

LOCAL GOVERNMENT PAY

Offer short of what's needed after years of cuts



Preparations for strike ballot under way

Care workers, refuse collectors, social workers, teaching assistants, community workers, street cleaners and so many more go above and beyond every single day.

Local government staff keep communities safe, clean and accessible, yet there is often little or no recognition for your hard work.

With the cost-of-living skyrocketing to new highs every day, it's time to rise up and demand decent pay for the work you do.

We've lost 25% in 12 years

Over the past 12 years, council and school staff have lost on average 25% from the value of their pay when measured against the Retail Price Index (RPI) measure of inflation since 2010.

UNISON has been campaigning for a decent pay rise for council and school workers. We called for a pay increase of inflation plus 2% – based on the Treasury's annual forecast for RPI for 2023, this would amount to 12.7%.

However, the local government employers have responded with an offer of a flat rate increase of £1,925 (with less for part-time and term-time workers). In a cost-of-living crisis this simply is not good enough.

So, we're putting it to you, our members. We are balloting members to ask if you wish to take industrial action over pay. Taking action will send a clear message to employers that you need a better pay rise.

The ballot will run between May and July. Please make sure your details on our database are up to date:

more on pages 2/3



UPDATE YOUR DETAILS

Go to my.unison.org.uk or just scan the QR code to check your records are correct and update them.

LOCAL GOVERNMENT PAY ROUND-UP

Derbyshire County Council says no to annual leave increase

The 2022 pay award for council and school workers was agreed late last year. Because it is negotiated nationally between the unions (UNISON, Unite and GMB) and the employers at a National Joint Council, this is commonly known as the NJC pay settlement (or claim/offer). The uplift to salary should now be with all members.

Academy trusts

Members in other local authorities and academy schools on NJC terms should also receive an increase in annual leave. We know this has not happened with all academy trusts. If yours is one of those refusing to honour the settlement, please drop a quick email to dave.gorton@unisondc.co.uk saying so. We will then take it up with the individual trust.

However, it is now clear Derbyshire County Council (DCC) do not believe themselves to be bound to any elements other than the basic salary increase. In a nutshell, this means the annual leave increases agreed at the NJC will not be applied to DCC employees. Those attending the Derbyshire UNISON annual general meeting in March will recall it was understandably a hot topic of conversation.

Single status

UNISON has looked into the matter legally. When DCC introduced the Derbyshire Package following single status over ten years ago, they ended the link with NJC terms - except for basic salary increases. Although this has never been an issue till now and however unfair we might think it is, it does mean we have no legal recourse.

The employer say that they are still in discussions with us - but also say that they will not move an inch on this. We leave it to members to decide how they think their employers are acting.

UNISON is balloting all members about industrial action over the below-inflation 2023 offer. We expect Derbyshire UNISON members will want to consider the latest actions of their employers when casting their vote.

Stand together!

We will also be running a separate campaign for Derbyshire to return fully to NJC pay. It simply cannot

be right for Derbyshire workers doing the same jobs as their counterparts in, say, Derby City or Nottinghamshire to be getting different terms.

We must stand together. A return to NJC terms means fairness and equal treatment for council workers.

2023 NJC Pay - UNISON balloting for industrial action

The employers' offer of a flat rate increase of £1,925 could be worth around 9% for those at the bottom of the pay scales but just 3.5% if you're nearer the top. It will obviously be a smaller sum for part-time workers, as well as school workers on term-time contracts.

But it's not enough! Whatever inflation figure you use, the offer is still below them! The one the government uses rose in February to 9.2%. (This figure excludes housing costs). The more realistic one quotes February's rate at 13.8%.



Inflation in the real world

What really matters most to us are the everyday living costs. The yearly inflation rate for foods currently sits at 18.2%. Electricity prices rose by 66.7% and gas went up 129% in the last year! This is the real world. 3 - 9% simply isn't enough.

The government's claims that wages need to be kept down to prevent inflation is being exposed as nonsense by events. It was rocketing inflation that led to the need for higher wages. It's the 'need' to maintain profits that causes inflation!

