

Stronger together

Community service group
annual report 2018



Contents

Introduction from Malcolm Gray, Chair of the Community Service Group	2
Recruiting, organising, representing and retaining members	3
Negotiating on behalf of members and promoting equality	4
Campaigning and promoting UNISON on behalf of members	7
Developing an efficient and effective union	8
The Community Service Group Executive	9
Regional Reports	10
Scotland	10
West Midlands	11
Eastern	12
Northern Ireland	12
Greater London	13
Cymru Wales	14
Northern	16
East Midlands	17
South West	18
North West	21
South East	22
Action on motions from Community Conference 2017	23

Introduction from Malcolm Gray, Chair of the Community Service Group

On behalf of the Service Group Executive, I would like to welcome you all to the 2018 Community Seminar and Conference. Over the next few days we can debate the issues that matter most to our members, and take the opportunity to catch up with comrades across the country.

There is no doubt that conditions for so many members in Community continue to be tough. UNISON has been fighting on many fronts to maintain wages and terms and conditions at work. Some employers continue to see an annual cost of living pay rise as an optional extra, rather than crucial measure, enabling their employees to afford the basics for themselves and their families.

But there are also reasons to be optimistic. UNISON has won some great victories over the last twelve months. After a sustained campaign, we are now recognised to represent our members in the UK's biggest housing association. We are finally winning the battle to get sleep in shifts recognised as working time for calculating the minimum wage. And the Violence at Work Charter has struck a chord with Community members and employers alike.

Our membership in Community continues to grow, but there are still organising challenges we face. Progress has been made in linking up regions and branches working with newly merged employers, but we will continue to push for structures and practices which recognise the fragmented and specialised challenges facing our reps and members.

At this year's seminar we have devised a programme which goes to the heart of the key issues. Violence at work, best practice in organising, our union's lay democracy and health and social care Integration – to name but a few.

I am very pleased that we will be addressed by the new Assistant General Secretary for Bargaining, Negotiating and Equalities. It is a great chance to hear Christina McAnea's vision for representing members and the role of Community members in UNISON's wider strategy.

I really hope you enjoy coming together with fellow reps and members. I also hope you enjoy the debates over important issues and the social side of conference, where you can develop contacts and comradeship that will help you in your work for UNISON.

See you in Southport!

Malcolm Gray, Chair, Community Service Group Executive

Recruiting, organising, representing and retaining members

As a service group we have prioritised organising, because increasing our membership, and the density in employers is the fundamental building block for negotiating better terms and conditions and exerting influence.

Encouragingly, Community continues to be an area of membership growth for UNISON. Over the past 12 months, overall Community membership increased by 580. Many of these are new members, some have TUPE transferred from other employers. The table below shows the top 12 employers in which UNISON has seen a net increase in membership. The prominence of the sleep-in shift issue in Mencap and our campaign to gain recognition in that employer is reflected in the highest membership growth. South West Region have continued their excellent recruitment and organising work, both in Dimensions Somerset SEV and in Somerset Care Ltd. The prominence of housing associations in the top twelve also shows the union is responding to wide-ranging changes in the sector, including mergers.

Rank	Employer	Joiners	Leavers	Net Change
1	Mencap	301	-175	126
2	Dimensions Somerset SEV	149	-36	113
3	Autism Initiatives	150	-38	112
4	Community Integrated Care	235	-125	110
5	Methodist Homes	230	-139	91
6	Optivo Housing	105	-21	84
7	Somerset Care Ltd	196	-137	59
8	Creative Support	224	-166	58
9	Leonard Cheshire Disability	112	-67	45
10	Hyde Housing Association	68	-28	40
11	Dimensions (UK)	195	-156	39
12	Active Northumberland	65	-29	36

In the regional reports later in this document you will find many more examples of excellent organising and recruitment initiatives focussed on the Community Service Group. It is this hard work which has been so crucial in ensuring we have had such a successful 2017.

Notwithstanding this positive work, there are still long-standing issues with regard to UNISON structures which we must continue to grapple with. Many Community members and activists are still not fully integrated into their branches, sometimes when the branch is more focussed on a single, larger public sector employer. Community Members must feel that they can access support and advice from their branch. Work has been done on this in

the past year, but we must retain our focus on making sure we overcome structural challenges to good organisation and membership retention.

Housing Associations Organising Project

Following on from the Fighting Fund Project in Anchor, Sanctuary, and Places for People, in 2016-17 we developed a new organising project in the Housing Association Clarion. Clarion is now one of the largest housing associations in Europe and was formed out of a merger between Affinity Sutton and Circle Housing.

We set ourselves the objective of achieving recognition in Clarion. Our national Fighting Fund Organisers worked tirelessly, with regions and branches and achieved this goal. In April 2017, Dave Prentis and the CEO of Clarion signed the agreement. Dave Prentis said: "This agreement shows Clarion's willingness to work with UNISON to ensure employees' views are represented at the highest level.

"The most successful organisations are those that work closely with unions. Both staff and senior managers at Clarion will benefit as a result."

With other merger's happening within the sector, further organising work is now taking place at regional and branch level, with co-ordination via national office.

Negotiating on behalf of members and promoting equality

The context for bargaining over the past year continues to be difficult, but we are starting to see a steady improvement in pay settlements. Local government grant funding continues to be squeezed and budgets are at crisis levels in social care. This has squeezed the finances of many employers, but there has also been some recognition that cost of living pay rises are crucial to the workforce.

UNISON has been working hard to prevent cuts to wages and working conditions as being seen as the 'easy option' for reducing costs. We have negotiated hard across the country for pay rises or to prevent pay cuts and the erosion working conditions, removal of increments, and under-staffing.

In national bargaining we have been pleased to see that those employers signed up to the Living Wage Foundation Living Wage are maintaining that commitment.

The union has had an important role to play in reminding employers of their responsibility to pay the National Minimum Wage for all work, particularly by raising the issue of sleep-in shifts up the bargaining agenda.

In 2016, 1% pay rises were the norm, but UNISON pressure has meant 2017 has seen some improvement on this.

The average 2017 pay rises according to various sources were:

XpertHR, Not-for-profit:	1.5%
LRD Voluntary sector	1.5%
Incomes Data Research Not-for-profit	2%
Incomes Data Research - care services & housing	1.6%

The service group has consciously attempted to address equality issues, including ensuring that women are properly represented. In 2018 we will continue to seek equal pay across the sector, and ensure that we are applying proportionality and fair representation in our own work.

Allied to our Violence at Work Charter campaign, UNISON negotiators across the country have been asking employers to take violence at work seriously. On the whole, this call has been given a positive response, and we look forward to more employers signing up in 2018.

