by the DWP for advice agencies such as CABs who deal with claimants to speak on their behalf to DWP and Jobcentre Plus managers. LUS feels it is important that claimants should represent themselves, so we have used these mechanisms to bring them face-to-face with the authorities 'unofficially'. We are trying hard to get official recognition for claimants' reps to deal with the DWP and JCP directly, but this is such a contentious issue it has been referred up to their National Communications Directorate where it has been stuck for several months. We will be approaching Shadow DWP Minister Owen Smith for his support in this ongoing battle.

Disabled Workers' Network

Since the AGM there has been a very full year on key issues such as:

- Disabled Living Allowance being replaced by Personal Independence Payment. Making it clear that the SERTUC Disabled Members Network does not have an issue with employees of the company administering it, rather that the issue is with the Personal Independence Payment itself. Successful appeals have been made against PIPs being stopped and there is the serious matter of disabled people not receiving benefits for months while these appeals are conducted.
- The SERTUC Disabled Members Network has continued to actively support the work of DPAC (Disabled People Against the Cuts) as we have for several years.
- The network has been actively working with the SERTUC Transport Industries Network on key issues such as access for disabled people to all types of transport; tube and railway stations with lifts so they are accessible to disabled people and vehicles on outer urban and rural routes using buses with ramps, so they can be accessed by disabled people.
- There has been the issue of reasonable adjustments in the workplace for people with visible and invisible disabilities. This covers the right to homeworking as well as to physical equipment.
- The serious issue of trigger points for warnings for sick leave from employers impacting on disabled people. As well as

concerns about employers restricting disability leave.

- The issue of working carers for disabled people being allowed flexible working patterns so they can carry out their caring responsibilities.
- The Bedroom Tax disregarding the accommodation needs of disabled people such as needing space for special equipment.
- The terrible and very serious issue of Disability Hate Crime. For victims of it and a fear of it resulting in disabled people not doing everyday things such as using public transport. The perception if I am at a bus stop, railway station or shopping centre Disability Hate Crime can happen.
- There is a serious lack of caring services support from local councils for disabled people that can make a difference to whether or not a disabled person has the ability to go out to work.
- A serious issue that we have started developing a campaign on is pensions, in the context of allowing greater flexibility on when disabled people and those with long term illnesses can start to receive them.

The SERTUC Disabled Workers' Network is very proud of the work done on issues and campaigns over the last year:

Damian Ibison, CWU Chair
Raj Gill, GLATUC Vice Chair
Christopher Miles, PCS Secretary
Howard Cyprien, CWU Assistant Secretary

Women's Rights Committee

Attendees on the Women's roles in the world wars walking tour in the Imperial War Museum

Following the AGM in May, our 'real' year began with our meeting in July at which **Anita Wright**, newly elected president of the National Assembly of Women (to which SERTUC affiliates) was our guest speaker. Anita spoke about the NAW and its sister organisation, Women Against Austerity (WAA). She explained the work of both organisations and went on to discuss child poverty and the change in analysis by the government over recent months and years. She also referenced the Women's Budget Group website which looks at the impact poverty has on women in our society. A lively discussion took place and we thank Anita for her continuing hard work on women's behalf across the UK and wish her well in her presidency.

Our September meeting saw **Audrey Stewart** from the Workers' Educational Association talking to us about *Britain's best*

kept educational secret. She described how the WEA provides education with a political purpose, and encourages adult learning through localism and engagement. Their involvement in communities is widespread across the UK and they frequently host citizenship sessions. It is a home for trade union education and many unions use the WEA to deliver training on many different topics to many diverse groups of people.

November saw the second SERTUC/WRC training seminar with over 40 sisters from many different affiliate trade unions and trades councils attending an excellent morning of feminist thinking and discussion. The keynote speaker was **Hannah Reed** from the TUC who explained to sisters the potential impact(s) of the appalling Trade Union Bill and protecting the right to strike – which engendered a lively debate and discussion. **Kerry Able** from Abortion Rights came to speak about their work and the continuing intimidation by so-called "pro-choice" groups of women accessing abortion services or advice centres – sisters undertook to take the message back to their branches and to support the organisation wherever they could going forward. The workshops were hosted by Susan Murray, Unite H&S officer, on mental health, Anita Wright on the NAW/WAA and Carolyn Jones, IER, on the employment rights



At the SERTUC women's conference, left to right, Anita Wright, Carolyn Simpson, Susan Murray, Megan Dobney, Carolyn Jones



landscape. All were well attended and produced some excellent action points for SERTUC going forward.

Our January meeting saw us gather in the freezing cold and dark to hear from **Kirsty Parsons**, who works for the Eastside Community Heritage Project, which aims to record individual histories of working people – especially women. Kirsty left with a number of ideas and contacts and sisters will assist her if they can as these living histories will, of course, die with the individual if no-one makes a record.

Other work included the GLATUC initiative to reclaim International Women's Day and **Susan Aitouaziz** (Barking and Dagenham TC) has led the charge on this to good effect. Carolyn, together with colleagues from the International Committee, Unite national colleagues and lay officers, organised a series of events to celebrate IWD on the

actual day (for a change). At the time of writing, all these are in the future but, by the time you read this, they will all have been a huge success!!

Finally, our walking tour this 'term' was through the Imperial War Museum – an unusual choice but the topic, delivered in her usual thorough way by Rachel Kolsky, was *Women in Service*, focusing on women's roles in the World Wars, their undoubted contributions and what happened afterwards. Our thanks, as always, to Rachel and her bottomless pit of knowledge – next year's is already being planned!!

Carolyn Simpson, Unite Chair
Teresa Mackay, Suffolk CATC, and Marion Wilson, NUT Vice Chairs
Maria Franco, GMB Secretary

Race Relations Committee

“The ugly art of ‘wedge issues’ and ‘driving up the negatives on opposition candidates.’”

Review of *Boogie Man* in the *Washington Post*, 26 September 2008

How do you get people to vote against their material interest? This was the question posed by Lee Atwater, the notorious campaign strategist for Ronald Reagan and George Bush Snr. His answer was to use racism, and other wedge issues, such as abortion, the flag, and gun control, to get voters, who were increasingly impoverished, to vote for a party that represents the elite, that was profiting from them.

Fast forward 35 years and cross the Atlantic, and just enough of the electorate in Britain voted for the Conservative Party that had presided over a massive fall in real income for millions of workers for it to win a parliamentary majority, and the media is full of stories about uncontrolled immigration, a refugee crisis and Islamic terrorism. So-called ‘wedge politics’ was a potent force in the 2015 UK general election. It is a direct threat to multi-culturalism, cohesive communities and harmonious race relations. So the work programme of the SERTUC Race Relations Committee had to respond to this hostile context.

The 50th anniversary of the 1965 Race Relations Act was in December 2015 and the committee marked this in June by inviting **Finola Kelly**, PCS and Equality and Human Rights Commission, and **Razia Karim**, from Race Equality Matters, to review the state of race equality in Britain today.

