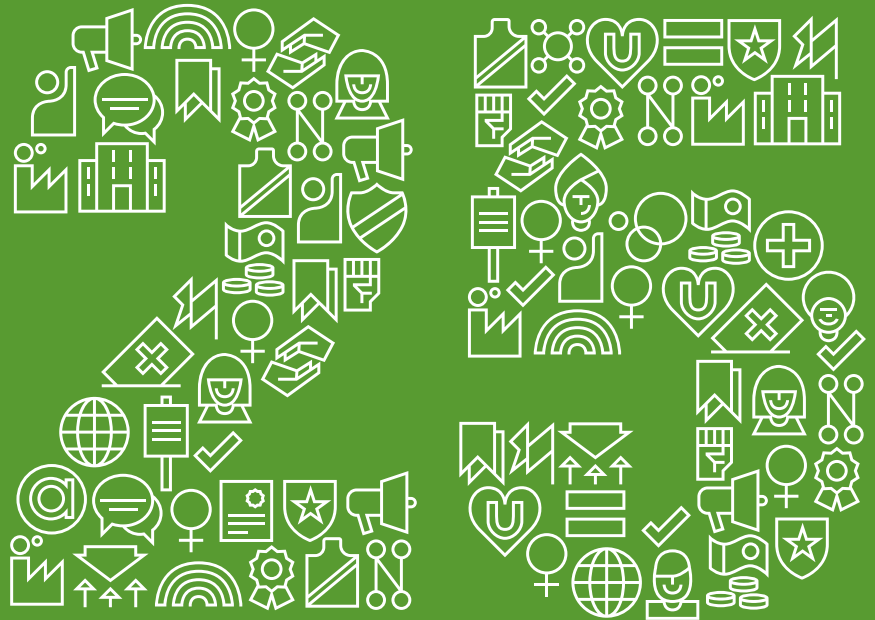


Stronger together



Celebrating 25 years in UNISON

**Community service group
annual report 2019**

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Introduction from Malcolm Gray, Chair of the Community Service Group

On behalf of the Service Group Executive, I would like to welcome you all to the 2019 Community Seminar and Conference. Over the next few days we can debate the issues that matter most to our members, and take the opportunity to catch up with comrades across the country.

Once again, it has been a year in which our reps have gone above and beyond the call of duty for our members. They have negotiated pay deals and workplace policies, protected members against attacks on their terms and conditions and recruited thousands of new comrades. Even with all the high profile initiatives and campaigns we run at national level, it is still this hard work which is the core of our strength in charities and housing associations.

The past twelve months have been difficult for many members. The gap between pay rises and the increase in cost of living still remains for many. Some of our members doing overnight sleep-in shifts are still not getting at least national minimum wage for their work. In the coming year, these are both issues I believe need to be priorities for UNISON Community.

I am very proud of the continuing success of the End Violence at Work Charter campaign which is changing the terms of debate about how employers are supposed to deal with violent incidents in the workplace. It says something about the campaign that it started in our service group and is now being taken on by others outside of Community.

At this year's Seminar we have lots of interesting speakers and workshops. In particular, it's a pleasure to welcome Rebecca Long-Bailey MP which will be able to talk to us about a range of issue that a future Labour Government will hopefully be able to address.

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

See you in Southport!

Malcolm Gray, Chair, Community Service Group Executive

Recruiting, organising, representing and retaining members

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

One issue to note in considering our membership figures this year is the data cleansing exercise we successfully completed in October. For a while now, we have been aware that some not-for-profit employers were wrongly coded on the UNISON membership system, so that they did not sit in the UNISON Community Service Group. This had the effect of suppressing the overall membership figure for Community. UNISON Community staff at national office went through and individually checked thousands of employers and noted where an employer needed to be recoded. RMS staff then completed a bulk transfer of members in October 2018 which increased UNISON Community membership by 13,490.

In addition to this over the past 12 months, recruitment has led to a further net increase in Community membership of 499. The table below shows the top 12 employers in which UNISON has seen a net increase in membership. The increase in Alternative Futures membership is a reflection of excellent organising and campaigning in North West Region over the issue of the removal of sleep-in top up payments. Increases in membership in Cornerstone and Methodist homes show similar hard work is paying off in these employers. Rising membership in Mencap and Action for Children also shows regions and national office/organisers working well together.

Employer	Net Increase
Alternative Futures	174
Cornerstone Community Care	148
Methodist Homes	114
Community Integrated Care	74
LiveWell South West CIC	63
Enable Scotland	56
Notting Hill Genesis	53
Seashell Trust	50
Milestones Trust	47
Action for Children	44
Mencap	38
One Housing Group	33

In the regional reports later in this document you will find many more examples of excellent organising and recruitment initiatives focussed on the Community Service Group. It is this hard work which has been so crucial in ensuring we have had such a successful 2018/19.

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

Negotiating on behalf of members and promoting equality

Negotiating a good deal for our members is core work for the union. In the past year, UNISON has been successful in arguing for a loosening of the pay austerity which has dominated previous years. Despite this, pay pots made available by employers have continued to fall short of the rise in the cost of living. In some employers UNISON negotiators have decided to prioritise pay rises for the lowest paid through weighted pay agreements.

This is often a difficult decision to make, and the union's preference is that all workers get a decent pay increase. However, it is in-keeping with our values that the impact on the lowest paid is uppermost in the minds of negotiators.

The average 2018 pay rises in Community according to various sources were:

XpertHR, Not-for-profit:	2.10%
LRD Voluntary sector	2.62%
Incomes Data Research Not-for-profit	2.10%

2018 was the first year in which larger employers were forced to report on the gender pay gap within their organisations. This has been helpful in turning the focus onto inequalities in pay between men and women, and showing where organisations could be doing more to make certain roles more attractive to the female workforce. As the community service group has over 85% female membership this is an issue which UNISON negotiators have and will continue to raise.

Allied to our Violence at Work Charter campaign, UNISON negotiators have continued to ask employers to take violence at work seriously. At national level bigger charities such as RNIB, Action For Children and Dimensions have all agreed to sign up. See more on this in the later section on campaigning.

Target employers

Action for Children

UNISON's Kate Sharkey continues to do great work as our National Organiser, recruiting new members, representing them and developing new stewards. Kate, our regional heads of community and branches worked very closely together to cover the "Roadshow" staff

events, which enabled us to recruit new members and show that UNISON is a leading voice for staff working for AfC.

In July, UNISON and Unite members voted strongly in favour of a negotiated pay settlement which included:

- A pay increase of 1.8% for staff paid £23,100 and below.
- A pay increase of 1.5% for staff paid £23,101 and above.
- The above pay increases would include TUPE staff.
- To raise the top rate of mileage payments to 43p this year and to 45p for 2019/20, thereby raising top rate within 2 years.
- A wider review of flexible working arrangements in the coming year.

For the first time in a number of years, the pay deal applied to TUPE staff. This is a considerable achievement because AfC have not traditionally done this, and it follows sustained pressure from the unions.

