

**2016 Community Service Group Conference  
Decisions**

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## 2016 Community Service Group Conference Decisions

### Motions

#### 1. Violence at Work

**Carried**

This Conference notes the sterling work done by UNISON Scotland in:

- surveying violence at work over a twelve year period
- campaigning for Zero Tolerance of all workplace assaults; and,
- securing the Emergency Workers (Scotland) act 2005 which gives key public sector workers added legal protection

Conference notes that this detailed recording of public sector assaults sits in contrast to the dearth of reliable data on assaults in the community sector.

The Health and Safety Executive quotes the Skills for Care report [2013] which contains no aggregate data on the frequency or severity of assaults, partly because over 60% of survey responses failed to provide data.

Skills for Care also highlighted that a significant number of employers never record physical or sexual assaults on social care staff.

Meanwhile, insurance companies report a steady rise in claims against Employer Liability Insurance policies arising from workplace violence with assaults now accounting for as much as 30% of insurance claims.

Conference therefore agrees that

- freedom from violence is a fundamental human right and no community sector worker should work in fear of assault
- the service group should campaign for zero tolerance and expose the failure of employers to meet their obligation to record workplace assaults
- the service group should use available data to expose the frequency and severity of assaults, year-on-year, and campaign for effective regulation to compel community sector employers to record and report workplace assaults and adopt policies and procedures to make the community sector safe.

#### 2. Violence at work

**Carried**

This conference notes that there is widespread under reporting of violence in the workplace and believes that in many social care workplaces it is wrongly accepted as part of the job.

Commissioners are cutting funding, and placing service users with high needs in homes designed for those with lower needs. This particularly affects services provided by Community employers for children, elderly people, disabled people and those with learning difficulties. However, the general government cuts also affect

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other services, like housing, where residents face (often unjust) benefit sanctions and so are under high levels of stress.

Whilst crime surveys report very little violence at work, Skills for Care found there was under-reporting. UNISON Community members reported violence to be rife, with 48% having been physically or verbally abused in the last two years.

This conference believes that proper support for service users of housing associations and charities is fundamental to giving staff a safe environment in which to work. But as long as this is not the case, it is essential that employers take steps to ensure the protection of individual staff.

This conference calls on the Community SGE to:

1. Campaign to raise awareness of this problem and seek case studies from Community activists
2. Ask regions and branches with Community members for examples of good policies and then share best practice
3. Work with UNISON's Health and Safety Committee to produce and distribute guidance on tackling violence at work for branches and activists
4. Approach Community employers' organisations to undertake joint work on this issue
5. Encourage Community members to become active as health and safety reps to help tackle this problem

### **3. Funding of Social Care in Community**

**Carried**

The social care sector plays a vital role in Community. Not only are there over 320,000 workers employed in social care within the charity sector, but many more are employed by housing associations. Therefore the crisis in social care funding has a particularly far reaching and negative impact on members within Community.

This substantial reduction in funding for social care in the community and voluntary sector has seen grants and contract funding cut by £400 million since 2010/11 at the same time as service users with higher needs are taken on.

Some public sector contracts are so poorly funded that Community employers won't bid for them. In other cases, money raised from the public by charities is used to subsidise underfunded public sector contracts. Many employers are struggling to financially survive.

These cuts are resulting in a lack of support for staff and undermining the quality of services they can offer their clients. Many establishments providing social care are not covered by the Care Quality Commission (CQC), but even where they are the requirements on staffing have been reduced in the new 2015 CQC standards.

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But the biggest impacts for workers have been real-terms pay cuts, attacks on terms and conditions and staff reductions. These attacks on terms and conditions have seen sick pay cut, increments removed, higher-paying jobs removed through reorganisations and pension schemes “dumbed-down”. However the pay of senior executives is rarely affected in the same way.

This conference calls on the Community SGE to:

1. Continue to campaign to protect terms and conditions of Community members
2. Work with regions, branches with Community members, other service groups and external organisations to influence commissioners to properly fund contracts.
3. Promote the “Declaration of Interdependence” between the TUC and Children England which sets out quality commissioning practices for not-for-profit childrens’ services, and seek to extend this to other sectors.
4. Work with the NEC to campaign for adequate funding for social care services.

