

# EQUALITY NEWS

July 2018, Issue 6

## A City United

Welcome to the July edition of the Regional Equality Newsletter. A new face takes over the editorial duties but the fight for equality marches on. All of us from the Regional Equality Forum want to acknowledge our previous editor, Carl Banks, for the incredible effort he's put into the newsletter over the last year. From all of us, thank you, and good luck in all your future endeavours.

The spirit of defiance filled the streets of London recently. The roads were effervescent with the voices of political activists from around the country, swelling up to enormous numbers which covered every single inch of this vibrant multicultural capital. GMB members from London, as well as others from around the country, were there to join in the protests. We all came together with one aim in mind, to make it clear to visiting authoritarians: you are not welcome here!

We've had an incredible summer so far as a region; from organising historic women's conferences with truly incredible turnouts, to campaigning on the streets against wage discrimination based on ages. As well as containing information on all upcoming events, we hope this newsletter fills our members with the courage and inspiration to participate in GMB London region's mission to achieve equality for all.

**Tony Scattergood,**  
GMB Regional Equality Forum

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## TUC 2018 Disabled Workers Conference

This year the conference was held in Bournemouth International Centre - a considerable improvement on last year's venue which was totally inadequate for disabled people - although, the area of Bournemouth itself isn't very wheelchair friendly. Without the company of my wife I would not have been able to navigate the hills and slopes on my own. The conference was a two day event which began on Thursday 24th of May. A total of 187 delegates were in attendance representing 22 unions. We, the GMB, had seven delegates attending.

**“Not only has the government failed to progress CRPD implementation, but also rights hard-fought for by disability organisations, trade unions and individuals have been dramatically eroded since 2010 due to Tory government cuts”**

GMB's motion was the “Reasonable Adjustments Passport” - a written account of which adjustments must be made to the workplace to accommodate disabled workers. The passport removes the need for disabled individuals to explain their requirements every time their professional situation changes. The passport provides all the necessary details to keep work mobility a smooth and efficient process. The motion was seconded by an additional eight speakers, more than any other motion. After the delegates has cast their vote, our motion was

seconded by an additional eight speakers, more than any other motion. After the delegates has cast their vote, our motion was tied for first place with Motion 5: ‘Stop and Scrap Universal Credit’. It was decided by a show of hands that Motion 5 had won.

There was a Q & A section from guest speakers Rachel Fox from Equality & Human Rights Commission, Ellen Clifford from Inclusion London and Denise McKenna from DPAC. Back in August 2017 they attended a meeting in Geneva to give evidence of Westminster's continuing mistreatment of disabled people, to the United Nations Convention on the Rights of Persons with Disabilities Panel (UNCRPD). The outcome of the meeting was that not only has the government failed to progress CRPD implementation, but also rights hard-fought for by disability organisations, trade unions and individuals have been dramatically eroded since 2010 due to Tory government cuts. However, the Conservatives shamefully rejected the findings and dismissed the inquiry report as “patronising and offensive” - questioning the competence of the committee members.

All in all a very enjoyable and productive conference of which I was proud to have been a part of. There is still a long way to go in the battle against the ideologically driven austerity cuts and it's at conferences such as these where the fightback begins.

**Dave Cox,  
GMB Ability**

## Wages Not Based On Ages

It was great to be able to campaign with GMB Young London members to push for wages not based on ages. Not only were we urging people to contact their MPs to attend the debate in Parliament, but the conversations we had also helped to raise awareness of this important issue.

The current minimum wage is £5.90 an hour for 18 to 20 year olds and £4.20 for those aged under 18 – pitifully low for an economy that prides itself on being the 5th biggest in the world. The scale of the issue becomes even clearer when considered in comparison to the London Living Wage of £10.20 and £8.75 outside London per hour; we're not entitled to this until the age of 25.

**“A minimum wage should be there to ensure that those starting from the beginning, with little or no experience, are not exploited and have enough to live on”**

Employers and the government often justify this on the basis that 16 to 18 year olds have less experience, are less qualified and therefore worth less to a business. Not only is this a massive generalisation, it also fails to address the fundamental issue. Rather than reducing the minimum wage for young people and denying us the living wage, surely it would make more sense to pay the experienced workers more?

