UNISON National Women’s Conference

Conference agenda and guide

Thursday to Saturday

13-15 February 2020

Bournemouth International Centre
## Contents

1. **CONFERENCE TIMETABLE**  
   Page 4
2. **IMPORTANT CONFERENCE INFORMATION**  
   Page 8
3. **MOTIONS – INDEX**  
   Page 13
4. **CONFERENCE BUSINESS**  
   Page 16
5. **GUIDE TO CONFERENCE PROCEDURES**  
   Page 54
6. **STANDING ORDERS FOR NATIONAL WOMEN’S CONFERENCE**  
   Page 60
7. **WORKING TOGETHER GUIDELINES**  
   Page 70
8. **JARGON INFO**  
   Page 74
9. **HEALTH & SAFETY INFO**  
   Page 78
10. **MONITORING INFO**  
    Page 80
11. **VENUE INFO**  
    Page 82
12. **ACCESS**  
    Page 88
13. **FLOOR PLANS**  
    Page 90
1 CONFERENCE TIMETABLE
## National Women’s Conference 2020

### Timetable

#### Thursday 13 February

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Room</th>
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<tbody>
<tr>
<td>11.30am</td>
<td>Conference enquiry desk open</td>
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<td></td>
<td>Exhibition open</td>
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<td></td>
<td>Delegate cash catering open</td>
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<tr>
<td>11.30am - 1.45pm</td>
<td>Women’s committee meet and greet stall</td>
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<td>Meyrick Suite</td>
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<td>South West</td>
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<td>Northern Ireland</td>
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<td>Yorkshire &amp; Humberside</td>
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<td>1.45pm – 4.55pm</td>
<td>First conference session</td>
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<td>5pm – 6pm</td>
<td>Local Government</td>
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<td>Women working together across</td>
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<td>Energy, Water, Environment and Transport</td>
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<td></td>
<td>Community</td>
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<td>6.05pm – 6.35pm</td>
<td>Young women’s caucus meeting</td>
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<td>6.05pm – 6.35pm</td>
<td>Black member’s caucus meeting</td>
<td>Bourne Lounge</td>
</tr>
</tbody>
</table>
## Conference Agenda and Guide 2020

### Friday 14 February

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<td>Active listening</td>
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<td>Wellbeing and alternative therapies</td>
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<td>Tregonwell Bar</td>
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<td>Inspiring Women</td>
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<td>Supporting parents with older/teenager children who have challenging</td>
<td>Westbourne Suite</td>
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<td>behaviours in the workplace</td>
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<td>Women and the Environment</td>
<td>Meyrick Suite</td>
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<td></td>
<td>Police spies out of our lives</td>
<td>Branksome Suite</td>
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<td>11am – 12.30pm</td>
<td><strong>Second conference session</strong></td>
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<td>12.40pm – 1.40pm</td>
<td>Fringe meetings</td>
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<td>Carers UK</td>
<td>Tregonwell Seminar Suite 2</td>
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<td>Equal pay</td>
<td>Meyrick Suite</td>
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<td>1.50pm – 2.20pm</td>
<td>Disabled members’ caucus</td>
<td>Branksome Suite</td>
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<td>2.30pm – 2.45pm</td>
<td>Hustings for NDC</td>
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<td><strong>Third conference session</strong></td>
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<td>Labour Link meeting</td>
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<td>Deadline for votes for NDC delegates</td>
<td>Conference Enquiry Desk</td>
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<td>7.30pm – 11pm</td>
<td>Social - Tickets are £5 for adults and £2 for children and PAs and</td>
<td>Phoxtrott Ballroom</td>
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<td>will be sold from the national women’s committee stall.</td>
<td>Hilton Hotel, Terrace Road</td>
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<td>Bournemouth, BH2 5EL</td>
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### Saturday 15 February

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<td>Delegate cash catering open</td>
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<td>9.30am – 1pm</td>
<td>Fourth conference session</td>
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<td>1.30pm</td>
<td>Deadline for votes for motion to NDC</td>
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</table>
2 IMPORTANT CONFERENCE INFORMATION
2 IMPORTANT CONFERENCE INFORMATION

Annual report
The annual report will be moved formally at conference on the afternoon of Thursday 13 February. Only written questions will be accepted, and these must be submitted via the online conference system (OCS) by 9.00am on Thursday 30th January.

To submit a question through the OCS, your branch or regional OCS contact should follow the instructions shown below:

- sign on to OCS
- select "national women’s conference"
- select “Agenda”
- select “Annual Report Questions”
- select question type from drop down box
- select “create a new question”
- follow instructions which will give you a form to complete
- complete form – remembering to fill all mandatory fields
- you can copy and paste or type in the text of your question
- if you want to do this in stages, you can select the “save” choice and come back into OCS at a later date but it must be completed by the deadline
- when you are happy with your question, select “submit”.

If you experience any problems, please contact b.akinwale@unison.co.uk or j.irwin@unison.co.uk.

The only questions taken at conference will be those supplementary to the written questions, and must be put by delegates representing the branches or regions that submitted the original question.

Voting for National Delegate Conference delegates and motions

Nominations for national delegate conference
National women’s conference is entitled to send two delegates to national delegate conference. The nominee must be a delegate to women’s conference or a member of the national women’s committee. They will be expected to speak confidently at national delegate conference on issues of particular concern to women members (in line with national women’s committee/conference policy), to move the women's conference motions, and to provide a written report on the conference for the national women’s committee annual report.

Enclosed is a nomination form which delegates should complete, if they wish to make a nomination, and return to the conference information desk by 9.30am on Friday 14 February. The hustings, where nominees are given the opportunity to address conference, will take place at 2.30pm on Friday 14 February.

Completed voting papers should then be placed in the ballot boxes at the conference information desk by 6.00pm Friday 14 February.
**Motions to national delegate conference**
National women's conference is entitled to submit two motions which have been carried at national women's conference to national delegate conference. At the end of conference delegates will be advised of eligible motions – please do not vote for a motion until it has been heard and carried, or your vote will be invalid. Delegates are asked to complete their voting papers and place them in the ballot boxes **no later than 30 minutes after the close of conference**.

**Collection of ballot papers**
Only delegates are entitled to vote and they must collect their ballot papers from the conference information desk from **12.40pm on Friday 14 February**.

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**Meetings**

*Details of the time and place of all meetings are included in the timetable in this conference guide.*

**Regional meetings: Thursday 13 February**
Regional meetings take place at either 12.35pm or 1.05pm on Thursday, and are open to delegates and visitors.

**Caucus meetings**
Caucus meetings for Black members, disabled members, young women members and lesbian, gay, bisexual and transgender plus members take place during conference. These meetings are open to delegates and visitors who identify with these groups.

**Service group meetings: Thursday 13 February 5.00-6.00pm**
Service group meetings are scheduled to take place as part of the core conference business. They give members the opportunity to hear about the latest issues facing members in their service group, and to discuss these with lead officers/members from the service group.

**Labour Link meeting: Friday 14 February 5.00pm**
*This meeting is open to APF payers and Labour Party members only*

How do we involve more women in Labour Party leadership? What are the key issues for women?

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**Workshop information**

**Workshops: Friday 14 February: 9.30am-10.50am**
All delegates and visitors are entitled to attend these workshops. They are organised on issues of general interest to women members, to provide further information on motions and to allow time for more detailed discussion than conference procedures generally allow. There will then be an opportunity to ask questions and discuss points raised.
We hope that everyone will be able to attend their first choice, but the numbers attending some workshops may be limited by room size so please get there promptly.

If any delegate has access needs they should contact Sam Barlow in the conference office (0207 121 5260 or s.barlow@unison.co.uk) to ensure that a place is reserved at their chosen workshop and their access needs are met.

Active listening

_Tregonwell seminar suite 2_

_Jenny Martin, National Women’s Committee_

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Wellbeing and alternative therapies

_Tregonwell seminar suite 1_

_Tbc, Dorset Mindfulness Centre_

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Menopause

_Tregonwell bar_

_Cheryl Godber, Regional Organiser and Catharyn Lawrence, the Northern College_

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Inspiring women

_Windsor hall_

_Gloria Mills; National Secretary Equalities, Pat Heron, National Women’s Committee and Lyn Marie O’Hara, Glasgow City Council Branch_

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Supporting parents with older/teenager children who have challenging behaviours in the workplace

_Westbourne suite_

_Anika Vassell, Working – Parent Wellbeing Consultant; Teen-Behaviour.Com Ltd._
Fringe meetings

Fringe meetings give members the opportunity to hear more about the issues being discussed at conference, to share their views and to get involved in campaigns.

Women and the environment

*Friday 14 February 9.30am; Meyrick suite*

*Kate Metcalfe, Women’s Environmental Network (WEN)*

Police spies out of our lives

*Friday 14 February 9.30am; Branksome suite*

*Alison Smith, Police Spies Out of Our Lives*

Brexit

*Friday 14 February 12.40pm; Bourne lounge*

*Alison Roche, UNISON Policy Officer*

Sexual harassment

*Friday 14 February 12.40pm; Tregonwell bar*

*Josie Irwin, UNISON National Women’s Officer and Sian Elliott, TUC Women’s Equality Policy Officer*

Carers UK

*Friday 14 February 12.40pm; Tregonwell seminar suite 2*

*Tbc*
Equal Pay

*Friday 14 February 12.40pm; Meyrick suite*

*Kath Stirling, Glasgow City Council Branch*
## MOTIONS – INDEX

<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Submitter</th>
<th>Page no.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Women on the Cliff Edge</td>
<td>National Women's Committee</td>
<td>16</td>
</tr>
<tr>
<td>2</td>
<td>The Reality of Social Care – unfunded increase in pay</td>
<td>National Women’s Committee</td>
<td>16</td>
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<td>3</td>
<td>The Impact of Welfare Cuts on Women</td>
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<td>Time off for dependants (TOFD) and special leave – a woman’s burden</td>
<td>EDF Energy (Doxford)</td>
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<td>5</td>
<td>Bring Parity to Shared Parental Leave</td>
<td>South East Region</td>
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<td>6</td>
<td>Menopause Good Practice</td>
<td>South Staffordshire and Shropshire Healthcare</td>
<td>21</td>
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<td>7</td>
<td>Menopause – A workplace issue</td>
<td>Newcastle City</td>
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<td>Black Women and the Menopause</td>
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<td>9</td>
<td>Employer with Heart Charter</td>
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<td>25</td>
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<td>11</td>
<td>Workplace support for mothers with premature or sick babies</td>
<td>Scottish Region</td>
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<td>Ending the Hostile Environment for Pregnant Women</td>
<td>South East Region</td>
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<td>32</td>
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<td>Region</td>
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<td>Health &amp; Safety Testing – a world built for men</td>
<td>Northern Region</td>
<td>33</td>
</tr>
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</tr>
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<td>Our NHS – Not for Sale, Not a Bargaining Chip in Trade Deals</td>
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<td>34</td>
</tr>
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<td>17</td>
<td>Impact of Domestic Abuse on Workers</td>
<td>Northumberland Tyne &amp; Wear Health</td>
<td>36</td>
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<td>Supporting Reps who offer Workplace Support Women affected by Domestic Violence</td>
<td>Yorkshire &amp; Humberside Region</td>
<td>38</td>
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<td>39</td>
</tr>
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<td>Durham Local Government</td>
<td>39</td>
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<td>National Women’s Committee</td>
<td>41</td>
</tr>
<tr>
<td>20</td>
<td>Sexual Harassment – where are we now?</td>
<td>National Women’s Committee</td>
<td>42</td>
</tr>
<tr>
<td>21</td>
<td>Women Supporting Women: Feminist Leadership</td>
<td>Northern Region</td>
<td>43</td>
</tr>
<tr>
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<td>National Lesbian Gay Bisexual and Transgender + Committee</td>
<td>44</td>
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<td>22</td>
<td>Impact of the Gender Pay Gap on Women</td>
<td>National Women’s Committee</td>
<td>44</td>
</tr>
<tr>
<td>23</td>
<td>Gender Pay Gap</td>
<td>South West Region</td>
<td>45</td>
</tr>
<tr>
<td>24</td>
<td>Equal Pay</td>
<td>West Midlands Region</td>
<td>46</td>
</tr>
<tr>
<td>25</td>
<td>Brexit and the impact on Women in Northern Ireland</td>
<td>Northern Ireland Region</td>
<td>46</td>
</tr>
<tr>
<td>26</td>
<td>Women and Climate Change</td>
<td>Northern Region</td>
<td>48</td>
</tr>
<tr>
<td>27</td>
<td>Producing a Women’s Magazine</td>
<td>Birmingham UNISON Branch</td>
<td>49</td>
</tr>
<tr>
<td>28</td>
<td>Re-Inspiring Women</td>
<td>Scottish Region</td>
<td>50</td>
</tr>
<tr>
<td>29</td>
<td>Women in Leadership</td>
<td>West Midlands Region</td>
<td>51</td>
</tr>
<tr>
<td>30</td>
<td>Branch Women’s Officer Role</td>
<td>Yorkshire &amp; Humberside Region</td>
<td>52</td>
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<td>Eastern Region</td>
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</table>
# 4 CONFERENCE BUSINESS

## NATIONAL WOMEN’S COMMITTEE POLICY ON MOTIONS AND AMENDMENTS

The National Women’s Committee’s policy on motions is printed at the end of each motion. Policy on amendments will be reported at Conference.

<table>
<thead>
<tr>
<th>Position</th>
<th>Description</th>
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<tr>
<td>Support</td>
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<td>Support as amended</td>
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<tr>
<td>Support with qualifications</td>
<td>In favour of main points but with some reservations</td>
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<tr>
<td>Remit</td>
<td>Refer to NWC for further consideration</td>
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<tr>
<td>Seek withdrawal</td>
<td>Ask branch to remove from agenda, usually in favour of another position, otherwise oppose</td>
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<tr>
<td>Oppose</td>
<td>Against</td>
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<tr>
<td>No position</td>
<td>Leave to Conference</td>
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<tr>
<td>Defer</td>
<td>Awaiting more information prior to taking a position</td>
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### Campaigning

#### 1. Women on the Cliff Edge

Conference notes with alarm the proportion of women forced into poverty by changes to the benefits system. Rather than providing a safety net for women when they need it, the way that the current system and in particular Universal Credit is structured causes in work poverty rather than challenging it.

In August 2019, it was reported that 59% of Universal Credit claimants affected by the 2 child benefit cap are in work.

Given that women head up 90% of one parent families and are most likely to be in lower paid jobs where Universal Credit is required to supplement income, this policy has a disproportionate impact on women.

Conference fundamentally believes that no-one should be financially worse off by working and sadly for many women who claim Universal Credit, this is the case.

Conference calls on the National Women’s Committee to:

1) Work with regional women’s groups and service groups to build a body of evidence showing the effects that Universal Credit is having on low paid women.

2) Work with Labour Link to lobby for the scrapping of Universal Credit to be replaced by a benefit which enables women to work without being financially disadvantaged.

**National Women’s Committee**

#### 2. The reality of social care - unfunded increase in pay

Conference notes with concern the continuing pressures on council-funded social care services. Social care services and the NHS both face increasing demands and new challenges including an ageing population, lifestyle changes, public expectations and new and emerging medical and digital technologies.

Conference is aware of the need to develop a long-term workforce strategy in partnership with employers to respond to these pressures and notes our commitment to working in a social partnership with employers and government/s to design and deliver changes across the workforce recognising the importance and value of volunteers and carers.

Conference is clear that a significant number of those who work in social care and volunteers are women and are not just an important asset to the sector, but as members of local communities, they also contribute greatly to the wider economic prosperity and sustainability of our country.