The committee disseminated mobilisation materials for the lobby against the Trade Union Bill, the TUC anti-austerity pro-workers’ rights demonstration in Manchester and the Heart Unions campaign week.

The work of Unite Against Fascism, Searchlight and Hope not Hate was promoted by the committee. It sought to mobilise for Stand Up To Racism’s *Refugees are welcome here* demonstration in September and its march and rally on UN Anti-Racism Day, 19 March 2016. **Gloria Mills**, Unison’s national secretary for equalities and the elected president of the ETUC’s Women’s Committee addressed an open meeting for trade unions and community campaigners in March 2016 on the theme of *Anti-racism at a crossroads*. The committee circulated calls for counter-demonstrations against far-right mobilisations in the SERTUC region, including mobilisations in Luton, Golders Green, Dover and Croydon. Committee members circulated the call for evidence by the World Conference Against Racism for its impact assessment of the UK’s ‘action plan’. The committee agreed to support work by the Joseph Rowntree Foundation to research ‘ethnicity, poverty and race equality’. The committee promoted the NUJ’s revised *Guidelines for Reporting Race*, whilst committee members agreed to undertake rapid response to any media that they felt misreported race stories, used vocabulary in a lazy or bigoted way, or involved race in a story when it was irrelevant to the theme. In the previous Regional Council year, the committee had focussed on challenging the

Committee chair
Betty Joseph and
Gloria Mills, Unison



negative stereotyping of migrant workers and this work continued, including the promotion of the work of *Migrant Voice*. And the committee invited **Tanya Warlock**, who led the TUC's migration messaging project, which aimed to develop and promote progressive messages about migration, and re-direct the blame for workplace and social problems away from migrants and onto employers who were being exploitative, media that was being biased and the government's lack of investment in services and housing.

The committee was delighted to oppose historic and present-day discrimination against Irish workers and against gypsies and travellers, including supporting a memorial event outside Congress House, to commemorate those that died in the famine in Ireland, to have a presence at the St Patrick's Day Parade in London and to recommend that the SERTUC Regional Council invite a speaker to celebrate the centenary of the Easter Rising.

Reports on industrial issues were received and cascaded, including GMB living wage campaigns, Unison members' dispute for fair pay at NSL, Unite's 'fair tips campaign' events and PCS members' dispute against privatisation at the National Gallery.

A delegate from the committee took the SERTUC banner to the Durham Miners' Gala, which was a first for SERTUC.

One piece of good news during the year was that the Mary Seacole Statue Appeal received substantial public funding, and so there is the real prospect of the first statue of a named Black woman in London might

soon be erected. The committee has supported this Appeal for many years.

Patricia Davis was the SERTUC Observer to the TUC Black Worker's Conference, in April 2015.

Delegates and Officers of the Committee wish to thank **Claude James** for nearly 20 years of leadership and comradeship as the chair of the SERTUC Race Relations Committee. He stood down at the committee's AGM in June 2015. He was always thoughtful, generous and selfless in his leadership.

In the Regional Council year 2015-2016 the committee had 51 delegates from 12 unions, which represent 70 per cent of the TUC unions' entire membership, and three delegates from County Associations of Trades Councils. Given the scale of the challenge that trade unions face and the corrosive impact of the politics of hatred, the committee realises that it must broaden its base, make more alliances and build the intensity of its activity.

"I would rather die fighting on my feet, than live passively, defeated on my knees."

Betty Joseph, NUT Chair
Peggy-Anne Fraser, Equity and Joe Welch, Unite
Vice Chairs

Mark Benjamin, PCS and Sam Makinde, NUT
Co-Secretaries

Creative & Leisure Industries Committee

Both the number of delegates to CLIC and the attendance at meetings over the year has increased. A work plan was agreed which continued to cover three main areas.

Anti-austerity campaigning

We continued to work with affiliated unions, visual and performance artists, politicians, academics and students in the *Show Culture Some Love* campaign. It opposes cuts to arts budgets and makes the case for greater investment in the creative and leisure industries. The campaign was launched at a successful conference held in March 2015 at the TUC's Congress House.

In a short time the campaign has attracted over 2,000 supporters on social media and Jeremy Corbyn MP adopted much of the six-point programme drawn up at the CLIC conference into his policy for the arts. There are plans to launch the campaign on a wider basis – including a London conference in March 2016.

The anti-cuts campaign carried out by the unions and *Show Culture Some Love* was influential in persuading George Osborne to maintain budgets for nationally funded arts institutions. This does not mean that “all our problems have been solved”.

Indeed, a number of issues in the sector have failed to be addressed. The Museums

Association published a report which exposes the damage done as a result of cuts to budgets at local level – in the form of closures, sale of collections and the introduction of charges. The “Panic” survey – which we helped build participation in – confirmed the extent to which people from middle class backgrounds dominate the sector and how ethnicity and gender continues to influence careers.

CLIC organised an open meeting in December – which was addressed by **Kate Oakley** from Leeds University – and which recognised the need for ongoing campaigns in respect of all these issues.

Solidarity

Unions have again been forced to launch campaigns in defence of members as a result of the impact of the austerity agenda. We have continued to offer support – ranging from actively supporting protests and demonstrations to circulating details of campaigns and petitions.

SERTUC and the CLIC committee played a part in helping the PCS strikers at the National Gallery achieve a magnificent victory. We helped publicise a petition in support of the strikers which eventually obtained over 130,000 signatures; organised a joint meeting at the House of Commons; organised a solidarity meeting at Congress

right: the SERTUC banner at the National Gallery picket line, November 2015

below right: Save the Cass campaign with Candy Udwin (PCS/CLIC) speaking



House in June 2015; donated over £720 to the union strike fund; and built support for a number of rallies, pickets and demonstrations. Members eventually voted unanimously in favour of a settlement which secured massive gains including the reinstatement of victimised rep, Candy Udwin.

We have also supported two other major campaigns. The *BBC: Love it or lose it* campaign was launched by the Federation of Entertainment Unions to oppose cuts in jobs and services and the threat of privatisation. We have built support for the campaign petition and events.

We have assisted the UCU and Unison in their campaign to oppose proposals to close the Cass School as part of a re-organisation. This will also involve closing down unique degree courses – including the making and repair of musical instruments – and job losses.

There have also been a number of smaller disputes/campaigns – and we are pleased to report that all of them succeeded in winning concessions from management. These included the *Equalitate* campaign, the Royal Households, ITV, The Globe, Dulwich Picture Gallery and Newsquest South London.

Finally, we are exploring the possibility of organising a joint event for culture sector

workers around the *Work Not Play*; *Professionally Made, Professionally Paid*; and *Free is NOT an option* campaigns.

Publicising and supporting cultural events and shows

As part of our work, CLIC has supported events and shows about the lives of trade unionists both at work and in the community. This has included Red Ladder's play, *Hurling Rubble at the Sun/Moon*; the London Labour Film Festival; Fiona Whitelaw's play, *Tinned Goods*; and the *We Shall Overcome* campaign which organised hundreds of gigs in October.

