

UNISON National Delegate Conference

19-22 June 2018 • Brighton Centre

and Service Group Conferences

17-18 June 2018 • Brighton Centre

About Conference 2018

Follow us on **@unisontweets**

To be part of the conversation, use the conference hash tags

#uwet18 – for WET Conference

#uenergy18 – for Energy Conference

#ulgc18 – for Local Government Conference

#undc18 – for National Delegate Conference

<https://conferences.unison.org.uk>



Checklist

Please remember to bring the following documents with you when you come to Brighton.



- This booklet
- National executive council annual report
- Financial accounts
- Credential card with photograph
- Conference document with motions and amendments
- Composite booklet
- Accommodation confirmation

Welcome to UNISON National Delegate Conference 2018

Welcome to About conference 2018 which contains information for delegates attending the UNISON National Delegate Conference in Brighton on 19-22 June 2018 and the service group conferences held on 17 and 18 June 2018. This guide contains notes for delegates about the venue and information on fringe meetings and UNIZONE activities. It is designed to enhance your experience of conference, and get the most out of what's on offer. Whether you are a first time delegate or have been before, this is the guide for you.

Enjoy the conference.



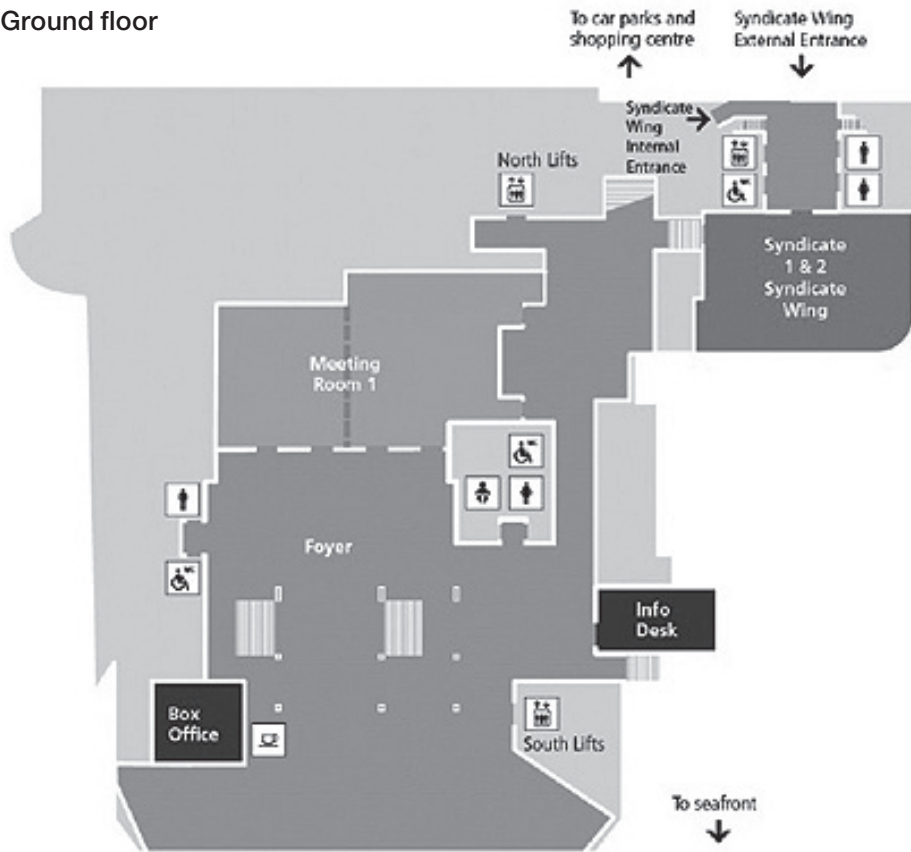
Dave Prentis
UNISON General Secretary

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1 Floor plans of the Brighton Centre