Action for Children also agreed to sign the End Violence at Work Charter. A signing photo with the new CEO was publicised in November.

RNIB

2018 was a very fraught year for members in RNIB with major changes to their pension scheme, prolonged pay negotiations and the closure of the Pears Centre.

After lengthy negotiations, which took us through the summer and passed the implementation date, members (jointly with Unite members) voted to accept the following deal:

Maintaining RNIB's commitment to pay at Foundation Living Wage and London Living Wage rates; Applying a consolidated increase (excluding the Executive Leadership Team) as follows:

- L grades receive 1%
- M1 and M2 - 2%
- M3 and M4 - 2.5%
- SD1, SD2 - 3% or Living Wage at an average 4.5%

This increase took effect from 1 September 2018 (backdated) and was paid in December's pay packet.

RNIB was also forced to close the Pears Children's home in Coventry, prompted by a Charity Commission inquiry into safeguarding at the centre. Pears, which was also being monitored by the education regulator Ofsted, closed on 7 November with the loss of 180 jobs. UNISON West Midlands community Branch did a huge amount of work to support affected members.

RNIB carried out and completed a consultation on changes to their staff pension scheme. The joint unions, argued strongly for an improvement on the proposals and gained some concessions. This work included good support from UNISON's pensions experts. The process was a long and difficult one, particularly because of difficulties in obtaining the necessary documentation on the assumptions used to bring forward the management's proposals.

On a positive note UNISON have gained rep in Scotland who will become more active at a national level once her training has been completed.

Dimensions

It has been a tough year with regard to negotiations in Dimensions. After prolonged negotiations and member consultation, UNISON and Dimensions have now agreed a pay deal covering 2017/18 and 2018/19. Members accepted the proposal with a strong vote in favour. The deal included.

- Support Workers, Support Workers currently below the benchmark median will be awarded a pay rate increase to the benchmark median. This will apply to 1430 Support Workers and average around £260 pa this will be a permanent consolidated increase. In addition, the 600 support Workers no increase in 2017 will receive a non-consolidated one off payment of £100.
- Lead Support Workers - the 60 LSWs who have not had an increase so far in 2018 will receive a 2% consolidated increase a small number of LSW will receive a 5% increase to restore differentials where these have been eroded by SW increases.
- Assistant Locality Managers – the 120 Assistant Locality Managers who have not yet had a pay increase in 2018 will be awarded a 2% consolidated increase.

This deal came about only after members rejected the original offer and UNISON was able to re-open negotiations.

Mencap

Members of the SGE will already be aware of the decision of the Court of Appeal in the Mencap case. UNISON has applied for leave to appeal and we await further news. In the meantime, UNISON has continued to stay in touch with members and reps.

Clarion

UNISON has continued to build its strength in Clarion. This includes the signing of an additional recognition agreement in 'Clarion Response' which is the repairs arm of the organisation. UNISON also has a new lead convenor in Clarion, Joseph Ogundemuren. Joseph is working closely with his branch, region and his predecessor to pick up on all relevant work.

Campaigning and promoting UNISON on behalf of members

This has been a great year for the UNISON 'End Violence at Work Charter' campaign. The campaign was conceived as a response to members concerns about the number of assaults happening to the employees of charities and housing associations. Survey data consistently

showed that half of members had experienced violent or aggressive incidents at work in the preceding two years. The charter sets out ten basic actions that employers can take to safeguard workers and provide support if a worker becomes the victim of a violent incident. The commitments include proper risk assessments being carried out, training on dealing with threatening situations and the provision of counselling and support pathways. At conference in 2018 we reported that 14 community sector employers had signed up. Through hard work and joint campaigning that number has now risen to 36, including some of the biggest employers in the sector such as Action for Children and Dimensions.

UNISON also held a Parliamentary reception to raise the profile of the Charter and to get MPs to put pressure on employers in their constituencies to sign up.

Though progress on sign ups has been slower than we originally hoped, the pace is now picking up. In December 2018 UNISON wrote to every councillor in the UK asking them to make signing up to the charter a core part of their commissioning process. This means that an employer would not be able to provide services on behalf of a council unless they are signed up. A number of councils have responded positively, including Salford, Southwark, Lambeth, Lewisham, Waltham Forest and Babergh & Mid Suffolk. On 16th January 2019, following a UNISON deputation to the City Council, Liverpool became the first local authority to take this step. As more councils join them, we will see a step change in community employers signing up.

Many organisations signing up have had to make significant changes in order to meet our standard. This shows that the Charter is leading to real change which will make the community sector a safer place for our members. A list of the organisations signed up is in the table below.

Community Organisations Signed Up to the UNISON End Violence at Work Charter			
Coverage Care	Cornerstone	Perthyn	Sandwell Community Caring
Aspire	Cymryd Rhan	The You Trust	WM Housing Group
Dimensions	Touchstone	Fusion Housing	Wakefield & Dist Housing
Royal Mencap Society	Livewire (Warrington)	Derby Homes	Incommunities
RNIB	Freebridge Comm Housing	Action for Children	Wrekin Housing Trust
Creative Support	PLUS	Newcastle CVS	Addaction
Federation of Jewish Services	Birm & Solihull Women's Aid	Birmingham YMCA	Tai Calon Community Housing
Places for People Group	Severn Vale Housing	Capability Scotland	Glasgow Ass. Mental Health
Apex Housing Association	Origin Housing	Livin	Stafford and Rural Homes

UNISON's high profile campaign to ensure staff doing overnight sleep-in shifts are paid at least National Minimum Wage has continued to be led by the Community Service Group. UNISON is currently seeking leave to appeal to the Supreme Court over the judgment given at the Court of Appeal in the Tomlinson-Blake/Mencap case. This is seen as a key test case on the issue. At the time of writing, we are awaiting a decision on whether or not UNISON will be allowed leave to appeal.

In the meantime, UNISON carried out a wide-ranging survey of members in the social care sector to get a more accurate picture of conditions for workers doing sleep in shifts. The

results were shocking, showing that most worker work alone, many have their personal safety threatened and some endure extremely poor facilities.

The results of the survey have received significant coverage and give a more accurate picture of the very difficult conditions sleep ins are carried out in. No matter what the outcome of the legal case, UNISON Community will continue its campaign to get carers doing sleep in shifts paid the wages they have earned

A key issue arising out of 2018 Community Conference was sectoral bargaining. UNISON has now included this in several responses to government and Labour calls for evidence and we have raised the issue with sector umbrella groups, such as the National Housing Federation and LD Voices (See actions on motions later in this report).

Work has commenced to ensure that UNISON Community increases and improves its links with Black Community Groups. This also follows on from a motion at 2018 Community conference. (See actions on motions later in this report).