(Sainsburys made £730 million profit in the last year and their boss just tripled his salary to £38 million a year - yet staff only got a 5.3% increase).

It's alright for some!

UNISON regional organiser Dave Ratchford said:

“Members aren't daft. They know they deserve more and that the government is trying to bully them. What's making them more angry is that it's the richest government cabinet ever. The Prime Minister, Rishi Sunak, and his wife own over £730 million between them. They won't have been going cold and hungry over the winter!”

Higher pay for local government workers wouldn't break the economy (it's broken already!) In fact, higher wages would increase tax revenue and allow more spending. It would help the economy.

But, like other workers have been forced to do over the last year, we will now have to force the government and employers to listen. No-one relishes taking industrial action but when we're backed into a corner, we have to fight back.

This ballot is crucial - YOU must vote!

It is vital everyone votes. In the past, many members have understandably decided they couldn't make up their minds but would go along with the majority opinion. Now, the government's "threshold" anti-union laws means these count as accepting the status quo and against action.

So, when the ballot papers arrive (later in May), make sure you vote. And when you vote, make it count towards winning a proper pay rise. UNISON urges you to demand more by voting for action.

MAKE SURE YOU VISIT OUR WEBSITE REGULARLY TO KEEP UP WITH NEWS AND EVENTS

derbyshireunison.com



Schools and academy trusts

Education has become a battleground as central government and other providers refuse to recognise the lasting damage the funding is causing.

The UCU union in colleges and universities and the main teaching unions throughout the UK have been involved in ballots or strike action, which are not just about pay awards but also the dire economic situation educational institutes are in.

School support staff organised in UNISON have been involved, supporting their striking colleagues in ways the law allows.

Over the coming months, we will be asking school support staff for their experiences and stories of how funding cuts affect their ability to do the job properly. Look out for updates on our website.

Special educational and additional support needs

Derbyshire UNISON also organises staff in non-council schools providing support for those with special educational and additional support needs. There are specific issues in these schools, often related to safety, which often require a different approach.

However, UNISON is always extremely concerned when members tell us they are told by employers 'violence is just part of the job'. It isn't! We will be trying to visit as many of these establishments to encourage membership of UNISON so we can collectively tackle such matters.

Nursery school issues

We're asking members - and potential members - in nursery schools, particularly private ones, to let UNISON know of specific areas of concern for them. Please return regularly to the website for updates.



Time for change

It's time for change. Social care should become part of a nationally recognised institution, as respected as the NHS. It should not be run for profit, but to provide world-class, high quality social care for those who need it. Older people, disabled people and those in need of reablement services deserve to have their needs put first, not those of shareholders.

UNISON is the largest union in the care sector, and we have a responsibility to push for this progressive and radical change. That's why over the next 18 months and beyond, UNISON will be intensifying our campaign for England to have a National Care Service.

It's clear to everyone that social care is broken. During the pandemic, this crucial public service was left exposed to the ravages of COVID-19. Care workers forced to work without PPE, no sick pay for self-isolation and older and disabled patients discharged from hospitals into care homes while COVID-positive. It led to a national tragedy and the scale of loss was among the worse in Europe.

Privatised bargain basement service

But the problems in social care didn't start when COVID-19 arrived. For decades, governments have tried to run our social care system as a privatised bargain basement service, where care workers are left unsupported and care recipients routinely let down.

Most social care in England is commissioned by local government and delivered by private and independent companies. The system has been run down by a combination of funding cuts to councils and profit extraction by some providers. National standards are not properly enforced and care workers routinely face poverty wages and even outright exploitation.

Rock-bottom wages

Pay for care workers is at rock-bottom minimum wage rates, even though it's a difficult, skilled job that requires them to take on huge responsibilities. Some receive even less, because they are not paid adequately for travel time or overnight sleep-in shifts. Is it any wonder there are 165,000 vacancies in the sector? By far the highest rate of unfilled posts for any sector of the economy.