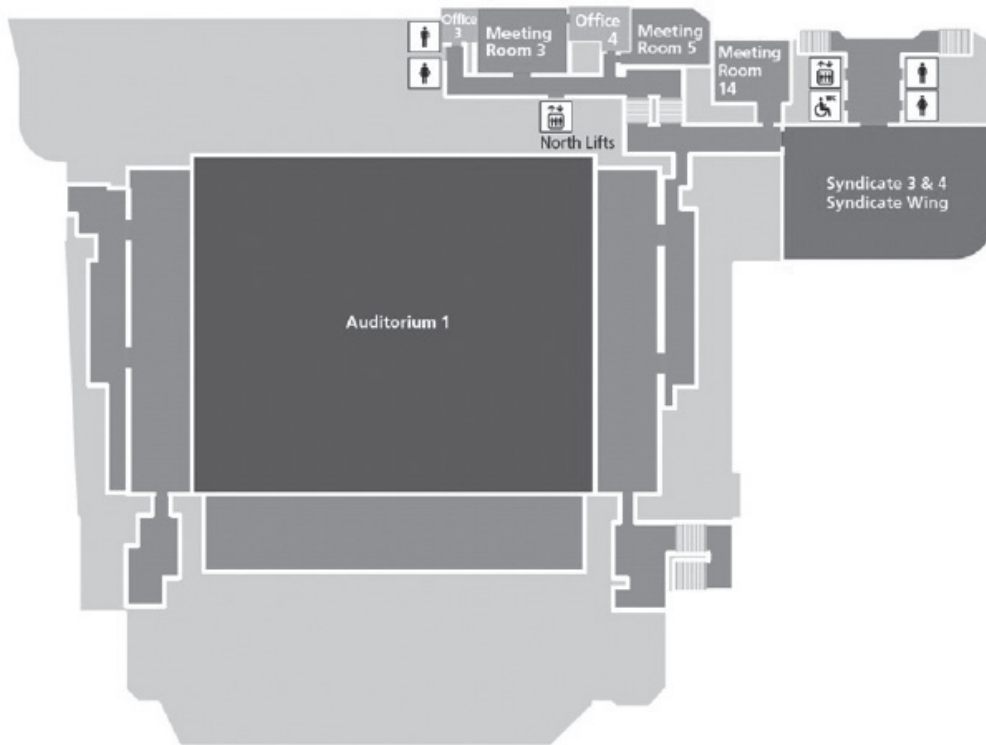
Ground floor



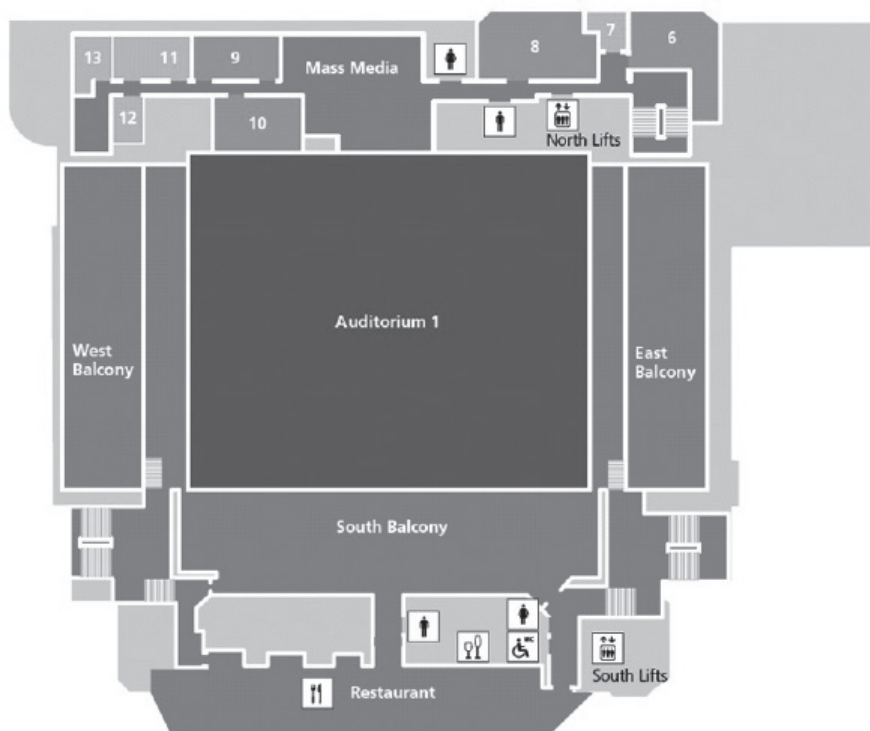
First floor



Second floor



Third floor



2 Information on the Brighton Centre

Conference venue

Brighton Centre
King's Road
Brighton
East Sussex
BN1 2GR

Information Line: **01273 290131**

Access Line: **01273 292695**

Web: **www.brightoncentre.co.uk**

How to get there

By Air

London Gatwick Airport is 28 miles from Brighton and can be reached in half an hour by either road or rail (a railway station is located inside the airport terminal).

By Rail

Brighton is connected to all areas of Britain via the Inter-City rail network. Brighton is served by direct links from the following major central London stations:-

- London Victoria
approximate travel time 50 minutes
- London Bridge
approximate travel time 1 hour
- London St Pancras
approximate travel time 1 hour 20 minutes

For details of train services please refer to www.nationalrail.co.uk

By Coach

All National Express coaches arrive into Brighton coach station (Pool Valley) which is situated just off the seafront. It is a 5 minute walk to the Brighton Centre.

By Road

Major improvements to the M23/M25 links means that dual carriageways run continuously from the M25 London orbital motorway to within two miles of the heart of Brighton.

Discounted car parking

Delegates are offered a discounted car parking rate of £14.00 per 24 hours at the Regency Square car park, King's Road, BN1 2FG.

Upon entering the car park take a ticket from the barrier. On the last day of conference, or the day you are leaving, take your ticket to the Brighton Centre information desk located in the foyer where you can pay for your parking and have your ticket validated. Once your ticket has been validated you will be able to use it at the car park exit barrier.

Taxis

Taxis you can hail are easily identifiable by their aqua and white livery. They can also be booked or picked up from various ranks around the city. Local taxi companies include:-

- Brighton & Hove Radio Cabs – 01273 204060
- Brighton & Hove Streamline Taxis – 01273 202020
- Brighton & Hove City Cabs – 01273 205205

There are free taxi phones that can be used to call a taxi inside the venue.

Venue information

Conference information desk – foyer, ground floor

This is where you should go if you have any queries concerning the administration of conference or if you lose your conference credentials. The desk will be open:-

- Saturday
12pm – 5.30pm
- Sunday
8.30am – 5.30pm
- Monday
8.30am – 6.30pm
- Tuesday – Thursday
8.30am – 5.30pm
- Friday
8.30am – 4.30pm

Conference hall – auditorium 1, 1st floor

The hall is laid out with seating for delegates in their regions in the main body of the hall, with the platform and rostrum control at the front of the hall. Seating for visitors, sharer 2's and guests will be in the south balcony on the 3rd floor.

Conference sessions:-

- Local government conference
starts 9.30am Sunday 17th June – Auditorium 1
- WET conference
starts 10am Sunday 17th June – Auditorium 2
- Energy conference
starts 10am Monday 18th June – Auditorium 2
- National Delegate Conference
starts 10am Tuesday 19th June and from 9.30am
Wednesday to Friday – Auditorium 1

Each day there will be a lunch break between 12.30pm and 2pm when the conference hall will be closed.

Standing orders committees

- WET and Energy
office 2, 1st floor
- Local Government
meeting room 1 C/D, ground floor
- National Delegate
meeting room 5, 2nd floor.

UNIZONE – foyer, ground floor

The UNIZONE is an interactive exhibition of UNISON's key campaigning, bargaining and organising work. UNIZONE 2018 will feature a changing programme of displays and interactive events. A full programme is highlighted in section 6 of this guide.

Exhibition area – foyer, ground floor

The exhibition area contains a range of stands representing services to members plus a range of stalls on behalf of campaigning and voluntary organisations.

The UNISON Living exhibitors' stands will close on Thursday evening.

Catering

The main conference catering area is the FEED café in the main foyer. Drinks and snacks will also be available from café east on the first floor.

Cloakroom

A free cloakroom service will be available from the ground floor. The cloakroom will be open:-

- Sunday to Thursday
8.30am – 6.30pm
- Friday
8.30am – 4.30pm

Cash machine

Cash machines are available at the Brighton Centre in the foyer and in the east bar. All major banks are within five minutes walk from the centre.

Wi-fi

Free wi-fi is available – no log in ID or password required.

Photographs

If you require a photograph for your credentials please go the conference information desk.

Prayer rooms

There are prayer rooms available for the use of delegates on request. Please contact the conference information desk for further details.

First aid

The first aid room is located at the end of the west bar on the first floor. If you require first aid assistance you can either go to the first aid room or contact a Brighton Centre steward or the conference information desk for first aid to be called.

Card votes

Card votes can be collected from the card vote collection point on the ground floor, located in the in the corridor leading to the back of the venue off the foyer.

Opening times:-

- Saturday
2pm – 4.30pm Local government
- Sunday
8.30am – 3pm Local government
- Sunday
4pm – 6pm NDC
- Monday
8.30am – 4.30pm NDC
- Tuesday
8.30am – 5pm NDC
- Wednesday
8.30am – 12.30pm NDC

If you do not collect your card votes during these times, please go to the finance office in meeting room 6 on the 3rd floor, accessed via the north lifts at the back of the building. Please note if a card vote is called and you have not collected your card votes, you will not be able to collect them until after the count.

Card votes for WET and Energy conference will be available from outside of auditorium 2.

Access and facilitation

UNISON staff member, Sam Barlow, is the conference access officer. Questions about access and facilitation should be addressed to her via the conference information desk.

UNISON recognises the importance of, and accepts responsibility for, making conference as accessible as possible. All delegates have had the opportunity to register for provision of services to make the conference accessible to them.

The Brighton Centre Access statement can be viewed on our website.

<https://www.unison.org.uk/content/uploads/2018/03/Brighton-Centre-access-statement.pdf>

3 Essential information for delegates

Key figures at conference

The president of the union presides over conference and chairs all the debates. The two vice-presidents may deputise for the president

With the co-operation of delegates, conference business is processed quickly and without great formality. There are occasions, however, when the president will need to exercise their authority including the right to make a ruling on a question of standing orders or a point of order. The president's ruling is final.