Therefore, an effective workforce strategy for social care services has a considerable value in the context of a prosperous United Kingdom. Conference is of the view that the government needs to view what we spend on this workforce as an investment, not a cost to the public purse.

Conference is concerned that far from developing an effective workforce strategy for social care, typically, the social care workforce, made up predominantly by women, is
offered low wages and poor quality employment, with employers often utilising zero hour contracts. With a consequent high turnover of staff, our “best practice” is now faltering and we are also losing a vital experience in the delivery of services to the detriment of our communities. This is the impact of continued austerity measures implemented by a Westminster government on the remuneration for this workforce.

Conference recognises the complexities of funding arrangements for England, Wales, Scotland and Northern Ireland but wants to see this largely female workforce properly valued and fairly paid in order to provide the quality services we and our families all deserve. Unfunded pay increases lead to cuts in jobs and services which is not sustainable. Conference would like to see investment in a workforce strategy not piecemeal cuts.

Conference, we therefore call on the National Women's Committee to work with the NEC and Labour Link Committee to put women at the heart of our campaigning on social care, calling for:

1) Better funding for social care services, highlighting the inadequacy of funding arrangements across the nations and the impact on women in particular;

2) Strategic workforce plans across the nations that recognise the value of a fairly paid, motivated largely female workforce to stable, good quality social care services and the benefits of this to the wider economy;

3) Better pay and service conditions for social care workers, highlighting that this is a predominantly female and undervalued workforce;

4) Promoting the importance of councils directly delivering a substantial proportion of domiciliary and residential care in-house, which is better for the staff, largely women, delivering the care;

5) Promoting UNISON’s Ethical Care Charter as a requirement for all procured services and monitoring the implementation of this within social care services.

National Women’s Committee

2.1

In the last sentence at point 5), insert the following text "and monitoring the implementation of this within social care services" after “Promoting UNISON’s Ethical Care Charter as a requirement for all procured services”

2.2

The amendment is to enter the below wording into the fifth paragraph, after the sentence "With a consequent high turnover of staff, our “best practice” is now faltering and we are also losing a vital experience on the delivery of services to the detriment of
our communities”, and before the sentence beginning “This is the impact of continued austerity measures ...

The wording is: "This workload is having to be picked up by an already overstretched and often unsustainable community and voluntary sector and unpaid, informal carers. The lack of children and young people’s provisions like Sure Start compounds this problem”.

Northern Region

2.3

After “Conference, we therefore call on the National Women’s Committee to work with the NEC and Labour Link Committee” add “and the Community and Voluntary Sector SGE”

Then add:

“6) Learn from the long-term evolving social partnership arrangements in Wales, particularly the Workforce Partnership Council and the Welsh Government code of practice on Ethical Employment Practices in Public Sector Supply Chains.”

Cymru/Wales Region

3. The Impact of Welfare Cuts on Women

From late 2008, the UK Government set out a programme of austerity that has continued for over 10 years. Cuts in public spending have been shown to have particular impact on certain groups in society. In 2011, 270,000 public sector jobs were cut as austerity measures started to bite. Research from the Runnymede Trust and Women’s Budget Group in 2016 showed that women, people of colour and particularly women of colour were impacted by job cuts, as they were more likely to be employed in the public sector, be in low-paid jobs and insecure work, and have higher levels of unemployment.

The unemployment budget was frozen, which has led to increased difficulties due to rising inflation. Benefit claimants affected by budget cuts and sanctions led to increased use of food banks, with over one million people in the UK using a food bank between 2014 and 2015. With an increase in zero hour contracts, part time work and low paid work, there is a new generation of working poor who are also dependent on benefits.

Universal Credit and the draconian welfare cuts imposed on working people, as well as those in search of employment or that due to ill health are unable to work, are having a devastating effect on women. They create more problems, pushing women and their families into poverty

In Northern Ireland, the £500 million mitigation package established by the Northern Ireland Executive against welfare cuts is set to run out in March 2020, and its expiration could have dire consequences for women living in poverty, leading to a ‘cliff edge’ unless alternative arrangements are put in place urgently.

Working mothers in Northern Ireland further struggle to access affordable childcare. In Northern Ireland we have the highest weekly expenditure on childcare and therefore
the highest weekly childcare element of Child Tax Credits. As Universal Credit payments are paid in arrears of up to 5 weeks, this places greater financial burdens on families accessing childcare. Children in Northern Ireland do not receive up to 30 hours of childcare as is the case in other regions, creating deep unfairness that results in negative impacts on women.

We are calling on the National Women’s Committee to campaign on the following issues:

1) To avoid the “cliff-edge” of the ending of welfare mitigations in Northern Ireland in March 2020;

2) To end practices where victims of the crime, domestic violence and abuse must choose whether they can survive with no money for at least 5 weeks, maybe with children, or stay with abuser;

3) To scrap the disgraceful two-child benefit cap, which is neglecting our children, pushing women into deeper poverty and creating inequalities within families;

4) The vile “Rape Clause” must be removed as it forces women to disclose or lose benefits, when women in violent relationships are not in a position to do so. Benefit officers are not equipped to process disclosures on rape or violent sexual crime and do not have capacity to manage these disclosures;

5) For affordable, accessible, high quality childcare in Northern Ireland, including the 30 hours childcare that is available in other parts of the UK.

UNISON Northern Ireland

National Women’s Committee Policy: Support

4. Time off for dependants (TOFD) and special leave – a woman’s burden

From birth society has always set the role of women at home and in the workplace. While this has been challenged and continues to be, there is still a long way to go. Society still sees women as the main care giver and this may be why some types of leave that is predominately utilised by working women is unpaid.

Mothers with children aged between 1 and 12 are more likely to be in part-time employment rather than full time, 1.8million couples in the UK split employment so that the father is in full-time work and the mother in part-time work. This may be why more women request TOFD as the impact to household income is reduced. This is not the case however for single mothers or a single woman with caring responsibilities, a day off without pay to look after a child or loved one has a significant financial impact. For women on low incomes this could be the difference between putting food on the table and heating the home.

Surprisingly, while looking for information for this motion, we found that there are no studies around the impact or cost of unpaid leave on working women in the UK. There are statistics on the cost of caring responsibilities but the stats exclude time taken off during working hours. The stats do not include time off work to take a loved one to an appointment or a child unable to go to school due to illness.
Since Gender pay reporting became compulsory in 2017, most reports seem to mirror each other, be it public or private sector, Health or manufacturing, low paid and part-time work is predominantly carried out by women. As a society, we need to address this, we need to ensure that women are not disadvantage for taking time off to care for others, we need to make it ok for men to take an active and equal role, we need to remove unconscious bias during interviews and employment or promotion is based to ability to carry out the job and not the amount of hours a person can commit. We need to ensure work life balance means work life balance and employers are not turning a blind eye to work carried out over an employee’s contract hours without being monitored and recorded.

Conference asks the Women’s National committee to:

1) Work with labour link to Lobby government and the labour party to carry out a national study on the impacts of unpaid leave on women and publish the findings.

2) Work with labour link to lobby government and the labour party to revisit legislation on all types of unpaid leave with the view making all leave paid.

3) Work with the NEC to create a campaign on unpaid leave including a survey to collate data around the impacts.

EDF Energy (Doxford)

National Women’s Committee Policy: Support

5. Bring Parity to Shared Parental Leave

This conference welcomes the introduction of Shared Parental Leave in 2015, allowing both parents to have some flexibility in the care and bonding with their child in the first crucial months after birth. UNISON shared the view of many women’s rights organisations at the time, that in order to inject speed into achieving women’s equality, childcare should not be seen as the sole responsibility of women but should be shared. This would also allow fathers and/or partners to spend valuable time with new born and children at a very young age so that they too would have the chance to bond with their children.

Shared Parental Leave has to be taken within a baby’s first year. One of the stated attractions of shared parental leave is that parents can be on leave together, for up to six months. Alternatively, parents can take leave separately (if their employer agrees). Theoretically, up to 50 weeks of leave can be shared and eligible parents can also share up to 37 weeks of statutory shared parental pay.

However, parents are not that impressed and since the introduction of Shared Parental Leave in 2015, the take up has been very low, with only just over 1% of eligible new parents using any Share Parental Leave in 2017-18. Research from Working Families and EMW Law firm and others, suggests that there are many reasons for this. Family finances are one of the causes of the slow take up. The financial reality is that, for many couples it is entirely rational for the partner who earns less to stay at home. The first 6 weeks of maternity pay are paid at an enhanced rate and new mothers receive 90% of average weekly earnings whereas, fathers and/or partners (including same sex partners), do not have entitlement to a period of enhanced pay. The statutory shared parental pay is a complete disincentive to many families who say that they just can’t afford it.
Conference does not think that it is fair or true to the spirit of shared parenting or true equality to have one parent sacrifice some of their time to give to the other parent. Also, because the mother is required to relinquish some of her allocation of maternity leave in order for Shared Parental Leave to happen, it places mothers in a difficult and potentially vulnerable position. An example of the pressure that could be put on women is highlighted in the current Conservative Government consultation ‘Good Work Plan: Proposals to support families’ (July 2019) where the mother is cynically and provocatively referred to as the ‘gatekeeper’ of Shared Parental Leave.

Decent maternity leave and pay was hard fought for and the Maternity, Pregnancy and Parental Leave Regulations are intended as a means of ensuring a mother’s health during pregnancy and after childbirth, as well as the health of the baby. As it currently stands, Shared Parental Leave subverts the very premise of maternity leave that women fought so hard to obtain. Conference believes that mothers should not become the bargaining-chip in order that couples can share and benefit from time spent with new born and children in their first year.

In order to have true shared parenting, which is crucial to the wellbeing of the family, the statutory maternity and parental leave allowance should be the same for both parents. Conference believes that fathers and/or partners (including same-sex couples) should also be afforded the same entitlement to the enhanced rate of paid leave; 50 weeks of leave in total with 37 weeks paid for each parent whereby both are entitled to a period of enhanced pay.

Conference therefore calls upon the National Women’s Committee to work with Labour Link and national committees and service groups to:

1) Lobby the government of the day and campaign to ensure that both parents have the right to equal maternity and parental leave and enhances pay for mothers, fathers and/or partners (including same-sex couples)

South East Region

National Women’s Committee Policy: Support

6. Menopause Good Practice

Conference note there are pockets of excellent practice around support for women workers during the perimenopause and menopause. For example, Newcross Hospital have successfully rolled out ‘Menopause Workshops’ for staff. Staff are given paid time off to attend and receive advice, guidance and support from a range of professionals. Feedback from staff has been overwhelmingly positive.

Conference asks women’s committee to:

1) Carry out a scoping exercise to identify similar initiatives evidencing best practice.

2) Develop a website/booklet for branches to support development of similar initiatives in partnership with employers.

South Staffordshire and Shropshire Healthcare

National Women’s Committee Policy: Support
7. **Menopause – A workplace issue**

Roughly half of UK workers are women, all of whom will experience the menopause in some form. The office of National Statistics Information informs us that there are currently 3.5 million women workers over the age of 50 in the UK which is almost half (45%) of the over 50 workforce.

UNISON is a union of a million women, and we know there are 8 out of 10 menopausal women at work. Therefore, there is a significant number of UNISON women workers being affected by the symptoms of the Menopause every day and it is being raised as a top workplace issue.

Three quarters of women say that the menopause caused them to change their life and over half say it had a negative impact on their lives. Those are the headlines from a recent survey conducted by the British Menopause Society (BMS), released on 18 October 2019 to mark World Menopause Day. The findings reveal the need for greater support for women experiencing the menopause across the UK.

The ‘Peri-menopause’ is the period that leads to the menopause when many women may experience symptoms. The menopause is a natural part of ageing that usually occurs between 45 and 55 years of age, as a woman's oestrogen levels decline. In the UK, the average age for a woman to reach the menopause is 51. Around 1 in 100 women experience the menopause before 40 years of age. This is known as premature menopause or premature ovarian insufficiency.

Most women will experience menopausal symptoms. Some of which can be quite severe and have a significant impact on their everyday activities including work life. Common symptoms include: hot flushes, Palpitations, headaches, night sweats, difficulty sleeping, skin irritation, vaginal dryness, low mood or anxiety, Depression, reduced sex drive (libido) and problems with memory and concentration. Menopausal symptoms can begin months or even years before a woman’s periods stop and last around four years after the last period, although some women experience them for much longer and can need medication to alleviate the symptoms.

According to the Office of Women’s Health ‘changes in your body in the years around menopause may raise your risk for certain health problems’. Low levels oestrogen and other changes related to aging (like gaining weight) can raise your risk of stroke, heart disease and osteoporosis. Whilst some of us laugh at our hot flushes and are frustrated by sleepless nights the serious and often unknown impact of menopause is the pressure menopause has on our hearts and cardiovascular disease.

Many women also report that the menopause seems to make existing health conditions worse, triggering or coinciding with a flare up of symptoms.

It’s very important that women’s health across a lifetime should be considered. If women have a healthy lifestyle before perimenopause it will benefit women’s health during the menopause. By asking ALL women to pause for thought it gives an opportunity for all women to think about their own health and what changes they could make.
A survey (the first of its kind) was conducted by researchers from King’s College London and The University of Nottingham and published in 2017. Its key objectives were to explore women’s perspectives into what employers and managers should and should not do in relation to women going through menopause.

The results highlighted broad themes of:

Awareness – employers and managers to know what menopause is, the nature of its symptoms, and understand the potential impact of the work environment on menopausal symptoms (and vice versa). Better awareness here could lead to improved reasonable adjustments such as better ventilation and temperature control, available drinking water, desk fans access to rest areas and toilets and Uniforms with looser fabric and cooler footwear.

Women were also keen for menopause to not always be seen in a negative light. Language such as ‘affliction’ or ‘condition’ is off limits. Menopause is a normal, natural process, but experienced differently by all women. Therefore, assumptions or generalization is unhelpful. One-size-does not fit all.

Communication skills and behaviours – Empathy, consideration, concern and respect were key factors in communication expected from managers.

Policies - Women suggested effective policies are important here. Many women identified existing policies which could incorporate menopause. Workplace training to equip managers with the confidence, skills and knowledge to support menopause in the workplace.

We must make sure that all the experiences of our members shape how we support them through the Menopause and incorporate awareness raising, workplace training and policies to protect and support them.

UNISON have developed an excellent ‘Guidance on menopause and the workplace’ for UNISON representative to use to support our members. We also know that many employers have policies in place regarding the Menopause. However, we could do more by encouraging branches to collectively recognise World Menopause Day, share the good practice we have and develop more policies with employers so that all our members receive support when needed.

For all women, a day of reflection about the menopause gives time for women to consider; lifestyle measures (healthy diet and physical activity) prevention of weight gain being involved in mentally stimulating activities. We want women to pause for thought and use the opportunity assess female-specific risk factors to prevent the development of cardiovascular disease. https://thebms.org.uk/2016/10/tuesday-18th-october-world-menopause-day/#post/0 A happy heart is a healthy heart. Dr Roger Lobo argues “The main message we want to put forward is that, at the menopause, women have a chance to take steps which will help determine whether they go on to live a healthy and active life. (https://www.womens-health-concern.org/2014/10/the-18th-october-is-world-menopause-day/)

Conference calls on the Women’s Committee to:
1) Encourage branches to support World Menopause Day to give women members the time to pause for thought and have a health audit and ensure better life chances.

2) Support branches to ensure that relevant and helpful information is available for UNISON members and ask branches to develop a women’s health newsletter.

