

EQUALITY NEWS

Welcome!

Welcome to the fifth Regional Equality newsletter!

Well, the National Equality Conference has been and gone, and we had an excellent delegation intervening in most of the debates and playing an active role throughout. The London Region motion on representation at Congress was selected to go forward to GMB Congress by delegates at the conference.

With the changes agreed last year to the make-up of the Central Executive Committee, we have been in discussions with National Office on how Regional Equality Forums will operate as a result of this decision. This will lead to a few changes in GMB London Region and we have grouped branches together into pools based on the area your branch is located. Branches will be able to nominate in your pool and an election will be held at the Regional Equality Conference on 3 November 2018.

Watch out for the paperwork coming out from Sue Hackett soon, and be sure to respond promptly.

We are also in the process of updating the Regional Branch toolkit that will be a resource for branches around equality. We'll update you on progress and a launch date in a future issue of this Equality newsletter.

Enjoy the latest edition of our newsletter and get involved in the activities of our equality strand groups ensuring we deliver for members of the GMB across the region.

Don't forget to drop us a line: equality.london@gmb.org.uk

Brian Shaw
Chair, GMB London Regional Equality Forum

Spring 2018, Issue 5

Contents

Kings Lynn and Norfolk Pride	2
Food Parcels	3
Bedroom tax	5
Become an Equality Activist	6
First time at Women's Conference	7
Heading to Pride time	7
Empowering Women	8
GMB Race Fringe	9
NHS – An Outside/Inside Perspective	11
90th anniversary of "women's suffrage"	13
GMB Equality Groups	14
National Equality Conference	15

We would love to hear from you and your views on this latest newsletter. We welcome contributions from all our members and can happily advise you if need be. Don't be shy!

E: equality.london@gmb.org.uk

Next issue due: July 2018

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GMB Shout at the Launch of Kings Lynn and Norfolk Pride 2018

By *Taranjit Chana*

On 23 February 2018, GMB Shout were invited to speak at the launch event for **the first ever Kings Lynn and West Norfolk Pride taking place on 18 August 2018**. This will be a historical day for the LGBT+ community of Kings Lynn and West Norfolk and everyone is invited.



The launch was an inspiring and awareness-raising event where we heard from many of the community who lived before and through Clause 28, the impact and removal of children from lesbian mothers, the stories of hatred, violence and silence being the only way stay alive.

There were also stories of how the LGBT+ community has changed through its own self-organisation over the years with support from the trade union movement, standing with them in the fight for equality. There were stories of hope and of a much brighter and sparklier rainbow over the horizon despite the austerity agenda cutting much needed specialist support services. It was clear the LGBT+ community in Kings Lynn and West Norfolk will continue to thrive and strive for Equality.

Linda and David Cox, who are members on GMB London Regional Equality Forum, invited attendees to share what they thought Pride meant to them by writing their feelings on a flip chart. It really got the conversation going with a lot of reflection and

emotion, and with words like “Dignity” and “Freedom.”

As a GMB Shout member I shared the amazing work of the GMB Shout team over the years, like the production of the Trans Toolkit and ensuring that the voices of LGBT+ workers are heard not only in the workplace but in society generally.

We provided a visual display of LGBT+ champions who’ve fought and continue to hold up the LGBT+ flag for equality, fairness and justice.

The display was part of LGBT+ History Month (February) when we remember and also celebrate the achievements of all who have passed and those still with us. Many we never hear of but have worked or are working for LGBT+ equality.

The reform of the Gender Recognition Act which is currently out for consultation, was discussed at the launch. It’s such an important piece of legislation for the Trans community and needs reform.

We have seen and continue to see the rhetoric and transphobia which has been displayed by many on this issue on social media. Being Trans is not a crime. Being Transphobic is. We stand with the Trans community who face the most horrific abuse and violence. Since January 2018 there have already been 190 Trans people killed so far (Pink News 31.3.18). Trans people have the right to self-determination.

The Kings Lynn and West Norfolk Pride will be historical as it’ll bring together all the local LGBT+ communities, walking in Pride, saying “This is me!”