The president also has the authority to take action in respect of any delegate in response to any behaviour which is deemed to be inappropriate or unacceptable (for example causing a disturbance and refusing to obey the call to order, interrupting a speaker, engaging in behaviour which is insulting or otherwise disrespectful either at the conference, or at any official event connecting with conference or on social media). The president may delegate the exercise of this authority. This authority includes issuing the delegate with an informal warning, preventing them from speaking in any debate or motion, a temporary removal of credentials for all or part of the conference, or otherwise expulsion from conference. Where appropriate, consultation and discussions will take place with the relevant regional delegates. Such behaviour may also be dealt with under the union's disciplinary procedures.

National Executive Council members sit on the platform together with the general secretary and the assistant general secretaries. They are called on to move reports, statements, motions, amendments to rule and amendments in the name of the National Executive Council. They will also speak for the National Executive Council in reply to some of the debates.

Standing orders committee chairperson, vice-chairperson and secretary come to the platform on a daily basis to give reports on behalf of the standing orders committee.

Conference procedures

Details of conference procedures can be found in the conference documents 2018 booklet together with texts of the motions, amendments and amendments to rule.

Delegates' credentials

Each delegate has been issued with a delegate's credential and this should be visible at all times while you are in the conference venue. Delegates who have their credentials do not need to register at the conference information desk before entering conference.

Credentials include a unique bar code which can be read by a hand-held scanning system. This assists with verifying attendance and monitoring fair representation and proportionality among delegates speaking at the rostrum.

Shared delegations

Shared delegations help to meet the criteria of fair representation and proportionality. Shared delegations mean that a branch can elect two delegates who will share the delegate place on a 'job share' basis.

Sharer 1 will receive the delegate badge in their conference pack and Sharer 2 will receive the visitor badge.

It is important that you know who you are sharing a seat with as you will need to arrange to meet at conference in order to swap badges at least once.

Both Sharer 1 and Sharer 2 badges must have the names and photographs of both sharers on them. If there is a photograph missing, both sharers should come to the conference information desk on arrival where a photo can be taken and replacement badges issued.

The Sharer 1 badge is the delegate badge and allows access to the conference floor to sit in the delegate seat and vote on the motions. The Sharer 2 badge is the visitor badge and allows access only to the visitor gallery to watch the proceedings. Sharers cannot be on the conference floor together at any time.

Both Sharer 1 and Sharer 2 badges will allow access into the conference venue but only Sharer 1 badge will allow access onto the conference floor.

Sharers should contact each other and decide which sessions to attend as the delegate. Sharers should then arrange to meet to ensure the delegate has the correct colour badge.

If you have the Sharer 1 delegate badge but you are leaving the conference early, you must hand this badge to the other sharer or leave it at the conference information desk on your departure so the other sharer can pick it up and use it for the remaining sessions.

Access to the conference hall

The UNISON stewards on the doors are volunteers and adhere to a strict brief to assist the smooth running of conference. If you are not wearing proper credentials with a photograph you will not gain access to any part of the conference hall. These stewards will also operate the scanning system on the badge bar codes each time a delegate enters the hall.

Reducing our impact on the environment

As a trade union with strong environmental policies we need to keep paperwork to a minimum. We provide delegates with the opportunity, via the online conference system, to opt out of being sent paper copies of our conference materials. All these documents are available online via the conference app or the conference website. We will only print the minimum number of documents required. Once these documents have been distributed no further replacements will be available. Please make sure you retain your documents for the duration of conference. Recycling bins are situated at the back of the conference hall.

Conduct of delegates

All delegates, visitors, staff and facilitators are expected to behave in a courteous manner. Aggressive, offensive, intimidatory, disrespectful or unacceptable behaviour will not be tolerated. This applies to all aspects of communication, at or in connection with the conference, including postings on social media. Complaints will be treated seriously.

The president has authority to take action in response to any complaint received or of their own initiative in respect of any delegate whose behaviour is deemed to be inappropriate. This authority includes issuing the delegate with an informal warning, preventing them from speaking in any debate or motion, excluding a delegate from all or part of the conference, or otherwise expulsion from conference. The exercise of the president's authority is separate from any decision to deal with the behaviour under the union's disciplinary procedures.

As trade unionists we do not expect any of these problems to arise. However, your regional secretary and regional representatives are available in the first instance for advice and support at this conference. Issues of unsatisfactory conduct by anyone attending conference can also be raised with the conference information desk.

Filming and photography at UNISON conferences

UNISON's conferences are a key part of our democracy. Delegates are able to make their voices heard and to vote on the policies which will govern our union's policy and campaigns.

As such, we want all our members to know about conferences and how important our democratic systems are – we believe this is an important part of being an open, democratic organisation. However, we also value the privacy of our members.

National Delegate Conference and local government conference are filmed on behalf of UNISON. This footage provides a vital record of conference for internal use; and some footage may be used on our website to promote UNISON and our democratic processes.

UNISON accredited photographers may be taking pictures of the main debates, fringe meetings and other public areas at all UNISON conferences. These photographs may be used in the union's publications for members or on our website, social media sites eg. Facebook and Twitter, to promote the union. If you do not wish to be filmed or photographed:-

- refuse if you are approached for an individual photograph or video interview
- sit in the identified 'no filming zone' whilst in the conference hall
- if you speak in a debate inform Rostrum Control you do not wish to be filmed

If you are planning to use a camera at conference (with or without voice recording) for the purposes of using the images and/or sound on behalf of the union, whether employed by UNISON or as an activist who may be using the image in a branch, regional or sector newsletter:-

- always ask an individual for their consent and explain the use of the picture e.g. these images may be used by UNISON in our own publications or on our website to illustrate conference
- when it involves a large group – images of a delegation or the whole of the conference floor etc – you clearly cannot seek individual permissions. Instead, a statement will be posted at conference explaining that the event will be photographed/filmed and individuals who object to being included in this will be told who to speak to in order to resolve their concerns

Flash photography

The national disabled members' committee has indicated that flash photography can cause visual impairment and disorientation and interferes with signed communications. Therefore the national executive council has decided that there will be no flash photography at National Delegate Conference.

No smoking

A no smoking policy exists within the Brighton Centre. This includes e-cigarettes.

4 Social Media

UNISON Conference App

Enhance your experience of conference and have the information you need at your fingertips.

It couldn't be easier with the smartphone app for android phones and iPhones. There is also a web version containing the agenda and online version of the conference guide. And you can use it on tablets too.

Get the full conference agenda and standing orders, use the floorplans of the Brighton Centre to find your meeting or event and connect with other delegates by viewing their posts and pictures or posting your own.

Search for the UNISON Conferences app on Google play or in the App Store.

To access UNISON conference on the app you need to use the code ulgc18 or undc18 depending on the conference. To use the app on either iOS or android phones you need to create a profile first (you don't have to use real names if you don't want to).

- Open the app and click the menu icon (three horizontal lines in the top left hand corner). Click 'Sign up'.
- Enter an email and password, or use Facebook, LinkedIn, Twitter or Google+ to log in automatically.
- Review and approve your profile information. Be aware that some parts of this information (name, position) will be shown to other users of the app so don't use full names if you're not comfortable with that.
- Select UNISON conference from the list of events.
- Click to check in and enter the event code when prompted: ulgc18 or undc18 depending on the event.
- Confirm your profile again and you're in the app.