3) Work with regions and branches to promote / encourage use of UNISON Menopause campaign materials and provide training for managers and decision-makers to protect the rights of perimenopausal and menopausal UNISON women.

Newcastle City

National Women’s Committee Policy: Support

7.1

Add at the end of paragraph 1 ‘Conference also notes that although the majority of people who experience menopause are cis-women, there are also a number of masculine trans and non-binary people who are affected and also need support’.

add in the final point ‘and masculine trans and non-binary people’ at the end of the final sentence’

Gateshead Health

8. Black Women and the Menopause

Conference notes that the definition of menopause is a lack of menstruation for one full year. It usually begins between the ages of 45 and 55 but it can develop before or after this age range. Trans, non binary and inter-sex people may also be affected. Every menopause experience is unique.

Symptoms can include hot flushes, dizziness, poor coordination or clumsiness, urine leakage vaginal dryness, body odour, hot feet and bloating.

Conference notes that researchers have found that Black Women are more likely to experience symptoms related to the menopause than white women due to genetic and environmental factors such as culture, lifestyle events, religion and food.

Conference also notes evidence that Black Women often prefer to get information, advice, and treatment for their symptoms from other women in their communities, including churches, mosques and traditional herbalist’s methods instead of seeking professional advice.

Conference is concerned that some Black women, particularly from underdeveloped countries, do not fully understand the reasons for their symptoms, but associate the changes with witchcraft, curses or punishment for their sins.

Conference is also concerned that because of this association, women may believe they have to undergo cleansing through fasting prayer sacrifices to the gods in order to get better. They see their symptoms as taboo or a punishment for their family or personal sins, so it should not be discussed in public.
Conference believes it is time to challenge such beliefs. Because there is little or no awareness of the menopause for these women it is difficult to reach and help these women receive professional medical care.

Knowledge is power and ignorance is not an option. Without spreading more awareness through education, many of us will continue to suffer needlessly. Black women have lost their lives because of the lack of awareness of the symptoms and treatment of menopause.

Because of the high levels of distress and the evidence of unnecessary deaths caused by menopause, conference calls on the Women’s Members Committee to work with the National Black Members Committee to:

1) Explore how a work plan on menopause can form part of UNISON’s yearly activities and educational awareness via workshop programmes.

2) Create a column on UNISON’s website to raise awareness of the impact of menopause on Black Women.

3) Publish pocket size booklets/leaflets on the menopause and include targeted languages.

4) Create a menopause blog targeted at Black Women, that also includes signposting of information and support to women going through the menopause and challenge the myths surrounding this.

National Black Members’ Committee

National Women’s Committee Policy: Support

9. Employer with Heart Charter

Conference notes that:

Women who give birth prematurely, currently have the same amount of maternity leave as a woman whose pregnancy goes full term. A woman who has a premature baby would have to start their 12 month maternity leave from the day of the birth, regardless of whether they are already on maternity leave.

Babies born prematurely usually suffer significant health problems and are likely to stay in hospital at least until their due date and will likely have ongoing needs, that means returning to hospital and need extra care at home.

Whilst the baby is attending hospital women can in turn, suffer financial detriment due to extra travel costs, eating out, parking charges, childcare costs for siblings and if partners have to take unpaid leave from their job.

Women are also at a higher risk of suffering from post-natal depression.

Some women have to wait weeks until they can even hold their baby let alone take the baby home and this can make the time of the maternity leave seem even shorter, as women would have less time actually having the valuable time at home sharing new experiences.
'The Smallest Things Charity' promotes the good health of premature babies and their families. They have devised a charter called 'Employer with Heart' for employers to sign up to, which gets employers to agree to extend maternity leave at full pay, by the number of days that a baby is born before their due date. The charter also gives partners at least two weeks compassionate leave and offer support when returning to work.

Conference asks that The National Women’s Committee:

1) Raise awareness of The Smallest Things Charity to give women an opportunity to seek support.

2) Raise awareness of 'Employer with Heart' charter by publishing on the UNISON national website and publishing an article in the UNISON’s activist’s magazine.

3) Gather statistics regarding women who experience premature births.

4) Campaign for all employers to sign up to the charter.

Birmingham UNISON Branch

National Women’s Committee Policy: Support

10. Early Miscarriage Misery

Women’s conference notes

Early miscarriage happens in the first trimester of a woman’s pregnancy.

Many employers do not recognise early miscarriage under their sickness procedure.

Figures gathered by the Miscarriage Association show that 250,000 women in the UK suffer from a miscarriage. This equates to 1 in 4 women.

The signs of a miscarriage differ to each person but the following are the main signs of miscarriage:

• Bleeding, which may be very heavy

• Abdominal pain which maybe severe

• Faintness and even collapse; this is most likely with an ‘ectopic' pregnancy—a life-threatening condition where an embryo starts to grow outside the womb.

• In contrast, some women have no symptoms at all and only find out their unborn babies have died at a routine ante natal appointment. In such cases the actual miscarriage maybe delayed for days or even weeks.

Women’s conference believes

Employers should put guidance in place to help people that suffer an early miscarriage.

They should also produce guidance which offers advice to people who want to support team members who are experiencing the loss of a baby. It should include basic principles, such as what to do if a team member starts to lose their baby at work, what
you should (and shouldn’t) say to them, and some practical advice on taking leave, in line with advice from the miscarriage Association.

This conference asks the National Women’s Committee

1) To issue guidance for Branches on how early miscarriage can impact on women and what employers could do to be supportive in the workplace.

2) Write a Model Policy that Branches can take to employers

**Birmingham UNISON Branch**

**National Women’s Committee Policy: Support**

10.1

delete “what you should (and shouldn’t say) to them”.

**Newcastle Hospitals Unison Branch**

11. **Workplace support for mothers with premature or sick babies**

The birth of a child is usually a very special time, but unfortunately, it can be testing if the baby is born prematurely or with complex health needs. In the UK, roughly 60,000 babies are born prematurely (before the 37th week of pregnancy) or sick every year. When a baby is born prematurely or is sick, it can be a difficult time for parents and the last thing that they should have to worry about is their place of employment or the amount of paid maternity leave they have left before they have to return to work.

After the birth of a premature baby or sick baby, families will spend extended periods of time in hospital and in some cases may be forced to return to work either before the baby is released from hospital or shortly after being able to take their baby home. Even after the baby is allowed home there will be an increased number of hospital and doctor visits which could have an impact on the mother’s ability to remain in the employment.

Conference believes that more could and should be done to support women during these difficult times and commends the work carried out by organisations such as BLISS and The Smallest Things to raise the profile of this important issue.

Conference therefore calls on the National Women’s Committee to:

1) Campaign for additional paid leave for women who have a premature baby or a sick baby born at full term

2) Collect examples of best practice on how employers can support women who have had a premature baby or a sick baby born at full term, with a view to develop a model policy

3) Make plans to mark World Prematurity day (17th November)

**Scottish Region**

**National Women’s Committee Policy: Support**
12. Ending the Hostile Environment for Pregnant Women

In the UK, everybody has a right to free medical treatment in instances of accident and emergency, however, the legislation around who can receive non-emergency medical treatment and whether, and when, payment is required depends on two things:

- The patient’s immigration status,
- The urgency of the treatment required

For UK citizens ordinarily resident in the UK and for those people who have been formally granted leave to remain, NHS treatment is provided free and there is no requirement to repay the cost. For undocumented migrants and failed asylum seekers, the situation is more complex. For these patients the law requires that NHS Trusts charge for non-emergency medical treatment at the rate of 150% of the tariff for private treatment. Where the treatment is considered non-urgent, patients are required to pay for it in advance, however, where a patient requires urgent care or the treatment is immediately necessary then the law states that their treatment must not be delayed or refused and that they should be allowed to pay later.

For maternity care, these charges are not itemised and typically start at around £7,000 for a pregnancy and birth without complications and can rise to tens of thousands of pounds where complications arise. Furthermore, many of the women affected do not have access to an income because their immigration status prohibits them from working, making it impossible for them to pay. But the result of non-payment can be very serious indeed.

Under current rules, patients with debts of £500 or more which has been outstanding for over two months must be reported the Home Office. This could result in future immigration applications being refused and even deportation to their country of origin - the very environment from which they have fled. As one example, a woman who came to the UK for an arranged marriage but who subsequently fled her violent husband, was afraid to return to her country of origin because her family would force her daughter to undergo Female Genital Mutilation (FGM). Her application for asylum was refused and, finding herself unable to pay the NHS charge, she and her daughter now risk deportation.

To make matters worse, some NHS Trusts are not applying the rules correctly and, while Conference recognises that all maternity care is immediately necessary and cannot be delayed, there is evidence that not all NHS Trusts agree. Despite the legal position outlined above, research carried out by Maternity Action has found that some Trusts are refusing treatment or seeking payment in advance for maternity care charges. Where women do not have access to these funds there is a very real risk that they will resort to desperate means of raising the money or to dangerous alternatives to hospital treatment.

Conference is concerned that the practice of threatening to withhold NHS maternity care increases the risk of women being exploited as they attempt to raise funds by other means and also increases the likelihood of them seeking ‘back street’ abortions or having their babies delivered by unqualified or unregulated midwives, placing their own lives and that of their unborn children at risk. Furthermore, some of the affected
women have been subjected to FGM, making birth more difficult, increasing the likelihood of complications and making high quality medical care even more important.

Conference believes that the application of a 50% surcharge and the failure to provide a breakdown or costs or itemised invoice suggests that these are penalty charges designed to create a hostile environment for migrant women. When combined with the fact that it is highly unlikely that the women affected would be able to make the payments then it becomes clear that this is not about recouping the cost of treatment but a deliberate choice to deny essential medical treatment to vulnerable women.

There is no doubt that the women subjected to this treatment experience fear and distress and this is often exacerbated by language barriers and previous experiences of trauma and abuse. In many cases the women are already fleeing physical abuse, forced marriage, sexual violence, human trafficking and conflict or human rights abuses in their country of origin.

Conference believes that all women living in the UK should be able to access free maternity care regardless of their immigration status and we call upon National Women’s Committee to:

1) Disseminate information around the issue of NHS maternity charges for non-documented migrant women and failed asylum seekers, including Maternity Action’s online Toolkit and their research document, ‘What Price Safe Motherhood?’

2) Raise awareness of the issue among UNISON members who are likely to encounter pregnant or migrant women in the course of their work, to include:
   • outlining the current legal position to enable members to identify instances where charges are being made incorrectly, and
   • providing information to enable members to signpost affected women to available support as necessary.

3) Publicise the Maternity Action’s All Mothers campaign as well as their petition calling for the immediate suspension of NHS Maternity Charges and to encourage members to sign it.

4) Work with Labour Link and other groups as necessary to lobby for political parties to adopt the recommendations outlined in Maternity Action’s research document, ‘What Price Safe Motherhood?’ including the immediate suspension of all NHS maternity care charges.

5) To produce a template for Regional Women’s Committees and Branch Women’s Groups to make Freedom of Information requests to their local NHS Trusts to ask:
   a) How many women have been charged for maternity care for the twelve month period for which most recent figures are available?
   b) The total amount charged to undocumented migrants and failed asylum seekers during the same period?
c) How much of the charges made during that period have been recovered?

d) How much has been spent by the Trust in attempting to obtain payment for those charges?

This information to be fed back to and collated by National Women’s Committee to be disseminated to members and passed on to Maternity Action in order to support the campaigning work that they are undertaking.

South East Region

National Women’s Committee Policy: Support

13. Breastfeeding and lactation facilities in the workplace

NHS advice is that breastfeeding has long-term benefits for babies and mothers, lasting right into adulthood. Any amount of breast milk has a positive effect. The longer a baby is breastfed, the longer the protection lasts and the greater the benefits.

Breastfeeding reduces a baby’s risk of:

- infections, with fewer visits to hospital as a result
- diarrhoea and vomiting, with fewer visits to hospital as a result
- sudden infant death syndrome (SIDS)
- childhood leukaemia
- obesity
- cardiovascular disease in adulthood

Giving nothing but breast milk is recommended for about the first 6 months (26 weeks) of a baby’s life.

There are also benefits for the nursing mother, the more a mother breastfeeds, the greater the benefits.

Breastfeeding lowers a mother’s risk of:

- breast cancer
- ovarian cancer
- osteoporosis (weak bones)
- cardiovascular disease
- obesity

In 2017 Australian Senator Larissa Waters has become the first politician to breastfeed in that nation’s parliament, but not all women are this fortunate.
Why should your employer’s practices dictate your choices about how you feed your child? Following birth women may need to take the decision to return to work whilst still breastfeeding, but without the provision of suitable facilities, this economic need can also impact upon their choices regarding the feeding, and therefore health, of their child.

In their 2015 report, the Equality & Human Rights Commission found that among mothers saying a return to work influenced their decision to stop breastfeeding, three in four (74%) cited the practicalities of expressing milk or breastfeeding, or lack of facilities at work as being the reason.

Although not yet enshrined in law, the Health and Safety Executive recommends that employers provide a private, clean, secure and safe place to express and store milk. Expecting nursing mothers to breastfeed or express milk in a toilet is never acceptable. Providing appropriate facilities can enable women to make affirmative choices about when they return to work, normalize breastfeeding, and work to address remaining stigmas about nursing mothers in the workplace.

This motion calls upon the National Women’s Committee to work with the national health and safety committee to;

1) draw up a guide to good practice, which will enable branches to lobby and work with employers to deliver appropriate breastfeeding and lactation facilities within the workplace.

2) Encourage branches to promote the usage of such spaces and promote a flexible approach for managers to support and allow women to access these facilities.

3) encourage branches to work with employers to raise awareness with managers as to their responsibilities regarding breastfeeding and lactation in the workplace.

4) provide guidance on breastfeeding support groups, the benefits of breastfeeding, and the details of employers’ responsibilities to women who are breastfeeding when they return to work.

Durham Local Government

National Women’s Committee Policy: Support

14. Disproportionality in the Treatment of Women Suffering Heart Attacks

Conference notes with great concern research conducted by the British Heart Foundation (BHF) confirming that 50% of women were more likely to receive wrong diagnosis when suffering heart attacks and that over 10 years 8,200 women in England and Wales died needlessly after a heart attack. The BHF report highlights that each year around 35,000 women in the UK are admitted to hospital following a heart attack, resulting in an average of 98 women a day or 4 per hour. The situation is far worse in Scotland which has the highest rate of heart disease and angina in the UK resulting in around 2,600 deaths amongst women (approximately 7 every day).
Experts cite inequalities in the way women were being diagnosed in comparison to men. This was also evident in treatment and aftercare. The research indicated that unconscious biases were limiting the survival chances of women with some common myths, such as heart disease and heart attacks only affecting men. As a consequence, women are being diagnosed with gastric problems or panic attacks. The report established that women were unaware of their risk, and slow to seek medical help.

MBBRACE-UK (Mothers and Babies Reducing Risk through Audits and Confidential Enquiries), published a report which found that heart disease remains the leading cause of women in the UK dying during pregnancy, or up to 6 weeks after giving birth. Further research suggests that women with high blood pressure during pregnancy are at a higher risk of heart attacks and stroke in later life. Many of the symptoms of heart disease, i.e. shortness of breath, tiredness and swollen ankles have similarities to symptoms associated with pregnancy and shortly after giving birth.

