



# UNISON City of Edinburgh

## Local Government & Related Sectors Branch

# Annual General Meeting 2026

## Aggregate meetings

Wednesday 25th February 2026, 6:30 – 8pm

Thursday 26th February 2026, 6:30 – 8pm

Wednesday 4th March 2026, 12:15 – 1:45pm

Members need only attend one meeting. The meetings will be held in-person or online via Microsoft Teams.

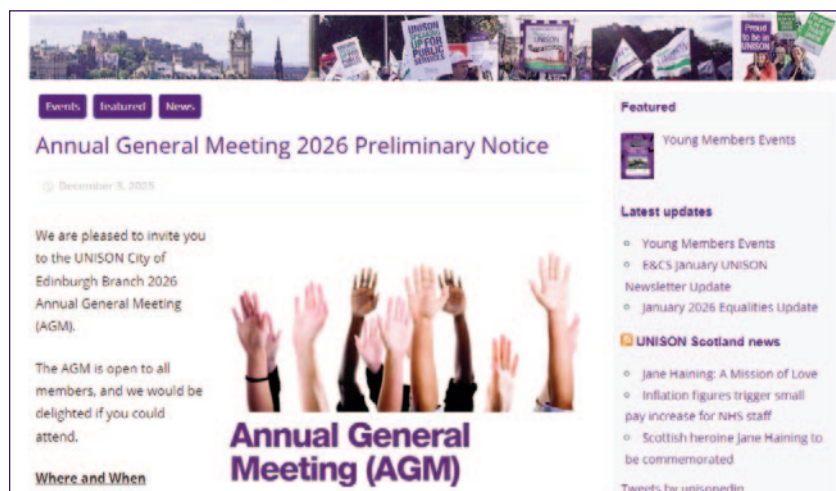
## AGM Agenda 2026 and Annual Report 2025



You can download a copy of this booklet from [www.unison-edinburgh.org.uk](http://www.unison-edinburgh.org.uk)

# Keep up to date with your UNISON Edinburgh branch

On your PC, laptop, smartphone, or tablet, keep up to date with all that's happening in UNISON Edinburgh branch on our website, on Facebook and on X @unisonedin. Like and follow us to get all the news as it happens.



All members are urged to attend the Annual General Meeting of the branch which will be held across three aggregate meetings to offer members venues and times that may be more convenient in terms of geography and working patterns. Members need only attend one of the meetings. If they wish, they may attend more than one aggregate meeting but may only vote at one of them and can only be included in the quorum for one of them.

# AGM Calling Notice

To All Members

*Dear colleague,*

All members are urged to attend the Annual General Meeting (AGM) of the branch which will be held across **three** aggregate meetings to offer members times that may be more convenient in terms of working patterns.

Members can choose to join in-person or online via Microsoft Teams. A link for members joining online will be sent along with instructions on how to access the meeting. Members need only attend one of the meetings. If they wish, they may attend more than one aggregate meeting but may only vote at one of them and can only be included in the quorum for one of them. The meetings will be held on:-

**Wednesday 25th February 2026, 6:30 - 8pm**

**Thursday 26th February 2026, 6:30 - 8pm**

**Wednesday 4th March 2026, 12:30 - 1:45pm**

The agenda and order of business of each aggregate meeting will be identical and the results of voting will be the total of votes cast across all of the meetings. The quorum is 150 and the total number of qualifying members attending the aggregate meetings will define whether that quorum is met.

## AGENDA

The agenda on the following pages includes nominations, motions and rule changes received by the closing date in the preliminary notice. Any amendments will be posted on the website and made available to members.

## AMENDMENTS

Any two members can propose amendments to motions. These must be in writing and arrive at **branchoffice@unison-edinburgh.org.uk** by **Noon, Friday 20th February 2026. Questions on the Annual Report and Financial Statement\*** must be received by **noon on Monday 23rd February** to ensure the information is available for a response.

## ACCESS

We recognise that to ensure all our members can fully participate it may be necessary to make adjustments. If you require any adjustment please contact the branch and we will discuss your requirements.

A good attendance at the Annual General Meeting is essential to the running of the branch. Please make every effort to attend to set your policies and to ensure that the branch can elect its officers and have its structures in place to meet this year's challenges.

*Yours sincerely*

David Harrold

**Branch Secretary**

*\* The Financial Statement will be in the supplementary agenda.*



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# Agenda

1. Opening Remarks/  
Introductions

2. Appointment of Scrutineers

3. Standing Orders

4. Minutes of Branch Meetings  
2025  
*See pages 19-22*

5. Annual Report 2025 (p 7-12)  
*Questions on the Annual Report must be submitted to the branch office by noon on Monday 23rd February.*

6. Financial Statement 2025  
*The Financial Statement and Treasurer's Report will be in the Supplementary Agenda and on the website.*
7. Honoraria  
*No honoraria because auditor posts vacant.*

8. Election of Branch Officers  
*See pages 4-5.*

9. Presentations and Question and Answer Session (on any urgent issues)

10. Rule Changes  
*No Rule changes received.*

11. Policy Motions  
*See page 14 -18*

12. Any other business

## Agenda Item 8 Election of Branch Officers

NOTE: Where more than one nomination is received for any post, an election will be held. Members attending each AGM will be entitled to vote for their preferred candidate. In the event of an election, voting papers will be issued at the start of each AGM and must be returned before the meeting closes. Members attending online will vote anonymously, with the combined result announced at the final AGM. Where no nominations are received, nominations will be sought via the Branch Committee.

**Branch Chairperson**  
**Ian Ludlam** (Corporate Service)  
*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Steward Committee; Equalities Committee; Health & Safety Committee, Health & Social Care; Place Stewards Committee*

**Vice Chairperson (2)**  
**Kyle Bellamy** (Place)  
*David Harrold (Place) & Ian Ludlam (Corporate Services); Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Health & Safety Committee, Health & Social Care Stewards Committee; Place Stewards Committee*

**Branch Secretary**  
**David Harrold** (Place)  
*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education &*

*Children's Services Stewards Committee; Health & Safety Committee, Health & Social Care Stewards Committee; Place Stewards Committee*

**Assistant Secretary**  
*Candidate withdrawn.*

**Service Conditions Convener**  
**Kyle Bellamy** (Place)  
*Nominated by: David Harrold (Place) & Ian Ludlam (Corporate Services); Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Health & Safety Committee, Health & Social Care Stewards Committee; Place Stewards Committee*

**Service Conditions Officers (5)**  
**General Posts (2)**  
**Allan King** (Place)  
*Nominated by: Black Members SOG; Education & Children's Services Stewards Committee; Health &*

continued on page 5

continued from page 4

## Agenda Item 8 Election of Branch Officers)

*Safety Committee; Health & Social Care Steward, Place Stewards Committee*

**Ian Mullen (Place)**

*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Equalities Committee; Health & Safety Committee; Health & Social Care Stewards Committee; Place Stewards Committee*

**Women's Posts (3)**

**Katrina Baird (Education & Children's Services)**

*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Health & Safety Committee; Health & Social Care Stewards Committee; LGBT+ SOG; Place Stewards Committee*

**Fiona Park (Place)**

*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Health & Safety Committee; Health & Social Care Shop Stewards Committee; LGBT+ SOG; Place Stewards Committee*