Nicola Hawkins, Equity Chair
Tony Lennon, BECTU and Barbara White, MU Vice Chairs
Tom Taylor, PCS Secretary
Alice Dupont, Unite Assistant Secretary



Pensioners' Network

The Pensioners' Network has met four times this year at Congress House.

Discussion has taken place on topics relating to the elderly, eg. pensions, private and hospital care for the elderly, home care and care home care, bus pass, etc. In fact, any topic relating to pensioners which a committee member wishes to raise.

We often invite speakers who have specialist knowledge on these subjects to address our meetings and this last year we have been visited by **Neil Duncan Jordan**, National Pensioners' Convention and **Laura Hill**, Fuel Poverty Action Group.

Neil spoke about the new pension which will come into force in April 2016 and the concerns the NPC have regarding the scheme. He also raised points on the freedom to use pension pots to spend or reinvest, and the impact of budget cuts. (For more information email admin@npcuk.org or website www.npcuk.org)

Laura highlighted the number of deaths of the elderly during the winter because of fuel poverty and the choice many people are having to make – eat or keep warm. The Fuel Poverty Action Group is trying to set up a new power company for London. (For more information email fuelpovertyaction@gmail.com)

We have a sub-committee, which also meets

quarterly, to keep an eye on what is happening and to deal with any urgent matters.

A big disappointment this year was the cancellation of our seminar. Scheduled to take place in March 2015, the organising committee came under pressure regarding the legislation for campaigning by groups or unions, because of the closeness to the general election. We are full steam ahead for a seminar in 2016.

We encourage our delegates to go on marches and demonstrations in support of the principles behind getting a better deal for pensioners in all areas that affect them.

The NPC plays a big part in what we try to achieve and highlight. We send two delegates to the NPC Pensioners' Parliament in Blackpool in June and they report back to us on that event.

Dave Morgan, Unite Chair
Jim Gotobed, Unite Vice Chair
John James, CWU Secretary
June Smith, PCS Assistant Secretary

International Committee

The International Committee has met regularly throughout the year with a wide range of speakers covering topics of both on-going and current concerns. The aim of the committee is to keep ourselves informed about developments internationally and encourage union involvement in campaigns to which SERTUC is affiliated or relates to.

Over the last year there has been a range of speakers on subjects such as: Palestine, Greece, Turkey and Ukraine. *Philippa Harvey*, the national president of the NUT spoke about her union's work developing solidarity with Palestinian teachers and school students both in the Occupied Territories and inside Israel itself. The union has embarked on a project to film young Palestinians talking about their hopes for the future and producing classroom materials to teach about the situation there.

Developments in Greece moved rapidly in the last 12 months and the committee heard from two speakers at different meetings. In June, *Liam McQuade* NUT who had participated in a delegation from Tower Hamlets, talked about the situation on the ground faced by Greek workers. *Paul Mackney* from the Greece Solidarity Campaign spoke in September about the outcome of the elections.

The committee was also concerned to look at some more complex political situations. *Andrew Murray*, chief of staff at Unite spoke about Ukraine and the developing situation there, and *Oktay Sahbaz* of Day Mer spoke about the political developments in Turkey.

At the March meeting *Kate Hudson* of CND will talk about the question of nuclear disarmament and the proposals to renew Trident.

The committee supported the rally in

support of Venezuela which took place in June 2015 and in the coming year will no doubt monitor developments in Latin America as a whole given the election results in Argentina and Venezuela and the referendum in Bolivia. SERTUC has given on-going and vital support to the now well-established Latin America Conferences. The next one will be on Saturday 26th November 2016.

In addition to inviting speakers in order to keep ourselves informed about developments the committee members have reported on and discussed initiatives in their own unions and exchanged ideas and information about how to encourage international work. The committee supported a number of activities, demonstrations and events on international questions. Individually a number of unions have participated in delegations to Cuba and Palestine in particular.

The committee was responsible for SERTUC sponsoring a major and very successful conference alongside the Cuba Solidarity Campaign on *Cuba's Future* in October 2015 with major speakers from Cuba discussing and explaining developments and expectations in the island following the modifications to the policies of the United States of America. They emphasised that so far the changes are cosmetic and that the blockade remains in place.

The committee also cooperated with the SERTUC Women's Rights Committee in preparing for an event to celebrate International Women's Day 2016.

In the coming 12 months there will no doubt be a range of important issues that the committee will consider including the European Referendum, the anniversary of the Easter 1916 Uprising and the war in Syria alongside the on-going issues that have been the focus of our work over the recent years.

Bernard Regan, NUT *Chair*
Jayne Fisher, Unite *Vice Chair*
Martin Andrews, PCS *Secretary*

Transport Industries Network

The Network enjoyed its usual round of meetings to discuss developments in the transport field and to note relevant events from beyond the SERTUC boundary.

London dominates SERTUC's transport issues, but TIN always notes developments beyond, in the rest of the UK and coming from Europe. Our key concern remains the rising withdrawals of rural bus operations. Many counties have cut back on bus support grants, and resulting from the government's November 2015 Spending Review, Oxfordshire will reduce bus financial support to zero. Herts and Surrey 'consulted' to reduce support, unsurprisingly leading to severe cuts.

Featuring regularly at TIN was private developers' exploiting publicly-funded transport improvements. CrossRail dominated this, both for the in-built Line 1 and proposed Line 2. A similar situation is already arising with the southward extension of the Bakerloo Line.

London meanwhile has expensive projects – 'Cycle Superhighways' have created such havoc in their construction that many bus routes have been diverted or temporarily turned short of their usual destinations. Bus lanes have been removed, creating less space for traffic on the highways (also disadvantaging licenced taxis) and leading to such service unreliability that for the first

time in 15 years, London bus passenger numbers have fallen as people switch to the already overcrowded and inadequate trains, and paying higher fares.

Train service standards continue to slip while fares rise and franchises are re-awarded without 'competition', although South West Trains, like Oliver Twist, wanted more and will now face an open re-bid. Former Southern, Thameslink and Great Northern franchises were 'merged' to form the UK's biggest single rail contract, resulting in degraded standards, exacerbated lack of staffing and still trying to run more trains than the rail network can deliver. Fortunately this year, rail accidents have been few, but Network Rail fragmentation is still a real prospect, and the sideways move of Peter Hendy to enable this is not good news. Nor are the ongoing failures of Network Rail, over-runs of budgets and timescales, cutting back of essential upgrade works, and arguments over 'High Speed 2' rail route.