Target employers

Action for Children

UNISON's Kate Sharkey continues to do great work as our National Organiser, recruiting new members, representing them and developing new stewards. Relations with the employer have improved dramatically over the past 18 months, as Action for Children have moved to embrace a partnership model.

Inter-union working in Action for Children is very effective, with both Unite and UNISON reps working closely and positively together to achieve the best outcomes for our members. Members voted overwhelmingly to accept the pay offer made to them in July 2017. The offer was a consolidated pay award of 1%, and the removal of the two tier annual leave system. UNISON is also leading on a piece of work to advise AfC on how to reduce time off due to ill-health. We have worked with UNISON Health and Safety and Bargaining Support to identify best practice. A briefing paper from the joint TU side has now been sent to the management and will form the basis for further discussion.

A new pay and grading system has been developed, negotiated and implemented with the full involvement of the unions. Various working groups included union reps and members were kept up to date with the changes throughout the process. Key to the success of this process is a promise secured by the unions early on of no detriment to core pay for existing employees.

Changes to pensions have been proposed in respect of ill-health and death in service entitlements. Both UNISON and Unite Pensions officers have been helpful in providing analysis of the changes and in proposing alternatives. AfC are now considering our alternatives.

RNIB

At the time of writing members are being consulted on the contents of the 2018 pay claim. The closeness of the result in last year's pay ballot reflects continuing concern among UNISON membership about the use of performance related pay and other issues. We hope to address some of these issues in the coming pay round.

Relations with the employer are generally positive, although there have been a number of re-organisations over the last 12 months which have caused significant concern to members.

Action for Blind People has now fully merged into RNIB and the union is working actively to gain reps and more members among this group of staff.

Dimensions

In April 2017, members voted to accept the offer negotiated by the union on back pay for sleep ins.

A pay claim for a substantial increase on salary bands and all allowances has been submitted. Since the submission of the claim in July 2017, UNISON has been awaiting a full formal response. We hope to have further news and a pay offer on which to consult in the near future. Any pay offer which is agreed will be backdated to April 2017. Dimensions has also agreed to sign the Violence at Work Charter.

Mencap

Mencap do not recognise us and had previously been hostile for a prolonged period. The National Officer has met with their HR team three times this year. A breakthrough came when the National Officer and the General secretary met with the Mencap Chief Executive. We will continue to try to work closely with MENCAP to convince them to recognise us. Mencap have signed the Violence at Work Charter and UNISON is engaging with Mencap over opening up apprenticeships and other opportunities to young people with learning disabilities. The prospects of recognition are much improved on a year ago.

Clarion

Fighting Fund organisers worked tirelessly, with regions and branches and achieved recognition. In April 2017, Dave Prentis and the CEO of Clarion signed the recognition agreement. Since the signing of the agreement, partnership working has continued to develop. Clarion Staff Council had a successful joint training day and held its first meeting in December. Recognition with Clarion subsidiaries should be secured in due course and UNISON nationally will be organising a training day/meeting for activists in Clarion members in early in 2018.

Campaigning and promoting UNISON on behalf of members

Following the 2017 conference, the Community Service Group Executive discussed proposals for developing a Violence at work Charter which the union would ask Community employers to sign. The draft charter was consulted on with regions and Community Activists and was launched in early June 2017. It contains measures such as training, risk assessments and support pathways for victims of violence. All employers in Community where UNISON has members have been asked to sign the Charter. The following organisations have now signed the Charter:

Signed up to the UNISON Violence at work Charter	
1	Coverage Care
2	Aspire
3	Dimensions
4	Mencap
5	Royal National Institute for the Blind (RNIB)
6	Creative Support
7	Federation of Jewish Services (Heathlands)
8	Places for People Group
9	Apex Housing Association
10	Sandwell Community Caring Trust
11	WM Housing Group
12	Wakefield & District Housing
13	Incommunities
14	The Wrekin Housing Trust

All of the employers have now been sent two letters requesting that they look at their policies and the Charter has been press released twice. We have arranged for a Parliamentary event to raise the profile of the Charter and to put more pressure on employers to sign up. This will take place in June 2018 and will include UNISON activists from Community with a particular interest in this issue.

The Service Group has also campaigned for adequate funding for the sector to ensure employers can pay the Living Wage Foundation's Living Wage. On social media, in meetings with Shadow Ministers and in regular press work we continue to make the case for a wage floor which allows people to afford the basics for themselves and their families.

UNISON Community members were also asked to help lobby MPs in the January 16th vote in parliament to encourage MPs to vote to protect workers' rights after Brexit. Members in Community have been included in a number of union-wide initiatives on Brexit, including the rally for EU citizens in the UK in September 2017.

Making the case for proper funding of the UK's social care system has also been a high priority for the service group and the union as a whole. In media appearances, blog-posts, press releases and meetings with Ministers we have been saying that the many symptoms caused by acute under-funding must be addressed at source. The Community National Officer stated both on BBC radio 4 and on national BBC News at 10, that Government has to get serious about the lack of money facing social care. This is an issue which has also been discussed in meetings with Shadow Ministers.

We have begun mapping sick pay schemes among the community membership. This information will be used in a campaign to apply pressure to employers to improve their sick pay offer.

Our negotiating work is also successfully informing our campaigning work. Building on the recognition campaign in individual employers we have been able to successfully communicate the message to the Housing Associations Sector that it is not acceptable either to derecognise trade unions or to refuse to engage with them. As a result of this and some very hard work by regional UNISON negotiators, UNISON has signed a series of recognition agreements with newly merged organisations.

Our social media work - including a Twitter feed (@UNISONCommVol), Facebook page (UNISONCommVol), and activists' email list (join by emailing cvsector@unison.co.uk) – has continued to grow and has kept branches, activists and others informed.

Developing an efficient and effective union

The service group executive has continued to meet regularly and has progressed work throughout the year.

A significant piece of work, overseen by the Service Group Executive, was a data cleansing exercise on UNISON membership in small and fragmented organisations. A huge amount of work has been done to ensure Community employers are correctly coded. Three members of staff spent a period of weeks, individually checking the codes. A bulk transfer is now pending, correcting their categorisation.

The Service Group's Housing Association Sector Committee held a constructive meeting in 2017, taking forward work on housing related motions to 2017 Community Conference. The other sector committees – Major Charities and Community and Voluntary Organisations – have not met outside of Community conference due to low nominations from regions. More work will be done in 2018 to reinvigorate these committees.

The Community Service Group Executive

The committee are elected on a two year cycle, the next term of office will begin following the 2018 National Delegate Conference. The committee have four full meetings per year plus one pre conference meeting to discuss conference related issues only.