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

Developing an efficient and effective union

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

In the two years prior to 2018-19, we have sometimes struggled to ensure that all the sector group meetings (Housing Associations, Community and Voluntary and Major Charities) take place. This has been due to difficulties in getting time off and low attendance. This year all sector meetings took place, were quorate and nominated in the appropriate way to the Service Group Executive.

A significant piece of work, overseen by the Service Group Executive, was a data cleansing exercise on UNISON membership in small and fragmented organisations. A huge amount of work has been done to ensure Community employers are correctly coded. Three members of staff spent a period of weeks, individually checking the codes. A bulk transfer is now completed and, as noted above, this has led to an increase of over 13,000 in community membership on UNISON's membership records.

The local government service group is re-invigorating its housing forum and they have worked closely with the Community National Officer to ensure this co-ordinates with the Housing Associations Sector Committee. The proposals, as far as they affect Community, are:

1. That the existing community service group housing sector continues to meet twice a year

2. That the local government service group establishes a local government housing forum with representatives (one from each UNISON region) drawn from members working for either local authority housing departments or Arms Length Management Organisations.
3. That both the community housing sector committee and the local government housing forum provide observer status to each other to foster joint working where appropriate.
4. That both forums follow a common meeting cycle.

These proposals will allow both committees to co-ordinate effectively. The proposals are due to come to the Community SGE and the Service Group Liaison Committee.

The Community Service Group Executive

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

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

The members of the Community Service Group Executive are:

Seat	Name
Eastern General	***Vacant***
Eastern Female	Patricia Rider (until July 2018) ***Vacant***
East Midland General	
East Midlands Female	Anjona Roy (from July 2018)
Greater London General	Sean Anthony Power
Greater London Female	Doreen Davis
Greater London Low Paid Seat	Mitsy Harmon-Russell
Scotland General	Elaine Mullan (until July 2018) ***Vacant***
Scotland Female	Tracy Hill
South East Female	Helen Couchman
South West Female	Jill Mildon
Cymru/Wales General	Mark Jones (until July 2018) ***Vacant***
Cymru/Wales Female	Paula Denise Charles (until July 2018)

	Mia Hollsing (from July 2018)
North West Female	Johanna English
North West General	Hassan Ortega
Northern General	Malcolm Gray
South East General	Kevin Jackson
South West General	Lesley Discombe (until July 2018) ***Vacant***
West Midlands Female	Lynn Gillespie
West Midlands General	James Hawker

Sector Representatives

Seat	Name
CVO sector reps (3)	Graeme Ellis Lesley Discombe (from October 2018) Pat Jones (from October 2018)
Housing Association sector reps (3)	Bob Davenport Mark Jones (from October 2018) Kieran Grogan (until July 2018) Foday Kabba (until October 2018) Sue Pritchard (from October 2018) ***Vacant***
Major Charities sector reps (3)	Kate Starkey Karen Rickards (from October 2018) Denise Thomas (from October 2018)

NEC members

John Gray
Janet Bryan

Regional Reports

Cymru/Wales

During 2018 members of the service group in Cymru Wales have become more involved at a national level through the Community Service Group Executive. Along with Mia Hollsing who works for Women's Aid in Wales, Sue Pritchard and Mark Jones represent the Housing Sector. Sue was part of the Bronafon Housing dispute last year and brings her experience of that successful action. Pat Jones represents the Community and Voluntary Sector; she is the Convenor for Cartrefi Cymru, a large provider of supported living in Wales. Denise Thomas is the convenor for Dimensions, a national employer, in Wales. The Cymru Wales service group is delighted that they bring their expertise to the executive and that we are able to benefit from their involvement in national structures

Integration of Health and Social Care in Wales

A workshop and action planning session on the role of the Cymru Wales Community Service Group in the Integration of Health and Social Care in Wales was held in November. This was facilitated by Professor Tony Garthwaite who gave a fascinating insight into the background of integration in Wales based on his background as a Senior Manager in Local Authorities and the research he has conducted in his academic career. The Service Group discussed the opportunities available for employers and members by engaging with the integration process and identified ways to become more involved at all levels.

Regional Partnership Boards who develop integrated services are in place throughout Wales, one key action is to meet the third sector representatives on those bodies and ensure that UNISON is able to inform and influence their decision making. Housing Sector representation is also being developed on these boards so this is a service group wide issue for Wales as Local Authorities and Health Boards are a part of their structures.

East Midlands

Recruitment and Organising

In November 2017 the region embarked on a consultation exercise to scope different models of organising Community Sector members. A paper was produced for the Regional Convenor team and although this work has not progressed quickly almost all branches with members in the Community have now had an input into the options available to us.

It is hoped this consultation can be brought to a conclusion during the first quarter of this year and further work can then commence with branches on the way forward. Our next event is likely to be a regional seminar for relevant branches with further information available from other regions with differing models of branch organisation and regional structures.

In addition to the consultative event we will convene two meetings in 2019 for branch reps and active members along with colleagues in the Private sector (excluding Energy).

Given the importance of securing DOCAS agreements because of new Government legislation in 2017/8 we were pleased to ensure that 13 of our largest Community employers signed to continue our Service Level Agreements. We have in the East Midlands Region 320 employers on RMS listed as Community Sector. However 294 of these employers have fewer than 10 members. The remaining 26 employers with the largest membership are:

Employer	DOCAS	Members
Nottingham Community Housing Association Ltd	Y	263
Nottingham City Care Partnership	Y	203
EMH Care and Support Limited	Y	192
Inspire: Culture, Learning and Libraries	Y	142
Rykneld Homes	Y	54
Futures Homescape	Y	40
Royal School For The Deaf Derby	Y	34
EMH Homes	Y	26
Thera East Midlands Lincolnshire	Y	26
Thera East Midlands Lincolnshire	Y	25
St. Barnabas Hospice Lincolnshire	Y	22
LOROS	Y	20
Ashgate Hospice	Y	20
Homefield College	N	18
Ability	N	16
Women's Aid Integrated Services	N	16
Autism East Midlands	N	16
Derby Museums	N	15
Nottingham Contemporary		14
Christian Conference Trust	N	13
Tun Tum Housing Association	N	12

Age UK - Leicestershire & Rutland	N	12
Action Homeless (Leicester) Ltd	N	10
Nottingham Refugee Forum	N	10

Our membership at the start of 2018 in this sector was 2046 and at the end of December this figure had risen to 4046. Clearly this reflected some realignment of employers however this does confirm that Community is a growing Service Group and deserves the highest profile and support we can provide.

Community SGE

We have previously been unable to recruit to our complement of seats on the Service Group Executive or National Sector groups. However during 2018 we managed to fill both the East Midland seats on the SGE and now also have a representative on the Standing Order's Committee for conference and a delegate to attend the National Housing Sector. Some of these reps were encouraged to get more involved following a request to our Regional Committee for assistance.

To further publicise the need for activists in the Sector and greater engagement from branches we will be running a Community Service Group stall at our Regional Council AGM. We will have some dedicated resources and leaflets for the day.