The small print

All posting and usage of the app must be in line with the UNISON Rule Book and the Terms of Service of the App developer. Everyone should use social media safely and responsibly and follow the guide to conduct in the 'Working Together' menu of the app. Any attendee at the conference will be able to view photos and comments put up via the app, so be careful what you post and don't name or post photos of people without their permission.

If you see content that you don't think is appropriate, report it and it will be referred to UNISON staff acting as moderators. UNISON staff reserve the right to remove any content from the app or to ban any app user not following UNISON rules or otherwise misusing the app and their rights within it.

Send us your feedback

Tell us about your experience of using the app - you can email us with feedback or any questions at digital@unison.co.uk

Twitter

UNISON will be using social media to update delegates, members and others on what's going on at conference. Follow us on @unisontweets. To be part of the conversation, use the conference hash tag:

- #uwet18 – for WET Conference
- #uenergy18 - for Energy Conference
- #ulgc18 – for Local Government Conference
- #undc18 – for National Delegate Conference

Charging lockers

If you need to charge your smart phone or device during conference, you can get a key for our charging lockers from the conference information desk.

5 Health and safety information

Making UNISON conferences a healthy and safe environment

UNISON has in place a health and safety policy which applies to all the activities that it undertakes, including the organisation and administration of all its conferences.

UNISON is committed to its responsibility to provide delegates, sharers, visitors, and staff to conferences with a healthy and safe environment. UNISON will comply with all health and safety statutory requirements and codes of practice, as well as our own policies and procedures.

To fulfil its commitment to ensuring that our conferences are healthy and safe environments UNISON works closely with representatives of its staff, venue management, contractors and all service providers. In the event of any health and safety issues and problems arising, these should be directed immediately to a member of staff or raised direct with the conference information desk.

Throughout conference UNISON continually monitors the venue and its environs, often in conjunction with a staff health and safety representative, to maintain and ensure a healthy and safe environment.

Accidents/injuries/near misses

Please report any accidents/injuries/near misses to the conference information desk, where they will be recorded on an incident record and investigation form. Where appropriate, these will be investigated, and the necessary remedial action will be undertaken.

Evacuation procedures

A pre-recorded message will be played before the start of conference each day, with a summary of the evacuation procedures detailed on a large screen. Please take time to familiarise yourself with this information.

The Brighton Centre – Emergency Procedures

1. Upon hearing the alarm (intermittent)
 - the alarm will be silenced whilst the activated area is checked.
 - standby and await further information.
2. Upon hearing the alarm (continuous ringing)
 - leave the building by the nearest available exit – follow all instructions given by Brighton Centre staff and duty manager.
 - do not wait to collect personal belongings (e.g. coats, handbags) and do not wait around for others. do not use the lifts.
 - do not run or panic – there is no need. move swiftly but calmly.
 - close the door if you are the last to leave the room you are in.
 - proceed to the assembly point at the junction of russell road/west street at the rear of the building.
 - wait at the assembly point for further instruction from Brighton Centre staff.
 - do not re-enter the building without permission.
3. If you should discover a fire (and no alarm has yet been sounded)
 - operate the alarm from the nearest alarm point.
 - proceed as above.

6 UNIZONE

Conference is much more than just speeches in the main hall. It's also a great opportunity to share ideas about campaigning and organising and to find out more about key issues in depth. If this is what you've come to conference for, then UNIZONE is the place for you. Located on the ground floor the UNIZONE is open each morning from Monday at 8.45am and closes each day at 5.30pm.

UNIZONE offers a great range of interactive sessions, exhibitions, talks, specialist advice and fun.

This year UNIZONE will be showcasing the following:

Sunday 17 June

Apprenticeships

Visit us and find out what UNISON is doing around apprenticeships and take part in our fun quiz. Pick up key materials that will give you the necessary tools and expertise to help protect and secure decent employment for apprentices.

Assimilating to the new NJC and GLPC Pay Spines

The 2018-20 NJC pay award introduces a new pay spine on 1 April 2019. Employers and branches will be jointly checking how the assimilation affects their pay and grading structures. The new pay spine may not translate straightforwardly onto pay spines that deviate from NJC and GLPC. Come and find out more about UNISON's implementation strategy, reasons to adopt the new NJC/GLPC pay spine and get practical advice on any issues you have about your local assimilation.

Care

Come along and find out if your council have adopted UNISON's Ethical and Residential Care Charters. Get tips on what other UNISON branches have done to make it happen & what steps you should take to make the most of it when your council does adopt them.

Pensions – post lunch only

Find out about the threats to the LGPS and what you can do to help defend it and take part in our pensions quiz. We can also assist you in working out your own pension.

Monday 18 June

How are we going to make local government funding a priority for government?

Austerity has hit communities hard. At the heart of this has been cuts to council services. Enough is enough. The SOS campaign is preparing for an intense period of action, targeted at the Autumn budget in November. We're going to utilise public pressure and make local government funding a priority. Come find out how your experience and stories are going to make the difference.

Pensions

Find out about the threats to the LGPS and what you can do to help defend it and take part in our pensions quiz. We can also assist you in working out your own pension.

Schools and colleges

Come and talk to us about the work being done with our members in schools and colleges around the issues that matter to them. Workload is becoming an increasingly important concern for everyone working in schools and colleges and we want to talk to you about how we are addressing this and what we need to be doing in future. We can also advise on the issues specific to certain job roles, including: teaching assistants, technicians, school meals workers, cover supervisors and exams officers.

Tuesday 18 June

Energy

In a throwback to the days when energy was in public hands we will be providing a taste of nostalgia. This special tribute to that great TV show 'Bullseye' allows contestants to win wonderful prizes with the throw of a dart while at the same time testing their knowledge on the world in which energy membership operate. As the largest staff union in the Energy industry this world of work for UNISON members is a critically important public service keeping the lights on and homes warm. Find out just a little more on the key challenges they face, expand your knowledge and have some fun at the same time. One stand not to be missed and remember 'nothing in this game for two in bed'.

EU – Getting ready for settled status

Settled Status registration for EU citizens is coming – come along and get essential information to help EU members get ready with the UNISON checklist on what EU citizens need to do

Pensions

Visit us and find out...

- how to calculate your own pension and when you can retire
- about our campaign to save good pension provision
- how you can organise and recruit around pensions
- how much you really know about your pension by taking part in our quiz.

GDPR

Come along to the data protection stall and meet the data protection team. We'll be offering support and guidance on how to make sure your branch is complying with new data protection legislation (GDPR). The Data Protection Officer will be running surgeries supporting branches on how to keep data secure. We will also be running quizzes and giving away data themed prizes

WARMS

How can our branch be GDPR compliant? The WARMS membership system for branches, removes any guess work and thereby gives you confidence, that you're communicating with your members effectively. Find out how, by visiting the WARMS stall and meet RMS Operations support staff. We'll be demonstrating the WARMS system, including new and improved features.