The Committee is serviced by Dave Johnson, National Secretary, Gavin Edwards, National Officer, Jane Ellis, Assistant National Officer and Tas Georgiou, Team Secretary.

The members of the Community Service Group Executive are:

Seat	Name
Eastern General	***Vacant***
Eastern Female	Patricia Rider
Greater London General	Sean Anthony Power
Greater London Female	Doreen Davis
Greater London Reserved	Mitsy Harmon-Russell
Scotland General	Elaine Mullan
Scotland Female	Tracy Hill
South East Female	Helen Couchman
South West Female	Jill Mildon
Cymru/Wales General	Mark Jones
Cymru/Wales Female	Paula Denise Charles
North West Female	Johanna English
North West General	Hassan Ortega
Northern General	Malcolm Gray
South East General	Kevin Jackson
South West General	Lesley Discombe
West Midlands Female	Lynn Gillespie
West Midlands General	James Hawker

Sector Representatives

Seat	Name
CVO sector reps (3)	Graeme Ellis ***Vacant*** ***Vacant***
Housing Association sector reps (3)	Bob Davenport Kieran Grogan Foday Kabba
Major Charities sector reps (3)	Kate Starkey Philip Warlow (Until Oct 2017) Kathleen Pashley

NEC members

John Gray
Janet Bryan

Regional Reports

Scotland

This has been an extremely challenging year for UNISON members in the Community Sector across Scotland. Austerity has taken hold with the closure of vital services, redundancies and continuing attempts to cut terms and conditions in the continuing race to the bottom!

The staff crisis is having a major impact on the delivery of vital services and our members are at breaking point. Staff turnover is at an all time low with staff leaving the sector to earn better wages with less responsibility.

We are happy to report that membership in the sector continues to grow steadily. Additionally an increase in new stewards is welcome news and we hope this trend continues over the coming year.

As you may be aware care workers in Scotland should be paid at the Scottish Living Wage rate currently £8.25 rising to £8.75 from the 1st April 2018. The implementation of this is proving difficult! With councils slow to release funds it was Dec/Jan before members saw the money in their pay packets – thankfully backdated.

In this year's SG budget it would appear that very little money has been allocated to meet the SLW so we anticipate significant problems ahead in the fight to get £8.75.

The SG has announced that it wishes Sleepover to be paid at the SLW rate for every hour worked. Currently this is only a political aspiration and not a legal requirement. The employer representatives in the sector have stated that it is unaffordable and will not be paid without additional funding. As a result sleepovers are being reviewed and in some cases removed across the country. The impact on members is significant.

Holiday Pay, Travel Time and the non payment of the National Minimum Wage have been headline news and key organising issues for the sector. The overall picture continues to be that local authorities are seeking to get more from community and voluntary organisations for less money with the inevitable downward pressure on staffing costs being the result.

Facility time continues to be an issue across the sector with many stewards giving up their own time to attend meetings and training. Limited time is given to attend disciplinary hearings with often little or no time to prepare.

Personalisation continues at a pace with the inevitable cuts that we predicted materialising.

Wide media coverage continues to raise awareness of the inappropriate use of zero hour contracts. We are always looking for members who are prepared to tell their story?

2017 will be a testing year for the Scottish Community Sector and we look forward to working closely with UNISON as a whole in facing the challenges ahead – Stronger together in UNISON.

West Midlands

In the West Midlands organising in the Community Sector remains via a single Branch. This helps us to improve communication, recruitment and retention. The branch employ their own caseworkers who lead within specific employers. Whilst dealing with case work they engage in organising which usually follows issues specific to that employer. There have been a number of mergers of employers and the way the case workers engage with the employers and members has meant UNISONs organising has been proactive rather than reactive.

Recruitment through 2017 was at a constant level which resulted in a break even figure for the year end. The majority of new members join on line and pay via Direct Debit. This has demonstrated benefits for the branch as a large number of members who change employers but stay in the sector remain in membership.

The Branch continue to deal with a number of complex issues across the sector. A worrying trend over the past year has been attempts by employers to subvert TUPE. Various arguments have been attempted but so far we have been able to maintain the application of TUPE. A case ongoing at the time of this report involves an employer who has tried to renege on TUPE and is arguing with the commissioner, the previous service provider and UNISON on its application. On the day the contract was mobilised we had members who did not know where to report for work due to conflicting information. Hardly a good start for everyone involved.

Funding across the sector remains a problem with many employers looking to make savings at the expense of their staff's terms and conditions of employment. Consultations are announced followed by harmonisation down to the lowest level. It is hardly surprising that staff then leave and the employer finds it hard to recruit new staff. Where care facilities and services are based near the growing number of retail parks and supermarkets many staff are tempted away from the sector as they can earn more stacking shelves than they can providing care.

We also had issues in 2017 where a charity made announcements of staffing cut backs and cuts to terms and conditions of employment. The majority of the funding for that employer came from public donations. While we challenged the employer our members did not want to publicise the cuts in case it adversely affected the donations and caused further problems.

The issue of sleep in payments took up time in 2017 and remains an issue across the sector. Due to funding problems a number of employers have indicated a willingness to resolve the matter as long as the costs are met by commissioners. This is rarely forthcoming. One

notable employer has refused to engage with us and is willing to pay for litigation to force the issue rather than work with us to resolve it.

Mergers of employers have given us many challenges as well as opportunities through 2017. Large housing associations in the region have merged which have led to differences in their industrial relations. This is predominately where one employer actively engages with UNISON but the other does not. Relationship building in these employers is the key to ensuring quality future working.

While 2017 brought a number of challenges the Branch, Staff and Colleagues from National and Regional Offices worked well together for the benefit of the members. 2018 will, no doubt, bring the same challenges which will be met with the same enthusiasm.

Eastern

This has been an exciting year for the Eastern region, with the growth of a new branch, and the opening of resource centres, to meet the challenge of organising and supporting our members in the Community and Voluntary service group.

Branches have risen to the challenge of organising and supporting our community members with several branches employing organisers specifically to organise and support members in community employers. Our key activists are working with branches to better facilitate community member involvement within the branch structures and the wider union by building appropriate branch structures.

Organising challenges in national employers have provided opportunities for branches, organisers, and activists within our region to work together and share ideas and approaches to organising.

We've continued to encourage activist education and training and support to support new activists in this sector.

In 2018 we will organise a training weekend for our community members and activists.

Our region is seeing a growing number of trained and experienced activists effectively organising their workplaces and winning pay increases for our members, organising for recognition, and challenging their employers.