**Black Members Officer**

**Isabella Ingibina (Health & Social Care)**

*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Equalities Committee; Health & Safety Committee; Health & Social Care Stewards Committee; LGBT+ SOG; Place Stewards Committee*

**Communications Officer**

**Andrew McLaughlan (Education & Children's Services)**

*Nominated by: Education & Children's Services Stewards Committee*

**Disabled Members Officer**

**Andres Carrion Guijarro**

*Nominated by: Equalities Committee; Lyndsay Nolan (Voluntary Sector) & Ian Ludlam (Corporate Services)*

**Equalities Officer**

**Mark Laidlaw (Education & Children's Services)**

*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Equalities Committee; Health & Safety Committee; Health & Social Care Stewards Committee; Place Stewards Committee*

**Education Officer**

**Ian Mullen (Place)**

*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Equalities Committee; Health & Safety Committee; Health & Social Care Shop Stewards Committee; LGBT+ SOG; Place Stewards Committee*

**Environment Officer**

*No nomination received*

**Health & Safety Officer**

**Ian Mullen (Place)**

*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Equalities Committee; Health & Safety Committee; Health & Social Care Stewards Committee; LGBT+ SOG; Place Stewards Committee*

**International Officer**

**Nkemdilim Favour Davidking (Community & Voluntary Sector)**

*Nominated by: Anyanwu Esther Ijeoma & Adejumo Deborah Taiwo (Community & Voluntary Sector)*

**LGBT+ Officer**

**Ian Ludlam (Corporate Services)**

*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Equalities Committee; Health & Safety Committee; Health & Social Care Shop Stewards Committee; LGBT+ SOG; Place Stewards Committee*

**Lifelong Learning Officer**

*No nomination received*

**Membership/Recruitment Officer**

*No nominations*

**Welfare Officer**

**Mike Smith (Corporate Services)**

*Nominated by: Black Members SOG; Corporate Service Stewards Committee; Education & Children's Services Stewards Committee; Equalities Committee; Health & Safety Committee; Health & Social Care Stewards Committee; Place Stewards Committee*

**Women's Officer \*Election required**

**Dalwinder Singh (Education & Children's Services)**

*Nominated by: Black Members SOG; Education & Children's Services Stewards Committee; Health & Social Care Stewards Committee*

**Nkemdilim Favour Davidking (Community & Voluntary Sector)**

*Nominated by: Isabella Ingibina (Health & Social Care) & Felicia Sola-Turner (Community & Voluntary Sector)*

**Young Members Officer**

**Tom Martin (Place)**

*Nominated by: Black Members SOG; LGBT+ SOG; Education & Children's Services Stewards Committee; Health & Safety Committee; Health & Social Care Stewards Committee; Place Stewards Committee*



# A Brief Guide to Branch Meetings

(See standing orders at [www.unison-edinburgh.org.uk](http://www.unison-edinburgh.org.uk) - The need to have online meetings may mean some changes to this advice)

**W**e hope you enjoy the AGM and that you will feel able to take part in setting our branch's policies at this very important time.

Meetings can seem quite formal but with so many people there, it is important to have rules to:-

- ensure a well ordered meeting.
- make sure as many people as possible have their say without the meeting being abused.

**The Chair** is there to keep order and make sure things are run within *your* rules.

**Motions:** Motions create policy that mandates the Branch. They are introduced by the mover named on the agenda. The seconder can then speak after or later in the debate.

**Amendments:** Can add, change or delete bits of



motions but they cannot merely contradict a motion.

**Speaking:** The mover of a motion gets up to seven minutes to speak and other speakers get three. Then any member can speak and should start by giving their name and department. They must keep to the issue and can speak only once.

**How do I get to speak?:** Just put up your hand or come forward (separate guidance will be given for online meetings). The Chairperson decides the order of speakers, usually alternating for and against.

**Right of Reply:** The mover gets another chance to answer at the end but new material cannot be raised.

**Voting:** Normally voting is by show of hands but elections for branch officers will be by ballot. The Chair will rule on whether a motion is carried or not. If in doubt he/she will call for a count.

**Ending a debate:** Normally a debate goes on until everyone who wants to speak has spoken. But, after five speakers, anyone who has not spoken in the debate can move that "*The Question Be Put*". The meeting will immediately vote on this and, if carried, we go straight to the right of reply and the vote.

**If you are unsure about anything at all - just ask the Chair. It's your meeting after all!**

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## How motions are ordered on the agenda

In line with practice since the inauguration of the branch, motions have been prioritised under the following headings. In addition, they are prioritised on whether they are urgent, instruct the branch to act on an issue within its remit, and need a branch meeting decision. Where there is no clear priority, they are in the order in which they were received.

- Council Budget, Cuts, Redundancies (local)
- Service Conditions Issues (issues like pay and conditions)
- Health & Safety

- Pensions and Superannuation
- UNISON Services and Structure
- Policy and Campaigning
- Economic Policy
- International
- Miscellaneous

Any motions not dealt with will be remitted to the Branch Committee.

### EMERGENCY MOTIONS

Must be urgent, unable to have been submitted within the timescales and relevant. They require a two-thirds majority to be heard.

*\* marks motions which may be composited*





# UNISON City of Edinburgh Branch Annual Report 2025

## 2025-2026 was a challenging year for our branch

Our campaign of Zero Tolerance Against Violence at Work got off to a great start with lots of engagement after the passing of two anti-violence motions at AGM 2025, but we lost a bit of momentum over the summer holiday period and other unavoidable distractions.

I happy to say now that the foot has most definitely been back on the gas with a turbo charged re-launch in October.

You may not have noticed the various print and TV media articles, but that is fine, UNISON City of Edinburgh have certainly made sure that council leaders and the council members have taken full notice.

In the coming year we will continue to drive the message to wherever it is needed and keep

up and increase the pressure until we can truly say that everyone has a safe and secure place of work, supported by their manager.

**‘We will keep the pressure on until everyone can say they have a safe and secure workplace**

Elections to the Scottish Parliament in May will provide many challenges for the foreseeable future, not least because at least one political party wants to take away what remains of union rights, rid the statute books of equality legislation and abolish the NHS. Reform will not win the election,

but they will try to move ordinary people against the things, we as trade unionist should all hold dear. Solidarity and vigilance will be key.

Meantime your dedicated branch

officers (full and part-time, volunteers all) aided by your shop stewards will continue to represent you, give guidance and advice, fight your corner and support you in solidarity against the challenges at work and in some cases at home that you may face.



Ian Ludlam  
Branch Chairperson

Ian Ludlam

## Branch Officers 2025

**Chair:** Ian Ludlam

**Secretary:** David Harrold

**Service Conditions**

**Convener:** Kyle Bellamy

**Service Condition Officers:**

Pauline Henderson (Feb-Oct), Allan King, Ian Mullen, Katrina Baird

**Black Members Officer:** Isabella Ingibina

**Disabled Members Officer:**

Andres Carrion Guijarro (elected June)

**Education Officer:** Ian Mullen

**Equalities Officer:** Mark Laidlaw

**Health & Safety Officer:** Ian Mullen

**LGBT+ Officer:** Ian Ludlam

**Lifelong Learning Officer:**

Graeme Nisbet (Feb - July)

**Young Members Officer:** Tom Martin

**Welfare Officer(s):** Mike Smith/Pauline Henderson

**Women's Officer:** Lynn McLaughlan (Feb - Sept)

**Vacant posts:** Assistant Secretary, Vice Chairs (2), Disabled Members Officer, Communications Officer, International Officer, Recruitment/Membership Officer, Treasurer

## Branch employed staff



From left: Monica Niven, Branch Support Officer; Julieanne Finlay, Branch Support Assistant, and Amanda Kerr, Organiser/Caseworker Voluntary and Community Sector.