Despite the Westminster government's claim it would "fix" social care, it doesn't have the solutions, or the genuine political will, to deliver the service needed.

And if we needed any reminding of how the current government disregards the care sector and its workforce, we got news recently they are planning to half the investment in the social care workforce which they announced in 2021. Social care now needs to moved to the front of the queue, not shifted to the back.

We want to see a National Care Service that:

- gives access to quality care for all those who need it
- is focused on providing world-class social care, not delivering profits for shareholders
- has national pay, terms and conditions for all care workers and a proper workforce plan
- has the long-term and adequate funding for a high-quality care service
- includes an emergency pay boost for all care workers, helping to end the staffing crisis

Over the coming months there will be lots of ways for UNISON members working in social care to get involved in the campaign and push for the change we all so desperately want to see.

We have listened to our members and heard the voices of all those who rely on social care. Make no mistake, we will do everything in our power to make this happen.

Work in care? Tell us about your thoughts on the current state of social care in England.

Take the survey at survey.alchemer.eu/s3/90551667/Care-Campaign-Launch-Survey-April-23





mentalhealth MATTERS

In the next few months, Derbyshire UNISON will be producing a comprehensive mental health advice guide. This will be aimed both at members who believe their mental health is suffering and those who feel work colleagues may need some assistance.

The centre pages of this magazine contain the introduction to that guide. If you want to be involved in our work on mental health, please drop an email to dave.gorton@unisondc.co.uk

What is mental health?

The World Health Organization defines mental health as:

“... a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community. Health is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity”.

Like all health, mental health doesn't always stay the same but changes as life and circumstances change. Everyone has periods of feeling stressed, frightened or low.

Sometimes people recover from the changes in their mental health but at other times they may be affected for a long period.

Someone diagnosed with a serious mental health condition may have a very positive mental health state. Someone with no diagnosis may have very poor mental health state.

The independent review commissioned by the government in 2017 considered the three phases that most of us go through at different points and between which we fluctuate during our lives:

- **People who at any point in time are thriving**
- **People who are struggling**
- **People who are ill and possibly off work**

People with poor mental health including common mental health problems and severe mental illness can be in any of these groups. An individual can have a serious mental health problem but – with the right support – can still be thriving at work.

Unlike many physical health conditions, there is a stigma attached to mental health problems. In many cultures and societies it can be difficult and uncomfortable to discuss feelings and emotions. And it may not be easy to identify if someone has a mental health problem and needs support or adjustments in the workplace.

What are mental health problems?

One in four of people will have problems with their mental health at some point. These problems range from the day-to-day worries that everyone experiences to longer-term serious conditions.

Most people who experience mental health problems can get over them or learn to live with them – just as with physical health problems. About one in a hundred people will experience severe mental illness.

Traditionally, health professionals have split mental health symptoms into two groups:

- **neurotic** (related to depression, anxiety and panic) [often referred to as ‘common mental health problems’] and;
- **psychotic** (related to perceptions of reality and which may include hallucinations, delusions or paranoia) [often referred to as ‘severe mental health problems’].

Common mental health problems include:

- **anxiety** about 1 in 10 people in the UK
- **depression** about 1 in 10 people
- **mixed anxiety and depression** about 1 in 10 people
- **post-natal depression** between 8 and 15 per cent of women
- **obsessive compulsive disorder** 3 per cent of people
- **phobias (and panic attacks)** between 1 and 3 per cent of people.

Severe mental health problems are:

- **psychosis** one in 200 people in the UK
- **bipolar disorder** between one and two per cent of people
- **schizophrenia** between one and two per cent of people

Other types of mental health problems:

- **eating disorders**
- **Attention Deficit Hyperactivity Disorder (ADHD)**
- **alcohol and substance dependency** three per cent of adults
- **dementia** five per cent of people over 65 and one in 1,000 of people age under 65 in the UK

What about work-related stress?

Stress is not a mental health diagnosis and is not a recognised mental health condition. Most people with work-related stress will have anxiety, depression or what is termed ‘generalised anxiety disorder’.