You don't need a ticket! – Hospital parking

Hospital parking charges are costing NHS staff, patients and visitors a fortune. Come along and find out about UNISON's new hospital parking charter and see if you know how much it costs to park in some of our best known hospitals. Don't worry – you won't get a ticket, but you might get the chance to win in our fabulous prize draw.

Digitalk in the UNIZONE

Come and meet the UNISON digital team!

- 11-2.30pm Meet Meg and Heather

Use your smartphone to connect with your members and run a campaign. Learn about using WhatsApp and social media. Find out more about your members using digital technology and get them talking to you. See our project to help you set up a branch website in a day. Find out how to improve your branch emails and use a variety of digital technologies to help you organise.

Wednesday 20 June

H&S Tin Can Alley

- What are your top 10 H&S gripes? How would you like a chance to knock them down?
- Come and play H&S Tin Can Alley – and try your luck!
- Knock down all 10 in 3 tries and enter the prize draw with a chance to win a H&S Goodie bag!
- We will also have lots of H&S guides, leaflets and goodies for you to come and collect! Can't wait to see you there!

Equality – Mind Your Language

We all want to communicate well, particularly around equality issues. But sometimes we are not sure what to say. And sometimes we get it wrong. Language changes and evolves and we don't always keep up. This light-hearted activity will guide members through the snakes and ladders of current best practice in talking about equality. The prize? The glory of being first to the finish line – and all participants can take away our new factsheet on inclusive language. Until 2pm.

Tackling Modern Slavery through procurement

Find out how you can tackle Modern Slavery within your work place's supply chains. After 40 years of labour market deregulation and anti-trade union legislation, over 40 million people are Modern Slaves world-wide and around 13,000 are in the UK. The public procurement market for local government alone is worth around £60 billion a year. Find out how that money can be used to tackle Modern Slavery by taking part in our quiz (and stand a chance to win our luxury hamper of Zaytoun Fairtrade Palestinian products!).

LAOS

As well as the usual information about free courses and how learning can support your recruitment and organising activities this year we will be celebrating 25 years of learning in UNISON. Come along and celebrate with us – enjoy a slice of cake and get a copy of the limited edition of our commemorative booklet "Celebrating 25 years of growing the union through learning". Take part in our learning quiz and enter the prize draw to win a £20 book voucher. We will also be announcing the winners of our creative writing competition and will have free copies of the published winning entries.

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Thursday 21 June

Bargaining support

For practical advice to help you in negotiating with employers, visit the Bargaining Support stall and see the wide range of guides and model agreements available for achieving the best deal for members. Whether you're putting together a pay claim, campaigning for the Living Wage, navigating through the process of transfers or reorganisations, defending reps' facility time or facing challenges to unsocial hours payments, maternity pay or leave arrangements, our guides on these issues and many more seek to draw together concise summaries of regulations, benchmarks across the economy and public services, best practice examples and key negotiating tips.

Private Contractors

Want to know more about how we support our members working for private contractors? Come down to the Unizone to meet some of the team from the Private Contractors Unit and learn about what we do and how you can get more involved.

Political Fund

Asking new members to opt-in to the political fund is a huge challenge. Come and talk best practice.

GDPR

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Friday 22 June

The Great Get Together

UNISON is proud to partner with the Great Get Together and we'll be taking part in the UNIZONE. Across the country this weekend people will be organising coffee mornings, community events and street parties – all to show that we have “more in common” The Great Get Together is inspired by Jo Cox, an MP and UNISON member, who was killed on 16 June 2016. This is a chance to reject divisive politics, bring communities together and celebrate all that unites us. So grab a cup of tea and join us for a slice of cake in the UNIZONE on Friday lunch time and show that our country has more in common than that which divides us.

Come along and try your hand at winning one of our great prizes. Competitions games and much much more. Don't leave conference without saying hello to us!

7 Fringe events

Sunday 17 June

Social work against the state attack on asylum and refuge

Social workers and other local government workers are on the frontline of the government's attempt to create a hostile environment for asylum seekers and refugees. They are increasingly being expected to act as agents for the Home Office Immigration Service and told to deny social work support to people with no immigration status. However, workers are rejecting this role and standing up for ethical practice and building solidarity with those groups the government policies attempt to demonise. This fringe will hear from UNISON Scotland on guidance they have produced for social work members and from others campaigning on these issues.

Speakers: Colin Turbet, UNISON Scotland and author; Kate Grant, Social Workers Without Borders; Narmada Thiranagama, UNISON Policy Officer; Luisete Batista, UNISON National Executive Council.

Chair: Chris Tansley, Chair of UNISON Local Government Social Care Forum.

When and where: 12:45 – 13:45; Syndicate 1, syndicate wing, ground floor.

Sandwich lunch provided.

Early years funding and workforce

The government says it is spending more money than ever on early education and childcare, but changes to early years funding are threatening the future of council-run nurseries and nursery schools across the country. Hear about the campaign for fair funding for nurseries and issues for the early years workforce across the UK.

Speakers: Ben Thomas, UNISON National Officer – Education; Carol Ball, UNISON Scotland; Megan Jarvie, Family and Childcare Trust; plus a speaker from the Save Salford Nurseries Campaign.

Chair: Pam Howard, UNISON Schools Committee.

When and where: 17:15 – 18:15; Syndicate 1, syndicate wing, ground floor.

Refreshments provided.

Monday 18 June

Apprenticeships are UNISON business

Want to find out more about negotiating the best deal for apprentices in local government? Branch delegates and members are invited to attend our fringe to hear from a range of expert speakers about current government policy on apprenticeships in the UK, how UNISON local government branches can equip themselves with the tools and expertise to build their role in support of high quality and accessible apprenticeships, and best practice case studies on the provision of apprenticeships from one or more of the devolved nations in UNISON.

Speakers: Iain Murray, Strategy Manager, Unionlearn TUC; Jon Tennison, National Learning and Development Organiser, UNISON Centre; Bethan Thomas, Head of Local Government, UNSAIN Cymru/UNISON Wales; Phil McGroggan, Local Government Committee, UNISON Scotland; Emily Sole, Regional Learning and Development Organiser, UNISON Eastern; Nick Hillman, UNISON member, Poole Local Government Branch.

Chair: Dave Rees, UNISON Local Government Service Group Executive member, UNISON Cymru/Wales.

When and where: 12:45 – 13:45; Syndicate 1, syndicate wing, ground floor.

Refreshments provided.

Tackling Modern Slavery through public procurement

Annually local government spends £60 billion on procuring goods and services. In a world where workers struggle to make a living and claim their rights, this money could be used for social good. Using the electronics industry to illustrate the problem and the solution, we explore how collectively we can shift how large purchasers of goods use their purchasing power.

Speakers: Annie Pickering, Campaigns and Movement Building Coordinator, People and Planet; Björn Claeson, Director, Electronics Watch.

Chair: Jane Gebbie and Alison McCorquodale, UNISON Local Government SGE Service Delivery Working Group.

When and where: 12:45 – 13:45; Syndicate 2, syndicate wing, ground floor.

Sandwich lunch provided.

UNISON International rally and reception

On the eve of UNISON National Delegate Conference you are invited to come and hear from UNISON's international guests.

Guests have been invited from Ireland, Norway, Sweden, Brazil, Turkey, South Korea, Colombia, Cuba and the USA. Prior to the rally, a reception will be held where you will have an opportunity to meet with the international guests and UNISON's NEC International Committee.