A minimum wage should be there to ensure that those starting from the beginning, with little or no experience, are not exploited and have enough to live on. Workers who are older and able to contribute more shouldn't be paid the absolute minimum!

Rather than pushing 16 to 25 years old into poverty and exploitation, we can and should be working towards a country where everyone can access secure and well-paid work.

The second reading of Holly Lynch's National Living Wage Bill is due on 23<sup>rd</sup> November and I look forward to campaigning with other young trade unionists to make sure it gets through.

Our decision makers, our employers and our government can and must do better. As young people in the trade union movement we have a responsibility to keep up the fight, demanding equal pay for equal work. And that is exactly what we will be doing.

**Rania Ramli,**  
**GMB Young London**

## Get The Word Out: You Have A Pay Rise!

Have all our school workers - most of whom are women and low paid - on NJC terms and conditions received the April 2018 pay award?

A Brent primary school has only recently 'agreed' the pay rise. Being dismissed with ridiculous excuses such as: 'you are at the top of the grade' - 'unsatisfactory performance' or 'only governors can agree to pay rises' GMB Hendon Branch went into battle.

After several email and telephone exchanges with

**“The school thought they could ignore the pay rise, but when they saw the women standing together, they knew they were about to lose against formidable opponents!”**

the Business Manager, in which we pointed out the illegality of withholding the pay rise, prompted the school to convene a governors meeting where they 'agreed' to implement the NJC pay rise. Funnily enough, this took place on the same day GMB Hendon Branch had invited TA's to a meeting to discuss salaries.

After very successful conversations, and two new recruits, this all-women team have now declared their intentions to pursue their employment rights, something they would never have done in the past. Our meeting also introduced our new Regional Organiser, Krissy O'Hagan. Great to see more women as full-time organisers.

We are now heading into another battle – have our members been denied previous pay rises and progressions? This will entail lots of investigating, but we are determined to get our members the money they deserve and have worked hard for. The school thought they could ignore the pay rise, but when they saw the women standing together, they knew they were about to lose against formidable opponents!



This problem would never have arisen had the payroll been kept with Brent Council. Schools are trying to use their right to outsource HR and payroll to mask their obligations and keep wages down. Our members may be losing out. So get the word out – encourage our school members to look at their contracts and if on NJC terms and conditions, ensure they get that pay rise they are owed.

**Lesley Stansfield,  
GMB Hendon Branch**

## Labour Party Disability Democracy Review

On Saturday 8<sup>th</sup> June, Dave Cox and I attended the review on behalf of GMB Ability.

The event was held at The Cube in Birmingham. There were around 50+ delegates from trade unions, CLPs and disability organisations. The meeting itself was called by Disability Labour (DL) – an independent socialist society affiliated to the Labour Party (LP) and managed by a member-elected executive committee.

The purpose of this review was to discuss how we could ensure people with disabilities were given a voice by the Labour Party by involving them in the policy making procedure. There was also the question of whether DL should merge with the LP or remain independent.

**“It was decided that any disability group should have ‘teeth’ and not sit as a token organisation”**

For the first item, we were asked if we considered a DL National Disability Conference to be of importance and the general consensus was yes, it most definitely was. Many of us thought it was imperative that two or more delegates would be sent to any conference to ensure someone from the committee was present at all times, and that

the onus was not on one delegate to participate full-time.

Most people in attendance spoke, many about common issues and concerns; accessibility of venues, delegates’ travel expenses, members’ joining fees, policy making on the social model of disability and insisting further action be taken on the UN findings. It was decided that any disability group should have ‘teeth’ and not sit as a token organisation – which many CLP Disability Officers felt they were.



It was also agreed that any committees would be elected by members, which would be required to extend to the executive level of the party itself. One way to achieve this could be a ‘disability only’ shortlist for each position.

The meeting was positive and constructive, and altogether a very rewarding experience. We are hoping that being members of GMB Ability and Disability Labour will be mutually beneficial, and hope to remain involved with Disability Labour.

**Linda Cox,  
GMB Ability Secretary**

## WOW Factor at the 2018 Women's Conference!

Have you ever been to a gathering and left feeling – WOW, that was so good, so empowering, so uplifting? Then you must have been at the 2018 London Region Women's Conference!