Work-related stress is the second-biggest occupational health problem in the UK and costs the UK £3.6bn every year. Research has suggested that 30–40 per cent of sickness absence is linked to work-related stress.

Social aspects of mental health

Health and wellbeing, including mental health, is affected not only by individual characteristics but also by the social circumstances and environment in which

people live. These factors interact with each other and they may adversely affect or support a person’s mental health state. The mental health charity Mental Health Foundation identify three factors that can lead to mental health inequalities:

- **material inequality** poverty, poor housing, lack of employment opportunities
- **social inequality and injury** stigma and discrimination related to:
 - **homelessness and being vulnerably housed**
 - **immigration status**
 - **ethnicity**
 - **sexual orientation**
 - **disability**
 - **experience of violence or abuse**
- **health inequality** including having long-term physical health conditions

UNISON campaigns on social issues as well as more obvious workplace matters. We seek to improve members’ health and wellbeing at all times not just during working hours.

The social and economic costs of mental health problems

Poor mental health costs employers between £33bn and £42bn a year. That’s an average cost for every employee, not just those who are ill, of between £1,205 and £1,506 per year.

Mental health and the law

Legislation

The Equality Act 2010 (EA10) protects people from being discriminated against because of certain specific characteristics. The protected characteristics are:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave



- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

Mental health problems are covered by disability under the Act.

EA10 protects people who have or have had a disability in the past. This includes protection where they are perceived to have a disability or are associated with a disabled person.

The meaning of 'disability' and 'disabled person'

EA10 says someone has a disability if they have a physical or mental impairment, and the impairment has a **substantial** and **long-term** adverse effect on their ability to carry out normal day-to-day activities.

A formal medical diagnosis is not always necessary. The Act does not define impairment but it can include the effects of or symptoms of any illness. This includes the side effects of any medication, for example being very tired due to antidepressants.

Substantial means it is more than minor or trivial – for example it takes much longer than it usually would to complete daily tasks.

Determining if the impairment has a substantial adverse effect requires comparison between the way a person carries out an activity with the impairment and the way they would carry out the activity without the impairment. It is not a comparison with other people.

Long-term means likely to have or has lasted for 12 months or more. This can include fluctuating or recurring conditions such as depression.

Rights and duties under the Equality Act 2010

It is unlawful under the Act to:

- discriminate against a worker because of a mental disability or
- fail to make reasonable adjustments to accommodate a worker with a disability.

The Act defines both direct and indirect discrimination. UNISON representatives are trained to distinguish and understand differing types of discrimination and what may be legally acceptable.

It is important to note the Act does deal with less favourable treatment which is not connected to a person's own protected characteristic. This could amount to discrimination by association (for instance, someone is less favourably treated because they care for

their partner who is disabled) or discrimination by perception (for instance, someone is less favourably treated because their employer mistakenly believes they have a mental health problem).

You should contact your UNISON representative if you believe you are being treated less favourably because of discrimination by association or perception.

Discrimination arising from disability

This occurs where a disabled person is treated unfavourably because of something connected to their disability, although there will be occasions when an employer is legally able to justify different treatment. This will very often be because they didn't know (or couldn't reasonably be expected to know) that the worker was disabled. However, the employer should take reasonable steps to explore with the worker whether any difficulties are because of the consequence of a disability.

In almost all occasions, UNISON believes it to be in your best interest to inform your employer of disabilities. You can confidentially discuss this with us first if you perceive problems in declaring a disability.

Failure to make reasonable adjustments

An employer has a duty to make 'reasonable adjustments' – changes that make it easier for the disabled person. The Act does not provide a specific list of adjustments. However, the Statutory Code of Practice suggests that adjustments can include:

- changing equipment
- providing aids – including extra support and equipment
- changing the location of work or allowing working from home
- changing policies and procedures
- allowing extra time off work eg for counselling or other medical appointments
- allowing flexible working
- changing the worker's role or parts of the worker's role
- offering counselling or mentoring.