Conference acknowledges that there have been significant improvements in the treatment of heart attacks compared to the 1960s whereby 7 out of 10 heart attacks in the UK proved fatal, today 7 out of 10 people who have a heart attack will survive. Despite the fact that heart attacks are now more treatable, women are missing out on vital treatment. Global studies undertaken by a Professor of Cardiovascular Medicine at the University of Leeds, confirms that this problem is not unique to the UK, and that gender gaps in treatment exits across the globe, suggesting this is a deeply entrenched and complex issue. Taken in isolation, the differences in care are very small, but when we look at this across the population of the UK, it adds up to a significant loss of life.

Conference women’s lives matter. Therefore, early detection of heart disease/heart attack and effective treatment for women can significantly increase the survival rate of many women.

Conference calls on the National Women’s Committee to:

1) Raise awareness of the signs and symptoms of heart attacks amongst women by producing documentation that can be placed on UNISON website and in relevant UNISON journals.

2) Work with the Health Service Group on seeking to influence Public Health England on this issue.

3) Liaise with the NEC and appropriate bodies.

Birmingham UNISON Branch

National Women’s Committee Policy: Support and amend

14.1

Delete 3) Liaise with the NEC and appropriate bodies.

National Women’s Committee
15. Health & Safety Testing - A world built for men

For too long, women have been forgotten in the design process. Criado Perez’s recent book “Invisible Women” explains how men’s dominance of the design industry has had a major impact on women’s health and safety.

Not only do less women than men work in the design industry, designs are generally created with men in mind, and more often than not, designs are tested on men. “Invisible Women” shows that the consequences of treating men as the default option, or women just as smaller men - if they get considered at all - has wide-reaching implications for everything (and everyone) from snow clearing to seat-belts and many branches of medicine. She argues that this remains a man’s world because those who built it didn’t take gender differences into account. Some examples include:

1) 71% of women wear protective work clothing that isn’t designed for women’s bodies. Ill fitting PPE can be dangerous and lead to injury as it simply isn’t doing what it’s designed for (for example police stab vests).

2) Tools are usually designed for men, often making them more difficult for women to use. They are often heavy and cumbersome to hold.

3) Most offices are five degrees too cold for women, because the formula to determine their temperature was developed in the 1960s based on the metabolic resting rate of a 40-year-old, 70kg man. Women’s metabolisms are slower.

4) Women in Britain are 50% more likely to be misdiagnosed following a heart attack because heart failure trials generally use male participants.

5) Cars are designed around the body of “Reference Man”, so although men are more likely to crash, women involved in collisions are nearly 50% more likely to be seriously hurt.

6) Seat belts – when safety regulations were originally imposed on car manufactures in the 1950’s, regulators wanted to require the use of 2 crash test dummies, to accommodate for gender differences. However, the industry pushed back on regulations until the requirement was reduced to a single crash dummy, the average man. This means that seatbelts more often than not do not fit women correctly. Statistics show that women drivers are 13% more likely to die wearing seatbelts. In 2011 the first female crash test dummies were required in safety testing, but the new dummies appear to be scaled down versions of the male dummy. In addition seatbelts are still not tested on pregnant women. 

7) The average smartphone – 5.5 inches long – is too big for most women’s hands, and it doesn’t often fit in our pockets.

8) Speech recognition software is trained on recordings of male voices. Google’s version is 70% more likely to understand men. One woman reported that her car’s voice-command system only listened to her husband, even when he was sitting in the passenger seat.
9) Many women in our union are exposed to hazardous substances at work and at home, for example when cleaning. Again the risk assessment effect of this exposure is based on a man. Women have different hormones and immune systems together with thinner skin and therefore exposure to these chemicals affects women differently. Women also have a lower threshold to the level of toxins they can be exposed to before they are absorbed by the body. Despite women undertaking a disproportionate amount of domestic and workplace cleaning tasks, the majority of cleaning products are tested on men.

These are some examples of the shortcomings of a world designed by and for men. This is a reminder of why we need women in the leadership of the institutions that shape every aspect of our lives.

We ask the national women’s committee to:

a) Work with the national health and safety committee to build a campaign for:
   i) Testing and risk assessments to be gender specific.
   ii) Employers to avoid suppliers who do not provide PPE that is purpose made for women.

b) Work with LAOS to ensure that health and safety training recognises and raises awareness of this issue.

c) Work with Labour Link to call for gender specific health and safety testing and risk assessments to be mandatory.

Northern Region

National Women’s Committee Policy: Support and amend

15.1

Insert a new point d) in the asks at the end as follows:

d) work with regions to encourage women to become safety reps.

National Women’s Committee

16. Our NHS – Not For Sale, Not A Bargaining Chip In Trade Deals

The NHS was created over 70 years ago. It is the jewel in the crown of Britain and a radical achievement of the Labour Party. Established just 3 years after the end of World War II. Aneurin Bevan’s ambition was to build a health service based on 4 principles:

• Free at the point of use,
• Available to everyone who needed it,
• Financed through general taxation, and
• Used responsibly.
Conference notes that when the NHS was founded, the life expectancy for men was 66 and women, 71; now it is 79.4 for men and 83.1 for women. There were 86 deaths per 100,000 live births, now it is 46. Infant mortality was 34.5 for every 1,000 live births now this is 2.8 neonatal deaths per 1,000. The NHS is vital for women’s health and wellbeing.

Prior to the inception of the NHS, healthcare was not a right but subject to charity or the ability to pay. Health was a luxury not everyone could afford. Women who could not pay often went without medical treatment for themselves or their children, relying on home remedies and unqualified assistance.

After 70 years of the NHS, accessible by all citizens, we not only rely on the NHS but we cherish it because it belongs to us and is our NHS. All women will have used its service at sometime in their lives. It has led the way on medical treatment and innovations in health. From cradle to grave we rely on the NHS and its staff.

Conference notes further that UNISON has campaigned and supported the NHS and our health members and has fought against privatisation of healthcare provision and services. As the NHS workforce is predominantly female, it stands to reason that privatisation would impact significantly on women as well as users of its services.

Now we face the greatest threat to our NHS that it has faced since its foundation - the potential wholesale sell off posed through trade deals across the globe being contemplated by Boris Johnson PM with the Tory Government supported by its allies. Trade deals from the World Trade Organisation to Free Trade Agreements are no longer limited to setting rules about how goods cross borders. They encroach on every aspect of our lives, including our health provision. Because there already exists competition with the private sector in the NHS, this means that trade deals could include the NHS and lead to the selling of lucrative parts to the private sector across the globe.

Conference is concerned that our right to free healthcare would be eroded and we would be forced to pay for services or take out private health insurance to cover our health needs, including for our children. The American President Donald Trump, has made it clear that he would want the NHS on the table in any trade deal with the USA. We know that the American system of healthcare provides a lucrative market and their eyes are on the NHS. Nearer to home in Southern Ireland private health insurance plays a pivotal role in health provision. It is completely unacceptable that after 70 years, which have seen such a great improvement in the state of the nation’s health, we could see the dismantling of the NHS through trade deals and an end to our right to universal healthcare at point of need, irrespective of our ability to pay. It is doubly unacceptable that any dismantling the NHS would have a disproportionate impact on women’s health and on their jobs. Women should not be disadvantaged from seeking healthcare due to costs taking us back 70 years. The Government should also consider how many women’s jobs would be unfairly impacted and the likely knock on effect on physical and mental health, creating a vicious circle.

This Conference calls on the National Women’s Committee to:

1) Work with the NEC to highlight the particular impact on women in any campaign to save the NHS from being part of trade deals;
2) To work with the Labour Party through Labour Link to protect the NHS and its predominantly female workforce and to maintain universal access to healthcare free at the point of need healthcare; highlighting how without this, women’s health will go backwards;

3) Work with the TUC through our UNISON representatives to campaign to protect the NHS and its staff and as the biggest representative organisation of women in the UK, take every opportunity to highlight the impact on women in the workforce and as service users of any attempt to include the NHS in trade deals.

National Women’s Committee

17. Impact of Domestic Abuse on Workers

Conference notes that the impact of domestic abuse is far ranging and will and does inevitably affect workers, colleagues, families and friends.

It is important that domestic abuse isn’t ignored or misunderstood within the workplace. We welcome the fact that UNISON recognises that domestic abuse is a trade union issue; has developed information and guidance and has worked with women’s committee to ensure domestic abuse is understood as a serious, recognisable and preventable issue.

However, Conference is concerned that not enough is being done to make the link between women presenting with mental illness and domestic abuse. We are witnessing an increase in women accessing mental health systems. We know 1.2 million women access some form of mental health service each year. Research shows that women experiencing domestic abuse are more likely to experience poor or chronic mental health. Conversely, women who are mentally frail may also be abused. Mental health care provided to women suffering from depression, anxiety, PTSD (Post Traumatic Stress Disorder) and substance abuse is estimated to cost £176 million according to the Office of National Statistics. Conference believes that domestic abuse may be a root cause of a significant proportion of this mental illness and represent a significant cost – yet this remains hidden.

Conference agrees with Dr Beena Rajkumar of the Royal College of Psychiatry in the Safelives publication - Safe and Well, May 2019 edition where she states that despite the fact mental health issues are more common in cases of domestic abuse, perpetrators continue to be missed (when women present to mental health services.) We are missing huge opportunities to better detect, treat and save lives of some of the most vulnerable people in society.

Conference notes the important part this report has to play in better preparing mental health professionals to truly get to the heart of the lives of patients they see. Domestic abuse has devastating impact on mental health. It is important that we do not ignore the link between domestic abuse and mental illness in the workplace and understand it as serious, recognisable and it can be prevented.

Dr Joht Singh Chandan, lead author and academic clinical fellow in public health at the University of Birmingham, said the burden of mental illness caused by domestic abuse in the UK could be much higher than previously thought, “considering how common domestic abuse is, it is important to understand how strongly the two are connected and consider whether there are possible opportunities to improve the lives of women affected by domestic abuse”
Conference notes further that In June 2019, a study carried out at Birmingham University and published in the British Journal of Psychiatry showed that health professionals were failing to detect abuse and support vulnerable women thus highlighting that more needs to be done to train health practitioners who come into contact with women in both primary or secondary care to spot the signs of domestic abuse and to ask the right questions. Training is key to how you ask about domestic abuse, how to respond safely and how best to signpost support. The same is true in the workplace when managers are responding to staff showing mental distress.

Young women are now most at risk from poor mental health according to a report in May 2019 which showed that we are facing higher rates of mental health than ever in young women and while stereotyping, sexualisation, and objectification is an issue for all women, it is particularly for young women alongside a culture of increasingly normalising violence against women and girls.

Conference also notes that women who identify within the LGBT+ group have been reporting increasing domestic abuse and in particular, 25% of bi and lesbian women have experienced domestic abuse. The Scottish Transgender Alliance indicates domestic abuse sits at a shocking 80%.

Conference believes that it is important that we work together with women’s organisations to break the taboo around abuse and particularly, the impact on mental health so that women feel able to speak freely and place trust in mental health services. Highlighting the importance of training about the impact of domestic abuse is key.

Conference notes the experience of NTW Health branch, which is a branch within a mental health trust. Aware of staff and members who suffer from mental health and domestic abuse, the branch trained its stewards and reps with the training provided by the Police and Crime Commissioner’s Team so that reps can identify where domestic abuse is a factor, in sickness and performance meetings in the main.

Conference asks the National Women’s committee to:

1) Review UNISON’s guidance – Domestic violence and abuse: a trade union issue – and ensure it emphasises the importance of training for both health professionals and line managers to identify possible domestic abuse when women present with mental illness

2) Re-launch the revised guidance to raise awareness that domestic abuse can be a factor in mental illness and performance/sickness situations, including social media activity, a blog and web-materials

3) Lobby and campaign nationally together with women’s organisations, charities and NGOs to highlight how domestic abuse can be a factor in mental ill-health

4) Work with Labour Link and the government to raise awareness and lobby for nationally provided training for mental health services to help early recognition of possible domestic abuse so perpetrators are identified sooner and possible tragic consequences prevented

Northumberland Tyne and Wear Health

National Women’s Committee Policy: Support

Conference notes the research conducted by Bennett, Jones and Wibberley in 2018 for the TUC and University of Central Lancashire on “The role of trade union officers and reps in supporting employees who are experiencing domestic violence/abuse. This calls for resources and support to be directed towards giving union reps the skills required to provide a supportive and well informed approach to dealing with workplace problems faced by women experiencing domestic violence. These can range from increased absence, through to changes in behaviour and performance which lead to disciplinary and capability issues, through to perpetrators harassing them in the workplace, and financial difficulties or need for extra leave, connected with leaving an abusive relationship.

UNISON’s resource base for representatives is cited as an example of good practice, as it includes a robust workplace policy that can be used as a basis for negotiating with employers, and information on help and support available. UNISON is already providing a lot of practical advice and support to reps.

However, training, however provided, is not always easy to access due to constraints on time and availability, furthermore many workplace policies do not incorporate an understanding of the role of domestic violence in affecting people at work, especially as most of them require the employee to disclose the abuse to management.

The issue is an emotive one, and it may be difficult for a rep to deal with the complex emotions raised if domestic abuse is disclosed to them, and it may be hard for the rep to remain detached, especially if they have ever experienced abuse. The research highlights the need to provide extra support and guidance for reps dealing with such cases.

Conference calls upon the National Women's Committee to:

1) Liaise with LAOS to start the development of a comprehensive package of training for all types of representatives covering the possible impact of domestic violence in the workplace, including how to seek support for themselves when dealing with a member who is experiencing domestic abuse, as well as actually supporting the member.

2) To liaise with LAOS to look at how the union can incorporate the needs of women affected by domestic violence in its main training for representatives, including reaccreditation for existing reps.

3) To encourage representatives to negotiate domestic violence/abuse policies in their workplace that reference the possible impact on employees’ attendance/performance, and include the possible involvement of trade unions in supporting women affected by domestic violence.
4) To roll out the awareness training, and in doing so, encourage branches to ensure that an awareness of the impact of domestic violence is worked into key workplace policies, such as capability/performance management, absence policies, and special/compassionate leave policies.

Yorkshire & Humberside Region

National Women’s Committee Policy: Support and amend

18.1

Insert new para 4 after the paragraph ending ... "disclose the abuse to management".

Conference recognises that whilst UNISON provides clear guidance to representatives about the expectations on Stewards and Health and Safety representatives, women who are affected by domestic abuse can choose to disclose to their reps, regardless of whether it is the roles of reps or not. It is important that both reps and the women affected by domestic abuse receive the right support and are not placed under undue stress.

Insert at end of new para 5 after “guidance for reps dealing with such cases”,

Conference believes that one of the reasons that our reps are being sought as a support mechanism for matters that are not purely workplace issues is the cuts to specialist services in both the statutory and community sector have resulted in other sources of support not being available. It is a delicate balance that needs to be struck to meet the needs of both our members and our reps.

National Women’s Committee

19. Stalking

The crime of stalking can be simply described as the unwanted pursuit of another person. Examples of this type of behaviour includes following a person, appearing at a person's home or place of business, making harassing phone calls, leaving written messages or objects, or vandalizing a person's property. Stalking is a horrific crime which can cause victims, their families and loved ones immense physical, psychological and emotional harm yet it is dismissed by many of those who have not been affected by it.

While there is no one simple type of stalker or victim, women are more frequently the victims (1 in 5 women will experience stalking of some form in their life). Statistics show that 80.4% of victims are female while 70.5% of perpetrators are male (National Stalking Helpline 2011). Data from the Crime Survey for England and Wales shows up to 700,000 women are stalked each year yet conviction rates are low at around 4%.