Representation and negotiation

Many and varied representations were undertaken during 2018 for and on behalf of our Community members. Branches and Regional staff are busy every day ensuring members receive excellent representation. Collective negotiations have been undertaken locally and regionally and where they have been undertaken nationally we have ensured all materials and information have been circulated. The following is a flavour of some of this activity.

Mencap – like the rest of the country we encouraged our branches to participate in the campaign in Mencap over sleep-in payments which were resulting in our members' working under the minimum wage. We distributed national publications and a regional newsletter was sent to every member. The region lodged several Employment Tribunals for members which are stayed given the potential appeal to the Supreme Court.

Action For Children – branches were asked to ensure members were provided with information on this year's pay offer and that they were encouraged to participate in the ballot and survey. We were also happy to attend and support Action for Children's Autumn Road Show in the region which was in Leicester in November. East Midlands Regional Secretary Helen Black and Regional Organiser Carol Brown attended, gave out UNISON information and talked to staff and managers present.

Huntercombe/Four Seasons - this year's pay offer with resources was made available to us by national for branches including a briefing document, Q and A's, PowerPoint presentation

and member information. These were sent to our relevant branches with encouragement for members to participate in the ballot.

Lifeways - Following receipt of the information from Donna Rowe Merriman with regards to the work she is undertaking with this employer, branches with Lifeways members have been asked to report any changes or discussions with regards to sleep-in payments. We currently have some evidence that removal of sleep in payments have been mentioned in Leicester. The branch has allocated a rep to liaise and keep the regional organiser updated.

Nottinghamshire County Branch have reported to us that no changes have been raised there and although we do not have reps in the employer we do have some active members who are quick to alert us to issues.

Methodist Homes

We consulted widely on the pay deal for Methodist Homes in the region visiting every establishment and talking to staff about the award and other matters. Three regions balloted members; East Midlands, West Midlands and North West. Unfortunately the ballot period was only 1 week and just before Christmas so turnout was very low. However the deal was overwhelmingly accepted and we now look forward to productive negotiations on sickness absence later this year.

Methodist Homes is accredited by the Real Living Wage Foundation and the company published this information widely. The deal gave cooks, chefs and catering 2.85% increase (3.43% in London) to current hourly pay rates. All other roles received a 2% increase. The deal also included a 1% rise in the employer pension contribution raising total contributions of 5% paid into pensions from the previous 4%. Further rises in pension contributions from April 2019 are also planned.

Campaigning

Violence at Work Charter – The region has been happy to engage with employers on UNISON's anti-violence campaign. We currently have 18 Community Employers signed up to the Charter and all community employers have been written to about the initiative. Activity concentrated on encouraging branches to engage with this work and to enable any interested activist to attend the launch.

Residential Care Charter – we have distributed copies of the Charter, model motions, mapping information and recruitment & organising tips.

Housing Associations Pensions Survey – this was circulated and we have encouraged our members to participate fully.

Scope – information distributed to members with regards to our attempts nationally to represent members during the reorganisation and gain recognition.

Mental Health Survey - Regionally we publicised UNISON Community Sector survey of members' experiences of mental health issues in the workplace and have encouraged members to take part. We know in the region what a huge issue this is for members in the workplace and therefore propose to hold a region wide training event on the issue later this year.

Eastern

The Eastern region has continued to focus on organising to support our members in Community and Voluntary employers. In Bedfordshire four branches have pooled their resources in a unique venture to make sure members are best represented and supported. The branches in Bedfordshire have worked together with regional and national staff to deliver this and to make sure that all UNISON members, but especially those that are employed by Community and Voluntary employers, get the help and advice they need at work.

Branches continue to rise to the challenge of organising and supporting our community members. Our regional staff and branches are working together to campaign increase membership, organise workplaces, and train and develop new activists.

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

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

In 2019 our regional will hold an education and weekend for our community members and activists.

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

Greater London

This sector continues to be one of the key areas of growth; with the majority of members joining online. UNISON members are spread across the region in health and local government branches; however the bulk of the members are in our two region wide branches, Housing Associations Branch and the Community & Voluntary Branch and we continue to host the national Barnardo's branch.

A considerable number of the Housing Associations in London over recent years have merged to create very large, regional and in some cases South East England wide employers.

UNISON has successfully negotiated new recognition agreements to ensure we retain bargaining structures and facility time.

Other areas of focus across the various housing associations include:

Hyde: pay claim has been submitted and policy review underway (Absence Management, Disciplinary, Capability and Grievance). We did not agree to the new combined sanction proposals in these policies which we believe that this could lead to members being adversely affected and have lodged a formal failure to agree. UNISON recently partnered with Hyde for a week-long wellbeing at work week. This was very well received and a good example of how the union can work with employers to raise awareness of issues affecting staff and signposting members to services that UNISON offers.

Look Ahead- New updated recognition agreement about to be signed and new steward recruited. UNISON recently completed a report into the impact of the recent resident services restructure. This restructure is six months old and we were able to highlight the difficulties members are experiencing since the new structure went live. The biggest issue highlighted was workload with many struggling to complete their jobs within their 35 hours a week. We have since had a meeting with the relevant directors and a number of changes promised.

One Housing Group – final proposal to change the pension scheme of some of our members was finally withdrawn after months of negotiations. A project to recruit new stewards is underway. Regular JNCs are now taking place and a pay claim will be submitted shortly.

Optivo- merger completed but still some restructures on-going. Unfortunately a number of experienced stewards have been lost due to restructures and voluntary redundancy but a new convener, equality rep and steward have been recruited and further steward's recruitment initiatives are planned.

Metropolitan – Currently engaging with employer in regards to changes to policies.

Outward – Re-engagement with the employer after a period of silence which is positive. Regular recruitment events, including attendance at induction events are taking place and negotiations regarding facility time are underway.

Notting Hill Genesis - new JNCs arrangements have been proposed by management since the merger joining JNCs and staff forum representatives meetings. Convenor held workplace meetings consulting with members on the new pay claim which UNISON has been submitted. Negotiations are outside the JNCs as the staff forum are not part of it.

Shepherds Bush Housing Association – Recruiting and organising initiatives are on-going.

Peabody – Negotiations are ongoing facility time and a new recognition agreement. There has been success in recruiting within the care and support scheme. Pay and grading review is underway.

Wandle - as a result of a series of recruitment activities new activists have been recruited.

There continues to be a substantial turnover of membership in the community / voluntary sector, the main reason being the cuts in funding from central government to local councils,

having a direct impact on the ability of Councils to procure services from the voluntary sector.

The Greater London Community & Voluntary (CVO) Branch has just over 3,500 members, primarily in Greater London with a small number working outside London for organisations which are London based. The branch covers 828 employers, of these 754 are small employers with fewer than ten members in each. Pilots are continuing to trial develop local / geographical steward / activist networks; to provide support and ad hoc training. These are proving to be very successful so far, although very resource intensive to establish and maintain. An extensive mapping exercise was carried out to establish target employers and link up activists from similar employers, with similar issues, or, where appropriate, from employers who are geographically closest. Several meetings have taken place, to date around pay claims and policy work and they were well attended and promising, as the activist's enthusiasm and engagement with the branch increased. Work on this project will continue on this into 2019.