When deciding what is reasonable, an employer can take into account:

- the size of the organisation and its financial situation
- the cost of making the change
- how helpful the adjustment would be to the individual
- how practical it is to make the change.

The employer cannot charge the worker for making the changes.

Peak District National Park visitor centres under threat

UNISON members in the Peak District National Park Authority have reacted with understandable concern at the new CEO's restructure proposals which could see many compulsory redundancies and all of the park's visitor centres being closed.

Consultation is due to start about the potential ending of 30 (FTE) roles.

This comes on top of an unpopular retention allowance policy being introduced despite reservations from Derbyshire UNISON and members that it would remove any confidence staff had in the proposed reorganisation if it was introduced 'early'.

Dave Gorton, area organiser, said:

"We have raised the issue of the relatively low pay for planners in comparison with other local authorities, although it is also an area within which those other councils are also having recruitment difficulties.

"UNISON does not oppose retention allowances per se but handled badly they can cause disharmony. We believe this was a case in question. The restructure is meant to address issues such as job evaluation/pay. Paying a lump sum to some staff who had no [known] intention of leaving was never likely to pour oil on troubled waters. It has done the opposite."

Staff, particularly those working in the visitor centres in Bakewell, Castleton, Edale and Upper Derwent (Bamford) are angry about the proposed closures, especially as part of the justification - that centres in many other national parks had already closed - would appear to be unfounded.



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Peak District visitor centres under threat in operational review

9 February



NEWS from around the county

Staveley Town Council goes broke!

A huge hole in the finances of Staveley Town Council has led to the compulsory redundancies of staff amid a bailout from Chesterfield Borough Council.

The debacle, which has played out on the front pages of the Derbyshire Times and, through the local MP, in the House of Commons, has meant Derbyshire UNISON having to represent members facing dismissal for absolutely no fault of their own.

Strapped town council makes staff redundant and closes cafe



Area organiser Dave Gorton was quoted in the newspaper saying:

"Our members have been caught up in local political horse trading and have paid the ultimate penalty – their jobs – while councillors try and point score.

"Staveley councillors should be ashamed of their actions. The people of Staveley deserve better."

We found out the council had not been paying pension contributions for the staff, had failed to pay taxes to the HMRC on staff's behalf and had even not passed on union contributions, deducted at source, to UNISON!

UNISON also had to assist members getting the correct notice period and, hence, redundancy pay as the council's records were found to be non-existent or incorrect.

Dave said:

“It would be unusual if the staff themselves weren’t upset at the prospect of losing their jobs but the issue is much wider than this. Once again, faced with financial shortfalls, the first thing local councils and other authorities seek to do is to close public services as an ‘easy option’.

UNISON fights for its members but we also fight to protect public services for the benefit of all. Instead of succumbing to the ‘easy option’, we want councillors to fight alongside us to maintain important local amenities. The centres are popular, deal with hundreds of thousands of people a year and should remain open.”

PLEASE SIGN THE PETITION AGAINST CLOSURE AT [CHANGE.ORG/SAVE OUR VISITOR CENTRES](https://change.org/save-our-visitor-centres)

Vertas / Concertus pay award is too little

Except for those whose pay had to rise by 9.7% or it would have become lower than the legal minimum wage, the pay award for staff in Vertas Derbyshire Ltd and Concertus Derbyshire Ltd of 4% was appallingly low.

The terms of the transfer of staff out of Derbyshire County Council excluded pay bargaining so UNISON’s claim isn’t negotiated as such, just responded to by letter.

This letter states that “We appreciate the rising levels of inflation and cost of living. VDL and CDL operates as a contract based organisation and therefore we have to balance what our public sector customers can afford against VDL and CDL business affordability.”

Or, in other words, we’re no longer providing a public service but one that makes private profits! Both operations - VDL and CDL - made close to £200,000 in pre-tax profits in the last financial year.

Dave Gorton, area organiser, said:

“ Firstly, we owe members an apology. An organisational change within UNISON led to an oversight in getting the details about our pay consultation back out to members.

“Those who voted rejected 4% overwhelmingly but, sadly, too few voted for us to take a decision to move towards an industrial action ballot.