Update your membership details by calling the branch office on 0131 558 7488 or [branchoffice@unison-edinburgh.org.uk](mailto:branchoffice@unison-edinburgh.org.uk), UNISON Direct on 0800 0857 857, or online at [www.unison.org.uk/my-unison](http://www.unison.org.uk/my-unison).



# Shoulder to shoulder in UNISON

2025 was a challenging year. Attacks on our terms and conditions were constant, and the spectre of workplace violence raised its ugly head with a frequency way beyond previous years. Organisational reviews and restructures were applied with increasing regularity, to the point that you wondered whether anyone was genuinely managing change or just hoping things would turn out right. Despite all of this, UNISON stepped up to these and other challenges and remained steadfast in the defence of our members.

UNISON fought on all fronts. We agitated in the workplace, represented in the meeting room and negotiated in the board room. What made the events of these last 12 months all the more impressive was that you, our members, fought alongside us and in many cases took the lead in that fight back.

As example, I bring to your attention the battles that our colleagues within the Hospital Based Social Work Team, the Scottish Liver Transplant Unit and the Edinburgh Lothians & Borders Renal Unit went through in 2025. Three distinct staff groups where the employer's intention was to disband or dilute each service, under the misguided belief that by transferring the team members elsewhere, other sections would benefit from their expertise. The reality was these dedicated, caring workers were to be used to fill in the gaps, caused by chronic and long-term understaffing.

Understaffing, of course, is a serious problem for all the services we provide the people of Edinburgh. However, to use it as justification for ending invaluable services which keep families together and young people safe and on the right track shows a

concerning lack of foresight. Our members within these three services certainly felt that way and immediately contacted UNISON.

To say that there were concerns

**‘Being a member of UNISON is not an insurance policy – it is being part of a community that stands up for public services and for each other.’**

as to how council policy and procedure was being interpreted by the employer would be an understatement, as it would be to say our members felt undervalued and disrespected. Despite this, our members stood tall, and alongside UNISON made it clear that they would not allow their services to be sacrificed.

When the employer appeared reluctant to speak meaningfully with UNISON, we spoke to the City of Edinburgh Councillors. Deputations were made, conversations were had and progress was made. Our mission was finally accomplished when those councillors made clear to senior management that the Hospital Based Social Work Team were going nowhere and proclaimed that if they could see the value of our members, then so should they.

To their credit, the management team of the Scottish Liver Transplant Unit and Edinburgh Lothians & Borders Renal Unit could see the folly of their employers proposals. And not being as thoughtless as their counterparts elsewhere, acknowledged the value of their staff, our members. Meetings



David Harrold  
Branch Secretary

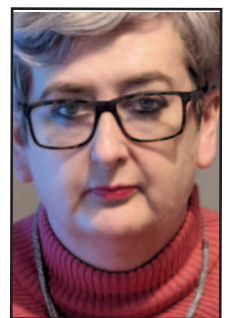
### Service Conditions Officers



Kyle Bellamy  
Service Conditions Co-ordinator



Katrina Baird



Pauline Henderson



Allan King



Ian Mullen



were had and after much dialogue it was agreed that the proposed changes would not be implemented. These meetings were not easy for either side, but our members carried themselves with a quiet dignity and fortitude and won the day.

The point I make is that here were 3 distinct groups of hardworking men and women who found themselves in the ridiculous position of having to justify the necessity of essential services. 3 distinct groups who were so outraged as to the proposed

diminishing of those services and the negative impact it would have on their service users that they stood up not as individuals but as members of UNISON and won.

I bring this to your attention only to emphasise that being a member of UNISON is not an insurance policy; it is being an integral part of a community that stands up for public services and each other. The above are shining examples of what's happening across our workplaces; people no longer prepared to leave it for someone else to deal with and

becoming active in their trade union. You need to do the same.

Come along to the AGM's and help make the decisions that will point UNISON in the direction that you want it to go. If your workplace has no steward, then stand or elect one into office. 2026 may be as challenging as its predecessor but with you standing shoulder to shoulder with your fellow UNISON members we will meet those challenges.

David Harrold

## Equalities Officer Report 2025

### Equalities at the Heart of the Branch

It's been another busy year for the Branch Equalities team. This is a brief overview of what's been happening, you can find out what each of our self-organised groups (S.O.G's) are doing below. As always, the Equalities Officer and team strive to ensure all our members are treated fairly and with dignity.

This year for the first time in a long time all our S.O.G's are up and running and I have supported the team with anything needed to

help with this. The team and each S.O.G have been taking part in conferences across the country and representing the branch at demonstrations for many issues close to our hearts. I also feel it's important the branch support other organisations and we have been building strong links with Stand Up To Racism (SUTR) and I have become the key contact between both organisations as well as joining the Edinburgh SUTR steering committee.

Equalities are at the heart of the branch, and I hope all members have felt supported in this regard over the last year and moving forward.



Mark Laidlaw  
Equalities Officer

Equality is central to UNISON. We challenge discrimination and promote equality in the workplace and beyond, with all members sharing this responsibility. Our equality work includes self-organised groups for members who experience specific forms of discrimination. These groups meet locally and nationally to campaign on issues affecting them and to support UNISON's equality objectives. The four self-organised groups are for Black members, Disabled members, LGBT+ members, and Women, alongside groups for Young and Retired members. For more information or to get involved, contact [branchoffice@unison-edinburgh.org.uk](mailto:branchoffice@unison-edinburgh.org.uk).

### Meet our Equalities Team



From left: Isabella Ingibina, Black Members Officer, Andres Carrion Guijarro, Disabled Members Officer, Ian Ludlam, LGBT+ Officer, Tom Martin, Young Members Officer

For more details visit  
<https://www.unison.org.uk/about/what-we-do/fairness-equality/>



# Strengthening Black Representation Across the Branch

This year has been a period of significant progress for Black members within the UNISON City of Edinburgh branch, particularly in terms of representation, engagement, and visibility.

As Black Members' Officer, I have focused on building community, increasing awareness of racial equality issues, and laying strong foundations for the development of our Black Members Self-Organised Group (SOG).

One of the key highlights of the year was our Black History Month event on Friday, 17th October. This was a successful and positive gathering that brought members together to reflect, celebrate, and discuss Black contributions in the workforce, wider society, and

within trade union spaces. The event helped open valuable dialogue around lived experience and encouraged several members to take a more active role in the branch. Feedback was enthusiastic, reaffirming the importance of culturally relevant events and visible Black representation.

The formation of our Black Members SOG has also been a major milestone. Initial meetings were held to establish priorities, agree on aims, and explore the best ways to support and engage Black members across the branch. These meetings have shaped a developing structure for the group, with ongoing plans for outreach, peer support, and opportunities for skills development. Engagement is

growing steadily, and there is a strong foundation to build upon in the coming year.