The sheer determination of the attendees at the launch evening was inspiring - there was an air of solidarity to make the first ever Pride there an epic event.

page 2



Above: the new branch banner, created and funded by the branch. It'll have pride of place at the first ever Kings Lynn and West Norfolk Pride on 18 August 2018. For more info, email: info@gmbshout.net



Food Parcel Donations

“GMB King's Lynn Number One Branch making Food Parcel donations to the King's Lynn Foodbank at Purfleet Trust Office.” Read more at:

<https://www.lynnnews.co.uk/news/king-s-lynn-union-members-deliver-vital-help-to-foodbank-1-8446183>

Photo reproduced with kind permission of Lynn News (7 April 2018)

page 3

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IT'S ABOUT
YOU

ABOUT YOUR
DISABILITY

ABOUT YOUR
WORK CULTURE

WHEN THINGS
GO WRONG

WHEN THINGS
GO RIGHT

MAKE SURE YOU HAVE YOUR SAY!




Please fill in our survey online via this link:
www.surveymonkey.co.uk/r/gmb-gettingdisabilityready

The survey will run from 21st November to 31st March 2018

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Survey now extended to the end of May 2018. Anyone can participate.

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Bedroom Tax – how it affects a GMB member

Dave Cox, ability

We've brought up our four children in our Broadland Housing home since 1996 when it was built.

Having been quadriplegic since a school playground accident, and later, rapid deterioration of my physical health meant I started to rely on a wheelchair full time.

Living in a house, I was assessed by social services as needing a lift to enable me to get upstairs. In February 2009, after an exhaustive search for an alternative adapted property, Broadland finally conceded and agreed to adapt our family home, putting in a lift and wet-room. The lift goes up from the dining room into the 'spare' bedroom, drastically reducing the space in both.

When a property is adapted, you are contracted to live there for a further five years or pay back the cost of the adaptations – in this case £30,000. We couldn't move anyway, there were no houses with adaptations for us.

Then the Bedroom Tax was brought in by the UK Coalition Government in April 2013. A deduction is made from Housing Benefit of 14% for one bedroom and 25% for two. It is a shortfall which then has to come from subsistence benefits.

Our children were gradually leaving home and our savings were rapidly depleted due to paying 25% of our rent, so we decided to put in an appeal against paying for the 'lift room'.

It took a year and a half, but it was granted. Our

house was re-classified as a three bedroomed one and Broadland held a substantial overpayment. We requested they keep most of it to pay our rent.

There was much confusion over who was liable for the lift service. Our rent went up and down each month while they calculated new payments. Then our son moved out, leaving another bedroom 'spare'. They were deducting different amounts every week, which resulted in us being £250 in arrears, our first arrears ever and not our fault.

Then last summer, we had to have further adaptations done to extend the toilet to take a wheelchair, which meant a total kitchen refit and extending the dining room, which contained the lift at ground level.

We are now contracted to stay for a further 5 years. We still have to pay the bedroom tax on two bedrooms. That's a total of ten years where we could not relocate anyway.

“Disabled people are also suffering cuts at a rate of 19 times more than any other section of society”

There has been no increase in sickness benefits over this time, although rent and everything else is rising. Disabled people are also suffering cuts at a rate of 19 times more than any other section of society. The Conservatives still insist disabled people are exempt from Bedroom Tax. This is untrue. No one is exempt.

We now pay £40 per week to stay in our extensively adapted home.

GMB is committed to campaign to end unfair housing benefit caps and the damaging Bedroom Tax.

page 5

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Have you ever considered becoming a GMB equality activist?

Most branches have not filled all their available posts. Could you fill one?

Many of our branches are looking for members to take up equality roles within their branches, for example our Kings Lynn (1) branch are looking for a BAME (Black Asian, Minority Ethnic) member to take up the position of Branch Race Officer and our Hillingdon branch need an Equality Officer and strand officers for Disability, Race, Young Members, Women and LGBT+ (Lesbian Gay Bisexual Transgender).

Please note, you do have to identify with the group you wish to apply to.

For instance, a Young Members Officer would need to be 30 years or under, the Women's officer post can only be filled by someone who self-defines as a woman. Straight/Heterosexual members could not hold the LGBT+ Officer post.

If you would like to know more about it and feel like you might be interested, then contact Sue Hackett, our Regional Equality Officer, who will be very happy to have a chat with you and put you in contact with your branch secretary. You can email sue.hackett@gmb.org.uk or phone 0208 202 8272 and leave a message with Sue's office. Sue will call you back.

page 6

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First-time Delegate Reports on her experience at TUC Women's Conference

Karen Menpes



I very much enjoyed the TUC conference and I thought I'd write about some the motions that were important to both myself and other GMB members.