For women, stalking can have a ‘substantial adverse effect on the usual day-to-day activities’. Examples might include fitting more security devices, changing routes to work or arranging for others to pick up children from school to avoid the attentions of a stalker. They often report feelings of phobia, isolation, anxiety, depression and fear; and are often unable to eat, sleep or carry out their day to day activities. They experience panic attacks and suicidal thoughts and may self-harm.
In 1986 in broad daylight while showing someone around a house in Fulham 25 year old Susy Lamplugh disappeared. Now the Suzy Lamplugh trust is a leading figure in the battle against stalking trying to ensure that what happened to Suzy does not happen to anyone else. The National Stalking Helpline created in 2010 has received over 30,000 calls and emails from victims of stalking needing our help. The trust has worked with over 1,000 organizations, across the public, private and voluntary sectors, providing Lone Working and Personal Safety training.

Yet despite the awareness raised by the Suzy Lamplugh Trust and amendments to the law fatal instances of stalking still occur and are not pursued properly by the police. For example 19 year old Shana Grice was murdered in 2016. She was in her bedroom in East Sussex; her stalker slit her throat and then tried to burn her body. She had previously reported her ex-boyfriend to the police 5 times in a period of 6 months. Instead of protecting her she was fined £90 for wasting police time and the case was closed. A report commissioned after her death found that the Sussex Police did not properly investigate her claims.

While a high percentage of stalking occurs following a breakup of a relationship there are still numerous cases where the perpetrator is merely an acquaintance or even unknown to the victim. Many workplaces insist that employees wear name badges. In today’s era of information technology it is all too easy for a stalker to track someone down once they know their name. Lone workers also are put in danger as was Suzy Lamplugh. The Workplace Violence Research Institute found that 90% of corporate security professionals had handled 3 or more incidents where men had stalked women in the workplace and claimed that in 15% of cases stalking was related to homicide (Smock and Kuennen 2002). Workplaces need to consider these things and ensure that they have plans in place.

The first laws that dealt with stalking in the UK were introduced in 1997 as part of the Protection from Harassment Act but were inadequate. In 2012 amendments to the Act made stalking a specific offence in England and Wales for the first time. The amendments were made under the Protection of Freedoms Act 2012. These amendments can only be used to deal with stalking incidents that occur after 25 November 2012; stalking prior to this will still be dealt with as ‘harassment’ under sections 2 and 4 of the Protection from Harassment Act.

Yet in Scotland stalking was not recognised as a serious crime until 2010 when stalking was prosecuted as a form of harassment under the common law ‘Breach of the Peace’ which did not fully encompass, define or reflect the seriousness of stalking and victim impact. In 2010 the Justice Committee at Scottish Parliament cast a unanimous vote for proposed anti-stalking legislation to be included into Scotland’s Criminal Justice System.

In the UK eight police and crime commissioners have commissioned services that specifically work with victims of stalking in 2017-2018, including Dame Vera Baird, PCC for Northumbria, whose local service employs a stalking and harassment lead, and Katy Bourne, PCC for Sussex, who has commissioned Veritas Justice to provide a local advocacy and support service for victims of stalking. But this leaves 34 other areas where police and crime commissioners failed to commission services that specifically work with victims of stalking in 2017-2018. Police and crime commissioners receive £68m from the Ministry of Justice to fund emotional and
practical support for victims but, in 2017-2018, 0.25% of this was spent on stalking-specific outcomes. This represents a small increase from 0.18% in 2016.

In the UK stalking is punishable by a fine and/or up to 51 weeks imprisonment. The second aggravated and more serious offence (stalking causing fear of violence or serious alarm or distress) is punishable by up to five years imprisonment. The police may get a warrant from Magistrates to enter and search premises for evidence of either offence. Considering the lasting damage caused to victims the sentencing structure does not take into account the impact of harm to the victim.

1) Conference asks National Women’s Committee to work with Labour Link to work together towards changing the law to recognise the severity of stalking as a crime and introducing standardised procedures within the police and sentences from the judiciary throughout the UK.

2) Conference asks National Women’s Committee to work with Labour Link to work together towards raising awareness and understanding in the health services of the damaging impact stalking has on the victims to enable them to provide support.

3) Conference also request the National Women’s Committee to work with Labour Link to work together towards introducing some sort of awareness campaign towards educating people so that they realise the severity of stalking as a crime and the mental and physical damage it does to the victims.

Durham Local Government

National Women’s Committee Policy: Support and amend

19.1

Delete points 2) and 3) at the end of the motion.

Insert new points 2) and 3) as follows:

2) Conference asks National women's Committee to work on raising awareness and understanding of the negative physical and mental impact of being stalked on service users and staff in all areas of public services.

3) Conference asks National Women's committee to work with anti-stalking charities such as Protection against Stalking and Suzy Lamplugh Trust to value awareness and educate people so that they realise the severity of stalking as a crime and the damage it does to victims, their families, friends and workplace colleagues.

Insert new point 4) as follows:

4) Conference calls on the National Women’s Committee, regional SOGs and branches to support the National Stalking Awareness week in April 2020.

National Women’s Committee
20. Sexual Harassment – where are we now?

Conference, in 2017 a motion was proposed to this conference following the publication of a report by the TUC in 2016 entitled “Still Just A Bit of Banter”. This report highlighted the ubiquitous sexual harassment that was going on in our workplaces, and even more concerning, the lack of reporting of this harassment to employers or trade unions. A quick reminder of the shocking statistics:

1) 52% of women had experienced sexual harassment in the workplace, with that figure rising to 63% for young women (18-24).

2) 79% of those who had been sexually harassed did not report it to their employer.

3) 16% of those who reported sexual harassment to their employer were treated worse afterwards.

Over the last year, the #MeToo movement has really shone the spotlight on many women’s experiences of sexual harassment, encouraging those who have felt marginalised and been silenced to speak out.

Sexual harassment is any unwanted conduct of a sexual nature that makes you feel intimidated, degraded, humiliated or offended. And the Equality Act 2010 says that employers are legally responsible if an employee is sexually harassed by another employee, and the employer had not taken all steps they could to prevent it from happening. Some brave women have spoken at conference of their own horrible experiences, and we know from the daily reports that it has not gone away.

The TUC has launched a campaign to request a new law to prevent sexual harassment in the workplace before it happens, which would require employers to take all reasonable steps to protect workers from sexual harassment and victimisation. Unison has also launched the #UsToo campaign, to make workplaces harassment free zones. This campaign emphasises the inadequacy of the current laws and asks for a change. I would urge you to add your voice to this campaign.

There have been some brilliant examples of campaigns in some of our branches and regions on this issue. Eastern Region Young Members produced a campaign entitled: ‘Uncomfortable Yet?’, and all members should look at this campaign and distribute the literature amongst your branches if you have not already done so. Another great example is of a local branch working with the local authority employer following the results of an employee survey, to implement comprehensive policy guidance on sexual harassment, instead of just throwing it in generically with bullying and harassment, which as we all know contributes to an attitude that sexual harassment in particular isn’t really a problem.

As Trade Union representatives we must all continue to fight this unacceptable behaviour in the workplace, talk to your members, provide literature and consider a workshop on sexual harassment so that women feel that they can speak out, and the perpetrators become aware that we are not going away. We will not allow them to carry on with their reprehensible and illegal behaviour, that where Unison is in the workplace, sexual harassment will not be tolerated.

Conference therefore calls upon National Women’s Committee to:
a) Seek feedback from regions about steps that they have taken to tackle this issue and provide support to enable further awareness raising and training.

b) Work with the Young Member's Committee to carry on campaigning to keep Sexual Harassment on the agenda.

c) Be a champion for branches where best practice has been implemented so that it can be rolled out to all branches.

National Women's Committee


We embrace the increasing number of women in leadership roles within society and we hope to see this trend continue, given that men are still disproportionately represented in senior decision making roles. However, there are sadly many examples, including our women Prime Ministers to date, of women failing to advance the equality of women when in leadership roles. We believe it is vital that we encourage and promote feminist leadership in order to achieve gender equality.

As a union of 80% women, we consider it to be important that the style of leadership that is encouraged is reflective of feminist qualities.

We consider some examples of the characteristics of feminist leadership to include:

• Being supportive and lifting up other women;
• Recognising that leadership is about creating more leaders through mentoring;
• Making power democratic and accountable;
• Consciously taking steps to build diverse and inclusive spaces;
• Showing respect and support for everyone;
• Flexibility;
• Being mindful of use of language;
• Encouraging flexible practices that allow others control over own lives and a sense of balance;
• Recognising and valuing the unique contribution, expertise, skills and experience of each team member;
• Actively listening and encouraging other to work in areas of interest and passion;
• Giving recognition and credit for work;
• Not "pulling up the ladder";
• Making decisions with a long term perspective;
• Giving praise and appreciation;
• Being collaborative;
• Building community and forming positive relationships;
• Encouraging and practicing the sharing of knowledge and skills rather than competing for glory and control;
• Embracing that all of us can both teach and learn;
• Challenging ourselves and the people we work alongside to trust one another, support one another, and grow with one another.

We ask the national women’s committee to:

1) Work with LAOS to provide a feminist leadership training activity which can be made available to regions and branches.
2) Encourage the practice of feminist leadership by members and activists at all levels of our union.

Northern Region

National Women’s Committee Policy: Support

21.1

In first paragraph, last sentence, after “promote”, insert “inclusive feminism and”

After 4th bullet point, insert new bullet point:

“• Recognising and reflecting intersectionality”

In point 2, after “practice of”, insert “inclusive”

National Lesbian, Gay, Bisexual and Transgender plus Committee

22. Impact of The Gender Pay Gap On Women

50 years since the introduction of the Equal Pay Act in the UK, there is no sector in the economy where women are paid the same as men. In 2019 the median pay gap was a shocking 11.9 per cent. In the public sector the pay gap is a shocking 16.7 per cent, an increase of 0.7 per cent from 2018. Despite the Government imposing disclosure rules that name and shame employers it is not making a significant impact to eliminate pay inequality.

Conference notes that the pay gap does not just impact on earnings it cuts across all aspects of women’s lives. Our earnings make a huge contribution to our families. The missing 16.7 per cent would offer so much more. In terms of our local communities, that is 16.7 per cent loss in income for women able to be spent at local level. In addition, it is money lost to the public purse through our taxation system.

The public sector is the largest employer of women in the country. UNISON women are the voice of women in the public sector and it is incumbent on us to tackle inequality with our employers.
Women frequently are over qualified for the jobs they are doing. Maternity and caring responsibility, along with the pay gap impacts on promotion and career opportunities. Pay inequality in women’s working lives leads to continuing inequality in retirement and in pensions.

Conference we cannot continue to betray our daughters and granddaughters by letting another 50 years go by without achieving pay parity with men. We work for it and we deserve it.

This Conference instructs the National Women’s Committee to:

1) **Highlight the impact of the gender pay gap on our women members and campaign for an end to disparity between men and women’s pay in the public sector;**

2) **Work with our service sectors to develop strategies and negotiating priorities to redress pay inequality;**

3) **Work with our Labour Link to develop Labour Party policy to tackle gender pay discrimination in the public sector.**

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**23. Gender Pay Gap**

Conference notes that a quarter of companies and public sector bodies still have a pay gap of more than 20% in favour of men.

Almost 8 in 10 companies still pay male employees more. The 9,961 companies that filed their figures by the 4 April 2019, 7,755 paid male employees more.

The regulations are not tough enough; companies are filing their information and not doing anything to close the pay gap. This is 2020 and this is still happening.

Whilst this has improved since 2017 it has not improved enough. Organisations, where a pay gap exists, need to level women’s pay up and agree with their workers’ unions how this will be implemented.

Conference asks the National Women's Committee to:

1) **Raise this issue at all levels in UNISON to produce a Gender Pay Equality Charter that enables organisations to commit to the elimination of gender pay inequality by a stated deadline by carrying out specific stated actions to level up pay**

2) **Request the creation of guidance for negotiators that all pay claims must seek to level women's pay up and that employers' offers must be subjected to an gender equality impact assessment by the relevant regional or national Service Group Executive.**
3) Consider sending this motion suitably reworded to National Delegate Conference.

South West Region

National Women's Committee Policy: Support

24. Equal Pay

"This Conference notes:

2020 is the 50th Anniversary of the introduction of The Equal Pay Act.

Conference celebrates the successes of UNISON in using the legislation to achieve equal pay for large numbers of its low paid women members, in particular those in local government.

Conference welcomes that in 2017 the Government introduced compulsory gender pay gap reporting for employers with 250 or more staff and that the Equality and Human Rights Commission was able to achieve 100% compliance with this legislation in 2019.

However, despite Equal Pay legislation being in place for half a century the gender pay gap for full-time workers still stands at 13.7%. The gender pay gap is wider in the private sector at 17.1% and is as wide as 39.3% in arts, entertainment and recreation. The gender pay gap in the public sector remains stagnant at 14%.

Furthermore, despite the introduction of the compulsory gender pay reporting only a handful of organisations have clear strategies on how to address their gender pay gaps.

Conference calls upon the National Women’s Committee to:

1) Work with the NEC and service groups to raise the profile of Equal Pay and the gender pay gap in the work of the union.

2) Work with the NEC and service groups to develop a tool kit of resources to enable branches and regions to identify target employers with gender pay gaps.

3) Work with LAOS to develop training materials for branches and regions on equal pay and the gender pay gap."

West Midlands Region

National Women’s Committee Policy: Support

25. Brexit and The Impact On Women In Northern Ireland

Women in Northern Ireland are greatly under-represented in public and political life. This was clearly evident in the lead up to the Brexit referendum and remains a worrying issue in the current Brexit negotiations. Under-representation in political negotiations and decision-making, alongside several other areas lacking in gender parity such as access to education, training, work, affordable childcare and more, highlight the profoundly negative impact Brexit is set to have on women in Northern Ireland.
This is compounded with the political instability creating several barriers to women having their voices heard. Many areas of women’s human rights have yet to be achieved, and Brexit has added a new threat to existing, hard-fought rights women currently have. Northern Ireland faces unique constitutional complexities meaning Brexit presents a unique threat to this region.

Many of the rights we enjoy today have come through membership of the EU over the past four decades; particularly in areas of economic activity and employment law. For women, there are great concerns that Brexit will erode many of these protections. Some of these protections include:

- Equality between men and women
- The right to equal pay for equal work
- Protection against discrimination on the ground of pregnancy and maternity
- Introducing measures to provide specific advantages to the under-represented gender
- Prohibition of discriminations on the grounds of sex
- Introduction of paid holidays

Furthermore, the EU recognises the need for wide-spread structural change to deal with systematic gender discrimination through their commitment to Gender Mainstreaming and the Gender Recast Directive 2006.

Other areas of EU legislation, representation and funding that are relevant to the protection and enhancement of women’s rights and participation include the European Protection order, which is significant in recognising women’s rights as they cross the border; the Rural Development Programme, which NIRWN highlight as significant given historic government underinvestment in rural women; the European Social Fund, which is important to increasing women’s access to the workforce; the European Parliamentary Committee on Women’s Rights and Gender Equality, alongside various EU funding streams that support the voluntary and community sector in Northern Ireland.

It is deeply concerning that limited guarantees have been made to protect, or enhance, the rights mentioned above post-Brexit and are dependent upon a deal being agreed on all sides that includes a ‘backstop’. However, the UK Government has already taken steps to remove the EU Charter of Fundamental Rights, which contains numerous specific rights relevant to women; future case law of the Court of Justice of the European Union (CJEU) will no longer be binding in UK courts post-Brexit; and the Human Rights Act 1998 remains under threat of repeal from the Tories.

