

EQUALITIES UPDATE

Welcome to our winter equalities newsletter. It's been a busy few months for the team, from dealing with equality cases to attending conferences and being part of our self organised groups as well as representing the branch at various demonstrations all over the country, all to make sure everyone is treated with fairness. Equalities are at the heart of everything we do and as always, if you have any equalities issues don't hesitate to get in touch with myself or the branch.

Mark Laidlaw, Equalities Officer

TOGETHER ALLIANCE

The Together Alliance, made up of over 50 organisations as well as celebrities like Kneecap, Pail Weller, Steve Coogan and Fankie Boyle are coming together to say enough is enough.

The far right and the politicians that support them are causing a divide with misinformation about migrants, Muslims and refugees. These groups are becoming more confident but the Together Alliance is mobilising and organising across the country to bring a message of hope over fear and unite against the far right prior to holding a major demonstration in London on the 28th March 2026. More

information can be found at togetheralliance.org.uk.



If you can, join us in London on the 28th March for this amazing march of solidarity.

Stand UP to Racism Edinburgh

Our friends at Stand Up To Racism Edinburgh are hosting a carnival day on Saturday 31st January. Tickets are free and available on Eventbrite.

We hope to see you there.



The far right is trying to divide us and spread hatred. This carnival will celebrate our diversity. Stand up to Racism believes in unity and equality. This carnival will showcase the diverse cultures of Edinburgh's communities through food, music, and costumes

↑ The venue is accessible from central Edinburgh and will be confirmed later. ALL WELCOME

Scan the QR to book your ticket / Or follow the link <https://www.eventbrite.com/e/unity-carnival-tickets-1977718215421>

UNISON Spotlight

UNISON City of Edinburgh Branch is affiliated with and supports many different organisations and charities and we will have a look at each of these in these newsletters. Next up is the Ukraine Solidarity Campaign.

The Ukraine Solidarity Campaign organises solidarity and provides information in support of the Ukrainian Labour movement, campaigning for working class, and democratic rights against imperialist intervention and national chauvinism. Their basic aims are to support and build links with independent socialists and the Labour movement in Ukraine and to support the right of the Ukrainian people to determine their own future free from external intervention from Russian or Western imperialism.

For more information go to <https://ukrainesolidaritycampaign.org/>



Sheku Bayoh Inquiry Update



Lord Bracadale has stood down as Head of the inquiry just as proceedings were reaching the final stages after accusations of implied bias due to meeting with the Bayoh family. The Scottish Police Federation have argued the inquiry should now be replaced with a Fatal Accident Inquiry. Aamer Anwar, the family lawyer has said that a F.A.I could examine the circumstances and factors leading up to the death but not what follows and that the resignation of Lord Bracadale "has delivered a clear message of what happens when you step out of line".

As of the time of writing, the Scottish Government are looking for a new chair.

Employment Rights Bill



The Employment Rights Bill, passed on to the 16th December 2025, introduces significant reforms with key changes including statutory sick pay and paternity leave from day one, restrictions on exploitative zero hours contracts, statutory rights to bereavement leave including for pregnancy loss.

It also removes many limitations on union activity, marking a positive step forward. While some Scottish employment law is devolved this will impact U.K wide provisions and will be phased in during 2026 and 2027.

Self Organised Groups

For the first time in a long time, we have all our self organised groups (S.O.G's') up and running. We have four groups, Women, LGBT+, Black and Young members. These are a crucial part of our branch structure and meet locally and nationally to discuss, campaign and organise around the specific issues that affect them.

Members of each group have attended conferences all over the country this year and found it a really enjoyable and a fulfilling experience. These groups help us understand equality and meet our equality aims. If you would like to join any of these groups please contact the branch for more information (**click link below**). Each group has both formal meetings and social events coming up so please get involved and come along and meet like minded members and help make a difference.

<https://forms.office.com/e/fj1rnTfFfU>



Moved house, changed your name or started a new job?

Remember to update your membership details

You can update your details online at:
unison.org.uk/my-unison

UNISON
Scotland