What started with a few women talking, ended up with a whole room of women conversing, laughing, discussing – participating. One participant nicely summed up the conference and its positive effect – *'can we do this every weekend please?'*

From organisers to participants, every woman left with a 'can do' attitude. Some willing to take on rep duties, some wanting training, some taking our campaigns into the workplace.

From housing to pensions, from sexual violence to period poverty, GMB Sisters delivered workshops, information sessions and discussions relevant to all of us. We were reminded that women throughout the region have the knowledge and strength to support our sisters in need. The interaction from the conference floor was magical. You had to be there to feel it.

**“Can we do this every weekend please?”**

Just watch the video of the conference (on home page of GMB London Region website); you can pick up the WOW factor. This is what unionism is all about. Groups coming together to find ways of making our lives better, not just in the workplace, but in society generally.



Sue Hackett has been the lynchpin for many happenings in GMB Sisters, without her this would never have got off the ground – now we are soaring. Thanks, Sue!

Anyone for our next Women's Conference? Be prepared to be WOWED.

**Lesley Stansfield,  
GMB Sisters**

## Grenfell - Justice Will Prevail!

Everyone remembers 14th June 2017. In the early hours of the morning a small fire in a single flat spread to the exterior and the cheap non-fire resistant cladding. Within minutes a fire took hold, killing 72 people, mainly women, mainly Muslims.

The tower, which provided social housing, contained 129 flats. The block is owned by the Royal Borough of Kensington and Chelsea but management of the block was the responsibility of the Kensington and Chelsea Tenant Management Organisation.

GMB Race has been following the Grenfell story closely and our region has also been active on this issue, providing support via fund-raising and other methods. GMB Race has been to a number of the silent walks, which take place periodically on the 14th of each month - no matter how many we have been to before, you cannot help but be consumed by the sadness, passion for justice and poignant manner the local community conducts these now iconic silent walks.

Being at the 12th Silent Walk last month - seeing the thousands of people who had come to show solidarity was a truly special and moving day. As we write this report the Grenfell enquiry is underway and already there are some worrying signs. The attempted scapegoating of FBU members and the Fire Service by part of the media is nothing short of scandalous.

It is all a desperate ploy to deflect attention away from the real culprits.

The public live in hope that lessons will be learned during the enquiry process. Imran Khan QC, representing, bereaved, survivors and relatives is already on record as stating the terms of reference do not stretch far enough. Institutional Racism should also be considered as part of the enquiry but this has not been agreed.

I will leave you with one of Khan's interventions:

**"mother-of-five Sakina Afrasehabi, 65, who was partially sighted and could not walk unaided, yet was placed on the 18th floor of Grenfell Tower. She was investigated for allegedly wrongly trying to jump the housing list. He says she was treated like a criminal without reason, ended up in Grenfell Tower as a result and ultimately dead. My clients want to know why those who died were predominantly non-white."**

GMB Race will not give up on Grenfell. We will not give up on the community. We urge members in the London region to get involved and actively support the Justice4Grenfell campaign.

**Fevzi Galatyali Hussein,  
GMB Race**

## TUC Black Workers Conference 2018

The TUC Black workers conference took place on the 20<sup>th</sup> to 22<sup>nd</sup> April 2018 at TUC Congress House. GMB had an excellent delegation led by Mel Bartlett, who ensured that all delegates were looked after and supported.

The Conference was honoured to be addressed by the humble Neville Lawrence, who brought many to tears of his fight, struggle and continued campaigning.



The conference also heard from the giants of the anti-racist movement of the 70's and 80's sharing their stories of how they fought the National Front, the racist state and police. There were various workshops from sexual harassment in the workplace, impact of knife crime, amongst others.

There were two emergency motions on the Windrush scandal and Remembering Stephen

Lawrence with all unions speaking in support. Both were passed unanimously by conference.



The conference first motion was moved by CWU and proudly seconded by GMB. The motion called for the TUC to work closely with Show Racism the Red Card, particularly around the Wear Red Day event on 19<sup>th</sup> October 2018.

In all, TUC Black Workers Conference was positive and inspirational - it was this inspiration which the delegation took back with a fighting spirit to organise and demand justice for all.

**Taranjit Chana,  
GMB Race**



## History II – Peace, Reconciliation and Activism

Schools OUT UK has set the ball rolling by setting the 2019 LGBT+ History Month theme as Peace, Reconciliation and Activism.