There have been worrying misinterpretations of the Belfast/Good Friday Agreement by the current Prime Minister. With Northern Ireland still the crux of disagreements on how the UK should leave the UK, and ongoing political instability growing as a concern, it is essential to point out the importance of avoiding a divergence of rights on either side of the border. For example, areas of protections such as violence against women, or child maintenance payments, rely on EU wide measures to ensure the legal systems on the island of Ireland are co-ordinated to protect vulnerable people through the
criminal justice and family law systems. This is essential to ensure that people cannot avoid the repercussions of violence against women, or refusing to pay child maintenance, by simply crossing the border. All aspects of the Belfast/Good Friday Agreement need to be protected and implemented; including a Bill of Rights for Northern Ireland where specific focus can be given to the rights of women.

It is evident that women in Northern Ireland are in line to face the brunt of the impact of Brexit. The UK Women’s Budget Group maintains that women will be adversely impacted by the economic impacts of Brexit. This can only get worse for the women of Northern Ireland, who have greatly suffered from the past decade of austerity and are deeply concerned about the impact of welfare reform and future austerity on gender equality. The economic consequences of Brexit are set to have disproportionately negative impacts on rural women, disabled women, LGBTQ+ women, women of colour, women living on the border, migrant women and more as they lose many human rights protections and funding streams supporting their participation and empowerment.

Women in Northern Ireland are already facing great barriers due to political instability, an arguably failed peace process, a collapsed Assembly, the lack of implementation of the UNSCR 1325, an outdated Northern Ireland Gender Strategy, unprecedented levels of poverty and having limited representation in Brexit negotiations. With all the hard fought women’s rights protections won at an EU level now at risk, and many human rights still failing to have been implemented at all, there are many reasons to be deeply concerned about the impact of Brexit on the women on Northern Ireland.

We therefore call on the National Women’s Committee to:

1) Continue to campaign for the protection of the particular circumstances that women in Northern Ireland are facing as a result of Brexit. This should include calling for greater recognition and participation of women within the Brexit process; and ensuring that women’s rights are protected and enhanced, rather than being eroded, by Brexit.

UNISON Northern Ireland

National Women’s Committee Policy: Support

26. Women and climate change

Climate change has a greater impact on those sections of the population, in all countries, that are most reliant on natural resources for their livelihoods and/or who have the least capacity to respond to natural hazards, such as droughts, landslides, floods and hurricanes. Women commonly face higher risks and greater burdens from the impacts of climate change in situations of poverty, and the majority of the world’s poor are women. Women’s unequal participation in decision-making processes and labour markets compound inequalities and often prevent women from fully contributing to climate-related planning, policy-making and implementation.

Parties to the UN have recognised that climate change is intrinsically linked to gender, because women and girls are particularly vulnerable to the effects of the climate catastrophe.
Gender inequality means women tend to be more vulnerable to the impacts of climate change. For the poorest women, dangerous weather events, droughts and failed harvests can become disasters.

Women and girls are more vulnerable to the effects of climate change because women:

1) Constitute the majority of the world’s poor, who are overall more affected.
2) Are less likely to be in positions of power and/or decision-making roles.
3) Are more likely to be dependent for their food and income on the land, and natural resources, which are being threatened. When the worst effects of climate change make land-based work impossible, women are often less able than men to turn to alternative forms of work. Nine in 10 countries worldwide have laws impeding women’s economic opportunities.
4) Are more likely to be responsible within their families for securing water, food and fuel for cooking and heating, which are all being threatened. It is often women and girls, for example, who are forced to walk great distances to find water when local sources dry up.
5) Tend to be more exposed to the negative impacts of disasters, including death and injury. These disasters are becoming more frequent and more severe due to climate change.
6) Face a heightened risk of gender-based violence during and following disasters, and when forced to leave their homes due to climate change, become more vulnerable.

In many contexts, climate-related disasters like floods or drought lead to household income issues which often leads to girls being taken out of school. Girls are then likely to be required to manage or assist with domestic work, which exposes them to further risk and increases inequality.

In summary, climate change affects women and girls most acutely because it exacerbates the existing outcomes of entrenched gender inequality.

We ask the national women’s committee to:

a) Work with the NEC to highlight within our climate change communications the disproportionate affect on women, particularly working class women.

b) Work with LAOS to ensure that any training on climate change highlights the disproportionate affect on women, particularly working class women.

*Northern Region*

**National Women’s Committee Policy: Support**

27. Producing a Women’s Magazine

Conference is concerned that there is a section of the women’s membership that don’t have access to computers, including low paid women or those who may not be
UNISON National Women's Conference

computer literate. As a consequence, they are losing out on vital information pertaining to issues that directly affect women, for example the menopause or maternity/parental rights etc.

Conference notes that in order to be more inclusive and ensure full female participation within UNISON there is a need to consider other forms of communication that isn’t just linked to technology, such as producing a magazine similar to that of Black Action that incorporates some very interesting articles specific to Black members.

It is time for the Women’s Committee to produce a magazine that recognises all of its valuable work and issues faced by women.

National Women’s Committee to liaise with the NEC.

1) To explore the possibility of developing a Women’s magazine.

2) To liaise with Branches, Regions, Communication Officers and any other interested parties to help with the construction of a magazine.

3) For the Women’s Committee to report back to conference in 2021.

_Birmingham UNISON Branch_

_National Women’s Committee Policy: Support_

28. Re-Inspiring Women

Women in the trade union movement have always played a significant role in social movements and social change. We can be proud of the role that Trade Union women played in achieving the Scottish Parliament and the 50/50 campaign amongst others. In the same way, the women of the Trade Union movement, played a major role in the Northern Ireland Peace Process and were directly involved in the Good Friday Agreement negotiations. Sadly, in the coverage of the 20th Anniversary of both the Good Friday Agreement and the Scottish Parliament, there was little mention of the role of women in the creation of either of them let alone trade union women.

Conference believes that if we want the role of women in any campaign to be remembered, we need to be the ones that tell that story.

Conference notes and commends the work of the STUC Women’s committee in creating the Inspiring Women booklet a few years ago to raise awareness of the many women who have played a significant role in Scottish Political life. However, Conference believes that it is important to make this a living document which is continually updated and the role women play across the whole of the UK is celebrated.

Conference applauds the campaign run in Northern Ireland to work with Women’s groups to rename streets after inspiring women activists which raises awareness of these women to the wider public.
Conference calls on the National Women’s Committee to work with regional women’s committees to create a UK wide version of the Inspiring Women book and spread the trade union women’s message more widely.

Scottish Region

National Women’s Committee Policy: Support

29. Women in Leadership

"Conference notes that the gender pay gap figures produced on 31 March 2019 stated that the current gender pay gap has risen slightly to 14.2% from 14% the year before. Whilst the public sector pay data is 4% lower than the overall pay gap across all sectors, it is concerning that it is rising in the public sector.

In 2018 the Fawcett Society said that 9 out of 10 public sector organisations paid men more highly than women. “These figures show us what we expected – we still see an underrepresentation of women at the top and overrepresentation at the bottom,” said Sam Smethers, chief executive of the Fawcett Society. “The public sector matters for women because it is women who are overwhelmingly dependent on public services, so getting women into decision-making positions is key.”

Conference is concerned that in 2019 the gender pay gap widened suggesting that less women are now in senior management positions in organisations, and that with the shrinking of the public sector, that there are less opportunities for promotion.

Conference believes that all sectors should be working towards gender balance in management and that work should be done to encourage women to gain leadership positions.

The IES has produced a study detailing how women can be supported to gain leadership positions and what bars women from progressing, some of these are: management style, organisational culture, recruitment practices, experiences of discrimination, gaining the right experience, international experience, stepping up to a role, being used as a token, appearance, being able to build networks, impact of childcare issues, career routes, self-confidence and occupational segregation and gender stereotyping.

Conference calls upon the National Women’s Committee to work with the NEC and other relevant bodies in UNISON to use whatever means possible to:

1) Work with the relevant SGEs to raise with employers the issue of gender imbalance in management.

2) Work with the relevant SGEs to encourage employers to coach and mentor women into leadership positions.

3) Develop training to support women who wish to move into leadership positions."

West Midlands Region

National Women’s Committee Policy: Support
Efficient and Effective Union

30. Branch Women’s Officer Role

Conference note that following a rule change passed at National Delegates Conference 2018, Rule G 4.1.1 states that a Women’s Officer shall be one of the general officers of the branch.

It is unknown how many branches are adhering to this new rule change, therefore, conference calls on the National Women’s Committee to:

1) Undertake a survey of branches to determine if they have a women’s officer and report the findings back to National Women’s Conference 2021,

2) Publish material to promote the role of Women’s Officer,

3) Ensure the requirement to have a women’s officer is encompassed in the Branch Organising framework assessment

Yorkshire & Humberside Region

National Women’s Committee Policy: Support

30.1

Insert between paragraphs 1 and 2, the following text:

This is an essential branch officer post as women make up approximately 78% of the membership of Unison and women members deserve and require support, information and guidance from a branch officer that is specifically named and trained to deliver this. Furthermore this is now particularly important due to the present lack of Regional Women’s Officers available to provide the essential link between the work being done at National level and that at branch level. Women activists have reported anecdotally that there are no or very few Branch Women Officers.

Eastern Region
GUIDE TO CONFERENCE PROCEDURES
GUIDE TO CONFERENCE PROCEDURES

Purpose of Conference

A major function of the Conference is to formulate policy proposals for women’s organisation, the National Women’s Committee and future conferences. It is also a mechanism for exchanging information and knowledge and encouraging women to participate in the union.

Conduct of Conference

The Conference will proceed in accordance with the Standing Orders, and the information contained in this guide.

Delegates are asked to note, in particular, the guidelines on conduct. This is a contract that everyone attending the conference must adhere to.

Role of the Standing Orders Committee

The composition of the Standing Orders Committee (SOC) ensures that it is a completely impartial body, responsible only to Conference. The Committee is responsible for the preparation of the final agenda for Conference, determining the order of business, considering whether emergency motions should be put to Conference, and generally ensuring that Standing Orders are adhered to.

The Standing Orders Committee meets throughout Conference and is available to meet with delegates. This is where you should go if you want to raise an issue concerning the business of Conference. The Standing Orders Committee will be based in the Bayview 1 at the Bournemouth International Centre.

The Standing Orders Steward will be the first point of contact and may arrange an appointment for you at a later time if there are other delegates waiting, or if it’s more convenient for you.

Please do not hesitate to approach the Standing Orders Committee if you require advice or assistance.

Role of Chair of Standing Orders Committee

The Chairperson chairs meetings of the Standing Orders Committee, ensuring clear decisions are reached, and that a fair hearing is given to all branches and delegates coming before the Committee.

The Chairperson delivers regular reports from the Standing Orders Committee to Conference. These reports include items such as the proposed order of business, withdrawals and emergency motions.

The Secretary ensures that all relevant information is brought before the Standing Orders Committee, advises the Committee on constitutional matters and provides support and advice to the Chairperson.

The Business of Conference

At the start of Conference, the Standing Orders Committee report will be put to Conference and voted on. That will agree the timetable and order of business for Conference.
How Debates are Conducted

At the start of each debate, the Conference Chair will explain how the debate is to be conducted. Usually, a single motion, and any amendment(s), is(are) debated. At other times, a group of motions/composites on the same subject may be taken together.

Any items not reached in a Conference session are moved to the next day. However, subject to the decision of the Conference Chair, a debate that has started must be completed before the close of the session.

If you want to speak, REMEMBER:

If you are moving a motion or speaking in the debate, please come to the front of the hall in good time so that you are ready. A row of seats is kept free for this purpose, part of which is for those wishing to speak ‘for’ the motion, and part for those speaking ‘against’ it. A seat is also reserved for the delegate with the right of reply.

Motions

Before a motion can be debated and voted on by conference delegates, it must be moved by a delegate who has been elected to represent the constituent body that submitted the motion. In the absence of such a delegate, another delegate may move the motion if prior notification has been given to the Standing Orders Committee.

The mover of a motion may speak for up to FIVE minutes. Subsequent speakers to a debate may speak for up to THREE minutes.

Amendments

If there is an amendment to a motion, it is taken after the main motion has been moved. The amendment is then debated and voted on. No further amendments can be moved until a decision is taken on the amendment being debated. When an amendment to a motion is carried, the motion, as amended, becomes the substantive motion, to which a further amendment may be moved.

Group Debates/Sequential Voting

Where, in the view of the Standing Orders Committee, separate debates on specified motions and/or amendments dealing with the same subject would lead to undue repetition in the debates, a grouped debate and/or sequential voting may be adopted by Conference.

The following procedure will be followed:

- the Conference Chair will advise Conference of the procedure and order of debate. Advice will be given on the effects of certain proposals on others; all motions and amendments will be moved;
- the general debate shall take place;
- the movers will take their right of reply in the order in which the motions were moved;
- the Conference Chair shall again state the order of voting and advise Conference which, if any, motions or amendments will fall if others are carried;
voting will take place on motions, preceded by relevant amendments, in the order in which they were moved;
- a debate being conducted under this procedure may not be adjourned until all the motions and amendments have been moved.

**Right of Reply**

The right of reply lies with the mover of the original motion in all debates. The mover may use the right of reply at any time, at her discretion.

There is no specific provision for a seconder.

**Speaking in Debate**

When you speak, remember to give your name and branch, say which motion you are speaking about, and whether you are moving, supporting or opposing it.

Keep an eye on the green light. When it goes off and a yellow light comes on, you have one minute left. When the red light comes on, you MUST STOP.

**Raising a Point of Order**

A delegate may at any stage in the Conference raise a point of order if she considers that the business is not being conducted in accordance with the union’s rules or Conference Standing Orders, or wishes to move a procedural motion.

There is a seat at the front of the rostrum reserved for points of order, and a special microphone. If you wish to raise a point of order, you should make your way to the point of order seat, make yourself known to the member of staff at the rostrum control, and identify the point of order.

The Chair will call you to speak.

Some points of order may be new to delegates. A delegate may move, at any time, that:

- the question be now put (Conference should vote on the motion); Conference proceed to the next business; (without Conference taking a vote on the motion); the debate be adjourned
- Each of these motions will be put to the vote without discussion and no amendment is allowed. However, in the case of the motion that the question be now put, the Chair may advise Conference not to accept the motion if she feels that the matter has not been sufficiently discussed. If the motion is carried, it will take effect only after an existing right of reply has been exercised.
- No one who has already spoken in a debate may move either next business or adjournment of the debate.
- A delegate may also move at any time that Conference move into private session. In this case, the Chair may, at her discretion, permit discussion and amendments.

**Reference Back**

There is no provision in the Standing Orders for reference back. However, for the purpose of the Annual Report, delegates may move reference back of a paragraph of the report with which they do not agree. If accepted by Conference, the effect of
moving reference back in this case is to not accept the particular paragraph of the Annual Report.

**Remit**

The National Women’s Committee announces its policy on motions in advance. Remit means that the National Women’s Committee is asking

- Conference not to vote on the motion, but to refer the issues raised in the motion to the National Women’s Committee for further clarification, elaboration or investigation.
- Where the National Women’s Committee policy on a motion is remit, the following procedure will apply:
  - If the branch accepts remittal, the proposal is put to Conference, for Conference to approve remittal;
  - If Conference rejects remittal, the motion is then voted on, for and against, by Conference;
  - If the branch does not accept remittal, Conference votes on the motion, for and against.
- In all cases, Conference makes the final decision

**Withdrawing Motions/Amendments**

Branches, Regional Women’s Committees or the National Women’s Committee wishing to withdraw a motion or amendment should notify the Standing Orders Committee. A withdrawal form is available from the Standing Orders Committee.