Not just London's taxi trade, but all the UK's major urban areas are falling victim to 'Uber' and other cab 'apps'. These undercut the professional standards of taxis and private hire which have taken decades and longer to establish. The biggest single failure to control growth of appuse ('app use' joined to make a parallel word for 'abuse') is TfL's refusal to control registrations for private hire. This



allows sham applications as private hire vehicles to evade the Congestion Charging Zone fee of £12/day. Annual private hire registration is £80, or just over seven days' entry to the CCZ. If TfL were to advise HMRC of all such registrations, applicants would be liable to taxation on their nominal income, determined by the tax authorities, which 'drivers' would then have to disprove.

London is exercised by the coming Mayoral election in May 2016, beyond the remit of this report but as transport has such a high profile in London (and the surrounding region) it can't be ignored. Nor can the aviation sector: the Davies Commission reported in favour of a third runway at Heathrow, a view not shared by every trade union, pressure group and resident. The questions are over quality of life, jobs and economic effect, the public funding of airlines private profit and tax evasion/avoidance of Heathrow's owners, paying over £2.4 billion in dividends for the most recent four financial years but only £24 million Corporation Tax in the last decade.

So what's the good transport news? One genuine good point was the TfL Rail/Overground take-over of the former Abellio suburban rail operations at Liverpool Street station, a harbinger of further transfers to come, not just for London but also elsewhere; these takeovers brought

infrastructure and rolling stock improvements, future timetable upgrades and best of all, fare reductions. With TfL losing its government revenue support two years sooner than expected, it's hard to see any. 80% of the public, across all political groups, want rail back in public ownership, privately acknowledged by all the main political parties but reluctant to exercise. The 'Devolution' and 'Buses' Bills are not good news for transport users, and rural areas will suffer far more than urban zones. Housing, employment and transport are indivisible, but 'silo mentality' means they are not integrated in politics nor planning. Recognising these points IS the good news, doing something about them is a bigger issue!

TIN welcomes delegates from transport unions, and always wants input from affiliates whose members use transport. We are keen to have the views of those representing people with disabilities, older users, strangers to not just London but also the SERTUC region. How do you interact with transport in our region?

Roger Sutton, GLATUC Chair
Phil Devonport, ASLEF Vice Chair
Joel Kosminsky, TSSA Secretary
Gwen Cook, GLATUC and Mike Hedges, Unite Assistant Secretaries

Public Services Committee

The government attacks on our public services continues unabated across the SERTUC region. The Public Services Committee is committed to working together in highlighting the struggles being fought by our trade union affiliates, building support for individual campaigns as well as TUC demonstrations and events.

Two of the biggest threats at present for the committee are the proposed Trade Union Bill and the Autumn Statement. The Autumn Statement sees unprecedented cuts across public sector budgets with serious effects on the ability to deliver all public services.

The Annual General Meeting in June gave thanks to Andy Thomas, PCS and Dan Peppiatt, Unison, the outgoing Secretary and Assistant Secretary respectively, for their services over the previous year.

The committee has met regularly during the year and has a full timetable for the coming year. The committee receives regular reports from affiliates on campaigns and disputes.

The committee has taken forward an agreed work plan based around campaigning on public sector issues including a dedicated newsletter; the London Mayoral Election and more coordinated campaigning.

Highlighted campaigns this year have been:

- our opposition to the proposed Trade Union Bill which is an attack on our trade



union rights but particularly seeks to constrain public sector workers

- support for the PCS National Gallery dispute, with the reinstatement of sacked rep Candy Udwin
- support for the Junior Doctors' dispute, **Dr Yannis Gourtsoyannis**, member of the BMA, addressed the committee in December.

Martin Powell-Davies, NUT *Chair*
Colin Bull, Unite *Vice Chair*
Lavinia O'Connor, PCS *Secretary*
Greta Farian, Unison *Assistant Secretary*

Young Workers' Network

Although no report was received from the Young Workers' Network, they have been active during the year including organising during Young Workers' Month and supporting SERTUC's trades councils' conference.

Officers are:

Stacey Davies,
Unison Chair

Nicola Hawkins,
Equity and Louise Mitchell, Unite Co-Secretaries



top: SERTUC young workers

right: Nicola Hawkins speaking at the TUC's march and demonstration in Manchester

LGBT Network



This year the LGBT Network has held all its quarterly meetings. The one on the 22 February was our successful LGBT History Month event, where a tribute was paid to **Peter Purton** the TUC Disability & LGBT policy officer who retires in April, for his contribution to the rights LGBT people have gained, which he played an instrumental part in as a grassroots campaigner in the 1980s and 1990s, working in the movement through the Labour Campaign for Lesbian & Gay Rights (now called LGBT Labour).

The event was jointly organised with the TUC LGBT Committee and **Maria Exall** (TUC LGBT Committee, Chair) and **Angela Eagle MP**, led the tribute with a presentation to Peter. This was our tenth LGBT History Month event, our first was in 2007 and all have been successful and memorable occasions. My first SERTUC LGBT History Month event was in 2010 and it was through attending this one and the one of 2011 that I became involved in the network, being involved in organising the 2012 event and becoming secretary in 2013.

The other major piece of work the network has been involved in has been around Pride London. This year was the 30th anniversary that the NUM Lodges led the 1985 Pride march through London and it had been agreed that Lesbians & Gays Support the Miners with the Unions would lead the 2015 march. This did not occur and with controversy around the presence of corporations and UKIP being on the parade,

following an emergency motion to the TUC LGBT Conference in June 2015, the network along with TUC LGBT Committee, LGSM and the GLATUC organised a public meeting that the network hosted at Congress House and I was one of the speakers. This was a very successful and well attended meeting in September: pleased to say members of the Pride London Board attended and heard the points that were raised.

At the TUC LGBT Conference in June 2015, I attended as an observer delegate for SERTUC and the network held its annual fixture of a fringe meeting. The theme was around the challenges faced by the Transgendered community under this current government, with a speaker from the Unite National LGBT Committee.

The past year has been a busy one, and I am pleased to say a successful one, and that SERTUC has continued to be active and maintain a profile in the LGBT communities.

Dorothy Amos, NUT Chair

David Sharkey, Unite Secretary



Construction Campaign Task Group

For the last year the committee has met on a regular basis with well-informed input from the delegates to enable us to once again campaign on the problems facing the most exploited and dangerous section of the British workforce.

The committee has continued to support the Blacklisting Support Group, London Hazards Centre, Justice for the Shrewsbury 24 and campaigning against bogus self employment and umbrella companies who continue to undermine workers' rights. We joined the November lobby of Parliament against the Trade Union Bill. As usual we attended the May Day Rally. The committee attended the demonstration on International Workers' Memorial Day at the Qatari embassy to protest against the hundreds of deaths of migrant building workers, many on construction sites in preparation for the FIFA World Cup in 2022. Delegates also attended the London Hazards Centre Mesothelioma Action Day and will support the establishment of a London Asbestos Victims Support Group in the near future. HSE figures show 2,500 deaths a year from Mesothelioma and 5,000 deaths a year for all asbestos related diseases. This year's Mesothelioma Action Day is scheduled for Congress House in the hope that this will broaden the attendance to other sectors affected by these diseases.