Here's what they had to say about it:

**“This will be the second time we have visited this subject, and it seems appropriate as 2019 will be the centenary of the actual end of World War I – hence peace and reconciliation. Next year will also mark the 50<sup>th</sup> anniversary of the landmark Stonewall riots in New York, which inspired the modern gay rights movement, so we felt it fitting to pay tribute to the birth of that activism.”**

February is also when we highlight the lives of LGB and T icons from history; people whose stories have been erased, straightened or simply omitted from most heteronormative text books. People whose lives reflect and exemplify the year's theme, and who deserve to be rediscovered by new generations of LGBT people.



Photo credit: © Mídia NINJA on Open Society Foundations website: <https://www.opensocietyfoundations.org/voices/marielle-franco-rip>

Our Lesbian, Gay, Bisexual and Trans Faces of 2019 are:

**Marielle Franco** (1979 - 2018) was a Brazilian politician, feminist, and human rights activist. She served as a city councillor of the Municipal Chamber of Rio de Janeiro for the Socialism and Liberty Party (PSOL) from January 2017 until her death. On March 14, 2018, while in a car after delivering a speech, Franco and her driver were shot multiple times and killed by two assailants in another vehicle. Franco had been an outspoken critic of police brutality and extrajudicial killings.

**Magnus Hirschfeld** (1868 – 1935) was a German Jewish physician and sexologist educated primarily in Germany; he based his practice in Berlin-Charlottenburg. An outspoken advocate for sexual minorities, Hirschfeld founded the Scientific-Humanitarian Committee. This group carried out "the first advocacy for homosexual and transgender rights".

**James Kirkup** (1918 - 2009) an English poet, translator and travel writer. He wrote over 30 books, including autobiographies, novels and plays. He came to public attention in 1977, after the newspaper Gay News published his poem The Love That Dares to Speak Its Name, in which a Roman centurion describes his lust for the crucified Jesus. The paper was successfully prosecuted for blasphemous libel by Mary Whitehouse, then Secretary of the National Viewers' and Listeners' Association.

**Marsha P. Johnson** (1945 – 1992) was an African-American gay liberation activist and self-identified drag queen. Known as an outspoken advocate for gay rights, Johnson was one of the prominent figures in the vanguard of the Stonewall uprising in 1969. A founding member of the Gay Liberation Front, Johnson co-founded the gay and transvestite advocacy organization S.T.A.R. (Street Transvestite Action Revolutionaries), alongside close friend Sylvia Rivera (our Trans Face of 2017). Known for decades as a welcoming presence in the streets of Greenwich Village, Johnson was known as the "mayor of Christopher Street". From 1987 through 1992, Johnson was an AIDS activist with ACT UP.”

## Ten Things Branches Can Do:

1. Add all History Months and equality events to your branch and equality workplans.
2. Invite members to suggest positive ideas on how to mark History Months in your branch.
3. Raise awareness about the equality strand(s) and GMB Equality Self-Organised Groups (SOGs) – find out what they are campaigning on and how you can support them or seek advice and support; invite someone from the SOG to speak to branch members at a meeting.
4. Hold an all-members' branch meeting or event which puts equality at the top of the agenda during each of the History Months.
5. Promote and take part in History Month and SOG-hosted events and exhibitions.
6. Do an equality audit of your branch and communications – ask the regional equality officer or SOGs for guidance and advice on how to do this.
7. Design a poster, leaflet or factsheet to promote a specific equality strand, hidden history or person, group, etc. who made a difference.
8. Post messages of support on social media – Facebook, Twitter, Instagram, etc. – showing how GMB is inclusive, progressive, pro-equality.
9. Write a blog, article(s), etc. for your branch newsletter or website.
10. Make a donation to your regional equality SOGs or a local equality campaigning organisation.