Looking ahead, plans include expanding SOG activity, hosting more branch-wide events, and increasing participation in Scottish and National forums. I remain committed to strengthening representation, empowering Black voices, and advancing equality across the City of Edinburgh branch.



**Isabella Ingibina**  
Black Members  
Officer

Isabella Ingibina

## LGBT+ Officer Report 2025

# Strengthening Visibility, Rights and Representation

2024 -2025 was a bit of a steep learning curve as the branch LGBT+ officer. This past year has had more of a focus on key events and doing that actual work to ensure LGBT+ issues are neither side stepped or forgotten.

The most challenging issue this year was the Supreme Court Ruling in April, For Women Scotland v Scottish Ministers, which ruled that 'sex', 'man', and 'woman' in the Equality Act 2010 means only biological sex at birth. Eight months later the government has still to issue its final guidance.

Traditionally UNISON Women's Conference has been wholly supportive of transgender rights and equality, and I look forward to hearing the outcome of motion 19 "EHRC Interim Guidance and the impact on Women who do not conform to Gender Stereotypes" at this year's conference in Liverpool.

Transgender rights and equality

featured heavily at this year's LGBT+ Conference. However, only when that guidance has been officially released (not leaked to the press), can we progress to negotiation with employers to provide suitable safe toilet and changing provision for all employees and service users. Meantime a motion at our AGM would be somewhat meaningless.

At LGBT+ Conference, in 2025 we were able to match last year's delegation of eight members and added two visitors. Held in Edinburgh again, I was tasked with arranging a small civic reception in the City Chambers, this and an impromptu pub crawl were both successful events. In 2026 we head to Belfast.

UNISON City of Edinburgh had representation at four different Pride events, TransPride Scotland (Kirkcaldy); PortyPride (Portobello); Pride Edinburgh and Pride Stirling.

The branch had awareness and recruitment events notably at IDAHOBIT day and just prior to World Aids Day where £160.00 was raised for the National AIDS Trust. We also attended the vigil for victims who lost their lives to Transgender violence.

UNISON City of Edinburgh continues to have great representation in the Scottish LGBT+ Committee with two delegates, myself included.

For 2026, which at the time of writing are still in the gestation stage, but by the time of AGM I should have details to share.



**Ian Ludlam**  
LGBT+ Officer

Ian Ludlam

## UNISONS Education and Training Programme 2026

As Education Officer, I would like to thank our office support staff and branch representatives who continue to take an active role in our training programme.

Thanks to our branch for their continued support throughout the year, which seen me complete the Lay Tutor training, and to many other Scottish branches who supported my re-election to the Scottish Learning and Organising Committee in February 2025.

At the Learning and Organising Committee AGM in April 2025, I was grateful to be nominated and elected to the position of Chair of the L&O Committee.

The new education and training programme for 2026, was launched at December's meeting of UNISONS Scottish Council.

The programme has been

circulated to all branch representatives, with Edinburgh's courses running from February to May, due to a pending office move.

Following UNISONS announcement that 2026, will be the "Year of Green Activity" additional training will be introduced for branch Environmental Officers, with branches encouraged to get fully involved in green activities throughout 2026.

I would encourage our members to get active within your workplaces as we look to increase the number of shop stewards and health and safety representatives in all sectors of the council.

UNISON training is designed to enhance and development your skills, knowledge, and confidence

as new and experienced representatives, with mandatory training in GDPR, Equalities in the Branch, and Challenging Racism. These courses also give activists the opportunity to network with other representatives.

Our branch Education and Training Strategy 2026, document has been updated to reflect the above priorities and ensure accessibility for all our representatives, regardless of their characteristics.



Ian Mullen  
Education Officer

Ian Mullen

## Community, Voluntary and Related Sectors Report 2025

### Membership Growth and Sector-wide Challenges

It has been yet another extremely busy year across our third sector. Membership has soared again to over 2,500 members employed in the community and voluntary sector. This spreads across various ALEOs, charitable, voluntary, and private employers.

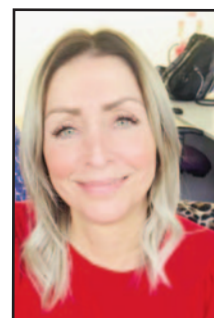
This notable increase can again be attributed in the main to the sizeable proportion of our membership in care. Migrant Workers have continued to sign up as they face particular challenges. Whilst working conditions in private care companies can be poor for all, this group of workers face additional issues as their visas are linked to their sponsorships, tying them to poor employers. This needs to

change and UNISON is leading the way with this with their Fair Visa Campaign.

Budget constraints continue to impact on working conditions across the board, employers have pushed through several types of restructures, resulting in changes to working practices and some redundancy. Our members continue to feel the impact of employers "cutting back," they state energy costs, increases in the minimum wage and increased national insurance contributions as the main reasons for this. As I write this, I am conscious that the next round of pay consultation will be about to begin, and I do wonder how this will look given how stretched employers already

claim to be.

Throughout the last year, I have been fortunate to have the support of workplace reps in COSLA, Edinburgh Leisure, ELCAP, Garvald and SACRO. The reps have been busy, and I would like to take this opportunity to thank them for their continuous support of members in their respective areas.



Amanda Kerr  
CVRS organiser/  
caseworker

Amanda Kerr





# Zero Tolerance Towards Workplace Violence and Aggression Campaign

As branch Health and Safety Officer, I want to thank our office support staff and the Health and Safety team for their continued support and work within our workplaces, throughout 2025.

I also want to thank the branch and many other Scottish branches that supported my re-election to the Scottish Health and Safety Committee.

Our Health and Safety team continue to have a lead role in the health, safety, and wellbeing of our members. Working with the employer, we have had an effective contribution to the updating of council policies, guidelines, and workplace inspections.

However, there remains serious challenges where the employer has failed in their Duty of Care to address the increasing levels of violence towards front-line and office-based staff. Not just

physical, but verbal abuse, some of which is of a sexual or racial nature.

At our national Health and Safety seminar held in October 2025, we received the results of our annual Freedom of Information request to all councils and associated bodies, which registered over 75,000 incidents of violence against public sector workers.

In November 2025, the branch launched our Zero Tolerance Towards Workplace Violence and Aggression campaign, which received coverage from several media outlets.

Our campaign has no timescale and will continue until we see a considerable improvement in support, reporting, debriefing, investigation feedback, and action taken against the perpetrators of violence against our workers.

UNISON is encouraging our



Ian Mullen  
Health and Safety  
Convener



Fiona Park  
Health and  
Safety Assistant

members to report all incidents, accidents, and near misses, including verbal abuse.

If you are involved in a serious or re-occurring incident, take pictures of your injuries, witness statements, and request copies of incidents forms and MyHS reports. Report these incidents to Police Scotland, request an incident number, contact the branch for support or legal advice.

Ian Mullen

## Welfare Report 2025

# Supporting Members Through Financial Hardship

Your elected Branch Welfare officer has in this past year dealt with a marked increase in applications, dealing with our members financial hardship issues and ensuring that applications for assistance are considered carefully in meeting with the charity's criteria for financial assistance.

Where our members may not directly meet the criteria, we will always deal with applications on a compassionate basis, exploring more widely where we can help. Dealing with applications can be time consuming and we thank our members for their patience. Our Branch had to ensure that where we could, award grants for

exceptional hardship should the need have come. As always, the continuing Cost-of-living Crisis proportionally affects the lowest paid the worst.