Presentations were given on Stress at Work and Prostate Cancer. We organised a very well attended meeting with Show Racism



the Red Card and hope to be involved in their future activities.

Several delegates attended the excellent SERTUC Christmas Magic Show!

No one goes to work to die

Tom Kelly, GMB Chair
Kevin Williamson, Unite Secretary



Trades union councils

Barking, Dagenham and Havering planting a tree on Workers' Memorial Day

There are nearly 60 trades councils in the Region with new ones being formed; this is a mere snapshot of some activities.

Barking, Dagenham and Havering This year Barking and Dagenham trades council welcomed Havering trade unionists into our trades council following the decline of the Havering trades council.

We supported the United Nations Day for the Elimination of Racism and our members were proud to join thousands of people in London Standing up to Racism.

400 trade unionists, residents and local MP Jon Cruddas held a Candlelight Vigil as part of our Campaign to Save Our Civic Centre. Barking and Dagenham refuse workers took strike action to defend their pay and maintain the safety of workers and residents. We supported the strike visiting the picket lines.

Members of the trades council planted a tree at the green in front of the Civic Centre



on Workers' Memorial Day, to Remember the Dead and Fight for the Living.

In October **Jon Callow** gave an inspiring talk about Will Thome. Inspired and wanting to write our own history, the trade council placed a bid into the Lottery Heritage Fund to produce a walk exploring the impact of the First World War on women in our communities. In November we invited the producer of the award winning film *Still the Enemy Within* to show his documentary at the Civic Centre.

This autumn we have lobbied and protested against the Trade Union Bill. We held a public meeting on the housing crisis in the borough. By joining with local councillors, housing campaigners and residents we will begin to build a campaign that insists everyone should have a decent, affordable home to live in and demanding more council housing and rent controls will be the focus for our campaigning.

Bedford Great effort was made to get progressive candidates elected at local council and Parliamentary level. Three trade union delegates stood for the Labour party



Barking, Dagenham and Havering



at council level, and two for the Greens. TU issues were raised at hustings to pin candidates down to a position.

Our usual International Workers' Day event was held just prior to the election with speakers **Richard Howitt** MEP, **Patrick Hall** Labour PPC, **Graham Tranquada** TUC and **Tim Douglas** mayoral candidate. We have encouraged greater cooperation between unions and councillors in defence of services and have supported the Action for Rail campaign (leafleting at Bedford station), Freedom from Fear and the Keep Sunday Special USDAW campaigns (stalls, leaflets, photos at local Tesco store), the setting up of Bedford People's Assembly and the anti-austerity demo in Bedford town centre, Unison campaign around the down-grading of Bedford Hospital, Bedford Friends of Al-Walaja film and exhibition (in aid of Medical Aid for Palestinians).

We attended the Manchester Tory party conference demonstration, attempted to speak to our (Tory) MP regarding the TU Bill (we were somehow missed out!) and sent our president to speak at the SERTUC trades council conference.

We support our reinvigorated CND branch and are in the process of planning a joint TUC/CND meeting around Trident replacement and defence diversification.

Bedfordshire County Association The main activity for 2015 was organising support for progressive candidates in the general and local elections. Once the candidate committed to repealing the Tory trade union laws and supporting trade union campaigns in local government and the NHS then we worked with unions with political funds to provide financial and practical support.

During this period two newsletters were produced on why trade unionists should vote Labour to protect jobs, employment conditions and public services. Also included were articles by the Labour party Parliamentary candidates. Two members of the Beds CATC stood in elections, one for the Labour party in local elections and one as the Parliamentary candidate for the Green party against Grant Shapps.

This year we are working on implementing the 2015 Conference Resolution on *Decline of Trades Councils' and CATUCs' Influence* and so have booked a stall at Bedford River Festival in July 2016 at which we will highlight trade union success and campaigns.

Chelmsford and District have had three guest speakers this year: **Lindsay Ruigrok** from Thompsons to give us a legal update on changes to Employment Tribunal law; **Lynn Boothman** one of the ultimately successful PCS National Gallery strikers; and **Peter Challis**, Unison's national officer

Bromley trades council loves unions



responsible for housing, who spoke on that and on the tax credit proposals later withdrawn by the government after a nationwide campaign.

A report of every general meeting has been published in the Community News section of the *Essex Chronicle* and on our website where our Annual Report can also be read.

During the year we had reason to believe that the EDL might try and make their presence felt in Chelmsford again. We therefore revived *United Chelmsford*, the loose non-party/multi-faith organisation we set up when they originally tried. So far there has been no need to organise on that issue but later in the year Hope not Hate approached us and other progressive activists in the city to try to help put pressure on the City Council to take some Syrian refugees in line with government offers of funding. We helped organise a planning meeting, then activities including speakers at the City Council meeting and meetings both with both the council and the Bishop of Chelmsford's representative. This activity is ongoing.

Delegates have represented the council or attended a number of conferences and events including the Fairtrade Group, the SERTUC trades councils conference and, as an observer, at the TUC Women's Conference.

We attended school careers conventions at Brentwood School, Boswells and Brentwood County High. These were all very successful and we hope to repeat them in 2016.

The council supported various actions by affiliated unions during the year including the PCS National Gallery strike as well as the FBU's control room dispute, and once again council delegates supported leafleting campaigns at Chelmsford station by Action For Rail against fare rises and in favour of renationalisation.

We marked Workers' Memorial Day with a health & safety exhibition in the Remembrance Square and a memorial event and wreath-laying ceremony in Central Park. **Ron McKay**, regional secretary of UCATT spoke at the wreath laying ceremony and we were also joined by representatives of Unison's Regional Council meeting.

We held an exhibition to mark International Women's Day and in October had another health and safety display for European Health & Safety Week. On May Day we held a public meeting with **Arsalan Ghani** for the Pakistan Trade Union Defence Campaign and **Riccardo la Torre** on the FBU Control Room dispute.

Colchester The year started on the Unite picket line at the army vehicle maintenance site, AVRO.

Trades councils conference

SERTUC's 2015 trades councils conference was on the theme: *Stronger Unions, Stronger Trades Councils, Stronger Communities*.

One hundred and fifteen activists attended and the conference was addressed by *Matt Wrack*, general secretary of the FBU, who is also the chair of the TUC's Trades Councils Joint Consultative Committee.

Kate Osamor, Labour MP for Edmonton, spoke on the new political landscape, and *Antonia Bance*, head of the TUC's Campaigns and Communications Department, informed conference of the work being done by the TUC to oppose the Trade Union Bill.

Experienced trades council activists reported on their work, as did *Onay Kasab* from Unite, and SERTUC Young Workers' Network offered their services to assist trades councils attract younger delegates and activists.

The conference agreed to promote the voice of workers and the value of trade unions over the May Bank Holiday weekend and the SERTUC office will be providing resources to support this.