Northern Ireland

With no Executive and Assembly in Northern Ireland, Community and Voluntary Sector organisations are finding it increasingly difficult to maintain and operate their services as there are no ministers in place to approve funding for the sector. In consequence many organisations are unable to commit to any pay awards for staff due to the funding uncertainty and cuts in funding while at the same time projects have been put on hold with

some local organisations facing closure or reduction in service provision. Redundancies throughout the sector in Northern Ireland are expected if there is no return to a devolved government in Northern Ireland.

Sleep-ins and one-off payments continues to be an issue for our members. In Northern Ireland UNISON has supported members across many C & V organisation in grievances to obtain their contractual hourly rate for sleep-ins. Employers are maintaining the position that they are only legally obliged to ensure staff are not in breach of the NMW. We continue to lobby employers to pay the contractual hourly rate.

UNISON Community & Voluntary Sector Branch for Northern Ireland is conducting a survey of our membership in the C&V sector in Northern Ireland. The survey will look at terms and conditions of the workforce, health and safety issues, job security, job satisfaction and financial security for workers. Analysis of the survey will be produced into a report and used by the Branch for political lobbying and campaigning to improve the working lives of our members.

Greater London

The Committee held three meetings throughout 2017. In addition, the Committee's biennial AGM was held in May. Whilst it was a lower profile event than that originally planned - the AGM was inevitably overshadowed by the (late) announcement of the June general election - member turnout was good. Key note speakers included the Regional Convenor, Yvonne Green, and Matt Scott from the London Voluntary Service Council.

It has been an extremely busy year in the Community housing sector with campaigning work on the future of social housing continuing to be a key consideration for the Committee. The appalling tragedy at Grenfell Tower has left many in the sector shocked and saddened, and has accentuated the sense of crisis in social housing. With a significant number of the region's Community members directly employed by housing associations, 2017 has often felt like a critical year for the Committee's organising and campaigning agenda.

Housing associations operate either as charities or not-for-profit companies but this has not prevented a number of London-based HAs (ten to date) from moving away from their original, local community models, to become super-sized merged organisations with ambitious development plans, an enlarged workforce and an increased geographical spread. Retaining our recognition agreements in these expanded HAs - whilst continuing to support and represent members through periods of significant, accelerated change - have been challenges that the Committee's members in general, and their respective branches in particular, have dutifully responded to.

UNISON's London Housing Survey Report: *No Place to Live*, was launched in November. The Survey Report highlighted the impact of housing costs on London's public service workers, and conclusively established that housing that is decent, readily available and truly affordable, is essential to our members, their families and their communities' health and

economic well being. We are all in agreement that positive change to our broken housing system cannot come soon enough.

As always, pay negotiations in 2017 have been difficult but not unsuccessful. With a Cost of Living pay claim of 3% submitted to each individual HA employer, we eventually negotiated awards that have largely averaged between 2% - 2.5%. On the downside: we were not able to achieve this for all sector members, and in some cases the pay award was not consolidated.

The Community and Voluntary Organisations branch has continued to make progress in line with their branch development plan in order to address the serious challenges facing their branch, testing and developing new process to better support members. This has led to an improved communications plan with a new website launched in order to better reach out to isolated members and highlight key issues facing Community and Voluntary members across the region.

The Community and Voluntary Organisations branch has also been focussing on ensuring that Stewards have the support, skills and confidence needed in order to represent members and organise in their workplaces, including both Steward's Network meetings, Saturday Training sessions and a new Fighting Fund Local Organiser Project. The branch has also distributed focussed newsletters and held sessions for members and representatives interested in Equalities issues in order to understand key issues experienced by members across the region.

The Community and Voluntary Organisations branch have responded to national priorities effectively, including communicating with members on Sleep ins and the National Minimum Wage and supporting those affected. The branch continues to support members in organising to defend terms and conditions, for example halting potential changes to contract within Leonard Cheshire Disabilities in the London Region.

Cymru Wales

Cymru Wales Community Service Group Report 2017

This year has been another of austerity that has meant that we have been fighting for our members to retain their terms and conditions in a sector where much is underfunded and often ignored, despite the vital work done in communities to support the most vulnerable.

Bron Afon Housing Association

Industrial Action was taken by members in Bron Afon over a proposed reduction of terms and conditions including pay related to the funding of the project. They took part in a series of one day strikes escalating to five days. There was great local support and wider support from UNISON centre and Labour politicians, including a message to strikers from Jeremy Corbyn. The outcome was a settlement through ACAS which resulted in all staff in the project achieving considerably better terms than that offered initially by the employer.

Social Housing Now Conference

At a critical time for social housing and with the terrible Grenfell disaster fresh in people's minds, UNISON Cymru Wales Community Service Group convened a landmark conference in Cardiff chaired by Anthea Wellington, Co-chair Cymru/Wales SGE.

On 9 November 2017, experts, residents, workers and community campaigners from the housing sector gathered at the Park Inn Hotel to discuss social housing, its importance and future in Wales.

The idea behind the event was to bring people together to discuss ideas and chart a way forward for the future of social housing in Wales. Speaking ahead of the conference, one of the main organisers, Lynne Hackett, Head of Community Cymru/Wales said that "Years ago, it was our civic pride to look after every member of society and provide a decent council house to everyone who needed one."

But for decades, she added, the government has overseen the gradual decline of decent social housing. According to Lynne, this has led to a situation where

"People in privately-rented homes are struggling as rents rocket and the result is evictions and increased homelessness, particularly for those who are mentally ill. Women's refuge centres are closing and those escaping domestic violence have nowhere to go.

"It doesn't have to be this way. We need well-planned, well-maintained and safe social housing for people to live in."

This was the backdrop to the conference, and was the reason it generated a huge amount of interest from across the world of social housing.

Brian Robson from the Joseph Rowntree Foundation told the opening plenary that "social housing is as relevant today as it has always been." He went on to say that social housing was the most pro-poor, redistributive part of entire welfare state and that insecure, low quality housing has more of a negative effect on health outcomes and employment prospects than other areas of social policy. 14 million people in the UK are in poverty, he said, and a quarter of this is directly related to housing costs.

Addressing the conference, Jane Mudd, head of social policy at Cardiff Metropolitan University, began by quoting Nye Bevan when he was UK Housing Minister whose vision was "to see the living tapestry of a mixed community" through decent housing development. Moving on to the modern day, Jane quoted the author Lynsey Hanley who, she said, "believes the greatest division between people today isn't the work they do or what they earn or whether they have children, but the kind of homes they live in."

Jane outlined the policy position of the Welsh Government, which has declared as part of its national strategy that it wants *"everyone to live in a home that meets their needs and*

supports a healthy, successful and prosperous life.” How we achieve that is a major challenge we face.