North West

The Regional Service Group currently has representatives from Bolton Metro, Salford City, Blackburn with Darwen, Rochdale, Regional Disabled Members Self Organised Group, and Service Group Executive members.

The Regional Service Group continues to have representation on, and participates in, the work of a range of regional bodies including Regional Council, Regional Committee and Regional Organising Committee. Our members also attend Regional Self Organised Group Committees and Labour Link to ensure that there is regular exchange of information.

Although the North West has the largest Community membership base in UNISON, the absence of significant recognition / facility agreements within the sector limits the opportunity for full 5 day ERA accreditation training. Despite this, we also have a reasonably high number of Health & Safety and ERA accredited stewards, but are seeking to improve on this over the coming year, utilising the support we have from our regional LAOS team. The regional LAOS team will be further developing its ERA training offer to stewards in unrecognised and fragmented areas after the successful delivery of condensed ERA courses to Community members.

During the year the North West undertook a Review of Branch Structures which looked at the current pressures facing branches and options for change. Overwhelmingly, the majority of branches opted to maintain the 'status quo' but also identified organising and servicing both Community members and Associated Employers as key issues which need to be addressed. It is encouraging that an increasing number of branches with Community and Associated Employer members are funding posts similar to Local Organiser posts which have a remit to support the development and participation of Community members, rather than merely undertaking casework.

The region is now in year 3 of its 10-year regional/branch match-funded social care organising project and this year we have seen some significant gains. The Care Workers for

Change Campaign (CW4C) has succeeded in the ultimate aim of establishing UNISON as the union for social care workers in the NW and further developed the tools and techniques to organise successfully within an increasingly fragmented and privatised public service sector.

Recruitment has continued to remain steady and we have achieved considerable success, with recognition in Abbey (Bolton), Hillcroft Care (Cumbria), Lifeways (Salford) and Careline (Tameside). We are moving towards recognition in Harbour Healthcare and continuing to make progress in Borough Care, Seashell and Community Integrated Care (CIC). Following pressure from North West MP's CIC have agreed to meet with UNISON to discuss building a more constructive relationship.

CW4C is also working with commissioners in Manchester, Oldham and St Helens to look at ways in which they can enforce the Ethical Care Charter where we are not permitted access to staff despite this being Council policy. We are continuing to pick up a number of potential minimum wage/travel time claims in a number of target employers. The longer term aim of the project is to secure further recognition agreements of significance in the sector.

Hundreds of community organisations have signed the "Demanding Dignity in Social Care" community pledge and can now be called upon to lobby providers and politicians in support of CW4C campaign aims. During the last 2 years UNISON care worker representatives have secured social care as the top priority for GM Citizens (the Greater Manchester section of Citizens UK). Community family fun days have been held bringing social care workers together with local politicians and community groups, building local coalitions around the CW4C campaign and providing a safe space for care workers to speak about work and engage with UNISON. Engagement with the Methodist Synod, via GM Citizens, has been particularly successful in moving the MHA board to deliver the real living wage for all care workers across the UK.

All 3 directly elected mayors (Liverpool, Greater Manchester and Salford) and 30 MP's have now publicly signed the UNISON NW 'Demanding Dignity in Social Care Pledge' and many have been activity engaged in pressure campaigns against hostile employers.

The UNISON Ethical Care Charter (ECC) has now been adopted in Sefton, Halton, Knowsley, Liverpool and Manchester with Trafford to follow. The UNISON NW "Demanding Dignity Motion" which demands that providers allow workplace access to UNISON as a pre-stage to the ECC has been passed in Sefton, Stockport and Rochdale as is progressing through Constituency Labour Parties in a number of other council areas.

The Mayor of Salford has written to all commissioned social care providers to insist UNISON be granted organising access and GM Mayor Andy Burnham has pledged to do the same across GM. "Round table" events – bringing politicians into direct contact with social care workers have been held to powerful effect in Sefton, Halton, Knowsley and Tameside and provides a model to be used elsewhere. Through the campaign a number of NW social care activists met with Shadow Secretary of State for Social Care, Barbara Keeley MP in July 2018 and helped inform Labour Party thinking on social care.

Our organisation, presence and bargaining power in housing services across Local Government and Community has declined as a result of fragmentation from stock transfers and the creation of Arms Length Management Organisations and other delivery models, highlighting the need for more intense recruitment and retention activity across both Service Groups. The Housing Organising Project is now in year 2 of a 2-year programme and is seeking to redress this imbalance, but progress has been hampered by providers limiting access to our organisers.

The Torus Group (a merger of Helena Partnerships and Golden Gates Housing Trust) employing 700 staff in Warrington and St Helens saw an imposed pay award marking a real-terms pay cut which was derisory when set against their proposed further merger with Liverpool Mutual Homes to create an organisation with an estimated turn-over of £190m. The North West's successful 'Pay Up Torus' campaign highlighted this and UNISON members have now won a 3.1% pay rise after rejecting the earlier offer and balloting for industrial action.

Additionally, erosion of the democratic element within Housing Association boards (often as a result of mergers) in the region continues to be of concern, with some Housing Associations proposing to reduce the number of local authority board members – a key indicator that they are following the general direction of travel within the sector.

The North West Region has been liaising with the Low Pay Commission and provided responses to their consultation on the National Minimum Wage. We have also instigated discussions regarding HMRC enforcement for NMW compliance. The Low Pay Commission undertakes consultation on an annual basis and UNISON North West are ensuring a regional input. We are hoping to meet them again this year for a more informal discussion about raising the voice / input of the employee in this process.

Earlier in the summer the Local Government Association responded to the Government's Green Paper on Social Care by launching its own consultation 'The Lives we want to lead' which concluded at the end of September. We have encouraged branches and individuals to respond to this to augment UNISON's national response.

Throughout the year, Community members have also been active in our support for a wide-range range of community initiatives across the North West which have seen us participating in a host of LGBT Pride events, the Liverpool Arab Arts Festival, TUC 150th Anniversary celebrations, Moss Side Carnival, a range of Citizens UK initiatives (we work jointly on the Care Workers for Change campaign, Make Misogyny a Hate Crime, Housing and Homelessness) and the Greater Manchester Living Wage Campaign to name a few.

Northern Ireland

With the continued shut down of the Executive and Assembly in Northern Ireland, Community and Voluntary Sector organisations are finding it increasingly difficult to maintain and operate their services as there are no ministers in place to approve funding for the sector. In consequence many organisations are unable to commit to any pay awards for

staff due to the funding uncertainty. At the same time the government department with the main responsibility for funding the voluntary sector has applied a 5% across the board cut in funding to 'Supporting People' Housing Providers and a 5% across the board cut to community groups that provide 'Neighbourhood Renewal' schemes. Projects have been put on hold or ceased with some local organisations facing closure or reduction in service provision.