We had a stall promoting trade unions at Wivenhoe Film Club, Colchester Arts Centre and Firstsite after *The Enemy Within* and *Will and Testament*. We held a public meeting with Keep the NHS Public attended by about 20 people, including the Labour candidate and several councillors.

We funded a coach to the London UN anti-racism day demo in London. 22 students from the university came. We held a ceremony for Workers' Memorial Day on 28 April and a May Day music celebration raising £100 for the firefighters' strike fund.



King's Lynn delegates at the conference



Andy Watson from Unite addressed a meeting on TTIP, and **Dr Nadeeja** addressed us on the Junior Doctors' dispute. We funded two coaches with 80 going to the Peoples' Assembly Against Austerity demo, and also arranged a mini-bus to the demo at the Tory Party Conference in Manchester.

Trades council members were active in opposing the EDL march in Colchester in September, and held an anti-fascist meeting in October. Members lobbied MPs Will Quince and Priti Patel on the TU Bill.

The Alternative Oyster Feast took place in October, with nearly 100 attendees addressed by **Andrew Coburn** from Essex County Unison. We supported the *Refugees Welcome Here* demonstration in Colchester and the candle lit vigil just before Christmas, and the TUC year ended with a presence at the Holocaust Memorial Day march at the University on the 27th January.

Ealing trades council's main campaigning priority was defending our local hospital from draconian cuts and we have launched a successful and growing *Ealing Save Our NHS* campaign with lots of support from local unions. The campaign held regular street stalls, car convoys, protests and kept the NHS high on the agenda during the election.

In the build up to the TUC demonstration we held a well attended *No to Austerity, Yes to Workers Rights* public meeting with **John Henty QC**, **Mick Lynch** RMT assistant general secretary, **Clare Solomon**, Peoples Assembly and **Candy Udwin**, PCS National Gallery strike. And we organised a full coach up to the TUC demonstration itself.

We have joined picket lines in support of local trade unions including UCU lecturers fighting against college cuts; RMT First Great Western fighting job cuts and NHS workers fighting for decent pay.

Culture has been important for us too. We had a very successful film night showing of *Still the Enemy Within*, which was packed out. Our third International Women's Day was also packed out thanks to inspiring speakers, great music and food. Our lovely banner, courtesy of Ed Hall, was seen at Tolpuddle and last year our secretary was privileged to co-chair the London May Day Rally.

Greenwich & Bexley We have organised stalls in the locality to promote the trades council and have also had stalls at local

festivals such as Plumstead Make Merry and Charlton Horn Fair. We take the trades council banner, when possible, on marches in London, such as the People's Assembly demo in June and we organised a coach to take people up to Manchester to protest at the Tories' annual party conference.

To help workers in dispute we have organised fundraising evenings at Blackheath & Newbridge Workingmen's Club, namely the Banner Theatre Group performing *The Great Chicago Teachers Strike* with the raffle raising funds for the Stop the War Coalition.

Another fundraiser evening, involving a performance by local musicians, was for UCU at Greenwich Community College, where there had been seven strikes over the previous year. We have supported all unions in dispute – GMB strikers working for ISS at Queen Elizabeth Hospital, the Unite strikers at EDF HQ in Bexleyheath, the NUT strikers at John Roan School, and the PCS strikers at the National Gallery. We have also supported Unite members at the Woolwich Centre against library closures. A major campaign at present is against the Trade Union Bill and we are promoting this on stalls and at all meetings.

We have visited picket lines to support Junior Doctors, and the BMA at Queen Elizabeth Woolwich Common and Queen Mary Sidcup Hospitals.

Haringey Current Labour leader Jeremy Corbyn was a Labour Councillor in Haringey in the 1980s and a delegate to the trades council. The summer period of 2015 was spent underlining the regard he was held in at that time and the importance of the things he continues to stand for, particularly employment rights, now.

The trades council has also been active in the defence of refugees with several

delegates making trips to the 'jungle' in Calais and public meetings in the borough.

We organised a coach to Manchester for the TUC demonstration against austerity and again were pleased at the level of support that was attracted.

Unemployment in the Tottenham half of the borough remains the highest in London and we also continue our efforts to highlight this and press for action to address it. The council has launched a STEM initiative which is welcome, albeit more union involvement would have been even more welcome.

Finally regeneration and housing have been a very significant campaigning matter over the year. Defend Council Housing has been very active around concerns that some of the borough's council housing stock may be set for demolition without clear replacement accommodation in the same area for current residents.

Ipswich Meetings during the year have been addressed by **Ron Douglass**, NPC, on their fight for universal benefits, health and social care, pensions, and cuts in bus passes and transport; **Janet Macleod**, Unite Community, on their new approach to unionise those not in work (unemployed, OAP, students, etc). Along with Unite Community and DPAC, we leafleted the DWP and set up stalls in the town centre on benefit sanctions.

The May Day Festival was a success in spite of the weather which improved during the course of the day. There was a great atmosphere and the performers were excellent. Our speakers included **David Ellesmere**, Labour Party candidate for Ipswich, as well as Shadow Minister for Health, **Andy Burnham** and **Richard Howitt** MEP (unfortunately their intervention did not see Labour elected in the town or country), **Candy Udwin**, PCS at the National



Gallery, and **Natasha Graves** from the UK Youth Parliament. The Community Tent, Global Village, stalls held by unions, political parties, community groups, were part of the wider culture and diversity on the day.

A rally against austerity was held in the town centre followed by 100 joining us on the two coaches we organised from Suffolk to the 20 June People's Assembly March.

We lobbied Ben Gummer MP who said he would fight to retain a tax office in Ipswich. He was successful on that score though that is not much help to the other workers.

Unison members at the Probation Office were out on strike against privatisation, UCU members at both Suffolk New College and University College Suffolk also took industrial action during the year. The most recent dispute we have supported is the BMA's.

Over the next year Suffolk will lose six fire engines and two fire stations, three of those engines in Ipswich. Needless to say the FBU are fighting these cuts with our full support.

We had successful stalls in the town centre on TUC's Britain Needs a Pay Rise as well as part of Heart Union week. On the latter we were joined by two Junior Doctors and are looking forward to one of them speaking at our AGM. We also participated in the two Action for Rail events in August and January and delegates joined the picket at Suffolk CC on the closure of children's centres.

Our coach to the historic Burston Strike School Rally was full and the good weather and atmosphere made it a day to remember.



Portsmouth supporting the BMA

Kings Lynn We have attended a number of demonstrations in London and Manchester, as well as the Burston Strike School Rally.

We held a successful public meeting in September at which **Mitch Mitchell** spoke about the plight of refugees in Calais. This event was in the *EDP* and the *Lynn News*.

We lobbied Henry Bellingham MP on the Trade Union Bill (*pic above*). As expected, while he claimed to listen to us, he still voted with his party on the actual day.

We engaged in a voter registration session, where we supported people to ensure they were registered to vote and continue to stage demonstrations outside our local railway station to campaign to bring our railway services back into public ownership. We did this in January, April and August.