Your Welfare officer has again where practically possible, continued to provide support and financial advice to our members and their families across our Branch. UNISON Welfare (There for You) is a unique membership service which no other trade union in Local Government provides. The help provided can include financial assistance from day to day living expenses, utility bills, providing emergency grants as well as DWP/HMRC and Social Security Scotland benefits advice.

As in previous years, we continue to signpost our members to third party advisory channels including the free debt advice service from UNISON's Debt Line and our partners PayPlan.

Finally, we would like to thank our members who voluntarily make donations to our welfare fund via our salary sacrifice scheme, this is what keeps us going.



Mike Smith  
Welfare Officer

Mike Smith

## Membership continues to increase

The branch recruited 1,463 new members in 2025, with the largest growth in the third sector. Many non-members simply haven't been asked to join.

The most effective recruiters are UNISON members themselves. Our strength is in our numbers, so every member benefits from encouraging colleagues to join helping us stay strong, effective, and able to defend jobs, services, pay, and conditions across local authority, associated bodies, and the voluntary and community sectors.

Monica Niven

Join online at [joinunison.org](http://joinunison.org) or call free on 0800 171 2194 or phone the Edinburgh Branch on 0131 558 7488

### Membership at 31 December 2025

Department	31/12/2025	31/12/2024	Var
Associated Bodies	44	50	-6
Corporate Services	431	465	-34
Educ & Children's Services	3,052	3,232	-180
Edinburgh Leisure	124	127	-3
Health & Social Care	1,018	1,036	-18
Lothian Valuation Joint Brd	46	48	-2
Place	1,436	1,465	-29
Comm & Voluntary Sector	2,380	2,061	+319
Unallocated	42	1	+34
<b>TOTAL</b>	<b>8,573</b>	<b>8,324</b>	<b>+81</b>
Student	0	0	0
Unemployed	26	23	+3
Retired Members	1,163	1,158	+5
<b>TOTAL</b>	<b>9,762</b>	<b>9,673</b>	<b>+89</b>

Recruited 1/1/25 – 31/12/25 = 1,463 Officially resigned/lapsed 1,067

## Branch Committee Attendances 2025

Name	Possible	Actual	Name	Possible	Actual	Name	Possible	Actual
<b>Branch Officers</b>			Andrew McLaughlan	6	2	<b>Health &amp; Social Care</b>		
Ian Ludlam	12	11	Fiona Park	8	6	No delegates		
David Harrold	12	8	Rose Jackson	12	4	<b>Lothian Valuation Joint Board</b>		
Kyle Bellamy	12	9	<b>Associated Bodies</b>			Gary Miller	12	0
Allan King	12	5	No delegates			<b>Place</b>		
Ian Mullen	12	9	<b>Corp. Services</b>			Michael Addy	12	9
Katrina Baird	12	10	Hugh Menzies	12	8	Stewart Russell	12	4
Pauline Henderson	10	0	<b>Education &amp; Children's</b>			Tom Howorth	12	8
Mark Laidlaw	12	6	Amy Ferguson	10	5	Pamela Gifford	10	1
Isabella Ingibina	12	8	<b>Edinburgh Leisure</b>			Ginger Cutt	6	1
Graeme Nisbet	7	4	No delegates			<b>Community &amp; Voluntary</b>		
Mike Smith	12	11				No delegates		
Lynn McLaghlan	11	6				<b>Self Organised Groups</b>		
Will Tuladhar-Douglas	9	2				No delegates		
Andres Carrion Guijarro	6	4						

## Proportionality and Fair Representation Audit 2025

### 1. Women in branch

\*Figures in brackets show 2024 figure.

Branch	Officers	Stewards
<b>68% (69%)</b>	<b>24% (57%)</b>	<b>53% (81%)</b>

### 2. Branch Committee Breakdown

% of Women in membership = 68% (69%)

% of Women among delegates to Branch Committee  
= 24% (43%)

### 3. Department Numbers at 31/12/25 (% women)

<b>Associated Bodies (55%)</b> Female 24 Male 20 Other 0	<b>Lothian Valuation Joint Board (52%)</b> Female 24 Male 26 Other 0
<b>Corporate Services (63%)</b> Female 271 Male 142 Other 1	<b>Place (48%)</b> Female 686 Male 658 Other 26
<b>Education &amp; Childrens (82%)</b> Female 2,502 Male 259 Other 39	<b>Community &amp; Voluntary Sector (65%)</b> Female 1,541 Male 595 Other 45
<b>Edinburgh Leisure (29%)</b> Female 37 Male 77 Other 3	
<b>Health &amp; Social Care (75%)</b> Female 762 Male 205 Other 3	



# Agenda Item 10 Rule and Standing Order Changes - AGM 2026

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The full Branch Rules are available at [unison-edinburgh.org.uk/about-us/branch-constitution-and-rules/](http://unison-edinburgh.org.uk/about-us/branch-constitution-and-rules/)

Changes to rules require a two-thirds majority of members voting across the total votes of the aggregate meetings.

None submitted

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## Agenda Item 11 Policy Motions - AGM 202

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### Council Budget, Cuts, Redundancies (local)

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#### 1. No to Cuts and No to the Private Sector

*Proposed by David Harrold & Kyle Bellamy (Place)*

Edinburgh is unique amongst all of Scotland's cities not just because of our historic and cultural value but because we remain the lowest funded local authority in Scotland. As such, City of Edinburgh Council will be forced to make cuts to their budget that will have a devastating effect on our essential services. These cuts will herald the slow demise of quality services run by the people of Edinburgh and for the people of Edinburgh and provide an opening for the private sector to asset strip that which does not belong to them.

As with the past few years, 2026 will be a challenging year for all our members throughout City of Edinburgh Council, our associated bodies and the third sector. UNISON will do all we can, not just to protect our employment and terms and conditions, but to ensure our public services remain in place for future generations. Whether the blame lies with Westminster, Holyrood or any one political party all must stand together and demand proper funding for our essential services and say no to the further

encroachment of the private sector robber barons who would put profit above the needs of the most vulnerable.

Therefore, this AGM instructs UNISON and the newly elected Service Conditions Team to:

- 1) Reaffirm to the employer our opposition to compulsory redundancies and maintain our commitment to use all available methods to resist their implementation
- 2) Work alongside our members, local councillors and community groups in a broad and coordinated campaign with the purpose of educating people as to the devastating effects budget cuts will have on them and their families and building widespread opposition to privatisation and those same budget cuts
- 3) Support every member who objects or makes complaint about excessive workloads caused by the taking on of additional duties caused by understaffing or budget cuts.

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### Service Conditions Issues (issues like pay and conditions)

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#### 2. Right to Represent

*Proposed by David Harrold (Place) & Mark Laidlaw (Education & Children's Services)*

Our members continue to face regular challenges in their workplace and at home and as such UNISON needs to be proactive and prepared to defend their interests. To guarantee this happens we need to ensure that our accredited stewards are not prevented from accessing their legal entitlement to facility time.

Trade union facility time is a legal entitlement for representatives of a recognised trade union, and the City of Edinburgh Council acknowledges this right.

Unfortunately, this entitlement is not always applied by the employer in action or spirit.