I felt that it was a shame and quite disappointing that the campaign for equal pay has become so much of an uphill struggle since the 1970's. When I was in the workplace I never realised that the gender pay gap was such a big issue and it's certainly an issue that I will support in the future.

It was no surprise to hear that women are still grossly under-represented in the IT/Computing fields. I personally worked in the industry for some thirteen years and I was glad to have left the

industry in 2002, owing to the constant unfair treatment that I felt I was subjected to. It was very encouraging to see that there is still pressure to encourage more women into the IT sector, despite that fact that the industry seems to have never lost it's 1970's culture.

Domestic violence of course is a major issue. I was saddened to listen to the speeches that explained how women can be affected by the stress of dealing with domestic abuse and having work performance issues as a result. Reporting problems at home to an employer may mean that some women may be treated with a lack of understanding and even face issues with future employment. It was great to hear that people are recognising the hidden problem of domestic abuse for women who are in employment.

Lastly, Prisons Officers (PO) have to take so much verbal and physical abuse whilst keeping the public safe from dangerous criminals. It was very assuring to hear that the POA (PO Association) were representing the battered and abused female officers at the conference.

It's heading to Pride time

Brian Shaw, Co-chair GMB Shout!

It's getting close to the summer months and GMB Shout are gearing up for the summer season.

We start with London Pride on 7 July. Come and join us on our open top bus through London. Meet 12 noon more details of the route will follow.

Possibly on 8 July we will be at UK Black Pride again – date and details to be confirmed.

Brighton Pride on 4 August. We will be having an open top bus on the parade, that starts at Hove Gardens at noon.



UK Black Pride - the place to be!

Kings Lynn and West Norfolk Pride, 18 August 2018. This is the first time for us at this Pride so come along and show your support. Info available: GMB Regional and GMBShout.net. websites.

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Empowering Women

Krissy O'Hagan, Hillingdon Branch Secretary

When I joined the GMB Sisters group in 2016 I was new to GMB and a bit nervous about attending, but as the youngest of 6 sisters (it was difficult to be heard at times!), I went along to see what it was about. I should not have worried as I felt so welcomed from the moment I arrived and have been going ever since. GMB Sisters have such a variety of women members who attend from different workplaces and experiences, some are GMB stewards and Branch officers or work for other unions but GMB members. What we all had in common was that we were women who want to support other woman to achieve in a predominately man's world. When I was there, I was pleased to find out that GMB are the only Trade Union who have a sex workers branch; this showed me how inclusive and progressive GMB are.

GMB Sisters have held several events to support and inspire women. One speaker was the prominent writer Louise Raw who wrote a book

about the Bryant and May Match women strike (Strike a Light). We meet excellent GMB women regional officers who train and encourage us to get involved with the Trade Union movement.

The influence the Sisters had on me gave me confidence to become the GMB Branch Secretary for Hillingdon and Branch Political Officer.

I have also attended the yearly Regional Women's Conference and even made my first speech last year. This year I am going to GMB National Congress as a first-time delegate. Thankfully I was at the Sisters' brilliant Public Speaking Training and got lots of tips for speaking and speech writing.

Sisters is not only about empowering ourselves it is also about empowering other women. We celebrate International Women's Day, have organised campaigns on period poverty, menopause, better pension and better rights at work for women. If you identify as a woman I highly recommend joining this self-organised group. I look forward to seeing you there.

page 8

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GMB Race Fringe Meeting at GMB Congress 2018

By **Taranjit Chana**



Fevzi Hussein and Taranjit Chana

On 22 June 1948 the SS Empire Windrush arrived at Tilbury docks. On board were passengers from the Caribbean, invited by Britain to help build the country post war. That was 70 years ago. Many of those who arrived worked in the health, transport and other hard labour industries.

On 20 April 1968 Enoch Powell read his infamous rivers of blood speech.

The signs in B&B accommodation read "No Blacks, No Dogs, No Irish".

The National Front marched freely in the East End, fuelled by Powell's speech.

Groups of white workers began to rally around Powell such as the dockers in the east end and porters in Smithfield meat market. It was a fearful time for those who had been invited to help re build Britain and also many of those from the Commonwealth countries who had every right to

be here because they were there.