Speakers: guests have been invited from Ireland, Norway, Sweden, Brazil, Turkey, South Korea, Colombia, Cuba and the USA.

Chair: Paul Glover, Chair of UNISON NEC International Committee.

When and where: 18:00 – 21:00; The Restaurant, third floor.

Evening food and drinks provided.

Tuesday 19 June

Solidarity with Turkey: defending rights, democracy and decent work

Human and workers rights in Turkey have been rapidly eroded since the attempted coup and the imposition of the state of emergency in July 2016. About 150,000 public service workers have been dismissed or suspended, strikes have been banned and many trade unionists harassed and detained. Health, education and other public services have been fundamentally damaged. Hear how public service unions are responding to the crisis and how we can build solidarity with the workers of Turkey.

Speakers: Gonul Erden, Co-president, Trade Union of Employees in Public Health and Social Services (SES), KESK, Turkey; Oktay Sahbaz, Solidarity with the People of Turkey (SPOT); representative from European federation of Public Services Unions (EPSU).

Chair: Paul Glover, Chair of UNISON NEC International Committee.

When and where: 12:45 – 13:45; Meeting Room 1: A/B, back of foyer, ground floor.

Sandwich lunch provided.

Educating against racism – UNISON's role in combating racism in the workplace over 25 years

Show Racism the Red Card (SRtRC) is an anti-racism education charity which utilises the high profile of professional footballers as anti-racism role-models to educate against racism in society.

The charity was established in 1996 and has continued to grow. The campaign has been very successful and now involves hundreds of top footballers and managers.

The campaign now has a national and international reach, with offices in North Tyneside, Glasgow, Cardiff and Southend-on-Sea.

As well as producing educational resources we deliver programmes of direct anti-racism education with over 50,000 young people and more than 6,000 adults every year.

Speakers: Clare Williams, Regional Secretary, UNISON Northern; Roger McKenzie, Assistant General Secretary, UNISON; Liz Cameron, Black Members Female Seat, UNISON; Kevin Maguire, Political Journalist, Daily Mirror; Simone Pound, Head of Equality and Diversity, The PFA; Christine Blower, Former General Secretary, NUT; Stephen Cavalier, CEO, Thompsons Solicitors.

Chair: Ged Grebby, CEO, Show Racism the Red Card.

When and where: 12:45 – 13:45; Syndicate 2, syndicate wing, ground floor.

The future of social care

The government's much-delayed Green Paper to reform care and support is due to be published in spring-summer 2018. As the largest social care union, UNISON will of course be responding. But there are many issues to consider and this meeting will seek answers to the following questions and many others. What funding solutions are the best options for social care and how should these be communicated? How do we ensure that alongside improved funding, the system is also reformed so that it protects care staff while improving provision for service users? And what role can UNISON and others play in seeking to raise the profile and esteem of social care?

Speakers: Barbara Keeley MP, Labour Shadow Care Minister; Christina McAnea, Assistant General Secretary, UNISON; Richard Humphries, Senior Fellow, King's Fund think tank.

Chair: Chris Tansley, UNISON National Executive Council.

When and where: 12:45 – 13:45; Syndicate 3, syndicate wing, first floor.

Sandwich lunch provided.

Managing mental health – an activist’s story

Managing mental health at work can leave the sufferer feeling vulnerable to discrimination, inequality, bullying and harassment at work. With continued austerity and the fashion to “do more with less” workers are feeling the pressure and after turn to their friendly local safety rep for support. However, many activists are being squeezed for time with employers restricting time for their Union duties (even though they shouldn’t!) and many reps are finding it harder to cope.

Peter Kelly, Senior Psychologist at the Health and Safety Executive (HSE) and safety activist will be talking through his journey of managing his mental health whilst performing his two very demanding roles and talk about how we can combat this unacceptable behaviour in the workplace. This session will highlight support systems that are currently in place and signpost activists to further resources – both internally and externally. There will also be discussion on managing one’s own mental health as an activist as well as recognising and supporting members when they display signs of poor mental health.

Speakers: Peter Kelly, Senior Psychologist, Health and Safety Executive (HSE) and safety activist.

Chair: Pam Sian, Chair of UNISON Health and Safety Committee.

When and where: 12:45 – 13:45; Syndicate 4, syndicate wing, first floor.

Sandwich lunch provided.

Havana Club Rum Reception – solidarity with Cuba and Venezuela: no to Trump, US blockade and intervention!

Cuba and Venezuela’s achievements in investing in universal health, free education and social progress for their people have provided inspiration not only in Latin America but around the world. But right now, intensified aggression from US President Trump has given new confidence to right wing forces and elites in the US and Latin America, which threatens not only the gains made in Cuba and Venezuela, but the continent as a whole. Come to find out the truth behind the headlines and how to support the campaigns to end the blockade on Cuba, sanctions on Venezuela, and stop foreign intervention.

Speakers: Fernando Gonzalez Llort, Miami Five Hero / President, Cuban Friendship Institute; Gladys Ayllon Oliva, European Director, Cuban Friendship Institute; Dr Fransisco Dominguez, Secretary, Venezuela Solidarity Campaign.

Chair: Roger McKenzie, Assistant General Secretary, UNISON.

When and where: 17:15 – 18:15; Auditorium 2, first floor.

Havana Club Rum cocktails and snacks provided.

Wednesday 20 June

Peace, human rights and trade unions in Colombia

UNISON works closely with trade unionists in Colombia, the world’s most dangerous country for labour organising. UNISON is a direct partner of the USO oil workers union, which has had over 100 of its members killed since it was founded. Come and meet USO President César Loza and International Secretary Héctor Vaca to discuss the realities for trade unionists in Colombia and all the latest on the peace process and the recent Colombian elections.

Speakers: Cesar Loza, President, USO union for Colombian oil workers; Hector Vaca, International Secretary, USO union for Colombian oil workers; Sarah Merrill, Justice for Colombia; Steve Cavalier, Thompson’s Solicitors.

Chair: Nick Crook, Head of International Relations, UNISON.

When and where: 12:45 – 13:45; Meeting Room 1: A/B, back of foyer, ground floor.

Refreshments provided.

NHS SubCos – the ‘new wave’ of healthcare outsourcing

Financial pressures are driving NHS organisations into a new wave of outsourcing – SubCos. Staff in a range of operational – and some clinical – services are being transferred into Wholly Owned or Arms Length Bodies, set up by their trusts to make savings and meet financial targets. Come along to this session to: find out how widespread this problem is, look at the likely impact on members’ employment prospects, and share the approaches UNISON is using to prevent this new wave of outsourcing.

Speakers: Clare Williams, Regional Secretary, UNISON Northern; plus contributions from active SubCo campaigns.

Chair: George Barron, Executive Vice Chair, UNISON Health Service Group.

When and where: 12:45 – 13:45; Meeting Room 1: C/D, back of foyer, ground floor.

Sandwich lunch provided.