In the current climate our accredited stewards are more important than ever, so it is vital that we reinforce the content of Time off for Trade Union Representatives Policy and secure the right to represent in every workplace. Therefore, this AGM instructs the UNISON Service Conditions Team to secure the following:

*Continued on Page 15*



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### Service Conditions Issues (issues like pay and conditions) continued...

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1. A redrafting of the Time off for Trade Union Representatives Policy bringing it in line with the demands of the modern workplace.

2. An assurance that said policy and the rights contained within are implemented at all levels of City of Edinburgh Council.

3. An equal application is given to those same rights to facility time for our accredited stewards throughout our associated bodies, voluntary and third sector employers.

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## 3. Scottish Liver Transplant Unit and Edinburgh Lothian & Borders Renal Unit

*Proposed by David Harrold (Place) & Isabella Ingibina (Health & Social Care)*

This AGM notes the valuable contribution our members within the Scottish Liver Transplant Unit and the Edinburgh Lothians & Borders Renal Unit provide to the people of Edinburgh. These 2 essential services ensure that individuals and their families who are going through, or have gone through, the trauma of kidney disease or liver failure are given meaningful support that is practical, compassionate and understanding. Their role is crucial in evaluating factors like housing, employment, finances, and family support to determine candidacy and ensure a successful transplant journey.

This AGM also notes the employers recent attempt

to hamstring these services and dilute their effectiveness, only avoided by the willingness of their line management team to listen to UNISON and the voices of our members. This appreciation that the Scottish Liver Transplant Unit and the Edinburgh Lothians & Borders Renal Unit should be bolstered and not hindered is the reason why the employer was stopped in their tracks.

Therefore, this AGM commits our trade union to take decisive action if the employer makes any further schemes that are detrimental to the services provided by the Scottish Liver Transplant Unit and the Edinburgh Lothians & Borders Renal Unit.

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## 4. Preparation for Bonfire Night

*Proposed by Kyle Bellamy & Ginger Cutt (Place)*

UNISON City of Edinburgh Branch,

- Acknowledges the work done by the employer, in partnership with Police Scotland, Fire Service and other external organisations.
- Notes a reduction in antisocial behaviour for the first time in many years.
- Notes that communication between the employer and colleagues has improved in certain service areas but not in all.
- Also notes that the trade union were only involved in this process at the latter stages.
- Have concerns that the lack of UNISON consultation led to avoidable anxiety for members who contacted us about working on bonfire night.

This AGM calls upon the branch,

- To contact the employer requesting that UNISON are involved in preparations from the earliest possible stage.
- To request that the employer shares all appropriate information with UNISON so that we can cascade to our members.
- To ensure that the employer takes on board all concerns raised by our members in the preparations for bonfire night.
- To ensure that the employer maintains communication with colleagues throughout the process.



## 5. Preventing Violence Against Education Support Staff

*Proposed by Katrina Baird & Amy Ferguson (Education & Children's Services)*

Violence prevention is critical for staff retention.

Education Support Staff across Edinburgh's mainstream, special schools, and early years centres face frequent incidents of aggression, with violence occurring multiple times daily. UNISON Scotland's Violence at Work Report recorded 75,411 incidents between March 2024 and March 2025 - an increase of over 15% from the previous year. Schools and early years settings account for most cases.

This AGM notes with concern that not all incidents are being reported and the actual figure is a lot higher than the 75,411 incidents presented in UNISON Scotland's report.

Violence against Education Support Staff has led to injuries, stress, anxiety, and increased sickness absence. Staff are subjected to physical and verbal abuse, as well as sexual harassment and abuse by learners under 18.

This AGM calls on the trade union to urge:

- The City of Edinburgh Council to support and endorse UNISON's Zero Tolerance Campaign against workplace violence and aggression, implementing robust prevention measures and clear consequences for perpetrators.
- Mandatory reporting and recording of all incidents on MyHS, with reference numbers provided to affected staff.
- Immediate welfare debriefing by school management following violent incidents to address physical and emotional well-being.
- Reporting violent incidents to Police Scotland and obtaining incident numbers.
- Support for members to pursue personal injury claims through UNISON Direct.
- Urgent recruitment and training of additional Education Support Staff to address staffing shortages.

## 6. Introduction of Artificial Intelligence

*Proposed by Corporate Services Shop Stewards Committee*

This AGM recognises that City of Edinburgh Council wishes to introduce Artificial Intelligence (AI) in the workplace and is now becoming a frequent issue raised by our members across service areas.

City of Edinburgh Council has chosen a preferred bidder to deliver the software changes and is drafting an ethics policy which UNISON will be consulted on as well as elected members of the Council.

At the time of writing this motion, there have been two meetings with the Council's lead officer, and this is what we know:

- The Council has no intention to cut jobs within the service areas involved.
- The Council has no intention to change staff conditions of service like job descriptions or grades.
- AI is intended to work in partnership with staff, freeing up their time to be more efficient at their jobs and providing a better service to the public.
- Council service areas that could be impacted by

the introduction of AI are likely to be Customer Services, Social Work and Housing amongst others. Regarding members who work in some of these services, this AGM commits our Branch to:

- Educate our members and representatives about the challenges that could be faced by the introduction of AI and to ensure full consultation on any ethics policy with UNISON and then ensure that the policy is being adhered to by the Council as the employer.
- Where staff within service areas that have already been part of an AI pilot, that full details of how this was conducted to be shared with UNISON.
- Continue to commit the Council to their no staff redundancy pledge working with UNISON to address concerns raised by our members in all aspects of AI.

Having a Branch-wide approach will ensure no service areas fall foul of any AI loopholes and to hold the employer accountable in the development of policies and procedures impacted using AI in the workplace.



Service Conditions Issues (issues like pay and conditions) continued...

## 7. Fair Treatment and Pay for Drivers within City of Edinburgh Council

*Proposed by Allan King & Ian Mullen (Place)*

This AGM resolves that:

UNISON will campaign for fair recognition and pay for driving duties within City of Edinburgh Council (CEC), ensuring job evaluations reflect these responsibilities and align with best practice across local authorities.

### Background

Drivers in Parks and other CEC services undertake significant responsibilities, including safe vehicle operation, transporting equipment, and compliance with Council and road safety regulations. Despite these duties, recognition and pay for driving responsibilities remain inconsistent.

### Policy Context

CEC's Driving for the Council Policy requires legal compliance, driver competence, and occupational road risk management. These responsibilities should be reflected in job evaluation outcomes.

### Why the Single Status Agreement Matters (SSA)

The SSA was introduced to harmonize pay and conditions and eliminate inequalities between different groups of council employees. It requires that all roles be evaluated under a single job evaluation scheme based on duties and responsibilities, not historic grading or gender bias. Driving duties are a clear additional responsibility and skill requirement; failing to recognize them undermines the principles of SSA and risks perpetuating inequality. Aligning pay with these duties ensures compliance with SSA and equal pay legislation.

### Legal Compliance Note

Under the Equality Act 2010 and the principles of the SSA, employers must ensure equal pay for work of equal value. If driving duties add complexity and responsibility, they must be reflected in grading to avoid potential equal pay claims. This motion supports compliance with these obligations and reduces legal risk for CEC.

### Evidence

- Other councils (e.g., Gateshead, Pendle, Glasgow) include driving duties in job evaluation and pay structures.

- Private sector tractor drivers earn £14–£17/hour; contractors up to £22/hour.