On 20 August 1976, an Asian immigrant woman downed tools and led a strike of immigrant workers at a photo processing factory in Dollis Hill North London. The strike was over conditions, pay, sexism, racism and dignity at work.

The actions of this woman led to a bitter two-year struggle for union recognition. Not only did this industrial action change the face of the trade union movement but the courage and spirit of the black workers, which did not waver, exemplified their tenacity to challenge the existing order even when those who were meant to be on their side walked away.

Jayaben Desai, the leader of the action, organised vociferously a call out to unions for support. She managed to get the postal, workers, those in transport, women's groups, miners and most importantly the dockers, who had once supported and marched for Enoch Powell and his Rivers of blood speech, to march for her and her comrades on strike. This was black workers fighting for all workers.



A delegation from GMB Race went to see the play "We are the Lions, Mr. Manager" when it showed at the Tara Arts centre. It was an excellent portrayal of the struggle by Jayaben not only against the unscrupulous bosses but also the establishment. At the play's inaugural showing

in Epsom our General Secretary opened the show with a rousing speech on the contribution the striking women made to the trade union movement.



As we celebrate 100 years of some women being able to vote it is equally important we recognise those women who did not and those who have made a mark in history we never hear about.

Seventy years ago, our brothers and sisters from the Caribbean were invited to rebuild Britain, this shameful government is taking away the rights of the Windrush's children by deporting, detaining, denying them NHS care, and losing their jobs.

We are seeing racist attacks on the increase and blatant racist remarks by politicians and the right-wing media with no accountability. And the possibility of a blue plaque for Enoch Powell in Wolverhampton.

GMB Race will be holding a fringe at GMB Congress 2018 on Sunday 3 June 2018 at 12.45pm-1.45pm.

The fringe is "Standing up to Islamophobia and the emergence of new far right groups".

If you are not a delegate but wish to attend, you will need to get a visitor pass through your Branch secretary.

“There is a world of freedom, beauty and equality to gain, where everyone will have the opportunity to express the best that is in them for the benefit of all, making the world a place more to our heart's desire and the better to dwell in.”

**Will Thorne,
trade unionist and activist
1857 - 1946**

Opinion Piece: The NHS – an Outside/Inside Perspective

Stephen Jones, ability

Hardly a day passes when the NHS isn't in the news, and frequently this gets front-page coverage. We read and hear of overworked doctors, surgeons, nurses; patients being left in corridors for hours in A+E departments; a worse than ever winter crisis – now an all-year crisis; lack of funding; drug companies charging the NHS exorbitant prices for common drugs; some dreadful things that happened at certain hospitals; occasionally unbelievable acts or misdemeanours of certain surgeons, professors or nurses; concerns over what happens after Brexit. The list of issues is endless.

We all care about our NHS; many of us passionately, realising that at some point we will have to rely on its services, especially those of us who have a disability. Locally we have fought for years to prevent the closure of the A&E Department at King George Hospital (KGH). It is still enjoying a stay of execution and is now under radical review.

Looking behind the scenes

Working and supporting our members as an Accompanying Rep in recent years has allowed me to get a glimpse of what goes on 'behind the scenes' in the NHS, i.e. issues we more often than not do not hear about. A lot of this is truly worrying.

We become aware of the immense pressures many ancillary staff are put under. For example, medical secretaries are expected to take on ever more work and even make decisions normally made by consultants. They and porters often have

to deal with and move very heavy patient files, which long term can cause injuries requiring surgical intervention. Ambulance drivers and paramedics are not only expected to work excessively long hours often without breaks, but may even have to pay personally for necessary training to get required certificates.

Some find out later that these are worthless if issued by some private ambulance organisations. Kitchen and cleaning staff working for sub-contractors face stringent conditions on low pay. The list of adverse experiences is endless.

Staff working in mental hospitals, particularly those on psychiatric wards have to watch every step they take to avoid breaching safeguarding regulations for their patients. This can involve extremely difficult and distressing situations where staff may suffer injuries, or where patients make questionable accusations against staff who then may be disciplined or dismissed, even though they suffered injuries.



Staff working under such conditions are put under immense pressures and stress and depression frequently are the consequences for those involved.