#### 4. Good Care Costs

##### **Carried as Amended: 4.1**

Disabled members of the community service group are particularly concerned that in August 2015 five of the biggest care providers wrote to the Chancellor stating that the National Living Wage could result in a "catastrophic collapse" in the number of care homes.

UNISON believes that the living wage (set by the independent Living Wage Foundation) should be paid to all workers and not the minimum wage ‘plus’ that the Conservatives announced as the National Living Wage.

Conference is appalled that in some parts of the care sector the impact of increasing costs are being pushed onto the workforce, with terms and conditions starting to be cut by care providers sighting lack of funding from Local Authorities. Combined with the cuts to tax credits, and the potential of reduced hours for carers, the overall income to their households will be reduced and is very likely to impact on whether people will remain as care workers.

Additionally our Disabled members care or their families care is under threat of cuts in provisions and quality of service.

Conference, UNISON has been campaigning for adequate funding for care, to raise the voices of our homecare workers and to improve the homecare sector. We are proud of Our Save Care Now campaign. We want councils to commission care provision properly and with good funding by calling on councils to sign UNISON's Ethical Care Charter, a set of commitments that together ensure the health, safety, and dignity of the UK's most vulnerable people.

However Conference we won't just let the care providers off the hook because of funding, they need to be good employers, too many homecare visits are short,

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rushed and undignified, our members aren't paid fairly or properly, (including travel time) and they should be properly trained...surely that's not too much to ask for!

Conference calls upon the community sector group to work with labour link, National Disabled Members Committee, Health and Local Government Service Groups to

- 1) Work with labour MP's to raise the response to increasing pay from employers and ensure there is ring fenced funding at local level
- 2) Ensure that the rise in the minimum wage to the National Living Wage is adequately funded by Government
- 3) Raise the profile of the Save Care Now campaign amongst Community Service Group and Disabled members
- 4) Campaign to raise awareness that members are paying for their own rise in the minimum wage through attacks on their terms and conditions

### **5. Ethical Procurement Policy in Housing associations and Charities**

**Carried**

Conference welcomes the news that the Living wage has been increased to £9.40 per hour in London and £8.25 elsewhere. It is right and proper that UNISON is fully behind moves to encourage even more employers to sign up to the living wage. It is not acceptable that many of our members work 35 hours and more a week and still struggle to afford the basics necessary to look after themselves and their families.

As people who work in organisations that are social landlords and charities we believe that it is beholden on these employers to not only sign up to the living wage but also ensure that the living wage demands are at the heart of all procurement processes.

Charities and social landlords have a high moral agenda which includes supporting people who live and work in the communities in which we operate. Conference believes that these organisations should be seeking to work only with business partners and funders who have the same social ideals.

This conference therefore calls on the Service Group Executive to:

- Continue to promote campaigning for a living wage to all Community members
- Produce sector-specific guidance for activists in community on approaching employers about ethical procurement and ensuring UNISON has input into any relevant procurement processes

### **6. Low pay in the community sector**

**Carried**

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Conference notes with concern that cuts to local authority budgets are impacting on the salaries of our members in the community sector. This is particularly a problem in the care sector, where the majority of employees are low paid women.

There is evidence that, in some cases, the terms offered by commissioners are so low that responsible employers will no longer tender for contracts as they cannot provide a service for the price offered. Those employers who do tender and wish to reward staff fairly for their complex range of skills, dedication and compassion are simply unable to meet the living wage, with our low paid women members suffering as a result.

Conference calls upon the service group executive to continue to campaign and lobby for adequate funding, to ensure that care services are commissioned fairly and efficiently, and that employers are able to pay the living wage to their staff.

### **7. Low Pay**

**Carried as Amended: 7.1**

Conference notes the spreading epidemic of low pay in the Community sector. According to the 2015 UNISON Community survey, 31.5% of members were paid below the living wage, compared with just 24% in 2013.

In this context, conference welcomes the government's increase (in effect) of the National Minimum Wage (NMW) to £7.20 for those over 25 years old. UNISON's survey indicates that this will directly benefit 16% of members by an average of 38p an hour.

However, we oppose the discriminatory effect of adding another age-related pay band which unfairly excludes young workers – a group who are disproportionately lower paid. If this change was applied to workers of all ages, 31% of UNISON's under-25 Community members would benefit by an average of 94p an hour.