- CEC manual grades typically pay £11–£13/hour, with no consistent uplift for driving duties.

### Action Plan

- Review job evaluation outcomes for driving roles within 3 months.

- Report findings and recommendations to the branch within 6 months.

- Begin implementation discussions with management immediately after report approval. Summery.

- Drivers in CEC have significant responsibilities but inconsistent pay recognition.

- SSA requires fair grading based on duties—driving is a clear additional responsibility.

- Equal Pay Act compliance strengthens the case and reduces legal risk.

- Other councils and private sector pay more for similar duties.

### AGM instructs:

- Campaign for recognition of driving duties in job evaluation.

- Review outcomes within 3 months; report in 6 months.

- Engage management for implementation.





### Health & Safety

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## 8. Inclusion of Whole-Body in Vibration Risk Management

*Proposed by Alan King & Ian Mullen (Place)*

This motion is proposed to address the growing concern over Whole-Body Vibration (WBV) exposure among employees. While Hand-Arm Vibration Syndrome (HAVS) has established compensation and risk management frameworks, WBV remains under-recognized despite its significant health impacts, including chronic back pain and musculoskeletal disorders.

Legal obligations under EU Directive 2002/44/EC and ISO 2631 standards require employers to manage vibration risks comprehensively. This motion seeks to ensure parity between WBV and HAVS in compensation and preventive measures.

### Resolution

This branch calls on the City of Edinburgh Council (CEC) to:

- 1) Recognize WBV as a compensable condition under workplace health and safety frameworks.
- 2) Align WBV risk management standards with those currently applied to HAVS, including exposure monitoring and health surveillance.
- 3) Ensure fair and consistent compensation for employees affected by WBV-related health conditions.
- 4) Provide training and resources to reduce WBV exposure, including ergonomic seating and

equipment upgrades.

### Supporting Statement

Background Information:

Whole-Body Vibration (WBV) is a significant occupational health risk, often affecting drivers and machine operators.

Long-term exposure can lead to chronic back pain, spinal injuries, and musculoskeletal disorders. In contrast, Hand-Arm Vibration Syndrome (HAVS) has long been recognized with established compensation frameworks and legal precedents.

### Legal Context:

Employers are obligated under EU Directive 2002/44/EC, ISO 2631 standards, and the Control of Vibration at Work Regulations 2005 to manage vibration risks comprehensively. While HAVS compliance measures are widely implemented, WBV often lacks equivalent attention, leaving affected employees at a disadvantage.

### Rationale for Motion:

This motion seeks parity between WBV and HAVS in risk management and compensation. Aligning WBV standards with HAVS will ensure fair treatment compliance with legal obligations, and improved health outcomes for employees exposed to vibration hazards.

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### International

## 9. Together Against the Far-Right

*Proposed by UNISON Edinburgh Equalities Committee*

This AGM notes that on Saturday 13 September 2025, far-right activists such as Tommy Robinson were able to organise a march and rally that brought 150,000 people onto the streets of London. This was the biggest demonstration of support for right wing ideology since the days of Oswald Mosley.

This AGM also notes that most of those who took to the streets are not bigots or fascists but have been persuaded to the far-right cause by the demonising of immigrants and the promotion of the "Great Replacement" conspiracy theory.

This AGM believes that UNISON, the wider trade union movement, and like-minded bodies need to achieve a greater level of mobilisation using every means necessary to counter far-right rhetoric and

actions. To achieve this, we need to:

Strengthen our existing ties with local community groups and organisations such as Stand Up To Racism.

Use the findings and resources from the recent Workers Against The Far-Right Organising Conference as a starting point to show and educate those influenced by right wing ideology that there is an alternative to division.

Sign up to the Together Alliance, an umbrella organisation of over 50 civil organisations united against the bigotry and hate of the far-right. Promoting and attending their "Together Against The Far-Right" march and rally scheduled for Saturday 28 March 2026.



### Minutes of Aggregate Branch Annual General Meetings held on:

- Tuesday 18th February, 6:30pm-8pm, Methodist Hall, 25 Nicolson Street, Edinburgh, 56 members attended (Meeting 1)
- Thursday 20th February, 6:30pm-8pm, Augustine Church, George IV Bridge, Edinburgh, 62 members attended (Meeting 2).
- Tuesday 25th February, 12:15pm-1:45pm, Business Centre, The City Chambers, High Street, Edinburgh, 79 members attended (Meeting 3). Total members attending = 197

### 1. OPENING

### REMARKS/INTRODUCTIONS

All meetings were chaired by Ian Ludlam, branch chairperson. A copy of the Supplementary Agenda which includes the branch financial statement was previously circulated to the membership and was posted on the branch website for the previous four weeks.

An Emergency Motion on 'Budget 2025 - Enough is Enough' was included in the previously circulated Supplementary Agenda. The Emergency Motion received the required two thirds support to be submitted onto the Agenda

### 2. APPOINTMENT OF SCRUTINEERS

Scrutineers were appointed from the body of the hall at each of the meetings to oversee the motion counts.

### 3. STANDING ORDERS

There were no proposed changes to Standing Orders.

### 4. MINUTES OF BRANCH MEETING 2024

The minutes of the AGM 15/29 February 2024 were AGREED at each meeting as a correct record with no matters arising.

### 5. ANNUAL REPORT 2024

No questions were raised on the

Annual Report.

### 6. FINANCIAL STATEMENT 2024

The meetings AGREED the previously circulated financial statement which was included in the Supplementary Agenda and which had been posted on the branch website for the previous four weeks.

### 7. HONORARIA

No honoraria because auditor posts vacant.

### 8. ELECTION OF BRANCH OFFICERS

The following posts were elected unopposed:

#### Branch Chairperson

Ian Ludlam (Corporate Services) Nominated by: Corporate Services Shop Stewards Committee, Education & Children's Services Shop Stewards Committee, Health & Social Care Shop Stewards Committee, Health & Safety Sub Committee, Place Shop Stewards Committee. Branch Secretary

David Harrold (Place) Nominated by: Corporate Services Shop Stewards Committee, Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee, Karen O'Brien & Claire Brown (Place), Nicky Scally & Martyn Arnold (Health & Social Care), Amanda Ford & Debbie Marshall (Corporate Services), Lynne Greenan (Corporate Services) & Jane Brown (Health & Social Care), Gillian McFarlane & Karen Collins (Health & Social Care

#### Service Conditions Convener

Kyle Bellamy (Place) Nominated by: Corporate Services Shop Stewards Committee, Education & Children's Services Shop Stewards Committee,

Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee

#### Service Conditions Officers (General Posts (2))

Allan King (Place) Nominated by: Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee

Ian Mullen (Place) Nominated by: Corporate Services Shop Stewards Committee, Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee

#### Women's Posts (3)

Katrina Baird (Education & Children's Services) Nominated by: Corporate Services Shop Stewards Committee, Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee

Pauline Henderson (Place) Nominated by: Corporate Services Shop Stewards Committee, Yvonne McGregor & Lorraine Anderson (Education & Children's Services), Aynsley McFarlane & Diane Yule (Place)

#### Equalities Officer

Mark Laidlaw (Education & Children's Services) Nominated by: Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee

Continued on Page 20

### **Equalities Officer**

Mark Laidlaw (*Education & Children's Services*)