Gavin Edwards, UNISON’s national officer for the community sector, lambasted the Prime Minister for the astonishing lack of ambition when it came to building council housing. Gavin highlighted the work that UNISON members undertake in the housing sector and how many workers are often subjected to violence. He said that in some cases, the pay of housing association chief executives had rocketed up whilst the housing crisis only got worse.

From here, the conference kicked off into three different panel sessions, where contributors and delegates discussed their own experience of social housing, mental health, inequality and campaigning. What came through so strongly was the passion for social housing with the acknowledgment that the situation needs to dramatically improve. To that end, Lynne Hackett addressed the conference in the afternoon and invited everyone to get more involved in taking the ideas forward into the development of a social housing charter for Wales. This work will be taken up on 25th January at a follow on meeting of the work party.

Community Service Group Forum

The forum, open to all CSG members in Wales, took place in September. The activists received a presentation and workshop from Alan Fox, National Pensions Officer, who provided a very useful overview of pensions in the sector and facilitated discussions on the organising opportunities around pensions. In addition the group reviewed the Action Plan for 2017, planned for the Housing Conference and put plans in place for 2018 – including a Summer Post Card campaign highlighting the pressures on shift workers to find suitable childcare in the Summer Holidays.

Northern

2017 was a very positive year for the Community sector in the Northern Region. Our membership total has grown from 2900 at the end of 2016, to 3500, an increase of 17%. These are spread across 26 branches, and 289 different employers. We have 115 registered activists, just over 3% of our membership, and this clearly illustrates the challenge we have in organising and providing representation in the sector.

The Mencap ruling saw us organise and lodge 44 claims with Thompsons for NMW and sleep-ins. This brought a surge in recruitment with 43 new joiners in Mencap, plus joiners from other organisations in the care sector as a result of the publicity.

We now have fully trained and active Mencap stewards in Gateshead, a branch with a high number of members and activists.

Regionally we are currently targeting MIND and Harbour in Hartlepool with a view to recruit and secure recognition.

We have recognition in all of the housing companies in our region. Karbon Homes has been targeted for recruitment and organising around the formation of the new company, which is

a merger of 3 housing associations. This company is situated in the north of the region; Thirteen in the south was formed by mergers of 4 former housing companies. We anticipate there may be further changes in housing across our region.

We are continuing to pursue a number of collective grievances for members in Voyage Care, which may lead to claims being lodged for failure to pay National Minimum Wage for sleep-ins.

In August 2017 the region launched a new regional newsletter for the sector. This was emailed to 3500 members and hard copies were distributed in branches. We are seeking contributions and representation from all different organisations in the sector, with a view to engaging activists at regional level. Combined with this, our Regional Chair developed a template for branches to adopt explaining about the sector, its' members, key issues faced, and how branches can best provide support.

East Midlands

2017 was a busy year for branches in the East Midlands and for our Community members. Pay negotiations, sickness absence representations, and health and safety issues have formed the bulk of our day to day activity alongside mapping our membership for future consultations and organisation.

Members have reported to us that job insecurity, long hours and lack of training are some of their main concerns and we have been talking to branches about better communications within this sector.

Some of our activity has centred on the high quality information we receive from our national colleagues. By using these resources at branch level we are able to customise them to the relevant branch or replicate for smaller local employers. Examples of some initiatives and others in 2017 are:

- **Violence at work charter** - Information was sent to our branches in May to assist them to encourage employers to sign up to UNISON's Charter.
- **Mencap** - In June our branches were encouraged to participate in the campaign against Mencap over sleep-in payments which were resulting in our member's working of under the minimum wage. Along with national publications a regional newsletter was produced and sent to every member.
- **Residential Care Charter – this was launched in June and excellent information was** distributed to branches including copies of the Charter, model motions, mapping information and recruitment & organising tips.
- **Action For Children** – information and encouragement in the ballot of members held on the pay offer.

- **Housing associations Pensions survey** – this was sent out in August and we have encouraged our members to participate in this.
- **Scope** – information distributed to member with regards to our attempts nationally to represent members during the reorganisation and gain recognition.
- **Huntercombe / Four seasons** - this year's pay offer with resources was made available to us by national for branches including a briefing document, Q and A's, PowerPoint presentation and member information. These were sent to our relevant branches with encouragement for members to participate in the ballot.
- **TUC Dying to work campaign** – our branches are very enthusiastic about this campaign and have focused in 2017 in getting as many employers to sign up to this as possible.
- **Hate Crime** -The region ran a briefing and training modules on this topic in October. Some 40 delegates attended and our feedback on the day was excellent.

With regards to the Mencap dispute the region lodged several Employment Tribunals for members which are stayed pending the Yorkshire region case currently in the courts. Our local Newsletter was very well received and many members responded to our request for information on shifts and cooperated widely with our exercise to update their RMS details.

Framework Housing – The region once again sponsored the annual awards in October enabling members to engage with the UNISON via material distributed to workplaces and on the night.

Finally the region has been using mapping information to assess the best organisational structure for us to adopt for the future for Community and the Private sector. Work is ongoing on this project and when final proposals are drawn up branches, committees and others will be consulted on the contents. The East Midlands acknowledges the growth of membership in these sectors and wants to find the best possible model to build a strong organisation to represent Community members for the future.

South West

2017 was a busy year for branches in the East Midlands and for our Community members. Pay negotiations, sickness absence representations, and health and safety issues have formed the bulk of our day to day

This year the region set out to scope out and educate our members based on their needs at work. Following a survey of members in the Service Group we established key education themes of stress and wellbeing at work, basic employment rights and holiday pay. This was primarily to identify interest to become active and active within a Regional Service Group.

We held five sessions across the region with 131 members attending in total.

Participants were asked to write workplace issues on post it notes and invited to discuss them with the group. Common issues were:

- Sleep in payments
- Holiday pay
- Sick pay entitlement
- Bullying in the workplace
- Stress
- Restructures
- TUPE
- Relocation
- Travel expenses
- Job evaluation
- Use of volunteers to replace paid staff
- Apprentices
- Disability discrimination
- Sex discrimination
- Injury at work
- Pay increases

We received the following feedback from members attending;

- 94% said that the course met their specific needs
- 93% said that the course helped develop their skills
- 92% rated the course content either Good or Excellent
- 97% said that the tutors enabled them to take part in the event
- 100% said that the tutors helped them understand the course content

Next Steps

76% of sign ups expressed an interest in becoming involved in a Regional Service Group to discuss issues within the sector. This will be followed up in early 2018 with the formation of a regional Service Group now that we have identified potential interested parties and the sorts of issues being experienced in this area.