The increase in the NMW will also not compensate for the devastating cuts to tax credits which come into effect at the same time.

Conference is also deeply concerned that there appears to be no additional funding for not-for-profit organisations to implement the change.

A higher statutory minimum wage raises the 'pay floor' for all workers. But if this is not properly funded, it is likely to undermine pay differentials that legitimately reward experience, skills and qualifications. More workers will be paid the statutory minimum.

It also makes it likely that other terms and conditions may be cut by Community employers to fund the basic pay increase; that staffing levels will come under even more pressure; and that some employers may go bankrupt.

This conference calls on the Community SGE to:

1. Work with the NEC to campaign to establish the Living Wage as the National Minimum Wage

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2. Work with the Young Members Forum to campaign for pay equality for young members
3. Promote UNISON's campaigning and bargaining guide to the living wage
4. Work with other service groups, branches, regions and external bodies to get commissioners to include the living wage as a contractual requirement
5. Work with regions and branches with Community members to map employers which pay the living wage
6. Seek to include the Living Wage in pay claims in Community employers which do not pay it and resist the reducing of other terms and conditions to pay for it
7. Work with sector bodies to highlight living wage employers for living wage week 2016
8. Promote UNISON's ethical care charter as an exemplar for staff and service users with commissioners and employers

### 8. Living Wage

#### **Carried as Amended: 8.1**

Conference notes the success of Living Wage Campaigns across the UK in exposing low pay in the community sector and putting poverty pay on the political and bargaining agenda.

Conference also notes the success of UNISON legal service in forcing community sector employers to comply with National Minimum Wage rules on sleepovers, travel time and other community sector issues.

Conference rejects the cuts the Conservative Government have linked to the National Living Wage, for example, cuts that will reduce household income by an average of £550 and as much as £1400 according to the independent Institute of Fiscal Studies.

Conference calls on the service group to:

1. Highlight the impact of tax and welfare changes on community sector workers
2. Oppose the new age requirements for the National Living Wage
3. Ensure that sleepover, travel time, accommodation, uniform, training and other protections are not diminished in the move from the minimum wage to the Tory "living wage"; and,
4. Monitor and publicise the work of HMRC inspectors enforcing pay protection in the Community Sector to ensure that Community Sector rights are respected, underpayments are recovered and illegal employers are prosecuted and publicly exposed.

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### **9. Living Wage**

**Carried**

Conference notes and applauds the role UNISON has played, and continues to play, in the campaign for a Living Wage.

Around 4.8 million people, 20% of the working population, are paid less than a Living Wage – the hourly rate set by the Living Wage Foundation calculated according to the actual cost of living, and not the rate announced in the opportunistic rebranding of the minimum wage by the Government earlier this year.

The case for a real Living Wage is unquestionable. Independent studies have shown that more than 80 percent of employers believe that the Living Wage has enhanced the quality of the work of their staff, 66% reported a significant impact on recruitment and retention within their organisation, while in workplaces where the Living Wage has been introduced absenteeism has fallen by 25%. A real Living Wage also benefits the economy as a whole, by easing the pressure on the public purse to subsidise poverty wages (currently to the tune of £3.6bn a year, including £1.1bn in means-tested benefits) and by putting more spending money in the pockets of low-paid workers.

Conference notes that the number of workers in the community and voluntary sector paid less than a Living Wage is significantly higher than the national average, and low pay remains the scourge of the sector. Conference also notes that young workers are statistically more likely to be paid less than a Living Wage, and that this has a resonance given the increasing number of young workers being employed by third sector social care employers.

Conference welcomes the growing tendency for local authorities and other public funders to 'encourage' or 'expect' providers to pay the Living Wage, but has some sympathy for the argument, like the one made by the Coalition of Care Providers in Scotland, that while there are progressive employers looking to meet the Living Wage, 'the contract value calibrated against the volume of care hours to be delivered indicates that this would be difficult or impossible to achieve'.

Conference calls on the Community SGE to continue to look at ways of mapping the sector and gathering data on the Living Wage with a view to stepping up campaigning, organising and recruitment around the issue. Conference also calls on the SGE to make representations to ensure that the union's general campaigning around the Living Wage gives due prominence to its significance in the community and voluntary sector.