**Carl Banks,**  
Secretary, GMB Shout-LGBT+

## Flexible Working Needs – The Law vs Real Life

### What the Law says:

“The Law at Work 2018 book covers flexible working rules and issues on pp 307-312. The law changed on 30.6.2014 - all employees with 26 weeks continuous service can now ask to work flexibly, not only carers for children or dependent adults. ACAS has produced a statutory Code of Practice ‘Handling requests to work flexibly in a reasonable manner’ which employers are expected to follow. There is a separate non-statutory ACAS Guide ‘The right to request flexible working’. However, the right to ask to work flexibly is not a right to work flexibly. Only one request can be made in any 12 months period. Requests from employees must be made in writing and comply with other basic stipulated requirements to be valid. Equality issues, e.g. disabilities etc, have to be considered. Employers have to respond in a reasonable manner in writing within 3 months, giving their decision. The request can be rejected on 8 different grounds, including ‘the burden of extra costs’. Arrangements are usually discussed face to face at meetings where it is good practice to allow employees to be accompanied by a fellow worker or a trade union representative.”

**The Reality:** Whilst in law there seems to be scope to deal with flexible working requests from employees, in real life such requests can lead to complex or even hostile negotiations.

Flexible working is still predominantly required for women with young children, who are often in low paid jobs. Working unsocial hours or shifts, to comply with employers’ expectations, presents our members often with very difficult situations.

For instance, women working in a hospital kitchen and being required to work a certain number of hours on certain days, to fit in with shifts done by other staff. She also has to find a nursery place for her young child which takes free nursery vouchers provided by the Local Authority for a certain number of hours a week. This means the free nursery education available has to be matched by the expected or demanded shift pattern of the employer as well as having to suit the mother. This is a very difficult puzzle to solve and can easily flounder if there is no flexibility, leaving the mother having to rely on benefits again.

Whilst it is usually women who have to cope with these problems, men can also be affected by the difficulties which flexible working needs can present. For instance, they may share child care needs when the wife also works on certain days or a certain number of hours a day. Or they may require a reduced and suitable shift pattern in order to look after a young child as well as taking care of a personal health problem where rest periods are needed.

Some employers devise staff handbooks which set out quite specific conditions in respect to flexible working requests from staff. A phrase like: ‘The company reserves the right to change shift patterns at short notice in accordance with the needs of the service’ can lead to immense problems for staff with childcare needs where arrangements have to be changed suddenly at sometimes far greater costs for the carer.

**Stephen Jones,  
GMB Ability**

## As Popular as Ever!

Again this year, GMB's fringe on the eve of the TUC LGBT+ conference was as popular as ever. We had three incredibly engaging speakers and interesting questions from those attending, who were members of the GMB delegation and also many delegates from other unions who were attending conference.

**“The process is unnecessary and it would be much better to have a system whereby trans people could self-declare in their new gender.”**

The theme of our fringe was trans self-determination - a hot topic at the moment, following the government's announcement to consult on the review of the Gender Recognition Act (GRA). Our speakers were: Sarah Pattison, trans activist and GMB member, Rebecca Fox, LGBT activist and patron of Sparkle, and Sophie Cook, former Labour Party candidate, patron of Just a Ball Game (also a GMB member).

Each of our speakers gave us a feeling of their own experiences as trans women and, although there were differences in approach, all agreed that the GRA definitely needs reform. We noted that the GRA is heavily bureaucratic and that the medical requirements needed to obtain

a Gender Recognition Certificate are intrusive and traumatic. The process is unnecessary and it would be much better to have a system whereby trans people could self-declare in their new gender.

We also discussed the problems generally faced by trans people in getting the proper care they need within the NHS, particularly the lengthy delays. Also, although things had improved in some areas in recent years, attitudes to trans people continue to be negative and the hate crime some trans people face, is not taken as seriously as it should.

Such a lively discussion, but sadly we had to cut it short as we had to vacate the meeting room - we could have gone on all evening! And indeed into the next day, which in a way we did, as we had put a motion to the conference on this very issue, which I'm pleased to say was passed unanimously.

**Sandie Maile,  
GMB Shout! LGBT+**

## Women's Conference: Confident, Proud, Inspired

The weekend of the 30<sup>th</sup> and 31<sup>st</sup> May was one to remember. The GMB London Region Sisters and members of the REF had organised and hosted the 3<sup>rd</sup> Annual GMB London Region Women's Conference. Held at Wyboston Lakes Conference Centre, there were approximately 80 women in attendance many of whom were first time delegates.

### “101 years and still we rise!”

The weekend was full of fun, laughter, and training. Sessions were held by members on, period poverty, sexual harassment, pensions and much more. The evening was full of fun and laughter with food, drinks, and a wonderful group dance to many classics!