**Emergency Motions**

Emergency motions will only be considered by the Standing Orders Committee if they are signed on behalf of the submitting body and provide details of the meeting of women members at which the motion was adopted. The subject matter giving rise to the emergency must have occurred after the deadline for motions and amendments. The Standing Orders Committee will apply strict criteria to proposed emergency motions.

**Voting Rights**

Voting at Conference is by show of hands. Branch delegates have the right to vote.

Delegates representing the national self-organised committees, regional women’s groups and the National Executive Council do not have the right to vote.

Voting rights in ballots for delegates to National Delegate Conference, and for motions to be submitted to that Conference, are as set out above.

Although rare, there are occasions when Conference business has to exclude those who are not UNISON members.

The Chair of Conference will announce the private session and ask those individuals who are not permitted to remain in the hall to leave.

Admission to the floor of Conference will be authorised by the stewards only on the production of the relevant credential. Admission to the visitors’ area will be confined to those individuals who can prove they are current UNISON members by, for example,
the production of a UNISON membership card, wage slip with UNISON subscription deductions or a letter of verification from their branch. This procedure is essential for your security and safety and your co-operation and assistance would be appreciated.

UNISON members are advised to ensure that they bring some form of proof of membership with them to the Conference.
6 STANDING ORDERS FOR NATIONAL WOMEN’S CONFERENCE
STANDING ORDERS FOR
NATIONAL WOMEN’S CONFERENCE
2020
(as amended at National Women’s Conference 2012)

1. APPLICATION OF STANDING ORDERS

1.1 These Standing Orders shall apply to all meetings of the National Women’s Conference.

2. STANDING ORDERS COMMITTEE

2.1 The members of the Standing Orders Committee shall hold office from the end of one National Women’s Conference until the end of the next National Women’s Conference.

2.2 No delegates shall serve on Standing Orders Committees for more than four consecutive years.

2.3 At its first meeting after it takes office, the Committee shall elect a Chairperson and a Deputy Chairperson from amongst its members.

2.4 The functions of the Committee shall, subject to these Standing Orders, be to:

2.4.1 Ensure that the Union’s Rules and Standing Orders relating to the business of Conferences are observed, and notify the Chairperson of any violation that may be brought to the Committee’s notice.

2.4.2 Draw up the preliminary agenda and final agenda of Conference business, and proposed hours of business.

2.4.3 Determine the order in which the business of Conference shall be conducted, subject to the approval of Conference.

2.4.4 Consider all motions and amendments submitted for consideration by Conference and, for the purpose of enabling Conference to transact its business effectively, the Committee shall:

2.4.4.1 decide whether such motions and amendments have been submitted in accordance with the UNISON Rule Book, and specifically principles outlined in Section D4, and in accordance with these standing orders;

2.4.4.2 group together motions and amendments relating to the same subject, decide the order in which they should be considered and whether they should be debated and voted
on separately or debated together and voted on sequentially;

2.4.4.3 make such minor wording changes of a technical nature as the Committee may consider necessary and which will render competent motions and/or amendments submitted with minor errors and/or omissions;

2.4.4.4 prepare and revise, in consultation with the movers of motions and amendments, composite motions in terms which in the opinion of the Committee best express the subject of such motions and amendments;

2.4.4.5 refer to another representative body within the Union a motion or amendment which in the opinion of the Committee should properly be considered there. The mover shall be informed of the reason for so doing.

2.4.4.6 have power to do all such things as may be necessary to give effect to these Standing Orders.

2.4.4.7 The Standing Orders Committee will, from time to time, issue guidelines in order to assist with the smooth running of Conference and submission of motions and amendments. Such guidelines shall be consistent with these Standing Orders and amendments will be ratified by the Standing Orders Committee at their final meeting at conference, prior to issue with the papers for conference in the following year.

2.4.4.8 Any guidance issued by SOC will be reviewed by SOC following each National Women’s Conference to ensure the guidance continues to be fit for purpose.

2.5 Any decisions of the Committee which are to be reported to Conference shall be announced by the Chairperson of the Committee and shall be subject to ratification by Conference.

3. MOTIONS AND AMENDMENTS - PRE-CONFERENCE PROCEDURE

3.1 The National Women's Committee shall have the right to submit to the National Women's Conference reports, statements, motions, amendments to motions and amendments to Standing Orders.

3.2 Each branch and regional women's group, other national self-organised groups and the National Young Members’ Forum may submit motions, amendments to motions and amendments to Standing Orders.

3.3 Motions and amendments shall be submitted to the Standing Orders Committee via the OCS in order that they may consider them for inclusion in the preliminary agenda.
3.4 The date and time by which motions and amendments to be considered for the Conference shall be received by the Executive Office shall be as stated in the timetable laid out in Rule D.1.9 of UNISON rules.

3.5.1 A motion or amendment should normally be moved by a delegate of the branch, region or other approved body proposing that motion or amendment.

3.5.2 In the absence of a delegate of the branch, the motion or amendment may be moved by the Regional Delegate from the region to which that branch belongs, only where prior notification has been given to the Standing Orders Committee, but may not be moved formally from the Chair.

3.5.3 In the event of SO 3.5.2 being applied, the Presiding Conference Chair shall advise Conference of the Procedure.

3.5.4 If there is no other delegate to move the motion or amendment, then the motion or amendment falls.

4. **CONDUCT OF CONFERENCES**

4.1 The National Women's Conference shall meet in public session, except that by direction of the National Women's Committee or by resolution of the Conference, the whole or any part of a conference may be held in private. In addition to the elected delegates the only persons permitted to attend a private session of a Conference shall be:

4.1.1 such members of staff as have been authorized by the General Secretary to attend Conference

4.1.2 such other persons as the Chairperson may determine.

5. **RIGHT TO SPEAK**

5.1 Apart from the elected delegates and those nominated persons who have the right to speak at the National Women's Conference, no other person shall speak except by permission of the Standing Orders Committee, or by the resolution of Conference.

5.2 Paid officers may only speak at Conference to give reports, answer questions and provide information. Paid officers may not speak in debate on motions and amendments.

6. **PROCEDURES AND POINTS OF ORDER**

6.1 Any questions of procedure or order raised during a Conference shall be decided by the Chairperson whose ruling shall be final and binding.
7. POwers of conference chairpersons

7.1 Upon the Chairperson rising during a Conference session, any person then addressing Conference shall resume her seat and no other person shall rise to speak until the Chairperson authorises proceedings to continue.

7.2 The Chairperson may call attention to any remarks or language running counter to the rules of UNISON, or any breach of order on the part of a member, and may direct such a member to discontinue her speech.

7.3 The Chairperson shall have power to call any person to order who is causing a disturbance in any session of Conference and if that person refuses to obey the Chairperson, she shall be named by the Chairperson, shall forthwith leave the Conference Hall, and shall take no further part in the proceedings of that Conference.

8. Voting

8.1 The method of voting shall be by a show of hands of those people present who are delegates to conference with the exception of delegates representing the national self organised committees, the young members' forum, regional women's groups, the National Executive Council and the standing orders committee, who do not have the right to vote. The presiding conference chair shall declare the result or shall call for a count.

8.2 A count may also be called if, after a presiding conference chair’s declaration of a result, at least 10% of the members present immediately indicate that they want a count.

8.3 When a count has been called:

8.3.1 No other conference business may proceed until the count has been completed.

8.3.2 The presiding Conference Chair shall immediately instruct the tellers to close the doors. Any person may leave the conference during the time that the doors are closed. Members of the Standing Orders Committee and UNISON staff may enter the conference, should they deem their business to be such that it cannot wait until the count is completed, whilst the doors are closed.

8.3.3 The presiding Conference Chair shall instruct the tellers to do a count of those in favour, those against, and those not voting, and shall declare the result. Once the result has been declared the presiding Conference Chair shall instruct the tellers to re-open the doors.

9. Tellers

9.1 Conference shall appoint delegates to act as tellers for the duration of the Conference. Tellers shall not be members of the National Women’s Committee or the Standing Orders Committee.
10. **WITHDRAWALS OF MOTIONS AND AMENDMENTS**

10.1 A mover of a motion or amendment who wishes to withdraw their motion or amendment shall inform the Standing Orders Committee. The Standing Orders Committee shall report this request to Conference. Conference shall decide whether or not the motion or amendment may be withdrawn.

10.2 If a motion is withdrawn with the consent of Conference and there is an amendment to that motion, which appeared in the preliminary agenda, then that amendment shall fall.

11. **MOTIONS AND AMENDMENTS NOT ON THE AGENDA (EMERGENCY MOTIONS)**

11.1 A motion or amendment which is not shown on the final agenda may not be considered by Conference without the prior approval of the Standing Orders Committee and the consent of Conference, which shall be governed by the following rules:

   11.1.1 Such motion or amendment shall be submitted via the OCS and sent to the Standing Orders Committee at least five working days before the commencement of Conference, except if it relates to events which take place thereafter. It will state at which meeting it was debated and adopted.

   11.1.2 If the Standing Orders Committee gives its approval to the motion or amendment being considered, copies of the motion or amendment shall be made available for delegates at least one hour before Conference is asked to decide whether to consent to the matter being considered.

   11.1.3 An emergency motion will not be given priority over other motions and amendments on the agenda except where the Standing Orders Committee and/or Conference decide that the purpose of the motion in question would be frustrated if it were not dealt with at an earlier session of the Conference.

12. **PROCEDURAL MOTIONS**

Subject to SOs 12.9 and 16.2.6 the following procedural motions may be moved at any time without notice on the agenda:

12.1 That the question be now put, provided that:

   12.1.1 The Chairperson may advise Conference not to accept this motion if in her opinion the matter has not been sufficiently discussed.

   12.1.2 If the motion is carried, it shall take effect at once subject only to any right of reply under these Standing Orders.
12.2 That precedence be given to any particular business set forth on the agenda subject to the provisions of Standing Order 11.

12.3 That the Conference proceed to the next business.

12.4 That the debate be adjourned.

12.5 That the speaker no longer be heard.

12.6 That the Conference (or any part thereof) be held in private session provided that:

12.7 A motion under SO 12.1, 12.2 and 12.3 shall be immediately put to the vote without discussion and no amendment shall be allowed.

12.8 The Chairperson may at her discretion permit a motion under Rule 12.5 to be discussed and amendments moved.

12.9 No motion under SO 12.1, 12.2 or 12.3 shall be moved by a person who has spoken on the motion or amendment in question.

12.10 That leave be given to amend a motion or an amendment with the prior approval of the Standing Orders Committee.

12.11 A delegate who moves a procedural motion under SO12.1 shall not speak on any motion or amendment debated as a result of that procedural motion.

13. AMENDMENTS TO A MOTION

13.1 When an amendment to a motion is moved, no further amendment may be moved until the first one is disposed of, subject to S.O.16

13.2 When an amendment is defeated, a further amendment may be moved to the original motion.

13.3 When an amendment to a motion is carried, the motion, as so amended, shall become the substantive motion, to which a further amendment may be moved. The right of reply belongs to the mover of the original motion regardless of amendments carried.

13.4 The mover of a motion may accept an amendment or amendments to their motion, but each amendment must be moved separately and voted upon.

14. LIMIT OF SPEECHES

14.1 The mover of a motion or an amendment shall speak for no more than five minutes, and each subsequent speaker shall speak for no more than three minutes.
14.2 No person shall speak more than once on a question, except that the mover of the original motion may exercise a right of reply for not more than three minutes, introducing no new material.

14.3 These time limits may be amended where prior approval has been sought from the Standing Orders Committee.

14.4 The Chair shall, at their discretion, extend a particular speaker's time limit if their access requirements have an impact on speaking time.

15. POINTS OF ORDER

15.1 A delegate may, at any stage in a Conference, raise a point of order if she considers that the business is not being conducted in accordance with the Union's Rules and Standing Orders.

15.2 Such a point of order must be raised as soon as the alleged breach occurs or at the earliest practicable moment thereafter.

15.3 The Point of Order shall not be debated or amended, and the Chairperson shall make an immediate ruling under S.O.6.1.

16. GROUPED DEBATES AND SEQUENTIAL VOTING

16.1 Where, in the view of the Standing Orders Committee, separate debates on specified motions and/or amendments dealing with the same subject matter would lead to undue repetition in the debates, a grouped debate and/or sequential voting may be adopted by Conference. This is subject to agreement of the parties that submitted the motions.

16.2 The following procedure will be followed:

16.2.1 The Chairperson will advise Conference of the order of business and of the sequence in which motions and amendments will be moved and voted on following a general debate, and of the effect of certain proposals on others.

16.2.2 All motions and amendments included in the debate shall be moved.

16.2.3 The general debate shall take place.

16.2.4 The Chairperson shall again state the order of voting and shall advise Conference which, if any, motions or amendments will fall if others are carried.

16.2.5 Voting will take place on motions, preceded by relevant amendments, in the order in which they were moved.

16.2.6 A debate being conducted under this procedure may not be adjourned until after all the motions and amendments have been moved.
17. **REPORTS BY NATIONAL WOMEN'S COMMITTEE**

17.1 After the opening of Conference the National Women's Committee shall present its report for the past year.

17.2 If the National Women's Committee presents a report to Conference which contains proposals or recommendations requiring approval and adoption by Conference, the Committee shall submit it under a motion seeking such approval and adoption.

17.3 The Committee report shall be circulated prior to Conference.

18. **REFERENCE OF OUTSTANDING ITEMS TO THE NATIONAL WOMEN'S COMMITTEE**

18.1 If at the end of the National Women's Conference, the business of the Conference has not been concluded, all motions and amendments then outstanding shall stand referred to the National Women's Committee, which shall in due course report to members its decision on these matters and in any event, report back will be made within the next annual report to conference.

19. **SUSPENSION OF STANDING ORDERS**

19.1 Any one or more of these Standing Orders may be suspended by a resolution of Conference in relation to a specific item of business properly before that Conference and to the proceedings thereon at that Conference, provided that at least two-thirds of the delegates present and voting shall vote for the resolution.
7 WORKING TOGETHER GUIDELINES
UNISON is committed to the fullest possible participation of all its members in the activities of the union. We want to ensure that no woman is put off from participation because of the actions, attitudes or language of other members.

In particular, black and disabled women and lesbians have the right not to be made to feel angry or distressed as a result of delegates’ behaviour during this Conference.

It is therefore particularly important that during this Conference, we are all aware of our own attitudes and actions, as they affect others, and that we are willing to constructively challenge each other and are, ourselves, open to challenge.

The following guidelines have been drawn up to help all delegates to meet UNISON’s commitments to the full participation of all its members in a practical and constructive way. Underlying these guidelines is a commitment to the principle that all delegates have an equal right to benefit from this Conference, to contribute to debate and discussion, and to enjoy the Conference.

We expect that all delegates to Conference will accept these principles and will assist in putting them into practice.

This Conference has been organised in order to bring together women from throughout UNISON. Between us, we have a wealth of experience and ideas. It is important that everyone feels equal and able to make a contribution if they wish, so please:

- listen to others and avoid being dismissive of their contribution;
- wait until a speaker has finished and do not interrupt their train of thought;
- aim to have reasoned discussion, not argument;
- try to make criticism constructive so that it helps others to develop confidence, skills and knowledge;
- make your own contribution as clear and concise as possible and do not dominate the discussion;
- ensure that everyone who wishes to speak is given the encouragement and opportunity to do so;
- ensure that you are respectful of disabled women’s access needs.