### **10. Fair treatment for workers in the community and voluntary sector**

**Carried**

Conference notes with concern the growth of poor working practices in the community and voluntary sector.

Increasingly the sector is providing support for those who the statutory agencies are unable to help, or where there is no government/local authority priority or duty to provide care.

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However, cuts in funding – both from government sources and individual donors – has created a situation where staff working in the sector are pressurised into working longer hours, for less pay and with little flexibility or account taken of caring or other home responsibilities.

Further,

- Lack of job security is endemic, with zero hours and short term contracts commonplace;
- Unreasonable demands by managers, who themselves are under pressure to deliver services with limited resources, frequently create an atmosphere of bullying and harassment;
- Staff are expected to work over and above their contracted hours, including at weekends and in the evening, with no financial or time recompense;
- Staff are reluctant to complain, out of a sense of duty to the organisation and for fear of repercussions if they are perceived as a difficult employee;
- The resultant high staff turnover, stress related sick leave and inefficient working practices place further pressure on remaining staff, and the related costs lead to further funding shortages.

Conference believes that staff working in the community and voluntary sector have the right to fair treatment, regardless of the charitable or other status of their employing organisation.

Conference therefore calls upon the service group executive to:

- 1) gather information on unfair and punitive working practices;
- 2) use the information gathered to provide further guidance to branches on reasonable working practices;
- 3) supplement the guidance with an awareness campaign for members and potential new members working in the sector on the support that is available through UNISON.

### 11. Preserve our terms and conditions

**Carried as Amended: 11.1**

Conference, we are experiencing many attacks to our funding in the housing association sector with the 1% cut to rents and the right to buy.

Where are housing associations going to make the cuts to balance their books? We know from our experience elsewhere it will be the usual response by employers to cut terms and conditions of the workers and reduce staff numbers.

Conference we are concerned that employers will target Disabled workers, we know the criteria for re organisations usually focus on capability, including sickness

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absence, productivity which can mean disabled workers can be at a disadvantage and at a higher risk of being made redundant.

Alongside this employers will look at reducing terms and conditions sickness pay being cut back to statutory levels, enhanced maternity pay, holidays, pay cuts or a freeze in pay, the list is frightening.

It is not the housing associations that have caused this but the government for implementing changes to what they had already promised. Rents were set for 5 years and associations were able to plan with that assurance but this government have changed the playing field and the implications are colossal .

Conference calls on the Community Service Group Executive to work with Labour Link and the National Disabled Members Committee to;

1. Campaign for fairer funding for housing associations
2. Campaign for the protection and improvement of rights for disabled workers in housing associations
3. Ensure that branches are issued guidance on how to handle reorganisations. Including best practice on how to avoid redundancies with specific guidance non discriminatory criteria/processes for reorganisations and monitoring of the process and the end results

### **12. Attacks on Third Sector Terms and Conditions**

**Carried**

Following the Chancellor's budget speech on 8th July 2015 and the introduction of the "National Living Wage" we call on conference to lobby, support and campaign to prevent attacks on terms and conditions of the members working in The Third Sector.

The Third Sector is now further under attack from the employers due to the introduction of this pay increase to staff, although it will only benefit the members over 25 years of age. The change is welcomed but at what cost to our members? The increase will improve the take home pay for some; however for those in receipt of tax credits they are likely to be worse off. In addition there will inevitably be serious damage to the terms and conditions of staff as the employers have to recoup the additional expense from somewhere, as it looks highly unlikely that the additional costs will be borne by the local authorities or other funders. This will mean that company sick pay schemes, annual leave and bank holiday & other enhancements are being removed, wiping out any benefit that may be seen from the increased rate of pay. Those staff aged under 25 will see no increase but will nevertheless be affected by any changes to terms and conditions.

Working against a background of budget cuts, staff have been facing greater workload pressures. The resulting increased stress puts the morale of the workforce at risk and poses a long term threat to members' ability to provide a consistent

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quality of service. The following will be a pattern that could result from the effect of these changes.