The aim of the conference was for women in the region who have had little involvement in the union but would like to get more involved to leave feeling more confident and more empowered to go back to their branches and become an active member of the branch and their region.

This year's conference slogan was “100 years and still we rise” in recognition of the great suffragists who fought long and hard to get the vote for women. We will be forever grateful to these women.

I attended my first Women's Conference in 2016 where I was a first-time delegate, I then joined the GMB Sisters and found myself organising the 2017 and 2018 Conference with my Sisters and fellow REF members. It gave me the confidence to be able to get involved and made me realise there will always be support from other members.

When organising the conference, once it finishes I always come away bursting with pride and happiness that we can help so many women feel that they have the power to rise and fight for Equality.

Look out for the next conference later in the year. We promise you will come away feeling inspired.



**Rachael Hookway,**  
GMB Sisters Secretary

[rachael.hookway@hotmail.com](mailto:rachael.hookway@hotmail.com)

## Women's Conference 2018: First Time Testimony

After a particularly difficult week at work, I was feeling pretty exhausted and wasn't sure if I had the energy to attend the GMB Women's Conference. Following a reassuring phone call from one of the conference organisers I decided to go. I am so glad that I did because meeting so many friendly, inspiring women left me feeling reenergised, rejuvenated and full of ideas.

GMB is actively working to increase women's representation at all levels and this conference was for women members who have had little or no experience within our union. It aimed to give women members the confidence to have their voices heard and make real change within both their workplaces and our union.

Over the two days I heard some leading women on the GMB's equality strand groups talk about a huge range of hard hitting issues including domestic violence, sexual harassment, period poverty, the history of women's rights and social vs affordable housing.

The whole conference was a really great experience – I was moved to tears several times both by the subject matter but also by the passion and determination of the women involved in trying to address some of the issues women face in the workplace.

I'd like to share with you some of the things that I have been inspired to do as a result of attending the conference:

- **Join GMB Sisters and GMB Young London.** Join GMB Sisters – this is the campaigning and organising group for all women GMB members in London. Anyone interested in joining too? I decided not to join GMB Young London as I'm 30 and don't want to over commit myself.
- **Attend the GMB Holborn branch meetings regularly** to help get our branch off the ground. Again, anyone want to come along with me to the next meeting?
- **Help run a knowledge sharing session on pensions for members** and within this highlight the particular challenges that women face with regards to their pensions. One of the most useful sessions of the conference was on pensions and I think that members at the BMA would really benefit from a similar session.
- **Start discussing whether you would like the BMA to adopt a Menstruation to Menopause (M2M) workplace policy** which aims to make it easier for you to deal with issues you may face as part of menstruation and menopause in the workplace. This is probably the thing that I am most excited / terrified about as I think it is a workplace policy that could really help to break down the stigma associated with menstruation and menopause and ensure that you have access to the support you may require.

**Karly Jose,  
Holborn Branch**



## Reps: You Have New Guidance Booklets

GMB's National Health and safety Department have produced a new suite of guidance booklets that H&S and Equality Reps can refer to in situations such as, dealing with members enquiries, in sickness and disciplinary meetings or when negotiating policies with employers. The three that are most relevant for Equality Reps are the Women's Health and Safety Guide, The Mental Health Guide and Work and Suicide.

### The Women's Health and Safety Guide

This guide was needed because we know that:

- Women are more exposed to repetitive and monotonous work and to stressful conditions.
- Young women are more likely than men to be physically assaulted at work
- Women are more likely than men to experience back strain, skin diseases, headaches and eyestrain.
- PPE is designed to fit the average man, women who are made to wear poorly fitting PPE are being put at risk by not being properly protected from the hazards that it is there to

protect them from and also can cause an additional hazard.

- Women and transgender men are the only ones who menstruate, can be pregnant, or go through the menopause, these things are barely discussed at work, we need to fight the stigma of 'women's issues' as well as get policies in place to ensure that women do not face inequality at work.

This guide will help you to deal with issues faced by women members at work. This means that the hazards that women face may be far less likely to get resolved in workplaces, without intervention from GMB reps.



## Mental Health Guide

This guide has been designed to provide information on mental health conditions, give basic advice on tackling issues at work and outline ways to organise around mental health as a workplace health and safety issue.