Redundancies throughout the sector in Northern Ireland are expected if there is no return to a devolved government in Northern Ireland. In response to the political stalemate in Northern Ireland and impact on funding for the sector, UNISON Community & Voluntary Sector Branch for NI launched a campaign in November 2018 calling for funding to be reinstated to levels before the cuts were implemented and an independent review of 'Supporting People' funding in Northern Ireland. The campaign will continue into 2019 with plans for public demonstrations, lobbying of local political parties and representatives and, support for UNISON motions on funding the sector at local government councils.

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

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

Northern

During the last 12 months membership in this sector has increased by 17% to 3,779. The region has recruited 646 new joiners this year. We have 44 active reps who we are working closely with on recruiting further activists and engaging in regional communications and activity. Our regional Facebook group for the sector now has 28 members.

Our recruitment and organising strategy for the year ahead is themed around the Year of the Young Worker and recruiting and engaging more women members in particular. Target employers will be approached on the basis of asking them to sign up to the Violence at Work and Mental Health charters.

Housing remains a priority target for the Northern Region. We have seen further mergers this year and the biggest, Karbon Homes, is still undergoing Stage 5 of a resulting restructure. We have strong activists in this branch, and are leading the joint trade union challenges on the proposed changes to trade specific terms and conditions. As a result of

the ongoing ballot, pay negotiations will begin later than anticipated. Our activity has led to strong membership among the trades, which is not our traditional membership base, so evident of UNISON's visibility and profile in negotiations.

Our smallest remaining standalone, and geographically furthest south provider, Coast and Country Housing at Redcar, is merging with Yorkshire Coast Homes. The implications for membership are not yet known, but this merger crosses two different UNISON regions.

The majority of our housing providers are currently stable, with only one moving to attempt to introduce bonus payments linked to performance, which we are challenging.

Growing our activist base remains our primary focus. This can be difficult to maintain due to the transient nature of jobs in this sector, as a result of continued underfunding from central Government. In an effort to tackle this we have revamped our regional Community Sector newsletter to encompass the private sector, as private care in particular has strong recruitment and retention. To launch this we have opened a competition to name the circulation, with a £50 prize for the winner. This has generated a lot of interest and ensures that members update their details online, keeping our membership records current.

The newsletter includes contributions from activists in both sectors, plus a feature on training using the new ULearn materials and directing members to online training opportunities. As a pilot we are distributing it across local food banks and making links with the high number of branches who regularly donate and organised collections at Christmas. The aim is to forge close links with voluntary organisations and their staff, test how many of our members in work rely on food banks for support, and direct them to UNISON Welfare.

Scotland

Another extremely challenging year for UNISON members in the Community Sector across Scotland. Austerity has taken hold and is expected to get worse over the next three years with the closure of vital services, redundancies and continuing attempts to cut terms and conditions in the continuing race to the bottom!

The staffing crisis is having a major impact on the delivery of vital services and our members are at breaking point. Staff turnover is at an all time high with staff leaving the sector to earn better wages with less responsibility. Every employer is carrying vacancies they can't fill and the use of agency workers is the highest it's ever been.

Membership in the sector continues to grow steadily. Additionally an increase in new stewards was welcome news and we hope this trend continues over the coming year.

As you may be aware care workers in Scotland are paid at the Scottish Living Wage rate currently £8.75. The implementation of this is proving difficult! With councils slow to release funds until Dec/Jan when members finally received the money in their pay packets – thankfully backdated.

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

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

The overall picture continues to be that local authorities are seeking to get more from community and voluntary organisations for less money with the inevitable downward pressure on staffing costs being the result.

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

2019 will be a testing year for the Scottish Community Sector and we look forward to working closely with the wider union in facing the challenges ahead – Stronger together in UNISON.

South East

The UNISON South East Community Forum held its AGM on 23rd January 2018

AGM election for positions:

Community Forum – Co-chairs Kevin Jackson, Helen Couchman

Regional Committee - Kevin Jackson, Helen Couchman – Co-chairs

ETD - Kevin Jackson

Finance - Kevin Jackson

P & C Committee - Kevin Jackson

Unfortunately due to the Secretary of the South East Community Forum, moving to the Greater London region no further meetings were organised for the rest of 2018.

Patrick Kenny was appointed the secretary of the UNISON South East Community Forum in December 2016.

Patrick Kenny has arranged the AGM for Saturday 26th January 2019. The AGM will have elections for the Forum Chair and Vice Chairs. Election will also take place for Regional Committee, ETD, Finance and P&C Committee. A constitution has been drafted and hopefully will be adopted at the AGM.

An organising and Campaigning Plan will be drawn up for 2019

A Budget has been agreed and accepted for 2019 this will allow for 3-4 meetings of the South East Community Forum within the Year and a allows for both organising and campaigning in 2019

West Midlands

The benefits of Organising Community Sector members in a single branch in the Region were significant through 2018. The West Midlands Community Branch is now well established with major employers and members alike. Industrial relations with many employers were tested through the year due to a variety of issues both local and nationally driven. It is pleasing to see we were able to deal with these issues successfully and maintain quality industrial relations.

The perennial issues of violence at work, underfunding, sleep in payments and poor pay settlements have taken up a significant amount of time through 2018 as has the large volume of individual casework. The hard work of the Branch Secretary and branch employed staff has been outstanding through the year. Without their commitment and enthusiasm we could not have achieved as much as we did.

Recruitment through 2018 was at a good level which resulted in a small increase in the end of year membership figures. Given the uncertainties, reorganisations and cut backs faced by the sector this is very pleasing and demonstrates the hard work put in by the branch. The majority of new members join on line and pay via Direct Debit. This has demonstrated benefits for the branch as there are a large number of members who change employers but stay in the sector and remain in membership. We are currently looking at how we engage with our members to ensure they update their membership records.

The number of employers who challenge legislation and established protections derived from case law remains a concern. Funding across the sector remains a problem with many employers looking to make savings at the expense of their staff's terms and conditions of employment. Consultations are announced followed by harmonisation down to the lowest level. It is hardly surprising that staff then leave and the employers find it hard to recruit new staff. Where services are funded by Local Authorities, but provided by established charities or Trusts set up to deliver services, the problem seems more acute. This is worrying as there seems to be an increase in vulnerable people in society seeking the help our members provide.

Like most people in the UK we look at 2019 with a certain amount of uncertainty due to Brexit. We cannot plan for the unknown but we expect that whatever happens our members will be the ones picking up the pieces whether it be at a local level dealing with individuals or through national issues. Whatever happens it is unlikely we will see the increase in funding needed for the services our members provide. The reality is that funding will probably be squeezed further

Whatever happens we are well placed in the West Midlands to rise to these challenges.