- Increasing demands on the service;
- Reductions in staffing;
- Staff feeling greater stress;
- Staff suffering falling morale;
- The impact of these pressures showing themselves in rising sickness absence, higher staff turnover or declining service standards

There can be no doubt that all Community & Voluntary Sector staff have seen the value of their earnings fall considerably over recent years and evidence suggests that they are also falling behind pay settlements for comparable jobs. Combined with these developments, the last year has seen intensified pressures placed on staff at the same time as greater job choices are opening up for staff in an improving labour market. Therefore, eroding terms & conditions is a blight by the employers ensuring there is little reward for the staff even though their dedication, skill and hard work continues to maintain the high quality of life for the individuals that staff support.

We call on the Community Service Group Executive to:

- Provide bargaining and negotiating advice to branches to enable them to protect members' terms and conditions.
- Work with UNISON Labour Link Committee to lobby government to ensure that Third Sector organisations are given more funding so that members' terms and conditions are not decimated.
- Campaign for equal pay for all, under and over 25 years of age.

### 13. Sick Pay

**Carried**

This conference notes the Chartered Institute of Personnel and Development (CIPD) findings that for the fifth year running, over 30% of employers have reported an increase in staff going into work whilst unwell. UNISON's Community members' survey found that 85% of members had gone into work ill in the last two years.

This conference welcomes the CIPD's concern on this issue, but believes that their solution of developing employee wellbeing strategies and quality leadership ignores a basic issue of sick pay being cut.

Many employers in the community and voluntary sector, and in housing associations, are attempting to save money by reducing sickness absence and associated costs (such as employing agency workers) by cutting sick pay – often to the statutory minimum. As a result, many workers simply cannot afford to take time off sick, which means that they put themselves and service users at risk. Members in Community

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employers have been told to take holidays instead of going off sick and to use their annual leave as part of phased returns to work.

The introduction of more punitive schemes, such as the Bradford factor, means not only that staff lose pay if they are off sick, but they are also at risk of dismissal. Disabled workers are especially at risk in this drive to meet attendance targets.

This conference believes that, especially in an ethical not-for-profit sector, employers should take a positive approach to minimising absence by ensuring a safe and healthy working environment.

This conference calls on the Community SGE to:

1. Research good and innovative practice in reducing sickness absence using positive and supportive methods
2. Circulate negotiating guidance to regions and branches with Community members
3. Encourage negotiators to submit claims to Community employers to improve their sick pay schemes.
4. Encourage Community activists to use this as an organising issue.

### **14. Facility time in the community sector**

**Carried**

Conference notes within the community sector it is can be difficult to negotiate paid time off for trade union workplace representatives to carry out trade union duties, particularly in smaller workplaces.

Workplace reps are entitled to paid time off to cover trade union duties related to collective bargaining on issues including terms and conditions of employment, redundancies, job evaluation, family friendly policies, discipline, individual representation, meetings with management, keeping members informed about negotiations.

Conference notes that equality and self organised group representatives make an important contribution to promoting fairness and equality at work, and pushing employers to comply with equality legislation.

Facility time has been systematically attacked by Tory politicians and pressure groups hostile to trade unions. The Trade Union Bill 2015 seeks to further erode our rights by:

- 1) requiring unions to publish the percentage of money spent on facility time and taken up with different trade union activities.
- 2) introducing new powers requiring all public sector employers to publish information on the amount of money used for trade union facilities, including paid time off for local representatives.

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Further, it gives the government the power to cap the amount of money public authorities can spend on facility time. A cap can also be imposed on individual types of trade union duties and activities, such as health and safety, workplace learning and representing members. Although most parts of our sector are not public authorities, the Office for National Statistics has recently reclassified housing associations as public bodies.

Research by NatCen has highlighted the valuable role trade union representatives play in public services, enabling meaningful consultation and negotiation within workplaces, improving workplace relations and employers' reputations, early interventions to prevent grievances escalating into more serious problems and saving jobs during restructuring and redundancy processes. This conference believes that facility time pays dividends for both employers and workers.

Conference notes that lesbian, gay, bisexual and transgender workers, as well as workers in other protected groups, continue to face prejudice and discrimination. Restrictions on facility time will erode the work done by trade unions to improve equalities and remove one of the best protections employees currently have from discriminatory treatment.

Conference is concerned that trade union activities and facility time within the community sector will become increasingly difficult to negotiate and manage.