UNISON aims to be inclusive of all its members, enabling them to participate in all our activities. This brings with it a responsibility for all of us to make sure that we do not use language which others might find offensive. This means thinking about, for example, how you talk about individuals or groups. It means avoiding making statements, comments, or jokes that are based on your own or others’ prejudice about individuals or groups of people.
Jargon is a barrier to good communication. The more we become involved in trade union work, the more likely we are to use jargon. Take care to explain any jargon or initials you use which other members may not be familiar with, so that everyone understands what you are talking about.

All formal sessions of the Conference are non-smoking. Other people’s smoke is not only unpleasant and potentially harmful but can cause acute physical discomfort.

The time during Conference that we spend informally socialising is extremely important. We hope that everyone finds this time valuable and enjoyable. This means, on the one hand, ensuring that everyone feels free to join in if they want and, on the other, not putting pressure on individuals to fall in with a group if they don’t want.

For various reasons, some women may decide not to consume alcohol, so please do not put pressure on others to drink. Also we would ask that everyone respects each other’s differing needs for sleep. If you choose to stay up late, please try not to disturb those who have chosen to go to bed early.

Remember that if everyone is going to feel comfortable during social occasions, then the above guidelines and UNISON policies, particularly regarding harassment, must be adhered to throughout the whole Conference.

We would also like to remind delegates that both the conference venue and hotel staff are aware that we represent women in UNISON, and any adverse behaviour may reflect not only on the individual involved, but on women and UNISON generally. This applies as much to informal/social gatherings as to formal/conference sessions.

Flash photography is not permitted.

Although the Conference is women delegates only, there will be men present throughout the Conference as:

- personal facilitators for disabled members;
- UNISON staff;
- hotel/conference staff;
- technical staff.

Delegates must appreciate that female staff cannot be insisted on where it would impinge on an employee’s contractual right, or a disabled delegate’s right to choose her own facilitator.

Delegates are asked to afford due courtesy and respect to the men present.
We sincerely hope that all delegates will understand the principles on which these guidelines are based, and will adhere to them, so that we can all feel relaxed and secure, can gain as much as possible from the whole Conference experience and, above all, enjoy ourselves.

If anyone has any queries, or requires further information about these guidelines, please ask a member of the National Women’s Committee.
8 JARGON INFO
## QUICK GUIDE TO UNISON JARGON

<table>
<thead>
<tr>
<th>Term</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Organisation</td>
<td>Groups facing discrimination meeting and organising to determine their collective agenda and feeding it into the union's structure.</td>
</tr>
<tr>
<td>SOGs</td>
<td>The four self-organised groups: defined by UNISON national rules as women members, black members, disabled members and LGBT+ members.</td>
</tr>
<tr>
<td>NLGBT+</td>
<td>National Lesbian, Gay, Bisexual &amp; Transgender+ Committee</td>
</tr>
<tr>
<td>NDMC</td>
<td>National Disabled Members' Committee</td>
</tr>
<tr>
<td>NBMC</td>
<td>National Black Members' Committee</td>
</tr>
<tr>
<td>NWC</td>
<td>National Women's Committee</td>
</tr>
<tr>
<td>Self-Definition</td>
<td>Right of people to define themselves, for example LGBT or a disabled person.</td>
</tr>
<tr>
<td>Proportionality</td>
<td>The representation of women and men in fair proportion to the relevant number of female and male members – UNISON has a rulebook commitment to proportionality.</td>
</tr>
<tr>
<td>Fair Representation</td>
<td>The broad balance of representation of members taking into account the balance between part-time and full-time workers, manual and non-manual workers, different occupations, skills, qualifications, responsibilities, race, sexuality and disability – UNISON has a rulebook.</td>
</tr>
<tr>
<td>National Delegate Conference</td>
<td>Supreme decision making body of UNISON – annual conference of branch delegates, at which the self-organised groups have representation.</td>
</tr>
<tr>
<td>NEC</td>
<td>National Executive Council - elected body of lay members.</td>
</tr>
<tr>
<td>Lay Structure</td>
<td>A decision making body of UNISON members that does not include employees of the union.</td>
</tr>
<tr>
<td>Service Groups</td>
<td>Employer-based structures in the union. UNISON organises members in the following services - Energy, Healthcare, Higher Education, Local Government, Police Staff, Transport and Water and Environment. Each service group has autonomy to decide the group's general policy and negotiate on behalf of their members. Each service group has an annual conference of delegates which sets the group's agenda for the following year.</td>
</tr>
<tr>
<td>Sector</td>
<td>A sub-group of a service group for example the Voluntary Sector of the Local Government or Health Service Group or the Nursing Sector of the Health Service Group.</td>
</tr>
<tr>
<td>APF/Labour Link</td>
<td>Affiliated Political Fund: Fund from contributions from opted-in members used to support the Labour Party via the UNISON-Labour Link.</td>
</tr>
<tr>
<td>Term</td>
<td>Description</td>
</tr>
<tr>
<td>----------------------</td>
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</tr>
<tr>
<td>GPF</td>
<td>General Political Fund: Fund from contributions from opted-in members used for non party political party campaigning (now referred to as the Campaigning Fund)</td>
</tr>
<tr>
<td>Standing Orders</td>
<td>Elected body of women members which oversees the smooth running of Conference business and ensures that the Standing Orders are observed.</td>
</tr>
<tr>
<td>Committee</td>
<td></td>
</tr>
<tr>
<td>Standing Orders</td>
<td>The rules governing the conduct of business - agreed by Conference as a whole.</td>
</tr>
<tr>
<td>Plenary</td>
<td>All delegates meeting together.</td>
</tr>
<tr>
<td>Motion</td>
<td>A formal proposal to be debated and voted upon.</td>
</tr>
<tr>
<td>Amendment</td>
<td>A proposed change to a motion that deletes from or adds to it. Adamit.</td>
</tr>
<tr>
<td>Grouped Debate.</td>
<td>Two or more motions on the same topic, plus their amendments, debated together, but voted on separately, to allow all the positions in a discussion to be presented.</td>
</tr>
<tr>
<td>Substantive</td>
<td>Motion as amended.</td>
</tr>
<tr>
<td>Composite</td>
<td>Two or more motions or amendments on the same topic combined to make one composite motion.</td>
</tr>
<tr>
<td>Competent</td>
<td>To be competent a motion or amendment must comply with Standing Orders and the guidance issued by the Standing Orders Committee, be appropriate and make sense, such as not demanding something which is already UNISON policy or instructing a body outside UNISON.</td>
</tr>
</tbody>
</table>
9 HEALTH & SAFETY INFO
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 fulfill 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 enquiry 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 enquiry desk, where they will be recorded on an incident form or in the accident book. 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.
10 MONITORING INFO
MONITORING FOR FAIR REPRESENTATION AND PROPORTIONALITY

All delegates will be asked to complete an online form which enables the Conference to be monitored in order that UNISON can check on progress towards its objectives of fair representation and proportionality at all levels of the union. This exercise is conducted at all UNISON conferences and at regional level.

The form is available at: http://tiny.cc/NWC2020

Or by scanning the QR Code:

UNISON Stewards have a tablet that you may use if you wish to complete the form. Alternatively, there is a “Fair Representation” area in the entrance to the Windsor Hall with some free-standing tablets that are available for delegates to use.

Hard copies are available at the conference desk for those who prefer to complete a paper copy.

Please assist us by completing the online form before the end of conference.
In and around the Conference venue

Conference enquiry desk
The conference enquiry desk is located in the main foyer on the ground floor. This is responsible for all administrative and organisational matters. This is where you go if you have any questions concerning the administration of conference or if you lose your conference credentials. The desk will be open:

Thursday - 11.30am to 5.30pm
Friday - 8.30am – 6.15pm
Saturday - 8.30am – 1.30pm

If you have your credentials with a photograph and all your conference paperwork, you do not need to register.

Cloakroom
There will be a free cloakroom service for delegates at the BIC reception desk in the main foyer.

Conference hall
The conference hall is located in the Windsor Hall. The conference hall is laid out with a stage, rostrum control and lectern at the front with seating for delegates in the regions in the main body of the hall, and seating for visitors in a separate area at the back of the hall. A seating plan will be available at conference.

Credential photographs
If you require a photograph for your credentials, there are facilities at the conference enquiry desk to take photographs.

UNISON conference app
The conference app includes information in this guide and gives you the chance to meet and chat to other members at the conference. The app can be used on smart phones and tablets and is available on Google play or in the app store. There is also a web version containing the agenda and online version of the conference guide.

You can browse the conference agenda and standing orders committee reports, use the floor plans of venue to find your meetings and connect with other delegates by viewing their posts and pictures or posting your own. You can also save details of meetings you want to attend.

If you have registered your email address for the conference, you will receive an email with all details of how to access and use the app.

Exhibition area
The exhibition area is situated in the Windsor hall bar area. The exhibition contains a range of stands representing services to members plus a range of stalls on behalf of campaigning and voluntary organisations.

Meeting rooms
Regional, service groups, discussion groups and meetings will place in a various rooms – Branksome, Meyrick and Westbourne suites are all on the ground floor and the Tregonwell hall, Tregonwell bar, Tregonwell seminar suites and Bourne Lounge are all on the first floor.
Standing Orders Committee
The Standing Orders Committee will be available throughout conference. They will be located in Bayview 1 on the first floor. The SOC steward will be located outside the room.

Quiet and Prayer room
The prayer room is available to use on request. Please contact the conference enquiry desk in the main foyer for details.

Catering
The main catering area will be the Windsor hall bar area and there is also a café, the Terrace Café, by the main entrance.

First aid
If you require first aid assistance, please speak to a member of the BIC staff, a UNISON steward or the conference enquiry desk. The First Aid room is located in the main foyer.

Wi-fi
Wi-fi is available throughout the centre; delegates need to select the _BIC_Public network. You will be asked for an email address and agree to some T's & C's to be connected to the network.

Charging Lockers
Charging Lockers are available to charge your mobile devices. If you would like to use these, keys are available from the conference enquiry desk.

Safety and Security
Safety for everyone attending conference is a key priority for UNISON. We regularly reviewed our safety and security procedures and have in place a number of security measures to make conference as safe and secure as possible. Whilst at conference, it is important to take precautions to minimise potential risks and safeguard yourself. You will need to wear your credentials in the venue but remember to take them off when you leave. Keep your belongings close and secure whilst in the venue and report any unattended bags immediately to the centre security. No bags may be left in the conference hall during lunchtimes and any unattended bags will be removed.

Please familiarise yourself with the nearest fire exit, at the venue and your hotel. In the event of an emergency, please follow the venue’s or hotel’s instruction.

If you require a Personal Emergency Evacuation Plan and have not already requested one, you can do on the Online Conference System (OCS) via My UNISON.

You can also register your emergency contact details on OCS via My UNISON.

Cash machine
There is a cash machine outside the main entrance to the venue.

Smoking
Smoking is banned in all enclosed public spaces. Anyone found smoking anywhere within the venue, including vaping, will be requested to leave. There are designated smoking areas outside the building.
Conference venue
Bournemouth International Centre (BIC)
Exeter Road
Bournemouth
Dorset BH2 5BH

Main switchboard 01202 055 555
For centre information, please visit www.bic.co.uk

How to get there

By air
Bournemouth Airport is approximately 10 minutes from the town centre via the A338 (Wessex Way) to Bournemouth. For more information visit their website, www.bournemouthairport.com or speak to Stewart Travel.

Southampton International Airport is approximately 40mins away by train. For more information, please visit their website, www.southamptonairport.com or speak to Stewart Travel.

By rail
Bournemouth is well served by the rail network with an excellent train service to and from various locations around the UK, as well as a fast service from London Waterloo in as little as 97 minutes. Many lines also serve Southampton, Winchester and Basingstoke to the East and Poole, Wareham, Dorchester and Weymouth to the West. Other train lines serve destinations to the North with direct trains to Reading, Oxford, Birmingham and the Midlands, Manchester and the Northwest, Yorkshire. Bournemouth Station is approximately 1.5 miles from BIC and offers regular bus routes and a taxi rank.

For details of train services: www.nationalrail.co.uk

By bus
The nearest bus stops are located on Exeter Road, approximately 150 metres downhill from the BIC’s main entrance. Transdev Yellow Buses provided low-floor buses, www.bybus.co.uk. More Bus operate low-floor, easy access buses with a space for at least one wheelchair and built in ramps, www.morebuses.co.uk

Taxis
There are a number of licensed taxi companies operating in the Bournemouth area.
There is a taxi rank outside the train station and ranks in Bournemouth square, Exeter Road, Gervis Place, Old Christchurch Road and Meyrick Road.

PRC Streamline Taxi, www.prcstreamline.co.uk/ – 01202 37 37 37

There is a free phone telephone in the main foyer that links directly to the United Taxis.

By Road
From London
Take the M25, then the M3, M27 and A31 to Ringwood. From Ringwood, follow the A338 (Wessex Way), to Bournemouth West Roundabout.
From the North and West
Head for the A31/A338 junction (Ashley Heath) just outside Ringwood, taking the A338 (Wessex Way) to Bournemouth West Roundabout.

From Bournemouth West Roundabout
Take the first exit and follow the brown signs to the BIC. The BIC multi-storey car park is off the roundabout at the bottom of Priory Road.

Parking
Bournemouth International Centre has a large multi-storey Pay-and-Display car park with 650 spaces. BIC Car Park has a height restriction of 6’6” or 2 metres. For more information on charges etc, please visit their website, http://www.bic.co.uk/visiting-the-venue/parking/

There are also many other car parks within walking distance including the Bournemouth Pavilion car park (185 spaces), visit www.bournemouthpavilion.co.uk/visiting-the-venue/parking/
Access and Facilitation

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.

UNISON staff member, Helena Dias, is the conference access officer. Questions about access and facilitation should be addressed to her via the conference enquiry desk.

Accessibility Summary for Bournemouth International Centre (BIC)

BIC is situated close to the beach, pier, gardens and town centre. It has a 650 space pay and display car park.

The centre is easily accessible by car or by public transport. The centre staff are trained to be accessibility aware and will do everything they can to ensure your visit is enjoyable.

The centre has two levels, ground floor and first floor. The main entrance offers level, step free access to the main foyer via push pad automatic double doors. From the main foyer, there is level or ramped access to the ticket office, Terrace Café, toilets, the Windsor hall (ground level) and a number of meeting rooms. There are two lifts situated in the main foyer which give access to the first floor.

Accessible car parking

BIC has 37 accessible parking spaces located on levels 1 to 3 of the car park, including 3 over-length spaces on Level 1. The height restriction for the car park is 2m.

There are automatic doors providing access from the accessible parking spaces to the main foyer. Vehicles which have a disability exemption from Vehicle Excise Duty may park free of charge.

External access into the centre

All entrances into the centre are either flat access or have built in ramps.

Access within the centre

All areas are fully accessible via either lifts or ramps. The only exception is the Tregonwall hall balcony and this is not being used for this event.

Many of the doors are held open by magnets to allow free movement. In the event of the fire alarm being activated, doors will close automatically release and close. When the alarm is deactivated, doors may be re-opened.

Accessible toilets

Unisex accessible toilets are located throughout the building. All are well lit and have clear directional signage and are fitted with audible emergency alarms. A hoist is available in the Solent corridor toilets (SWL 165kg).

Accessible toilets are located in the following areas:

Ground floor – foyer bar right adjacent to the BIC reception desk and Solent corridor adjacent to the Think bar.

First floor – Tregonwall corridor to Bayview suite (off Bourne Lounge) and Tregonwell Bar.

For the full summary, please visit the BIC website, http://www.bic.co.uk/conferences-and-exhibitions/accessibility/
13 FLOOR PLANS