A significant number of the delegates were unaware of the union's structure, an e-mail is being developed which will identify their Branch, inform them of Organising Steward training and subsequent pathway training as appropriate.

We recruited 17 new stewards from the event, with 19 taking away information.

MENCAP

In the South West branches were encouraged to participate in the Sleep In campaign, as a result we have 21 members part of a group Sleep In claim which is 'stayed' at Employment Tribunal awaiting the Appeal Outcome.

Dimensions Somerset

Stewards in Somerset have been working hard to fight off cuts to their terms and conditions, density is already high in this employer with nearly all staff being members of UNISON.

Recruitment

1,304 members recruited in 2017 which is a 45% increase on 2016 and 2015. We now have 6,325 members in Community.

In part this is due to fantastic work being undertaken in both Dimensions (net gain of 133) and Somerset Care (net gain of 67).

North West

The Community and Voluntary Sector has been the fastest growing in the North West Region with more than a 20% increase in the number of members contributing to Regional recruitment of in excess of 22,000 new members

The Regional Service Group has moved onto a more secure footing with the Chair taking an active role in promoting the needs of members within the Regional Committee, Regional Organising Committee and Regional Council. The Regional Service Group was also involved in a wide reaching consultation exercise regarding the structure and organisation of Branches in the Region, which has in part been driven by the concern of Branches about their ability to best represent members outside their main employers (which largely fall into this service group) and the challenges brought by the restructure of services in the City Regions. Meeting the organisational and needs of the Community membership has been a key issue raised by branches during this consultation process. As a result, a number of branches have improved their organising approach through the appointment of Branch organisers.

Committee meeting have been regular and well attended with training for members planned for 2018, and for the wider membership in the sector on issues such as organising, negotiating and bargaining as well as a policy weekend to contribute the development of the work of the Regional Service Group

Two major pieces of work are underway to organise and deliver changes within the service group, focused on housing and in social care. Building on a successful first year of the 'Dignity in Social Care' project, which has seen an membership growth of more than 1400 and BUPA all but leave the market in the North West, , teams are working across the Liverpool and Manchester City Regions to build membership and capacity to bargain in the social care sector. This has included developing social media capacity and our ability to analyse companies in the sector to better target the work of the project. More than 20 MPs have now signed a pledge to support the campaign and a motion calling for trade union access to be established in all commissioned social care services has been passed in 6 Councils, with more expected to follow. Council's including Manchester and Liverpool have also adopted UNISONs ethical care charter as a direct result of the work of the project

Home care members in Salford have been given a pay rise of 10% with the cost of the rise added on to the value of commissioned services. The Mayor of Salford has also pledged to give the same level of pay to workers in home care. This is a result of joint working with the Branch, in particular the Branch Organiser, and the Project. The Branch is also targeting three care homes for recognition and has seen membership levels rise to 50% in some

The Housing Project aims to increase UNISONs presence in the sector both by increasing membership and gaining recognition in key employers in the sector. Work began in October 2017 with a detailed mapping exercise, following on from which 10 target employers were agreed. Organisers have produced bespoke materials and work with Branches to access workplaces and engage current and potential activists.

South East

Three regional service group meetings took place during 2017 attracting representatives from a variety of employers. Over the last year the committee identified the key issues for the service group as Sleep in payments, Violence at work, Safeguarding and Stress.

In 2017 the Region underwent an organising review, which has led the creation of new Development Response Team, which will undertake specific projects in employers within the community sector (as well as private contractors). The aim of these projects will be to;

- Recruit and organise members

- Recruit, support and mentor stewards

- Negotiate recognition agreements where necessary

- Where employers have multiple contracts within region – negotiate and set up a Regional JNC.

Over the last year the effect of government cuts continue to be felt in the community sector, with some organisations attempting to cut terms and conditions, downgrade staff or replace them with volunteers. In the region the impact of 15 minute visits by home carers is an issue both for the carers and their clients. Direct payments mean that some clients do not ask for help when they need it as they fear losing hours of support that they need for another purpose.

The voluntary sector is under threat, with some employers saying the care system is on the verge of collapse. Local authority commissioners affected by budget cuts have shifted the balance when assessing bids increasingly towards cost rather than quality. Client needs are assessed to either cut their support or move them to a different setting to move the bill.

The sector continues to be at the sharp end of government cuts, with members reporting employers cutting services to the minimum and not replacing staff. This can place members at risk, where some organisations expect staff to conduct risk assessments on unknown clients on their own. The generally poor terms and conditions in the sector has also resulted in some staff not being given full information in order not to deter them from working with particular clients, thus potentially putting both them and vulnerable people at risk.

The Service Group Committee budget for 2018 has now been agreed, including provision for a dedicated Newsletters to members in target employers, and the resourcing of targeted recruitment stalls and events.

The Regional target employers within the service group will be reviewed in early 2018.

Action on motions from Community Conference 2017

Item	Decision	Action
M 1	Organising in the Community Sector	
	<p>Circulate resources for branches and regions with guidance on negotiation recognition and facility time agreements in this difficult environment.</p>	<p>(This motion was not passed at conference, however, conference did ask for the motion to be informally referred back to the SGE for action.)</p> <p>The following UNISON Health and Safety guidelines were circulated to branches and regions:</p> <ul style="list-style-type: none"> · Disability and Health and Safety · Bullying · Sickness Absence · Violence at work
M 2	Strategy for Organising and Developing our Work	
	<ul style="list-style-type: none"> · Produce a comprehensive research project which outlines the current picture of the organisation of our membership in UNISON highlighting the various models of organising with an evaluation of these. · Consult widely with Branches and Regions, Regional Community Service Group Committees, Self Organised Groups, Young Members, Retired Members and all parts of the Community Membership on the barriers to participation and inclusion of our membership at all levels of UNISON's. · Begin the process for formulating a strategy for developing and organising the work of the Service Group and present recommendations to 2018 Community Service Group Conference. 	<ul style="list-style-type: none"> · A regional survey has been launched to gather information for the research project. The data is being analysed · Recommendations will be available for discussion at 2018 Annual Conference.
M 3	Organising LGBT Members in Community	
	<ul style="list-style-type: none"> · Publicising and promoting UNISON guidance on LGB and trans working equality <p>Urging branches with community members to:</p> <ul style="list-style-type: none"> · Publicise regional LGBT group meetings, encouraging and supporting members to attend. · Seek to fill the LGBT branch officer post, encouraging those interested in the post or in 	<p>All information circulated to Community members via E-News and other routes.</p>