Conference therefore calls on the Community Service Group Executive to work with the self-organised groups and young members group and:

- A) Circulate updated guidance on negotiating facility time
- B) Include clear advice on equalities duties and activities
- C) Keep branches up to date with developments in this area.

### **15. Death of the Racial Equality Movement**

**Carried as Amended: 15.1**

This conference notes the 50th anniversary of the 1965 Race Relations Act in 2015 and the 40th anniversary of the 1976 Race Relations Act next year. Conference notes that the 1976 Act was instrumental to the development of racial equality for Black communities and Black trade unionists in that in addition to the definitions of discrimination outlined it also made provision for Section 44 funding for local race equality work. This enabled resourcing of race equality projects such as those tackling racial harassment and unequal provision of local public services. This also enabled the resourcing of race discrimination casework giving access to legal assistance in the community to challenge racial discrimination. This work had a direct effect on UNISON members and their families.

With the 1976 Act establishing the Commission for Racial Equality there was a growth in these services across England, Scotland, Wales and Northern Ireland. In 2004, there were around 200 organisations in the United Kingdom in the British

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Federation of Racial Equality Councils. Many of the workers in these organisations were UNISON members.

This conference notes that many of these services had funding reduced or eliminated in 2006 after the Equality and Human Rights Commission ceased funding legal projects. This together with massive cuts in local authority funding has resulted in situations where there are barely 40 organisations that were historic Racial Equality Councils. This has led to many Black Community Sector workers losing their jobs. In addition to this massive cuts in the Black voluntary sector have compounded racial inequalities in communities. This has an even more substantial effect for Black women's organisations, Black LGBT organisations, Black youth organisations and Black organisations for disabled people.

This conference is concerned about the absence of focus by government and public and community services on race equality particularly given the growing inequality for UNISON Black Members, their families and communities. Successive UK Governments have signed up to initiatives to eliminate racial discrimination such as the United Nations World Conference Against Racism Durban Programme of Action yet we see little improvement in the identified problem areas of employment, education, cultural development, health, housing, criminal justice system, economic development and political engagement. All of these areas would also lead to an increase in workers (especially Black workers) and UNISON Community Sector members.

Conference calls on the Community Service Group Executive to:

- 1) Engage with the NBMC to highlight this issue and develop briefings and campaign resources for branches and regional Black members committees to support race equality legislation and the racial equality movement.
- 2) Encourage Black members' attendance and higher visibility at the National Community Seminar and Conference encourage Black Members to self organise a Black Caucus for Black Community Sector workers to discuss their issues
- 3) Liaise with the UNISON Labour Link executive to highlight these issues with UNISON Labour Link MP's.

### **16. Black Community Sector and Commissioning**

**Carried**

This Conference believes that a strong and empowered Black community sector benefits all communities. The Black community sector often provides innovative and inclusive projects and reaches people who would otherwise remain on the margins of society. It not only provides vital services but plays an important role in capacity building, civic engagement and social inclusion. Getting experience as a management committee member is often seen as an important springboard in encouraging community participation. According to a Joseph Rowntree Foundation report by Karen Chouhan and Clarence Lusane this was not recognised by many funders who primarily focus on service delivery. They found several funding bodies

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and authorities with funding programmes that did not even collect ethnic monitoring data.

Southall Black Sisters (SBS) won a landmark High Court case against Ealing Council in 2008 confirming “specialist services for a racial minority from a specialist source is anti discriminatory and furthers the objectives of equality and cohesion.” SBS believes that the ‘one size fits all’ approach is based on a misguided notion of ‘community cohesion’ which regards activities carried out by a single ethnic group as separatist. Chouhan and Lusane also noted that funders had insufficient understanding of the principles and philosophy of self-organisation for minority groups. The long-accepted principles of women-only organisations had not been translated into an acceptance of Black-led organisations.

It has long been recognised that small community organisations find it difficult to access funding, particularly core funding, and that the pursuit of grants takes up a disproportionate amount of time. Black organisations perceive that they are treated unfairly by some funders, through over-scrutiny, stereotyping and inaccurate perceptions of the way in which they work. This would be exacerbated by a lack of awareness of the challenges facing the Black community sector, particularly with regard to organisational capacity.