Staff in the NHS who have a disability often find out that there is little sympathy or support for their

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health problems when it comes to long-term sickness absence or management having to make adjustments to accommodate their disabilities. The fact that the high-pressure demands made on many may have contributed or even caused their disabilities tends to be ignored. The NHS requires healthy and resilient staff to care for the many sick people in our Society, and hospital and NHS management expect them to cope.

Sometimes we have to assist our members in hospitals when they are disciplined for what appear to be minor misdemeanours, e.g. giving a patient something simple like a Paracetamol tablet when they are in pain at night, without having obtained a doctor's permission first. Whenever a patient or a relative complains – no matter how minor the issue and no matter how problematic it is for the member of staff, the patient or relative invariably is considered to be right and the member of staff is held responsible for what has gone wrong.

Considerable costs are incurred in dealing with such cases. One could ask: Is all this really necessary? More worrying are instances when very costly complex computer systems are installed in hospitals to record all patient data electronically, only to be found not to work properly and may have to be abandoned. Here we can talk of huge sums of wasted money.

And finally, life for our members working in the NHS and the healthcare system is tough. The recent proposed pay increase for NHS staff, portrayed as a generous offer, in reality is far less than it appears to be, as an increase of 1% p.a. was guaranteed anyway. At the same time staff face huge increases in car parking charges (50% in some places). Overall, they are likely to be worse off. It is anyone's guess how Brexit will impact on our already very stretched NHS. The future is very uncertain.



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What we can learn from the 90th anniversary of “women's suffrage”

By Becki Winson

On 6 February 1918, the Representation of the People Act was given Royal Assent, and became law. Amongst other, less remembered things, such as rejecting proportional representation. It abolished property qualifications for men over the age of 21, including over five million of them in the voting population for the first time. We remember it mainly, though, for the fact that it gave some women the vote.

One hundred years later, on February 6, lots of us celebrated that fact. Marches were held, street art was performed, films were shown, and we all got out the purple white and green scarves and flags to wave with pride. But we celebrated a partial victory.

The Act did not give all women the vote. Only women over 30 got the right, and this was only as long as they occupied property over the value of £5 - or were married to a man who did. Large numbers were enfranchised but the very poorest, and many women of colour, were left behind, having to wait another 10 years to get proper equality.

This isn't to say we shouldn't celebrate.

But if we really value the Suffragettes and their victories, we should learn from their story. Why didn't they manage to get everyone the vote?

Here are a few things that, as Trade Unionists, we should remember. We can learn from their battle so we can fight ours better.

1. We should remember that the leadership of campaigns can affect what they end up

winning. The suffragette movement was powered by the working class, but led by upper and middle classes, some of who believed working women should not have the vote. Their view, and their willingness to sacrifice working women, ended up fracturing the movement and ultimately meaning middle class women got the vote first. We should not repeat their mistake of winning at the cost of the least fortunate, or of not welcoming underrepresented people as our leaders.

2. We should remember the biggest fights are the longest. If you're worn out by a campaign or dispute at work, spare a thought for Millicent Fawcett, who was 19 when she presented the first women's suffrage petition, and 81 when she watched the Act which **gave all women the vote go through Parliament in 1928**. A fight for justice can take a lifetime!
3. We should remember we still don't have complete suffrage or representation, especially for some of the most oppressed in our society. Many migrants to our country can't vote, and prisoners are denied their vote despite this being ruled illegal by the EU.
4. We should remember that we also still don't have equal representation. Only a third of MPs are women, only a third of councillors are women, and we are underrepresented at every level of politics - including in trade union leaderships. Let's put ourselves out there - and brothers, maybe step aside to let us!
5. We should remember 2 July 2018 - the centenary of when we ALL got the vote - and we should remember a large glass of Pinot Grigio - that'll be mine when we all go out to celebrate! See you then.

page 13

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GMB London Region launches our new Equality Strategy

Sue Hackett, Regional Equality Officer

Equality has become an enshrined key feature of the GMB.

We now have increasingly visible, vocal and organised equality groups recruiting, activating and developing members, campaigning and raising the profile of the union in the workplace and the wider community.

Equality Bargaining

We need to ensure that Equalities work is proactively implemented in workplaces/branches via the equality bargaining agenda and be a tool to recruit, retain, empower and activate membership.

“Equality campaigns and activities support the on-going work of building the Union, empowering members and developing activists.”