“If we are to win a pay award in 2024 which gets anywhere near reflecting the huge cost-of-living increases, we are going to need a recruitment

drive for UNISON membership and a layer of activists stepping forward to help us organise.”

Derbyshire UNISON is planning Vertas to be one of the areas on which special attention is paid over the coming months with regard to increasing membership and involvement. If you want to help, contact Dave on dave.gorton@unisondc.co.uk

Help us help you!

The ability of UNISON to win higher pay, resist redundancies and achieve better conditions in the workplace very much relies on member involvement.

UK employment legislation is heavily weighted towards employers and we cannot rely on that to provide ‘fair’ outcomes to all who feel they have been hard done by.

Derbyshire UNISON employs two organisers but we cover over 500 employers. They can only do so much!

It needs staff who work in those employers - councils, schools, colleges, care organisations, catering and cleaning companies, even prisons - to become more involved to help the work.

It would be great if we could have elected stewards everywhere but we understand this isn’t always possible. But we do need contacts and advocates - people who can encourage colleagues to join UNISON, or just keep a supply of membership packs.



Now is the time to step forward! The increased activity and membership of trade unions over the past year has demonstrated to a new, younger player our role in society. Can you help us develop that in Derbyshire?

Contact Dave Gorton dave.gorton@unisondc.co.uk or Charlotte Allen charlotte.allen@unisondc.co.uk to arrange an initial chat. How you decide to be involved will be up to you but Dave and Charlotte can highlight options and make suggestions. Don’t leave it to others!



Karen Seymour was elected for the first time in March as the branch's equality co-ordinator, a post she will hold as a job share with **John Cowings**.

As a new branch officer, we interviewed Karen on how she saw her role and her priorities.

As a worker in a small voluntary organisation, members may not have come across you before. Tell us a bit about yourself.

Since 2009 I've worked in Shirebrook, Bolsover and New Houghton as a benefits advisor with Derbyshire Unemployed Workers' Centres, helping ill, disabled and older people claim their rightful entitlements. These are some of the people most vulnerable to government attacks.

I've been wanting to get involved in union work for some time but you know the saying 'Life gets in the way!' Now I've 'taken the plunge' and been elected, I'm really looking forward to helping out.

You obviously have a passion for equality and opposition to all forms of discrimination. How did this come about?

As a socialist of long standing, it comes as second nature. I'm very much a believer in the old adage 'An injury to one is an injury to all'. To me that is what trade unionism is about, combining together to defend ourselves when we are unable to do so individually.

The role of equality co-ordinator isn't to engage directly with employers and managers over individual member issues (that is done by the local steward or convenor) but to look at advancing collective matters. What would you see as, say, your top three priorities?

Obviously I wouldn't want to rule anything out but we all have to prioritise. My experience in working with people with disabilities, I believe, will stand me in good stead and I want to prioritise this from the outset. Numbers fluctuate but around a fifth of the UK population is classed as disabled. I want to create a forum where experiences can be highlighted and

solutions to workplace issues exchanged. I'm pleased Derbyshire UNISON is working towards doing more work on mental health issues as these clearly have a major effect at work for some members.

For the other two, I think it's different ends of the age spectrum. There are a large number of people still in work beyond the state retirement age, normally for financial reasons. They may need extra assistance or support and this is an area which is too often forgotten.

Then there is the younger workers. I was so pleased to visit and see in the media, picket lines and demonstrations in the recent past where the number of young workers was very high, particularly younger women. I don't profess to be young any more (although at heart I am!) but I want to bring some of UNISON's younger members together across all employers to help them discuss their specific issues without fear of being picked on by rogue managers.

What would you see the roles of those members who want to help you and John develop the work?

From the outset, my main aim is just to provide the opportunity for small groups to meet and discuss. The agenda would be theirs, not UNISON's and they would decide upon any roles. I don't want to rule anyone out because they think they must do this or do that. The only thing they must have done is join Derbyshire UNISON!

If members want to contact you directly, how can they do this?