Social care organising and sectoral collective bargaining

The Institute of Employment Rights manifesto for labour law (2016) started work on proposals to increase and fortify rights at work, should a progressive government come to power. We then expanded this to apply it to the care sector in Dr Lydia Hayes' book '8 Good reasons why adult social care needs sectoral collective bargaining'. At this fringe meeting, experts from the IER and UNISON will be discussing how the adult social care sector would serve as a particularly poignant example of where implementing IER proposals could have the most dramatically positive effects, for bolstering UNISON members pay and conditions.

Speakers: John Hendy QC; Christina McAnea, Assistant General Secretary, UNISON.

Chair: Carolyn Jones, Director, Institute of Employment Rights.

When and where: 12:45 – 13:45; Auditorium 2, first floor.
Sandwich lunch provided.

Living with the political fund opt-in

The Trade Union Act means that since March 1st 2018 UNISON has been required to ask new members to opt-in to its political fund. Early indications are that convincing new members to opt in is proving to be a big challenge. How can we convince as many people as possible that the political fund is relevant to them? This fringe meeting event will be an opportunity for delegates to take stock of where we are, and to share their experiences and best practice so far.

Speakers: Liz Cameron, Chair of UNISON Campaign Fund Committee; Gordon McKay, Chair of UNISON Labour Link Committee; Liz Snape, Assistant General Secretary, UNISON.

Chair: Wendy Nichols, UNISON representative on Labour Party National Executive Committee.

When and where: 12:45 – 13:45; Syndicate 1, syndicate wing, ground floor.
Sandwich lunch provided.

Workers' legal rights in 2018 – practical advice in an apocalyptic world

Come and have lunch with UNISON's award winning in-house Legal Services - who will be exploring current legal challenges facing members, tactics on running legal cases, and the impact of Brexit on workers' rights. Plenty of time for questions!

Topics include: access to justice and the erosion of workers' rights in employment and personal injury law, outsourcing demystified, TUPE and the union's role explained, and the social care crisis & minimum wage tactics.

Speakers: Maureen le Marinel, Chair of UNISON Services to Members; Helen Buczynsky, Legal Officer, UNISON; Blair Wassman, Assistant Legal Officer, UNISON; Shantha David, Legal Officer, UNISON; Kate Ewing, Legal Officer, UNISON; Kate Douch, Assistant Legal Officer, UNISON.

Chair: Adam Creme, Head of Legal Services, UNISON.

When and where: 12:45 – 13:45; Syndicate 2, syndicate wing, ground floor.

Sandwich lunch provided.

Learning – the next 25 years

Come and celebrate the achievements of UNISON's learning and development programmes over the last 25 years, and hear how learning has transformed tens of thousands of members' lives and supported the army of activists in the workplace.

Join the discussion about where learning will take us over the next 25 years: how might advancement in technology change the world of work for public sector workers? What does UNISON need to do to ensure that our learning and training programmes stay relevant and continue to support our members and activists into the future? And how do we ensure that learning stays at the heart of our organising agenda in the workplace?

Speakers: Lyn Brown MP, Shadow Minister for the Treasury; Roger McKenzie, Assistant General Secretary, UNISON.

Chair: Chris Tansley, Chair of UNISON Development and Organising Committee.

Where and when: 12:45 – 13:45; Syndicate 3, syndicate wing, first floor.

Refreshments provided.

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Affordable homes for all – making housing a workplace issue

Priced out of owner occupation, many public sector workers find themselves living in low quality, expensive and insecure accommodation often some distance from where they work. Now the largest single demand on household incomes, it's time for trade unions to make housing an issue around which we can organise. This fringe will explore how trade unions can build campaigns to make the provision of quality and truly affordable housing an issue for employers as well as for Government.

Speakers: Melanie Onn MP, Shadow Housing Minister; Becky Tye, Regional Convenor, UNISON; James Anthony, Chair of UNISON Policy Development & Campaigns Committee and member of UNISON National Executive Council – Health.

Chair: TBC

When and where: 12.45 – 13:45; Syndicate 4, syndicate wing, first floor.

Refreshments provided.

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How can good pension schemes be saved?

Glyn Jenkins Head of Pensions UNISON will set out why good pension provision is under increasing threat, a roundup of the latest schemes to close or be under threat and will set out how UNISON is rising to the challenges, and how engaging and informing members is key to defending their pension rights.

Douglas Primrose Principal of XPS – a scheme actuary of one the largest firms advising pension schemes in the UK will set out why assumptions used to cost the schemes can and should be questioned and the alternative types of assumptions that could be considered. The questions that members and trustees can ask to challenge assumptions.

Roger McKenzie Assistant General Secretary, Organising and Recruitment will set out how UNISON can organise at branch level to inform and engage members using the existing network of pension champions.

Speakers: Glyn Jenkins, Head of Pensions, UNISON; Douglas Primrose, Principal of XPS Pensions; Roger McKenzie, Assistant General Secretary, UNISON.

Chair: TBC

When and where: 17:15 – 18:15; Meeting Room 1: A/B, back of foyer, ground floor.

Refreshments provided.

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The way forward for solidarity with Palestine

Join us to hear about the current situation in Palestine and how you can become involved in taking action for justice and equality for the Palestinian people. Now more than ever, with Israel's onslaught on the Palestinian people reaching new proportions, and after 70 years of Nakba, it is crucial that we step up our solidarity, and challenge the companies and institutions complicit with Israel's war crimes and human rights breaches.

Please visit the Palestine Solidarity Campaign stand in the exhibition area for more information.

Speakers: Salma Karimi-Ayyoub, Palestinian Lawyer and external consultant for the Palestinian human rights organisation Al Haq; Ben Jamal, Director, Palestine Solidarity Campaign; plus a member of UNISON presidential team.

Chair: Paul Glover, Chair of UNISON NEC International Committee.

When and where: 17:15 – 18:15; Meeting Room 1: C/D, back of foyer, ground floor.

Refreshments provided.

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Police and Crime Commissioners taking over: how do we respond to mergers of police and fire & rescue?

Collaboration between fire and rescue services and the police is rapidly changing with the Policing and Crime Act 2017. New measures to enable Police and Crime Commissioners to take over fire and rescue services represent a fresh challenge for the jobs, and terms and conditions, of staff working in these areas.

Come to hear from Karen Lee MP, Shadow Fire Minister, who will outline the Labour Party's stance on PCCs taking over fire and rescue services. There will also be an opportunity to hear from activists and organisers from both police and fire & rescue, who will outline their approach to organising around PCCs.

Speakers: Karen Lee MP, Shadow Fire Minister; Caryl Nobbs, Chair of UNISON Police and Justice Service Group Executive; Tracey Sparkes, Regional Organiser, UNISON Eastern.

Chair: Caryl Nobbs, Chair of UNISON Police and Justice Service Group Executive.

When and where: 17:15 – 18:15; Syndicate 1, syndicate wing, ground floor.

Refreshments provided.

Briefing on trans equality

UNISON has earned the reputation as the leading union on trans equality. We have an active trans network and trans members hold elected positions across our union. That's the good news. Less good is the fact that trans workers still face the highest levels of discrimination. Given the relatively small numbers of trans people, many reps feel unprepared when it comes to negotiating policies, representing members and making UNISON trans-inclusive. This fringe meeting will give delegates the chance to hear from some of our trans activists and get answers to any questions they may have.