Equality Organising

We also need to reflect the long standing GMB@WORK organising policy to ensure all Equality campaigns and activities support the on-going work of building the Union, empowering members and developing activists.

In a more competitive environment for membership, the profile and approach of the GMB needs to be very clearly focused around organising and recruitment, what brings people into membership and just as importantly, what retains them.

This requires the engagement and commitment of everyone in the Region.

Our SOGs (self-organised groups) are ready to work with branches to develop campaign ideas within the workplace.

We have already seen the excellent work GMB Young London members have been doing at the University of East Anglia Student Union (see page 18). We will hopefully see more young people joining and engaging with our union.

Increasing Membership

For far too long, we have not engaged with young people on the need for trade union membership, and subsequently we are seeing the rise of insecure and precarious work, more of our workers' rights disregarded and pay inequality increasing.

We know for a fact that inequality is a direct result of the decline in trade union membership.

Trade unions are a vehicle for social justice and we must all make sure we play our part.

Our self-organised groups are working hard to improve workplace rights.

GMB Sisters launched their Menstruation to Menopause campaign last year and developed a workplace policy.

Our Ability group is currently surveying workplace disability practices with the Disability Ready campaign. The survey is still open (see page 4).

There are many ways we can all work together to improve things for everyone, so we welcome you to get involved.

***It's your time to get involved!
Contact our Equality SOGs: details on page 14***

GMB National Equality Conference 2018 – a Delegate’s Perspective

Stella Ikanik, GMB Sisters and REF

The NEC 2018 took place from Sunday 25th – 26th February 2018 at the Golden Jubilee Hotel, Clydebank; under the theme: Past, Present and Future: Campaigning to grow GMB.

The conference was well attended and had representatives from every region. The discussions were lively and engaging and the programme included among others: Motions, reports, presentations, workshops and the President’s Dinner on Sunday, where we got to let our hair down!

London Region sent 6 delegates, 4 women and 2 men, all first-time delegates and first-time speakers. We all got involved in moving or supporting motions, and took active part in workshops and discussions. It was a new experience and a great opportunity.

I would like to commend our Regional Equality Officer – Sue Hackett for always making sure that equality, proportionality and diversity is embedded in our events and activities. This has improved on member engagement, inspiring activists and encourages all equality strands to get actively involved.

London Region moved four motions (see next page) and I’m pleased to report that our motion on Congress Representation was selected to go to Congress!

Briefly, the motion stated that: GMB rule 8 was amended to allow for 10% of delegates to be appointed by regional committee to reflect the equality of the region.

However, it has been noted that the above rule is being undermined by some branches and does not reflect the spirit of these clauses, using this rule to nominate women as a second delegate, rather than the delegate for their branch. There are instances of:

- entire 10% being used for women
- delegations’ gender balance remain unequal
- other strands are not considered
- Region’s delegation does not reflect the make-up of the region let alone the 50/50 gender balance which we are supposed to strive towards.

Proportionality and representation is something that we have begun to tentatively embrace. We know it is absolutely the right thing to do. We have brilliant reps in our trade union; people with decades of experience. The question is, do our structures accurately reflect the diverse membership that we serve?

Since the introduction of this rule change, we have seen some excellent results in London with regions and branches really understanding the necessary drive behind this. However, this picture is not replicated across the union.

The motion was a call on the National Equality Forum to work with the regions and strand reps, to devise a solution to help address this issue and make the adoption of the rule change, second nature for our Branches and Regions.

It also called on a report to be issued to the SMT and CEC in time to be able to ensure any rule amendments can be submitted to 2019 Congress.

I enjoyed the conference and learnt quite a lot. I hope everyone did!

National Equality Conference 2018 Motions

We received the following motions for debate and all had great speakers moving and seconding each motion:

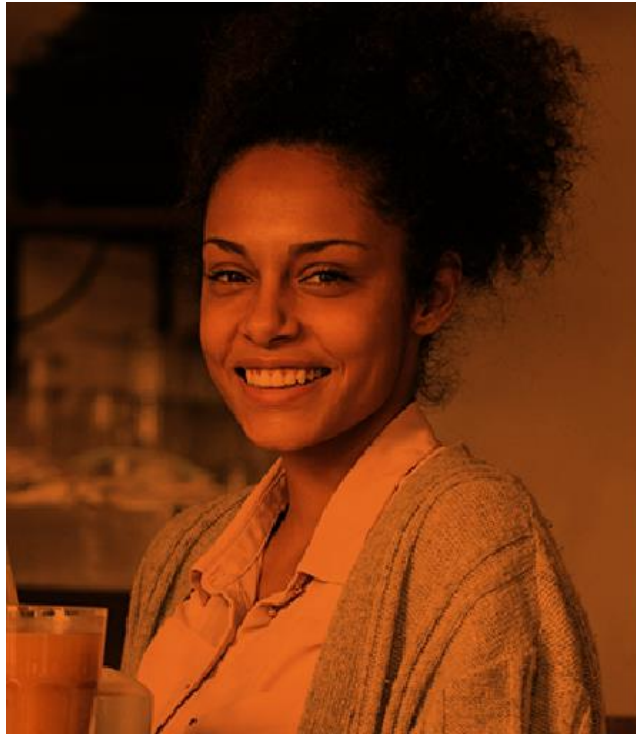
Intersectionality Training	GMB Scotland
Abortion: a Trade Union Issue	Southern Region
Universal Credit	Northern Region
Reasonable Adjustment Passport	London Region
Period Poverty	GMB Wales & South West
Mental Health: One Size Does Not Fit All	Yorkshire & North Derbyshire Region
Misogyny as a Hate Crime	North West & Irish Region
GMB Training Accessible for All	National Equality Forum
Congress Representation	London Region
Creating a Pathway Towards Equality	GMB Scotland
Autism	Midland and East Coast Region
Supporting Working Carers	GMB Wales & South West
Access to Work	Southern Region
Hate Crime: What is the Solution?	Yorkshire & North Derbyshire Region
OXFAM: Exploitation of Women and Children (emergency motion)	London Region
Yarl's Wood Detention Centre (emergency motion)	London Region

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GMB membership application form PLEASE USE BLOCK CAPITALS

1 TELL US ABOUT YOU

Surname <input type="text"/>	First name <input type="text"/>	Title Mrs/Miss/Ms/Mr <input type="text"/>	Date of birth <input type="text"/>
Home address <input type="text"/>	Postcode <input type="text"/>	Home phone number <input type="text"/>	Mobile number <input type="text"/>
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members Bangladeshi <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other: <input type="text"/>		Tick here if you do not wish to contribute to the GMB collective affiliation to the Labour Party <input type="checkbox"/>	
National Insurance number <input type="text"/>	I agree to abide by GMB rules Signed <input checked="" type="checkbox"/>		Date <input type="text"/>

2 TELL US ABOUT YOUR JOB

Employer <input type="text"/>	Your job <input type="text"/>
Address where you work <input type="text"/>	Postcode <input type="text"/>
How many hours a week do you work? <input type="text"/>	Pay number <input type="text"/>
I give my employer permission to notify GMB of any future change of address <input checked="" type="checkbox"/>	
I authorise my employer to pass my bank details on to GMB to activate my union membership – Signed <input checked="" type="checkbox"/>	

3 PLEASE SELECT WHEN YOU WOULD LIKE THE DIRECT DEBIT TO BE DEDUCTED FROM YOUR ACCOUNT

If you are paid monthly	<input type="text"/> 1st day of the month*	<input type="text"/> 8th day of the month*	<input type="text"/> 16th day of the month*	<input type="text"/> 23rd day of the month*	<input type="text"/> Last day of the month*	* or next working day
OR if you are paid 4 weekly	<input type="text"/> 1st Friday	<input type="text"/> 2nd Friday	<input type="text"/> 3rd Friday	<input type="text"/> 4th Friday		

4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT

Please fill in the form below and send to: GMB, John Cope House, 152 Brent St, Hendon, London NW4 2DP		Service User Number <input type="text"/>	
Name and full postal address of your Bank or Building Society branch		Instructions to your Bank or Building Society: Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.	
To the Manager of <input type="text"/>		Signature(s) <input checked="" type="text"/>	
Address <input type="text"/>		Date <input type="text"/>	
Postcode <input type="text"/>		For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.	
Name(s) of account holder(s) <input type="text"/>			
Bank/Building Society account number <input type="text"/>			
Bank/Building Society Sort Code <input type="text"/>			
Banks or Building Societies may not accept Direct Debit instructions for some types of account		Reference number (GMB use only) <input type="text"/>	