UNISON News
CITY OF EDINBURGH BRANCH MAGAZINE
OCTOBER 2020
UNISON EQUALITY
Women's Organisation
Black Members
LGBT+ Members
Disabled Members
Young Members
Retired Members

Equalities Update

Welcome to the UNISON City of Edinburgh Branch October Equalities Newsletter. Our union has been hard at work planning online conferences for LGBT+ and Disabled members whilst work is underway to host conferences for Women and Black Members in Brighton early next year. Details for each conference is contained within the relevant section below.

If you work for the City of Edinburgh Council, you may be aware that they have recently launched a prejudice-based incident reporting mechanism. This askHR form sits alongside existing policies and is designed to help the Council identify specific issues or workplaces that require additional support or training. I've been asked to work with colleagues looking at tackling racism within Edinburgh schools.

This month also marks 10 years since the Equality Act was introduced in the UK in October 2010. UNISON's Louise Ashworth looks back at the last decade in this article.

Michael Richardson (He/Him)
Equalities Officer
Michael.Richardson@unison-edinburgh.org.uk

Hi guys, I hope everyone is well. Black History Month is coming up in October and I'm looking forward to celebrating with you. I would like to engage with you all via Zoom and have a chat so you can ask me questions.

I am very excited to say that UNISON's 2021 National Black Members Conference will be going ahead in Brighton on January 22nd & 23rd. If you are interested in attending, please forward your details to Monica.Niven@unison-edinburgh.org.uk

P.S I have a podcast on Youtube and Instagram called "NO BEEF PODCAST" where I share peoples stories on racism and their views. Please subscribe by clicking on both. If you wish to have your story shared, please get in touch with me.

Bobby Nwanze
Black Members Officer (Interim)
Bobby.Nwanze@UNISON-Edinburgh.org.uk

P&P by UNISON City of Edinburgh Branch, Douglas House, 60 Belford Road, Edinburgh EH4 3UQ ~ 0131 558 7488

UNISON's Disabled members have organised an online conference to take place this year. Disability Live! will be held between 19th and 24th October and will include a variety of sessions for members. For more information and details on how to register, please visit UNISON's website here.

Our branch is keen to ensure the voices of our disabled members are heard so we are currently looking for someone to take on the role of Disabled Members' Officer. We're also looking for equality representatives so if you are interested in either role, please get in touch with the branch.

The Council's network for colleagues with disabilities or long-term health conditions have recently chosen SPARC (Supporting People's Abilities Regardless of Circumstance) as their name. As Equalities Officer, I look forward to working alongside SPARC, and all colleague networks, to continue developing the Council's approach to creating a fully inclusive workplace. One of the forums where we do this is the Diversity and Inclusion Focus Group which sees colleague networks, trade unions, HR colleagues and Councillors meet every 3 months to shape the work around inclusion, diversity and equality. If you have a story to tell regarding your experiences (positive or negative) connected to a disability or long-term health condition, please contact the branch

Michael, Branch Equalities Officer, has recently chaired meetings of Polish activists as part of our ongoing response to the horrific situation facing the LGBT+ community in Poland. Around 1 in 3 municipalities have declared themselves to either be LGBT-Free Zones or they have signed a very conservative "Family Charter" which doesn't recognise LGBT+ families or identities.

Michael has contacted UNISON's National LGBT+ Group and is hoping to speak at the Edinburgh Trades Union Council (ETUC) meeting later this month. Representatives from trade unions across various sectors attend the ETUC so it's a great opportunity for focussing the collective power of trade unions.

UNISON's LGBT+ conference is going online this year and will take place 15th - 17th November. Information on registering to attend can be found on UNISON's website.

Asexual Awareness Week starts October 25th and its Intersex Awareness Day on the 26th.

P&P by UNISON City of Edinburgh Branch, Douglas House, 60 Belford Road, Edinburgh EH4 3UQ ~ 0131 558 7488

UNISON National Women's Conference is due to take place February 18th & 19th at the Brighton Centre. More information about the conference can be found on UNISON's website

UNISON is putting plans in place now because there is a lot of work required in hosting a conference and we want to make sure that we are prepared to do so, if Government guidelines permit this.

If you are interested in attending, please email:
Monica.Niven@unison-edinburgh.org.uk

Jacqui Bain
Women's Officer
jacqui.bain@unison-edinburgh.org.uk

Dates to note in October

- **6th - World Cerebral Palsy Day**
- **10th - World Mental Health Day (Theme: Mental Health for All)**
- **11th - National Coming Out Day**
- **25th - Spina Bifida Day**
- **26th - Intersex Day of Awareness**

Support for Council colleagues

PAM Assist can be contacted 24/7 on 0800 882 4102 or via their website **www.pamassist.co.uk**

(Username: CEC Password: CEC1)
Chaplaincy support is provided by Hilda Warwick who worked as an NHS mental health nurse on an adult acute psychiatric ward.

Support for everyone

SAMH provide an information service and can have a chat about mental health on 0344 800 0550 Monday-Friday, 9am-6pm.

Breathing Space advisors come from a range of backgrounds including mental health, counselling and social work. They can be contacted on 0800 83 85 87:
- Mon – Thurs, 6pm through until 2am
- Friday 6pm through to Monday 6am

Support in Mind Scotland offer an online chat service Monday-Friday, 9am – 5pm

Samaritans can be contacted 24/7 on 116 123.

P&P by UNISON City of Edinburgh Branch, Douglas House, 60 Belford Road, Edinburgh EH4 3UQ ~ 0131 558 7488