GMB will never expect you to be an expert on mental health. Your role, whether you are a GMB Equality Rep, health and Safety Rep or just the friendly face who has been approached, is to signpost the GMB member to the specialist support that they need, and if you are in a position to, to negotiate with your employer to protect the GMB member and improve their lot at work.

If you need more advice or support, the whole GMB family will stand with you, the more that GMB can do to help GMB members talk to their GMB Reps, the sooner they can get the help they need at work, and the easier it will become for issues to be raised in the future.

## Work and Suicide

This guide is specifically for members who may have to deal with colleagues who are suicidal. It is primarily aimed at GMB Health and Safety Reps and Equality Reps, but can be used by anyone who is in a position where they are talking to a suicidal person.

The guide is designed to explain how to handle an acute situation where suicide is mentioned. It covers how to talk to someone in this situation, what to do, and who to contact. The crucial thing is to call 999 as soon as possible.

No one expects a GMB member to be an expert or a counsellor but the reality is that suicide is on the rise at work and in society, and members have not been able to easily get hold of guidance and advice until now.

These guides are all available to download online at [www.gmbactive.org](http://www.gmbactive.org)

**Lynsey Mann,**  
**National Office**



## GMB Sisters Committee Roles

On Tuesday 4<sup>th</sup> September at 18:30 GMB London Sisters will be holding their annual AGM. You can self-nominate for committee positions below by emailing [sue.hackett@gmb.org.uk](mailto:sue.hackett@gmb.org.uk) All you need to do is let Sue know what position you are standing for and provide a short statement of why you should be elected to that post (no more than 200 words). The deadline for nominations is Friday 17<sup>th</sup> August 2018. We will accept nominations for any vacant posts at the AGM.

- Chair
- Vice Chair
- Secretary
- Assistant Secretary

- Treasurer
- Organiser
- Communications Secretary
- Two REF Representatives – appointed from the elected committee at the first meeting after the AGM
- 7 Ordinary Committee Members

If you are interested and would like any more information, please feel free to contact me directly on the email provided below and I will be happy to provide this.

**Rachael Hookway,**  
**GMB Sisters Secretary**  
[rachael.hookway@hotmail.com](mailto:rachael.hookway@hotmail.com)



The poster features a purple and green background. At the top left is a small logo with the text 'GMB SIBS' and 'GMB Sisters London Region'. A large, stylized orange and red graphic reads '2018 GMB Sisters AGM'. To the right, the text 'Invitation to all London Region Self-defining Women' is written in purple. Below this, the date and venue are listed: 'Date: Tuesday 4th September at 6.30pm' and 'Venue: Mary Turner House, 22 Stephenson Way, Euston NW1 4DP'. A box contains the text: 'Guest speakers, election of new committee members and discussion on our campaigns'. At the bottom left, a box contains the contact email: 'Contact: rachael\_hookway@hotmail.com'. On the right side, there is a graphic of a fan with the text 'I'M A GMB FAN' written on it.

# GMB LONDON REGION

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LONDON  
REGION

## I'm a GMB Fan!

Dear Member/Branch Secretary,

As you may be aware our women's self-organised group, GMB Sisters, have been running a campaign called Menstruation to Menopause – it's not an easy ride, presented to our Regional Equality and Regional Women's Conferences over the last year.

We conducted a survey of women to tell us about their experiences with these issues in the workplace. We had almost 1400 women take part in the survey, which by any standards, is an amazing response and shows what a big issue this is for women. As a result of that GMB Sisters produced a workplace policy.

We have now entered in to the second phase of the campaign and produced a fan as merchandise to promote the policy in your workplaces. We are selling the fans for £4 each and all profits will go towards purchasing sanitary wear for homeless & refugee women and Trans men.

If you would like to order a fan for yourself or for your branch, please contact [sue.hackett@gmb.org.uk](mailto:sue.hackett@gmb.org.uk).

Branches have been sent order forms in their branch mail, so look out for them. You can also find one on the next page. All cheques should be made payable to GMB.