This Conference is concerned that the continued move to commissioning of services rather than grant funding puts Black organisations at even more of a disadvantage.

The Black community sector recognises the increasing necessity and benefits of partnership approaches to funding and of providing adequate services. However, some felt that other bodies only wanted partnerships at a superficial level that did not involve a place at the decision-making table. The 2010 Compact on relations between Governments and the community sector acknowledges the Black community sector brings distinctive value to society and should have equal access to state funding. However, austerity measures now mean that available funds are increasingly insufficient to meet the capacity building needs of the Black community sector.

This Conference instructs the Community Sector Service Group Executive to:

1. Work with the relevant sections of UNISON to encourage Branches to request employers conduct full race equality monitoring of their commissioning processes;
2. Request any resulting ethnic monitoring data from Branches;
3. Share any resulting ethnic monitoring data with UNISON National Black Member’s Committee (NBMC)
4. Consult the NBMC on which Black community sector and equality organisations this information should be shared with for any future work, e.g. BTEG (Black Training and Enterprise Group), Runnymede Trust and Equanomics UK.

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### 17. Count us in

**Carried**

Conference notes the challenges of organising lesbian, gay, bisexual and transgender (LGBT) members in community, partly at least due to the way in which we are structured. Members may belong to a national branch, a bespoke community branch, a housing association branch, a health branch, a local government branch and/or a small branch. Where members have been TUPE'd over, they may be still be members of their previous branch.

Conference recalls that that Community conference has previously agreed motions on strengthening and building self organisation. We therefore welcome the introduction and promotion of confidential sexual orientation and gender history monitoring on UNISON's membership database, the RMS, via My.Unison.

While monitoring in isolation does not equal change, its introduction as part of UNISON's well developed LGBT equality work sends a clear signal that the union takes its LGBT members and LGBT equality seriously. This builds on the anonymous monitoring of LGBT participation in UNISON structures, conferences and activities such as training that has been practiced for a number of years. This expansion of My.Unison can encourage members to update other fields on the database where data is incorrect or missing, including ethnic origin, contact details and subs information. This is particularly vital in the light of government attacks on DOCAS.

Conference also notes that monitoring of sexual orientation and gender identity by community sector employers may be a mix of good and bad practice for LGBT members. UNISON argues strongly that the implementation of all policies should be monitored, including the impact on sexual orientation and gender identity equality. Whether or not employers should monitor the sexual orientation and gender identity of individual workers is a separate question. It should never be a first step, but should follow a programme of action on sexual orientation and gender identity equality. Staff should be consulted, the use of the data clearly explained, confidentiality guaranteed and questions should be optional.

Conference therefore calls on the Community Service Group Executive to:

- 1) circulate the bargaining factsheet 'Workforce monitoring for sexual orientation and gender identity' to branches within community;
- 2) advertise and promote engagement with My.Unison to branches within our service group, encouraging members to update their personal information, including completing the new sexual orientation and gender history fields;
- 3) revisit previous conference decisions of our service group on building and strengthening self organisation and produce an updated action plan to be circulated branches within community.

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### EM1. Financial Negligence of Charities' Trustees

**Carried**

Conference notes the report of the Commons Public Administration and Constitutional Affairs Committee into the collapse of the Kids' Company charity. Criticism was singled out for the charity's trustees and the Charity Commission. According to the report the valuable work of this charity, along with its "inspired and motivated employees" was let down by the trustee board's financial negligence. The report also said of the Charity Commission; it "projects too limited a public profile to provide much reassurance about charities and their regulation, and to attract complaints".

Conference also notes that in London 'Eaves Housing For Women', 'Kids Company' and the 'British Association of Adoption and Fostering' have all gone into administration with mass redundancies of UNISON Community Sector members and little or no consultation with staff or elected UNISON staff representatives. UNISON is pursuing tribunal claims on behalf of community sector members who worked for all three organisations

Conference calls on the Community Service Group Executive to:

1. Campaign to ensure Charities are transparent about their finances and take management of financial risk seriously in order to safeguard jobs and the important work that they do.
2. Produce guidance for Community Sector UNISON representatives who fear their charity might be having significant financial problems.
3. Approach the Charity Commission and Community Sector employers' organisations to promote early consultation with staff and trade unions beyond the legal minimum timescales.