The trades council was active in its support for the RMT members at Stagecoach/ Norfolk Green. This led to the formation of a new RMT branch and to the affiliation of that branch to the trades council.

The trades council continued to hold successful *Women for Change* talks, kicking off the year with **Julie Coulter** talking about Women for Women International.

The trades council has now set up a sub-group that will be working with the NHS for an Equalities and Diversity Week in May.

Norwich We organised a coach to London for the *Stand Up To Racism and Fascism* march and rally and have attended demonstrations against cuts to benefits for disabled people, and supported the *Save Our Mental Health Services* campaign.

In May, we organised a day of activities for International Workers' Day. There were speeches from Norfolk Peoples Assembly, National Students Union, and Podemos, as well as trade union speakers. Live music was provided by the Red Flags, Piratones, Queen Addi Ghetto, Dog's Dinner, Ouagadougous, Moxy Garbanzo and Unison's Bryan Lynch. There were free children's activities such as bouncy castle and circus skills and plans are already under way for this year's May Day.

We created the post of Women's Officer.

We took part in an Action for Rail campaign and our coach to the Burston Strike School Rally was full. We also had a stall at the University of East Anglia during Freshers' Week. It was a great opportunity to talk to young people about trades unions.

In December, our banner was seen once again at an anti-cuts meeting organised by Unison, Norfolk People's Assembly, Equal Lives and Disabled People Against the Cuts. It was agreed that we must unite and do what we can to fight the inhumane cuts to services which Norfolk County Council is planning to impose.



Redbridge supporting PCS at National Gallery

Ken Rustidge speaking at Wisbech & March Workers' Memorial Day event



Peterborough trades council worked with Hope not Hate on a registration drive before the general election and led a Peterborough People's Assembly Against Austerity march with the president and secretary both speaking at the rally.

Delegates also set up a Socialist Reading Group and Film Club *Radical Reads and Radical Reels*. The first book allocated was, George Orwell's *1984*.

PTUC delegates supported Action for Rail handing out leaflets at Peterborough railway station against rail fare rises in January 2016, and for re-nationalisation of the industry.

PTUC's annual *Tom Browning Meeting* took place in September. **John McNally**, PCS vice-president spoke on the Trade Union Bill. **Julie Weekes** from TUC Education in Huntingdon came to speak to the council about the 50% funding cuts to TUC training.

Following the SERTUC Trades Council Conference we agreed on a May Day march through Peterborough.

Support was given to the Junior Doctors' strike picket line at Peterborough City Hospital. PTUC held a public meeting during the Heart Unions week with a speaker from the BMA Junior Doctors, **Emily Mayo**. There was also a showing of Frances O'Grady's Big Lunchtime Meeting via YouTube plus a street stall outside the Town Hall.

Redbridge trades council has had a varied programme of speakers with **Henry Tiller** NUT, on TTIP, **Diana Neslen**, on Israel/Palestine; Barking & Dagenham secretary **Susan Aitouaziz**, on the council cuts there, **Helen Watson** from the Friends of Redbridge Music Service, on planned cuts in the service, **Gerry Kelly** on the victimisation of union activists in the building trade, a report on migration issues from **Rita Chadha** of the Refugee Forum of Essex and London (RAMFEL), and **Dave Putson** (PCS) on the cutbacks to court services.

We held two Dinners, one with parliamentary candidate for Ilford North **Wes Streeting** as guest of honour; the other with Labour London Assembly candidate **Ivana Bartoletti** and Bromley Unite branch secretary **Kath Smith**.

On 28 April we marked Workers' Memorial Day with a photo-shoot at a location in the borough where rough sleepers had suffered badly in a fire, and our May Day rally at the Town Hall steps concentrated on the corporate onslaught on people's lives. We were very pleased to have **Steve Sweeney** of the NHS Convention talking about Defend the NHS, **Richard Duxbury** and **Ben Morris** talking about the housing crisis and **Mark Dearn** of War on Want talking about TTIP. This rally definitely made a bigger public impact than previous years.

International work



SERTUC is a partner in a project led by the CGIL in Lombardia, involving 10 trade union confederations across Europe's regions, and focusing on strengthening unions' work in European Works Councils. In November a delegation participated in the international conference in Italy, and *pictured left* are Barry Hare (ASLEF), Tracey Wainwright (Unison), Fabio Ghelfi (CGIL project leader), Megan Dobney (SERTUC), Burcin Bayazit (Unite).



left: SERTUC was privileged to be invited to attend the Lisbon Congress of the CGTP and to address delegates on the current UK economic and political situation. The banner says "Unity with confidence in the fight" and "Struggle will win"

The national seminar was held in February, attended by a wide range of EWC reps and activists.

below: SERTUC organised, with Unite and IER, a briefing on Spain's gagging laws, with *left to right* Jesus Gallego (UGT), Gail Cartmail (Unite AGS), Fatima Aguado Queipo (CC.OO), and John Hendy QC. Three days later the eight Madrid AirBus trade unionists were acquitted!





SERTUC worked with Lambeth Trades Council to organise a trade union presence at the annual *Day of Portugal* in south London. Many thousands of lusophones attended and we distributed quantities of information on trade unions as well as on the opportunities for learning via unionlearn. The top picture shows the stall and the one below records the visit to our stall by the Portuguese Ambassador.

Since then we are delighted to have received confirmation of European Commission funding for a project to organise Portuguese and Polish workers in the East of England, where there are significant populations from these nations.

The project will be a collaboration between SERTUC and trade union confederations in Portugal and Poland, the CGTP and OPZZ, and will last for 18 months. The 'meat' of the project will be a series of workshops for Portuguese and Polish workers that will outline their rights, raise awareness and give information to inform and train participants and mobilise them for more participation in their workplaces by making contact and unionising in relevant UK trade unions.

Inter-Regional TUC

SERTUC continues to work with our French and Belgian colleagues in the confederations within the regions of Nord-Pas de Calais, Hainaut, and West Flanders. Our IRTUC is one of over 40 such cross-border partnerships supported by the European TUC, and, indeed, one of the most active.

During the last year two Executive Committee meetings have been held to which we have been able to take a wider delegation. The first was on the dangers of TTIP and was addressed, on our behalf, by *Adrian Weir* from Unite. The second was on Austerity in Europe and the key speaker was *Ronald Janssen*, economic policy advisor to the ETUC.

At the time of writing we are preparing the third, which will take place in Calais on the theme of the migrant crisis, including the impact on French, Belgian and UK workers. The delegation will include the chair of SERTUC's International Committee and Councillor *Michelline Ngongo* from Islington will address the meeting.

SERTUC is proud to hold the Presidency of the IRTUC for the period of 2014 to 2017. This means we are also represented in the ETUC's structures, specifically on the Co-ordinating and Steering Committees of their IRTUC Network.