Speakers: James Morton, Scottish Trans Manager; Emma Procter, UNISON trans caucus convenor; Dave Merchant, trans caucus convenor; Carola Towle, LGBT Equality National Officer, UNISON.

Chair: Eileen Best, national LGBT delegate, UNISON.

When and where: 17:15 – 18:15; Syndicate 2, syndicate wing, ground floor.

Rainbow sweets provided!

Thursday 21 June

After Carillion – public services and public ownership

The collapse of Carillion was a 'watershed' moment for privatisation and comes at a time when public opinion is swinging behind the public ownership of public services. Labour is developing radical policies to end new PFI schemes and review existing PFI contracts. The fringe meeting will hear about proposals to nationalise Special Purpose Vehicles, from a campaign that supports public ownership and will discuss the emerging agenda and the challenges ahead.

Speakers: Cat Hobbs, Founder/Director, WeOwnIt; Peter Dowd MP, Shadow Chief Secretary to the Treasury; Helen Mercer, Greenwich University and PeoplesPFI.

Chair: Davena Rankin, Vice Chair, UNISON Policy Development and Campaigns Committee

When and where: 12:45 – 13:45; Meeting Room 1: A/B, back of foyer, ground floor.

Refreshments provided.

Tackling hate crime and hate incidents: a workplace issue

Do you know the difference between discrimination in the workplace, a hate incident, and a hate crime? How should you report hate crimes and incidents? What would a model hate crime workplace policy look like? Come and find out the answers to these questions and more!

Speakers: Nick Antjoule, Head of Hate Crime Services, Galop; Iman Abou Atta, Director, TellMAMA.

Chairs: Lisa Dempster, UNISON National Women's Committee; Sandra Okwara, UNISON National Black Members Committee.

When and where: 12:45 – 13:45; Meeting Room 1: C/D, back of foyer, ground floor.

Sandwich lunch provided.

What is the best EU-UK deal for public sector workers when we exit the EU?

The government has to deliver its proposals for a draft framework for the future EU-UK relationship in the Withdrawal Agreement by the end of June. This will then be laid for the UK Parliaments' approval in October 2018. The fringe will discuss what the likely draft proposal by the government will contain and the challenges it may present to public services and workers if it becomes the final EU-UK deal. The fringe will hear from some of UNISON's key allies and their thoughts on the current negotiations.

- What risks are there with employment rights, citizens' rights, the Northern Ireland border and the shape of the UK's future economic relationship with the EU?
- What do we mean by 'full alignment' or 'equivalence' in any future EU-UK agreement to protect workers' rights and human and equality rights?
- Do we need full 'acquis' in the transition/ implementation period and what role the CJEU should have post transition?
- What is the Home Office's proposed system for settled status for EU citizens?
- What is the best EU-UK Agreement scenario for public services? Free trade? Customs Union? Single Market? EEA?

Speakers: Jude Kirton-Darling, Labour MEP; Esther Lynch, Confederal Secretary, ETUC; Sam Lowe, Centre for European Reform; Nick Dredan, Global Justice Now.

Chair: Allison Roche, Policy Officer, UNISON.

When and where: 12:45 – 13:45; Auditorium 2, first floor.

Sandwich lunch provided.

Organising workers in hard to reach workplaces

Our traditional public sector workplaces and jobs are rapidly changing. Members can feel isolated and removed from their union when they are working alone or in a remote workplace. Come to the Organising Unit's fringe and hear some inspiring experiences about how organisers changed things for the better.

Speakers: Roger McKenzie, Assistant General Secretary, UNISON; plus regional staff and local activists sharing their experiences and successes.

Chair: Chris Tansley, UNISON National Executive Council.

When and where: 12:45 – 13:45; Syndicate 1, syndicate wing, ground floor.

Sandwich lunch provided.

The Scots who defied Pinochet: film screening of Nae Pasaran

Sponsored by UNISON Scotland and UNISON North West.

In 1974 a group of workers at the Rolls Royce factory in East Kilbride showed their support for the people of Chile, by refusing to carry out vital repairs to engines for Chilean Air Force Hawker Hunter planes – used during the brutal military coup in September 1973. The boycott became a minor cause célèbre and endured for four years, until one night in 1978... the engines mysteriously disappeared. The film-maker's research led to their discovery and the film reunites these inspirational men to hear their story. For the very first time, it tells the story of the many Chileans who crossed paths with the engines.

In 2015, the Chilean ambassador bestowed the highest honour given to foreigners by the Government of Chile. In an unlikely twist of fate, the pensioners from East Kilbride became Commanders of the Republic of Chile.

Speakers: Felipe Bustos Sierra, Director, Nae Pasaran.

Chair: TBC

When and where: 17:15; Auditorium 2, first floor.

Refreshments provided.

8 Caucus meetings

The self organised group caucus meetings provide an opportunity to network and discuss issues which appear on the conference agenda and are of interest to the group.

Disabled members' caucus meetings

All disabled delegates and disabled visitors are welcome to join the disabled members' caucus meetings.

- Sunday 17th June
12.45pm – 1.15pm Room 1A/B – Local Government Conference
- Tuesday 19th June
12.45pm – 1.45pm Room 1C/D
- Thursday 21st June
5.15pm – 6.15pm Room 1C/D

LGBT members' caucus meetings

All lesbian, gay, bisexual and transgender delegates and visitors are urged to attend.

- Sunday 17th June
5.15pm – 5.45pm Room 1A/B – Local Government Conference
- Tuesday 19th June
5.15pm – 6.15pm Room 1A/B
- Thursday 21st June
5.15pm – 6.15pm Room 1AB

Women members' caucus meeting

All delegates and visitors who identify as women are welcome to attend the women's caucus meeting.

- Tuesday 19th June
12.45pm – 1.45pm - Syndicate 1

Black members' caucus meeting

All delegates and visitors who identify as black are welcome to attend the Black members' caucus meetings.

- Tuesday 19th June
5.15pm – 6.15pm - The Restaurant, 3rd floor
- Wednesday 20th June
12.45pm – 1.45pm - The Restaurant, 3rd floor

Local Government Conference

Brighton Centre 2018

| Speakers For | | Speakers Against | |
|----------------|------------------|------------------------|------------|
| Greater London | Northern Ireland | Scotland | North West |
| Eastern | West Midlands | Yorkshire & Humberside | Northern |
| East Midlands | Cymru/Wales | NEC | South West |
| No Film Zone | South East | | |

National Delegate Conference

Brighton Centre 2018

| | | |
|-----------------------------------|----------------------|---------------------------|
| <p>Eastern</p> | <p>East Midlands</p> | <p>Greater London</p> |
| <p>Northern Ireland</p> | <p>North West</p> | <p>West Midlands</p> |
| <p>Cymru/Wales</p> | <p>Northern</p> | <p>Retired Reps</p> |
| <p>Yorkshire & Humberside</p> | <p>South East</p> | <p>South West</p> |
| | | <p>No Film Zone</p> |
| | | <p>Service Group Reps</p> |
| | | <p>Scotland</p> |

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Send us your feedback

Tell us about your experience of using the app. A member of the UNISON digital team will be at the conference so you're welcome to feedback there – or you can email us with feedback or any questions at digital@unison.co.uk.

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