Yorkshire and Humberside

Unfortunately yet again we have been unable to hold an AGM due to insufficient numbers being able to attend. The region have tried various initiatives to try and improve attendance to no avail

In regards to what has been happening in the region we have managed to get a number of employers to sign up to the End Violence at work charter and are currently trying to get Councils to include this in their commissioning and procurement process

Prospects have agreed to sign up to the TUC's Dying at work charter which commits them to supporting people with a terminal illness

Other than the above it has proved to be another difficult year for our members

Action on motions from Community Conference 2018

	Decision	Action
M 1	Raising the Bar in North West Social Care	
	Share the learning of the North West and other regional campaigns with regions/nations through UNISON publications such as Activist magazine, digital media and circulars to Regional Service Group Committees;	A session on UNISON's cross service group social care strategy has been arranged for the 2019 Community Seminar, led by the responsible senior national officer.
	Ensure that the progress the North West has made is shared widely throughout the Service Group;	Information on the project was included in E-News.
	Actively publicise the work Regional Service Groups and Regions are undertaking to recruit and organise in Social Care;	Report of the 2018 Social Care Seminar went to Service Group Liaison Committee. Comms, Strategic org Unit and Service groups all taking forward work.
	In conjunction with UNISON National Office, Regions and Branches continue to produce guidance on best practice for campaigning in the Social Care sector;	National Officer sent NW region evaluation report to all regional heads of community and asked them to use the information to inform work planning on social care organising and recruitment.
	Work with UNISON National Office to produce effective negotiating, bargaining and other appropriate resources for use by activists and workplace representatives in Social Care at local level.	
M 2	Training and Development for Lay Activists	
	Place the issue of training and development at the centre of its work programme for 2018/19.	Worked with National Learning and Organising Services (LAOS) and regional heads to meet these objectives.
	Consult with Regional Service Group Committees and Regional LAOS teams to establish what existing training and development course/packages are already in place and have been delivered at regional and branch levels.	LAOS have provided a list of relevant courses and documents outlining courses. This has been sent to regional heads and cascaded to activists.
	In conjunction with the National LAOS office, collate the combined learning of Regional Service Group Committees and Regional LAOS teams to highlight new successful initiatives which can be replicated throughout UNISON's regions/nations.	Negotiating Skills course, dedicated to private and community sector reps, took place in Birmingham in November. Very successful event. Well attended. Good feedback from attendees.
	Circulate these findings with recommendations for model courses to Regional Service Group Committees.	
M 3	TU Recognition in the Community and Voluntary Sector	
	Issue advice to branches with Community members on commissioning social care contracts. Such advice should focus on how to make trade union recognition a significant element in tender evaluation.	Commissioning Guidance circulated in E-News to Community Members
M 4	Mental Health	
	Conduct a review in the Community & Voluntary Sector including the Housing Associations so that the extent of the issue is revealed.	A survey has been issued on Mental Health.
	Look at the results and start a dialogue with senior management teams in Community & Voluntary Sector and Housing Association organisations.	200+ responses, so far. Will be promoted again in next e-news.

	Support Health and Safety representatives of UNISON in these organisations to highlight the issue then encourage a change in the attitude and deliverance by management to improve support and attempt to reduce the lost work time by staff.	Based on the responses from the survey, issues identified have been placed on JNCC agendas for national employers, which has informed new initiatives relating to wellbeing and mental health
		National Officer presented at the UNISON Mental Health awareness seminar on 10 th October, to describe best proactive in the sector and share preliminary results from survey.
M 5	Sickness Management	
	Initiate a survey of members and workplace reps in the Community & Voluntary Sector and Housing Associations to try and get some hard evidence of issues highlighted.	Survey issued in Feb 2018.
	Assess the responses to build a picture of the extent of the issue.	Findings and advice circulated to branches
	Provide guidance for the workplace reps of UNISON in the Community & Voluntary Sector and Housing Associations to encourage a change in the attitude and deliverance by management so that the relationship of management and staff improves and as a result benefits the sickness statistics of the organisations.	Guidance issued.
M 6	Wellbeing in the Workplace	
	Generate a survey in the Community & Voluntary Sector and Housing Associations and from the results gauge the level of wellbeing advice provided by organisations to their support staff.	Survey branches (as part of the mental health survey for Motion 4)
	Develop a guide to wellbeing and work in the Community & Voluntary Sector and Housing Associations that will provide advice and ways of improvement in workplace wellbeing.	Worked with Bargaining Support to produce the guide
	Work with Learning and Organising Services (LAOS) to ensure availability of courses for Health and Safety reps in branches in the Community & Voluntary Sector and Housing Associations to share best practice of wellbeing in work that will promote the benefits of wellbeing to organisations in order to kickstart an initiative to benefit all support staff that may in turn reduce sickness levels.	Reminded branches they can liaise with regions to adapt H&S courses to meet the needs of their members.
		Specialist Wellbeing training now on offer in Action for Children
M 7	Violence towards Support Staff	
	Speak to Health & Safety reps in the Community & Voluntary Sector and Housing Associations and generate reports why the prevalence of violence is rising and the reasons behind it.	Liaised with H&S unit.
	Develop a strategy in the Community & Voluntary Sector and Housing Associations that will provide guidance and support to all support staff.	Strategy being delivered on the End Violence at Work Charter

	Establish relationships with all UNISON Health and Safety reps in branches in the Community & Voluntary Sector and Housing Associations to share best practice and help each area promote the issue of violence in the workplace as having no place in the health and social care environment.	Information on Charter sent specifically to H&S reps in July 2018
		National Officer presented at the UNISON Mental Health awareness seminar on 10 th October.
		with National Housing Federation twice to discuss charter
		36 Orgs now signed up. Multiple councils making charter condition of commissioning
M 8	Creating, Building and Strengthening Black Community links	
	Where possible, to engage in specific work to connect with local Black community groups who do work in support of our members in their communities;	Published NBMC and SOG events in E-News
	To seek to explore and undertake statistical survey of racism within the work place for further action and support in the housing and community sector;	National officer corresponded with and met with National Black Members Officer for updates on work done in response to the Windrush scandal. Publicised in E-News.
	And with UNISON Labour link, NEC and other stakeholders including lobbying political parties in positions of power and influence in Scotland, Wales and Northern Ireland in recognising the significance in retaining and supporting membership and self organisation groups in the community sector.	Meeting being arranged with CEO of Black Cultural Archives. Developing further links with Black Community Groups.
		Seeking joint working with Black Cultural Archives and others on violence at work, sleep in shifts. At the meeting we will also discuss how UNISON can work with Black Cultural Archives to assist with their campaigns.
		Survey will be carried out as per the motion.
M 9	Sleeping in Shifts and compliance with National Minimum Wage Regulations	
	Continue to lobby and campaign for the enforcement of regulations defining sleep-in shifts as 'work' for the purposes of national minimum wage regulations, including work with UNISON Labour Link and other stakeholders. This includes lobbying political parties in positions of power and influence in Scotland, Wales and Northern Ireland.	Worked with Labour Link and Policy.
	Lobby and campaign for the funding needed in the sector, particularly via public sector commissioning, for this basic minimum requirement to be met. This includes working with the Health and Local Government Service Group Executives to highlight the issue.	Met informally with umbrella organisation for providers to lobby for maintenance of fair pay. Further meetings to follow.
	Continue to highlight the issue in the media so that the public is better informed about possible breaches of minimum wage regulations.	Sleep In shifts is a priority issue for new social care working group.
		Multiple Press releases issued
		Other publicity including blog-posts and social media