We are fortunate to still receive sufficient monies to ensure the continued employment of our Chef de Mission in the IRTUC's Tournai office. Many thanks are due to *Michele Vercauteren* who takes this role and to *Les Ford*, former EURES advisor, for his continued and invaluable support in this work.

Executive Committee attendance 2015-2016



Trade union section

ASLEF	Mark Steele	6
BECTU	Tony Lennon	7
CWU	Paul Moffat	4
CWU	Ian Murphy	4
FBU	Ian Leahair	4
GMB	Charles Harrity	3
Nautilus Int'l	Jonathan Havard	5
NUT	Alex Kenny	3
PCS	Richard Edwards	6
RMT	Paul Cox	1
TSSA	Steve Leggett	2
UCATT	Allan Jolley	6
Unison	Linda Perks	3
Unison	Glyn Hawker	1
Unite	Peter Kavanagh	4
Unite	Jim Kelly	5
Treasurer (ex officio)		
TSSA	Joel Kosminsky	7

* Barhey was elected in October following Jayesh's resignation. His attendances are from a possible 3

Women's seats

NASUWT	Tamsin Clube	2
NUT	Dorothy Amos	4
Unite	Jackie McLeod	3

Young trade unionist

TSSA	Kyle Williamson	3
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Black trade unionists

NUT	Barhey Singh*	2
PCS	Dil Joshi	4
Unison	Yvonne Green	4
Unite	Jayesh Mistry*	0

Disabled trade unionist

PCS	Mark Leopard	1
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LGBT trade unionist

Unite	Anton Johnson	5
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County Associations

Cambs CATC	Tony Carter	6
GLATC	Roger Sutton	7
Hants CATC	Alan Durrant	2
Oxon CATC	Sue Tibbles	6
Suffolk CATC	Teresa MacKay	7

Attendances are from a possible total of 7 to the date of production of the Annual Report

Delegate monitoring



Attendance at meetings of the Regional Council 2015-2016

Meeting	Union delegates	Unions	CATC delegates	Observers	Total	(2014-15)
April	77	18	22	11	99	(110)
July	56	16	19	9	75	(65)
October	61	18	19	9	80	(77)
January	<i>figures not available</i>					

Gender monitoring

	Total	Male	Female
Regional Council (nominated)	160	107	45 (28%)
Executive Committee (elected)	32	24	8 (25%)

Ethnic monitoring

	White	Afro Caribbean	African	Asian	Other	No response
Regional Council (nominated)	116	4	1	5	2	32
Executive Committee (elected)	25	0	0	2	2	3

Campaign account

1 January to 31 December 2015

Receipts

Interest	29.60
<i>Campaign Fund donations</i>	
ASLEF	250.00
BECTU	1,200.00
CWU London Region	1,200.00
FBU London Region	1,200.00
FBU Southern Region	500.00
GMB Southern Region	1,000.00
NASUWT Greater London Region	384.99
NUT London Region	1,550.00
PCS	800.00
TSSA	50.00
UCATT London & South East Region	300.00
Unison Eastern Region	1,000.00
Unison London Region	1,200.00
Unison South East Region	1,000.00
Unite London & Eastern Region	3,200.00
Unite South East Region	3,000.00
<i>Levellers Day booklet sales</i>	162.00
<i>Truth, Lies and Migrants sales</i>	697.00
Cash collection for PCS National Gallery strike	161.30
GMB donation to Young Workers blog	50.00
Grant from EC for women's delegation	1,475.49

Summary SERTUC Campaign Account

Balance in bank at 1 January 2015

Current account	1,000.00
Deposit account	25,085.85
Total 1 January 2014	26,085.85
Add Receipts	20,410.38
	46,496.23
Subtract payments	12,329.44
	34,166.79
Credit balance at 31 December 2015	£34,166.79

Payments

<i>Advertisements</i>	
CSC May Day	100.00
Orgreave Truth & Justice Campaign	50.00
PPPS Levellers Day	150.00
PPPS May Day	200.00
PPPS Mick Connolly	532.50
PPPS New Year	150.00
PPPS TTIP	82.50
PPPS Young Workers Network	50.00
VSC New Year	110.00
<i>Affiliations</i>	
ACTSA	40.00
Alliance for Inclusive Education	30.00
Baby Milk Action	50.00
Child Poverty Action Group	100.00
CND	75.00
Connolly Association	20.00
Construction Safety Campaign	75.00
CPBF	75.00
International Brigades Memorial Trust	125.00
London Hazards Centre	100.00
London Socialist Film Club	40.00
National Pensioners' Convention	45.00
NPC Greater London	20.00
Nicaragua Solidarity Campaign	75.00
Stop the War Coalition	100.00
Venezuela Solidarity Campaign	80.00
<i>Donations</i>	
Aylesham May Day	250.00
Banana Link	100.00
CPBF	100.00
Day-Mer Festival	500.00
Ipswich May Day Festival	750.00
Kent Miners' Festival	200.00
Levellers Day	250.00
London Labour Film Festival	50.00
London May Day Organising Committee	1,200.00
PCS National Gallery dispute	500.00
Southend trades council Leigh Folk Festival	100.00
Stop the War Coalition	100.00
Street Talk	100.00
Tinned Goods theatre	50.00

Miscellaneous

CLIC event catering Cafe Klea	620.00
CLIC event Dr Eleanora Besfiore travel	60.00
CLIC event S Dey expenses	17.50
CLIC event C Paillard expenses	20.00
CND AGM delegate fee	40.00
NPC conference delegate fees	16.00
NPC conference Ian Millington expenses	209.95
President's retirement Daz'n'Chave	500.00
President's retirement flowers	48.95
RRC Pan Nation Steel Orchestra	150.00
RRC Claudia James event	221.52
Will Kaufman event catering	194.23
Will Kaufman event expenses	85.50
WRC walking tour Rachel Kolsky	194.00
Young Workers film show expenses	154.13
<i>SERTUC Trades Councils Conference</i>	
Ipswich travel	61.55
Peterborough travel	18.70
Slough travel	16.90
Refreshments	81.51
<i>Levellers Day book</i>	
Printing Upstream	2,894.00

Sylvia Pankhurst account

Summary Sylvia Pankhurst Memorial Committee

Balance in bank at 1 January 2015

Current account	1,000.00
Reserve account	19,520.68
Total 1 January 2014	20,520.68
Add Receipts	1,064.62
	21,585.30
Subtract payments	0
	21,585.30
Credit balance at 31 December 2015	£21,585.30

Receipts

Interest	14.62
Donations	1,040.00
Sale of t-shirt	10.00

Payments

0.00

SERTUC officers and staff

President

Tony Lennon

Vice Presidents

Jim Kelly

Linda Perks

Treasurer

Joel Kosminsky

Regional Secretary

Megan Dobney

020 7467 1291

Regional Campaigns and Policy Officer

Laurie Heselden

020 7467 1292

Administrative Secretary

Darren Lewis

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Administrative Assistants

Joanne Adams

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