We look forward to receiving your orders.  
**GMB Sisters,  
London Region.**

GMB SISTERS M2M FAN ORDER FORM		
<small>Fans can be delivered to address below, or collected from Regional Office. If to be collected, we will email you when ready for collection.</small>		
<input type="checkbox"/> DELIVERED	<input type="checkbox"/> COLLECTED	<small>Please tick preference.</small>
NAME:	<input type="text"/>	
BRANCH:	<input type="text"/>	
ADDRESS:	<input type="text"/>	
	<input type="text"/>	
	<input type="text"/>	
POSTCODE:	<input type="text"/>	
EMAIL:	<input type="text"/>	
NUMBER	<b>£4 per fan</b> P&P <small>If delivery required</small> TOTAL	TOTAL <input type="text"/> <input type="text"/>
<small>PLEASE COMPLETE FORM AND SEND WITH CHEQUE (PAYABLE TO GMB) TO:</small>		
<b>SUE HACKETT, REGIONAL EQUALITY OFFICER</b> JOHN COPE HOUSE, 152 BRENT STREET HENDON NW4 2DP		
<small>All proceeds to GMB Sisters Period Poverty Campaign</small>		



**JOIN ONLINE**  
[www.gmb.org.uk/join](http://www.gmb.org.uk/join)

[www.gmblondon.org.uk](http://www.gmblondon.org.uk)  
f GMBLondonRegion  
@GMBLondonRegion

**UNIONLINE**  
YOUR TRADE UNION LAW FIRM  
0300 333 0303  
[www.unionline.co.uk](http://www.unionline.co.uk)

## Picture Perfect

Below you will find a selection of pictures of a day in the life of a GMB Member. Most of the pictures taken are from the 2018 Women's Conference which truly had an unprecedented number of attendees! Thank you to all our wonderful members who attended this event, you are the reason GMB grows from strength to strength.



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**“101 Years and Still We Rise!”**

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## Are you a GMB member aged 30 years or less?

Would you like to get involved with our vibrant campaigning Young members section?

Come along to our AGM on Thursday 20th September 2018 from 6.30 pm – 9.00 pm  
GMB, Mary Turner House, Stephenson Way, Euston, NW1 2HD

We welcome all GMB London Region members to apply for positions on the committee or you may want to just be part of the network, getting involved with campaigns etc.

The current national campaign is Wages Not Based On Ages, where we have been lobbying MP's to change the minimum wage for U25's to not be discriminatory and pay under 25's equal pay for equal work. Our current regional campaign is on automation and the threat it poses to workers.

Our AGM will vote on the campaigns we run for the next year. There will be an opportunity for you to suggest a campaign for us to focus on for the next year, all ideas welcome.



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## Upcoming Events!

**GMB Shout!**  
lesbian gay bisexual trans +

**PICNIC IN THE PARK**  
**SUMMER SOCIAL**

Bring along some food, some drink and your picnic blanket and join us for a summer social picnic

**Vauxhall Park**  
South Lambeth Road, SW8 1UA

**Saturday 28<sup>th</sup> July**  
**12noon onwards**

Contact us if you would like more information  
info@gmbshout.net

**disability**  
the disability forum

GMB  
LONDON  
REGION

there is no equality without justice

Two dates for your diary.

Saturday 22<sup>nd</sup> September 2018  
GMB Ability's long awaited launch event  
Abolishing Boundaries  
Lift, 45 White Lion Street, London,  
N1 9PW

Our event is a disability fayre for reps and members alike, we welcome non-members also. Look out for our flyers on social media.

Saturday 13<sup>th</sup> October  
GMB Ability 2018 AGM

Would you like to get involved and apply for a committee position?

at: GMB HQ, Mary Turner House, 22 Stephenson Way,  
Euston, NW1 2HD

Look out for the flyer.

**GMB WOMEN'S CONFERENCE 2018**  
100 YEARS AND STILL WE RISE!

You are invited to attend the

### GMB Sisters Social

All GMB Self-defining women welcome

Thursday, 26 July @ 6 pm

GMB Euston office

Mary Turner House

22 Stephenson Way

NW1 2HD

Guest speaker Dawn Butler MP,

Shadow Secretary of State for Women and Equalities

RSVP to: sue.hackett@gmb.org.uk

GMB Shout! Invite all LGBT+  
GMB London Region members

To our 2018 AGM on Wednesday 19<sup>th</sup> September 2018  
from 6 p.m.

At GMB HQ, Mary Turner House, 22 Stephenson Way,  
Euston, NW1 2HD

Look out for the flyers on social media

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