		National Officer interviewed on BBC Radio three times and BBC News at 10
		National Officer spoke at Parliamentary Health Group meeting on 26 th June
		National Officer advocated UNISON position in oral evidence to the Low Pay Commission in September, as part of the TUC delegation.
		Issued Commissioning guidance via LG and Health SGs following change in Gov NMW guidance
M 10	Collective Sectoral Bargaining and Compliance with National Minimum Wage Regulations	
	Work with the Local Government and Health Service Groups to continue to raise the issue of, and campaign for, appropriate funding for the Social Care Sector.	Institute for Employment Rights invited to do workshop at 2019 Community Seminar. (No response received)
	Work with all appropriate bodies to lobby and campaign for the enforcement of regulations defining 'sleep-ins' as work for the purposes of National Minimum Wage regulations.	Points on sectoral bargaining for Housing Associations Sector have been included in UNISON response to Labour Housing Green Paper.
	Work with Labour Link, UNISON national office and other stakeholders, including lobbying political parties in positions of power and influence in Scotland, Wales and Northern Ireland to ensure that collective sectoral bargaining in Social Care is kept high on our political and bargaining agenda.	Advocated sectoral bargaining in social care in meeting with Social Care Shadow Minister at meeting in November 2018
	Consider inviting a guest speaker from the IER to a future Community Conference and Seminar to address the Service Group on the need for sectoral collective bargaining in the Social Care Sector.	
M 11	Poverty Pay and Rotten Housing for Housing Association & Voluntary workers	
	To call upon the Community Service Group Executive to continue to campaign with UNISON Labour Link, NEC and other stakeholders including lobbying political parties in positions of power and influence in Scotland, Wales and Northern Ireland, branches, regions and self organised Groups for extra funding for the sector and better wages for staff including sector pay boards;	Issue of pay raised with NHF at meeting held on 23 rd May 2018. And again at September meeting.
	To also work with the National Housing Federation and Voluntary sector employer organisations to campaign for their workers to be treated as "key workers" and for them to provide safe, secure and affordable homes for them if needed.;	Meeting with Co-operative Party representatives is forthcoming.
	To also work with the Co-operative movement to see if a co-operative housing model could provide decent homes for housing association and voluntary sector workers and their families.	Points on sectoral bargaining for Housing Associations Sector were included in UNISON response to Labour Housing Green Paper and the Government Consultation on social housing

M 12	UNISON Pay Campaign and the Community Service Group	
	Liaise with the NEC to ensure the “Pay Up Now” pay campaign includes detail and language which will also appeal to UNISON members, and potential members, working in the Community.	Worked with Policy and Communications
	Consult with UNISON members in Community on the impact of long-term pay austerity in the sector and feed this information into the “Pay Up Now” campaign.	Comms team attended October Community SGE meeting for further update
	Produce materials from the campaign adapted for the Community Sector, and distribute them to Community activists and Members.	‘Pay Up Now’ team are consulting on next phase following end of pay cap in public services. Point formally made at SGLC that next phase needs to be about funding pay rises in commissioned contracts.
		News on next phase of ‘Pay Up now’ Campaign imminent at time of writing.
M 13	Pay up now in Community!	
	Promote UNISON’s ‘Pay up now!’ campaign among community members, with relevant and appropriate community campaign messages;	Email sent to branches
	Keep community workers pay high on the service group agenda;	Included pay and impact of low pay in survey of Community members.
	Encourage and assist branches to campaign for their employers to sign up to the real Living Wage;	Comms attended October SGE meeting for further update
	Work with the national self-organised groups and young members forum to mainstream equality issues into the pay campaign;	See also actions from Motion 12
	Survey community members to identify how pay cuts and working conditions have impacted on them and report the findings to 2019 conference.	
M 14	Fair Funding	
	Work with local government service group, to profile where services have been returned in house to local authorities;	Worked with Local Government and Policy.
	To work across the union including the NEC to continue to push for fairer funding for services provided in the community sector;	Also, see actions from M3 on Commissioning.
	To develop a bargaining strategy for community sector employers to pay up now and improve pay across the employers.	(See also Motion 12) ‘Pay Up Now’ team are consulting on next phase following end of pay cap in public services. Point formally made at SGLC that next phase needs to be about funding pay rises in commissioned contracts.
M 15	Organising for LGBT Equality in the Community Sector	
	Publicise UNISON’s work for LGBT equality;	Continued to promote UNISON’s LGBT equality work via Community E-News and other forms of communication
	Use our many LGBT bargaining resources;	Engaged with UNISON LGBT members in Community in a variety of forums, including Community National Officer attending UNISON LGBT Conference.
	Promote participation in regional LGBT groups;	

	Seek to fill branch LGBT officer posts, and signpost them to resources, training and support available	
	Support local pride and other LGBT events, recognising their recruitment potential, in liaison with regional LGBT groups;	
	Act on the significant potential of LGBT organisation for recruitment and recognition agreements with community employers;	
	Encourage community members to complete this year's Equality survey to enable a better representation from members working in the Community sector.	
M 16	Digital Organising Framework	
	Work with Regional Service Group Committees and branches to ensure that members at branch level are aware that the JBRA process is a key area in which stewards and branch committee members in Community can ensure that sector-specific organising and development objectives are included and actioned.	Email sent to branches
	Work with Learning and Organising Services to ensure that training packages for Community members relating to branch organising include specific material relating to the JBRA process and how our members can make their voice heard within it.	Worked with LAOS, gathered information and circulated in E-News
EM 17	London Housing Crisis	
	Work with Labour Link to encourage London Mayor Sadiq Khan to introduce a true affordability test as laid out in the introduction to the report and ensure that a large percentage of new homes built are made available at truly affordable rates, especially for those in the London region.	National Officer to write report showing what % of Housing Association stock is currently at "affordable" rent
	Create a report for regional and national executives highlighting the percentage of Housing Associations housing stock that is currently available at "affordable" rent. Work with local community groups to campaign against those that have a low percentage rate of affordable homes.	Supported Borough wide licensing of private sector housing in UNISON response to Labour Housing Green Paper.
	Highlight the increased need for housing associations to build and make available affordable homes.	The need for more affordable housing highlighted in meetings with the NHF
	Support the idea of borough wide licensing programmes for private landlords to ensure security of tenure and accommodation standards are fit for purpose.	