	<p>the post to attend the national branch LGBT officer training.</p> <ul style="list-style-type: none"> · Encourage, promote and resource branch LGBT self organisation. · Working with regional LGBT groups, support local prides, LGBT history month activities and other LGBT focussed events. · Publicising the new LGBT section of UNISON's organising space as a resource for networking and sharing good practice. · Encouraging community members to update their confidential UNISON membership details with sexual orientation and gender identity information. 	
M 4	Caucus Meeting	
	<ul style="list-style-type: none"> · Caucus meeting to be included in the Community Service Group Conference timetable and discuss with the National Black Members Committee how to achieve this. 	<ul style="list-style-type: none"> · Information was published in E-News. · UNISON's National Black Members Officer attended the November 2017 meeting of the Community Executive to discuss how we can encourage greater participation of Black Members in Community.
M 5	Fragmentation of the Community and Voluntary (Working) Sector	
	<ul style="list-style-type: none"> · Put the subject of Fragmentation of the Community and Voluntary Sector on their 2017 Agenda for discussion. · Come up with a strategy as to how the community and voluntary sector can work locally and nationally to highlight what is happening to the sector. · Provide guidance to community and voluntary branches on how to organise in a fragmented workplace. · Ensure that resources are made available to provide support for all staff in community who are facing potential cuts to their terms and conditions. 	<ul style="list-style-type: none"> · A regional survey has been launched to gather information for a research project on the union's response to fragmentation · The data is being analysed · Recommendations will be available for discussion at 2018 Annual Conference. · Worked consistently with Regional Heads of Community and Community branches to respond to a series of organising challenges arising from fragmentation in Community
M 6	Community in the Race to the Bottom	
	<ul style="list-style-type: none"> · Carry out a comparative analysis of terms, conditions and pay mechanisms and structure of the top 10 main UK charities. · Produce guidance on the impact of market and regionalised pay in the community sector. · Regularly update branches on UNISON's national pay strategy. 	<ul style="list-style-type: none"> · We have worked with lead negotiators across the UK on producing a comparison on 12 employers (including Housing Associations) · A successful negotiating training event was held in Birmingham October 2017, aimed directly at Community Reps
M 7	Funding for Charities and the "National Living Wage"	

	<ul style="list-style-type: none"> · Write to all UNISON reps and negotiators in Community making them aware of the new minimum wage rates, with the aim of ensuring none of our members receive less than the statutory legal minimum. · Provide support and guidance to those reps engaged in negotiations, with researching, developing and submitting pay claims and campaigning with members in support of their claims. · Work with UNISON Labour Link and other stakeholders to gain political support for adequate funding to cover additional costs to the community sector of the creation of the “National Living Wage”. This includes lobbying political parties in positions of power and influence in Scotland, Wales and Northern Ireland. 	<ul style="list-style-type: none"> · The new minimum wage rates were advertised in E-news. · We re-circulated UNISON Bargaining Support info to branches. · Worked with UNISON with Labour Link and raised this issue in a meeting with the relevant Shadow Minister
M 8	Brexit	
	<ul style="list-style-type: none"> · Directly input into UNISON’s Brexit work streams, particularly that of the EU Citizens Network. · Remain vigilant for attacks on pay and conditions of our members in the coming years, ensuring the union is there to protect our members whenever these attacks occur. <p>Work with UNISON Labour Link and other stakeholders to ensure adequate funding for the sector. This includes lobbying political parties in positions of power and influence in Scotland, Wales and Northern Ireland.</p>	<ul style="list-style-type: none"> · Worked with Labour Link to lobby for additional funding for the sector. · Included Brexit workshop in UNISON Social Care Seminar · Asked members to email their MP and ask them to stand up for workers’ rights in crucial Brexit vote. · Inputted into UNISON work streams on exiting the European Union via UNISON policy officer
M 9	Bullying and Harassment	
	<ul style="list-style-type: none"> · Survey the members working in the Community and Voluntary Sector to obtain a picture of the true extent of this issue in the workplace. · Respond to the results by launching a campaign to highlight the issue in the workplace of CVS organisations. · Support Health and Safety representatives of UNISON in these organisations to attempt to bring the issue clearly into the spotlight and encourage change in the attitude and deliverance by management of steps to identify and expunge this behaviour from the workplace. 	<ul style="list-style-type: none"> · Branch survey has been carried out and results analysed, headlines were published in E-News. · Worked with H&S unit to ensure correct guidance is distributed to members. · Made further progress on this issue via the UNISON Violence at Work Charter (See below)
M 10	EU Nationals Working in the Community & Voluntary Sector	

	<ul style="list-style-type: none"> Facilitate further training for CVS reps and members on tackling discrimination at work. Provide support for Black, Asian & Minority Ethnic and migrant groups to become more involved in branch activity. Survey UNISON CVS members to gauge attitudes and identify issues and then mount a campaign to ensure that all EU nationals and migrant workers in the sector are treated with respect and favour without the threat of racism and discrimination. 	<ul style="list-style-type: none"> CVS negotiating training Event was held in October 2017 Included Brexit workshop in UNISON Social Care Seminar Asked members to email their MP and ask them to stand up for workers' rights in crucial Brexit vote. Inputted into UNISON work streams on exiting the European Union via UNISON policy officer Issue included in UNISON Community survey
M 11	Violence against Community Workers	
	<ul style="list-style-type: none"> Develop a "Violent at Work Charter" which sets out a series of interventions which community employers should make to reduce the number of violent incidents which staff are subjected to. Include within the Charter such actions as: collecting and monitoring data on violent incidents, support pathways for victims, thorough risk assessments for staff being placed in vulnerable situations and training to ensure staff are aware of the appropriate way to deal with threatening situations. Pilot a campaign for getting employers to sign up to the Charter in the housing association sector, then, in the longer-term, expand the campaign to cover all community employers. Work with UNISON Labour Link and other stakeholders to gain political support for the Charter. This includes lobbying political parties in positions of power and influence in Scotland, Wales and Northern Ireland. 	<ul style="list-style-type: none"> Worked with H&S & Labour Link. Developed Charter. Approached HA employers to sign up. Secured support from Shadow Ministers Parliamentary event to raise awareness of the Charter booked for June 2018.
M 12	Sick Pay	
	<ul style="list-style-type: none"> Plan and deliver a campaign to name and shame major employers in the sector who offer either highly restrictive or no sick pay schemes to their employees. Write to the relevant employers, informing them that UNISON intends to name them, and encourage them to work with us to implement an adequate scheme. Work with UNISON Labour Link and other stakeholders to highlight this issue. This includes lobbying political parties in position of power and influence in Scotland, Wales and Northern Ireland. Continue to campaign against austerity and cuts to public spending which are 	<ul style="list-style-type: none"> Members survey on sick pay launched to map problem employers. Information has been analysed. Work pending with comms and press office on sick pay with specific employers.