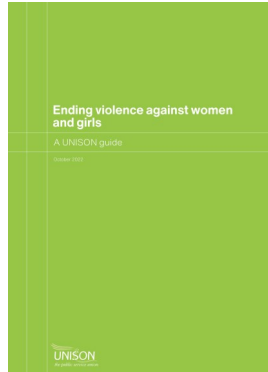
Just email me at karenseymour@hotmail.com

Thanks, Karen. Good luck to you and John in the coming year.

Ending violence against women and girls

UNISON's latest guide on ending violence against women and girls can be read or downloaded from the branch website. (derbyshireunison.com/women-members.html)

If you want to get more involved with Derbyshire UNISON campaigning on the issue of domestic abuse, including encouraging employers to develop more robust policies and assistance to victims, please contact equality co-ordinator Karen Seymour karenseymour@hotmail.com



If you have come to the UK to work in social care, please read on

UNISON and migrant workers

Derbyshire UNISON is currently dealing with some issues surrounding migrant workers. A few problems have been identified by workers themselves, particularly those who have recently arrived in the UK specifically to take up posts with understaffed social care organisations.

UNISON understands the extra fears and worries such workers may have when things go wrong. But we want to hear from any of you who have been brought to the UK to undertake such jobs. We guarantee you that all contact is absolutely confidential. We are only advertising one point of contact so you can be assured of the security.

Please email Charlotte Allen, area organiser at charlotte.allen@unisondc.co.uk or call her on 07764 775281



Challenging racism in the workplace will:

- ensure Black workers have equal access to career progression, good quality jobs and pay
- help address deep-rooted discrimination, and reduce incidents of bullying, harassment and other unfair treatment, including stereotyping
- improve the well-being of Black members contribute to the growth and future strength of Derbyshire UNISON
- recruit new members and activists, of benefit to all the membership
- place public authorities under a proactive duty to identify and publicise opportunities to promote equality.

No workplace where racism is allowed to flourish can ever be effectively organised. That's why anti-racist work is part of our branch activity.

Can you get involved? Find out more by contacting Karen Seymour or John Cowings via branch@unisondc.co.uk

UNISON – a union for all



“ We believe all workers should be treated fairly, with dignity and respect.

Migrant workers have a home in UNISON. We stand together. ”



5 reasons to join UNISON

Higher pay, better work benefits, good public services for everyone

Working people standing together as one means that, on average, UNISON members get:

- higher pay than non-members
- better sickness and pension benefits
- more paid holiday
- the right to more flexible working hours.

UNISON campaigns for properly funded high quality public services for all, from early years to the elderly. The accumulation of private profit shouldn't play a part in education and health.

Being treated with respect at work. An end to bullying

UNISON argues for working people to be treated with respect. We work to end bullying and harassment at work. We stand up against unfair treatment of all kinds, including discrimination against women, lesbian, gay, bi and trans workers, Black and minority ethnic workers and disabled workers.

If there are a majority of UNISON members in your workplace(s), you're more likely to have a better work/life balance. And women are far less likely to face problems at work while pregnant, on maternity leave or when they return to work.

Help with individual problems

If you run into problems at work, you can get advice and help from our representatives who are trained in legal issues such as employment contracts, harassment, redundancy, pensions and discrimination.

Healthier at work

UNISON tackles the causes of ill health at work, not just the symptoms. That means lower accident and injury rates, less stress and better understanding and support for those with mental health problems.

If the unexpected happens you can count on our support. If you have an accident or are injured at work our specialist lawyers are there to help when appropriate. You are covered for things like assault, accidents, industrial diseases and accidents on your way to or from work.

Education, training and support

Whatever work you do, we are here to help you learn more – whether you are facing change at work, want to develop your career or want to learn something new for your own benefit. UNISON offers a range of courses and short workshops free to members, so whether it's brushing up on computer skills, professional development or finding out more about the union, learning through UNISON can help you develop your confidence, skills and knowledge.

You can get your work colleagues to join UNISON today from their mobiles...



0800 0 857 857
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