	exacerbating problems with low pay across the community and voluntary sector.	
M 13	Health and Safety Adherence for Lone Working	
	<ul style="list-style-type: none"> Support the Community and Voluntary sector workers by developing a National Campaign to highlight the risks and hazards associated with Lone Working. Work with UNISON Health and Safety representatives in the sector to ensure that all adequate safeguards and checks are in place to protect and limit the vulnerability of Lone Workers. 	<p>The following UNISON Health and Safety guidelines were circulated to branches and regions:</p> <ul style="list-style-type: none"> Disability and Health and Safety Bullying Sickness Absence Violence at Work
M 14	Raising the Bar in Social Care	
	<ul style="list-style-type: none"> Continue to actively support campaigns to highlight nationally the situation of workers in Social Care. Actively publicise the work of Regional Service Groups and Regions are undertaking to recruit and organise with the Social Care Sector. Work with UNISON National Office, Regions and Branches to produce guidance on best practice for campaigning in the Social Care sector. Work with UNISON National Office to produce effective negotiating, bargaining and other appropriate resources for use by activists and workplace representatives in Social Care at local level. 	<ul style="list-style-type: none"> Successful Social Care Seminar organised and held in Jan 2018 Action plan arising from the Seminar pending at the time of writing. Should be available by the time of Conference Community Negotiating training carried out in October 2017. High profile media and press campaign on compliance with National Minimum Wage compliance. Briefing note written and distributed on the Social Care Compliance Scheme
M 15	Violence at Work and Sick Pay	
	<ul style="list-style-type: none"> Campaign within the sector to ensure that attendance management is used as a supportive tool, not a punitive measure. Campaign to make it fundamental principle that no employee in the Community Sector should suffer a financial detriment as a result of injuries they have received in the course of their work. To include as part of this campaign, work with stakeholders within the sector, including communications with UNISON negotiators and umbrella organisations representing employers to raise this issue up their agenda. 	<ul style="list-style-type: none"> Worked with H&S unit to gather and distribute appropriate briefing material. Mapping of problem employers on the issue of sick pay is taking place Violence at Work Charter (See additional actions above).
M 16	Staying Alive – The Impact of Austerity Cuts on LGBT Workers in Community	

	<ul style="list-style-type: none"> Publicise these NatCen and TUC findings to branches with community members, to promote our campaign for proper funding of our vital community services. Keep the impact of cuts on LGBT workers on the bargaining agenda. Circulate guidance to branches on involvement in commissioning processes to secure workplace rights and equality commitments Keep community members regularly informed of development in bargaining on LGBT equality and other equality issues via its e-bulletin. 	<ul style="list-style-type: none"> Included in branch circular/bulletin. Circulated guidance on LGBT bargaining priorities. Advertised ongoing information in E-News.
M 17	Combating Bullying and Harassment of Disabled Workers in the Community Sector	
	<ul style="list-style-type: none"> Carry out an online survey of branches for distribution to members working in the community sector to identify whether in the last year member have: <ol style="list-style-type: none"> Experienced work related stress; and The reasons for this including bullying and harassment, unrealistic case loads <p>The survey should also ask:</p> <ol style="list-style-type: none"> Whether members identify as disabled to see where and how disabled workers are at higher risk of stress and ill health. Produce a report of the findings from the survey and any recommendations Circulate information, to branches in the community sector on bullying and harassment within the workplace. 	<p>Survey carried out.</p> <p>Worked with H&S Unit.</p> <p>Worked with Disabled Members Officer</p> <p>Community Members Survey</p>
M 18	Contracts and Retenders	
	<ul style="list-style-type: none"> Develop a campaign to raise public awareness of the essential work carried out by our members within the Community sector and highlight the poor funding going into this sector Circulate to branches in the community sector guidance on disability discrimination in the workplace and unfair selection for redundancy on the grounds of disability. Circulate to branches in the community sector good practice including on equality within the contract and retendering process. 	<p>Worked with MPU.</p> <p>New Ethical Procurement Guidance focussed on Community was written and distributed to Branches with Community members.</p> <p>Multiple campaigns carried out in 2017 emphasised the vital work carried out by UNISON members in Community</p>

M 19	Housing Associations and Charities that refuse to recognise Trade Unions are Human Rights Violators	
	<ul style="list-style-type: none"> · To call upon our SGE and UNISON Labour Link to support a campaign for all UK Housing Associations and Charities to recognise trade unions for collective bargaining. This campaign may involve taking legal industrial action if necessary in accordance with UNISON rules. · If any UK Housing Association or Charity refuses to recognise trade unions for the purposes of collective bargaining and victimises or blacklists activists and organisers then we call upon the SGE and UNISON Labour Link to support campaigns within our rules in favour of recognition and against such victimisation and blacklisting. · If any Housing Association or Charity refuses to respect the human rights of our members to collective bargaining and victimises or blacklists union activists then we should as a last resort call upon the general public, local authorities and the Government to make it clear to these organisations that, due to their failure to observe basic international human rights, they will review whether they are fit and proper organisations that they should work with and have procurement, partnership and other commercial arrangements with. 	<p>Contributed central points of this motion to UNISON submission to Labour Party Policy review on Social housing. Outcome of the review is due in March 2018.</p> <p>Ran the successful organising and recruitment campaign in Clarion Housing (the UK's largest Housing Association). Recognition agreement signed by Dave Prentis and press released.</p> <p>Multiple mergers have created new larger housing associations. UNISON has successfully secured new recognition agreements in these organisations.</p>
M 20	Monitoring Activism	
	<ul style="list-style-type: none"> · This Conference therefore calls on the Community Service Group Executive to work with the National Black Members Committee to develop a strategy to encourage the participation of Black Members in the Community Service Group. 	<p>National Black Members Officer attended exec meeting to discuss wider participation for black members in community.</p>
EM1	New Tory Housing White Paper – Putting Jobs and Residents at Risk	
	<ul style="list-style-type: none"> · Calls on the SGE to circulate the White Paper to all branches with community members with a briefing not on the threat of benefit caps and other relevant issues. · Encourage Community branches (together with employers and Tenant Resident groups if 	<p>Contributed central points of this motion to UNISON submission to Labour Party Policy review on Social housing. Outcome of the review is due in March 2018.</p> <p>HA branches encouraged to contribute.</p>

	<p>possible) to make formal submissions on the White Paper which closes 2 May 2017.</p> <p>. Call on UNISON Labour Link to encourage the Labour Party, Labour MPs, Councillors and Assembly members to press for the protection and survival of our sheltered housing and residential projects.</p>	
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