Nominated by: *Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee*

### **Black Members Officer**

Isabella Ingibina (*Health & Social Care*)

Nominated by: *Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards, Place Shop Stewards Committee*

### **LGBT+ Officer**

Ian Ludlam (*Corporate Services*)

Nominated by: *Corporate Services Shop Stewards Committee, Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee, Alannah Ainslie (Place) & Christine Essex (Education & Children's Services), Barbara Byahurwa (Voluntary Sector) & Tom Martin (Place)*

Education Officer

Ian Mullen (Place)

Nominated by: *Corporate Services Shop Stewards Committee, Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee.*

### **Health & Safety Officer**

Ian Mullen (Place)

Nominated by: *Corporate Services Shop Stewards Committee, Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health &*

*Social Care Shop Stewards Committee, Place Shop Stewards Committee.*

### **Lifelong Learning Officer**

Graeme Nisbet (*Corporate Services*)

Nominated by: *Corporate Services Shop Stewards Committee*

### **Welfare Officer**

Mike Smith (*Corporate Services*)

Nominated by: *Education & Children's Services Shop Stewards Committee Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee*

Pauline Henderson (*Education & Children's Services*) (*Job Share*)

Nominated by: *Corporate Services Shop Stewards Committee*

### **Women's Officer**

Lynn McLaughlan (*Place*)

Nominated by: *Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee, Place Shop Stewards Committee.*

### **Young Members Officer**

Tom Martin (Place)

Nominated by: *Education & Children's Services Shop Stewards Committee, Health & Safety Sub Committee, Health & Social Care Shop Stewards Committee.* No nominations were received for the post of Vice Chairperson (2), Assistant Secretary, Treasurer, Service Conditions Officer (female), Disabled Members Officer, Communications Officer, Environment Officer, International Officer, Membership/Recruitment Officer, Auditors (2). These posts would be remitted to the Branch Committee for action.

## **9. PRESENTATION AND QUESTIONS AND ANSWER SESSION**

The meeting received a brief update on the ongoing

negotiations/discussions on the following matters: -

- Budget Cuts
- Drumbrae Care Home saved and brought back in-house.

## **10. RULE CHANGES**

No rule changes submitted.

## **11. POLICY MOTIONS**

### **1. Emergency Motion – Budget 2025 – Enough is Enough**

Proposed: UNISON Service Conditions Team

The UNISON City of Edinburgh branch will actively resist any cuts or attempts to privatise or outsource essential services provided by our members. Neither will we accept any attacks upon our members terms and conditions, regardless of whether they be local government, voluntary or third sector employees.

We will work side by side, providing support and resources where and when necessary to the citizens of Edinburgh and their community groups in any campaign to protect the services they need.

**Decision:** On being put to the meeting the terms of the Rule Change were CARRIED.

### **2. Fair funding not underfunding**

Proposed by David Harrold and Kyle Bellamy (*Place*)

City of Edinburgh Council suffers as a result of the constant underfunding from the Holyrood and Westminster Governments. The last 10 years have seen a slow but steady reduction in the workforce which in turn is the cause for a drop in the quality of our essential services. If we continue on this pathway, the door will be closed on publicly owned services, which will not only affect us but those we serve, the most vulnerable people of our city. The private sector profiteers are already circling, and we need to fight back.

*Continued on Page 21*





Therefore, this AGM commits our union to take decisive action and instructs our Branch Officers to:

1. Call upon all the political parties that hold seats within City of Edinburgh Council to be proactive in their defence of our essential services and forceful in their demands for our city to receive fair and appropriate funding from Westminster and Holyrood.
2. Call upon City of Edinburgh Council to secure a return of meaningful staffing levels and to safeguard the delivery and quality of all services to the people of Edinburgh and provide us with a list of posts that have been deleted or left vacant as part of recent budget cuts.
3. Highlight the invaluable role that public sector workers play in our city, ensuring that recognition is given to their dedication to duty despite being hampered by constant restructuring and budget cuts.
4. Reaffirm our absolute opposition to any form of redundancy that would cause harm to our essential services and any use or interpretation of the Managing Change Policy that would cause our members financial or career harm.

**Decision:** On being put to the meeting the terms of the Rule Change were CARRIED.

### 3. Care workers still deserve better

Proposed by David Harrold (*Place*) and Isabella Ingibina (*Health & Social Care*)

This AGM notes that there has been no improvement in the funding of health & social care in Scotland, with Westminster and Holyrood continuing to fail in providing adequate funding for these essential services.

The double whammy being that despite putting 18 more money into the national coffers than any other local authority, Edinburgh remains one of the most poorly

funded local authorities in Scotland.

This AGM believes that to continue on this path with cuts on top of cuts will be so devastating and so long-lasting that in Edinburgh these vital services may never recover. Care of our older people can't be provided on the cheap, it requires investment not corner cutting via organisational reviews with the inevitable loss of experienced and knowledgeable staff. Failure to invest and nurture will only see a rise in excessive workloads and a limiting of resources, accompanied by an inevitable rise in absenteeism due to anxiety, stress and workplace injury. Our care workers, at all grades, are struggling and when they struggle so do the people who need their support. It's time for everyone to stand up and be counted for one of the most poorly paid groups within City of Edinburgh Council.

This AGM says that failure to ensure meaningful staffing levels, resources and support will not only undermine the quality of our essential services but be an abandonment of Edinburgh's older and more vulnerable residents. This AGM supports this motion and instructs the UNISON City of Edinburgh Branch Officers to:

- 1) Call upon councillors and officers of the Edinburgh Health & Social Care Partnership (EHSCP) to reconsider planned and existing budget cuts and look at more creative ways to secure and build upon our care services.
- 2) Urge City of Edinburgh Council to provide proper investment for EHSCP services, calling upon them to forcefully request adequate funding from the UK and Scottish Governments.
- 3) Seek a meaningful re-evaluation of every EHSCP job description to ensure they truly reflect the responsibilities and

financial worth of each post.

**Decision:** On being put to the meeting the terms of the Rule Change were CARRIED.

### 4. More for less' is causing you stress

Proposed by *Place shop stewards Committee*

This AGM recognises that work-related stress, fatigue and anxiety is a constant issue raised by our members. Stress has been identified as the leading cause of absence at the City of Edinburgh Council in recent years and has been covered by articles in the local press.

This AGM recognises that stress, fatigue and anxiety at work can result from a host of different factors, not least our members being asked over years of austerity to 'do more with less.' This AGM recognises that, while not all causes of work-related stress, fatigue and anxiety are caused deliberately or maliciously, we educate our Stewards and members that the Unacceptable Behaviours at Work Policy section 3 includes 'giving you unachievable tasks or "setting you up to fail"' as an unacceptable behaviour.

This AGM commits our branch to:

- Educate our members and reps about the Stress Management Policy to in turn ensure that it is followed by the employer.

- Encourage our members to raise any concerns about their workloads and any issues causing them stress with their line manager in the first instance. If the situation is not resolved, our members are encouraged to raise formal grievances with the full support of their branch.

- Raise at the appropriate forums areas that are identified as 'hotspots' of work-related stress and anxiety so that issues are addressed accordingly.



### 5. End violence in our schools

Proposed by Katrina Baird & Dalwinder Singh (*Education & Children's Services*)

This AGM recognises that violence and abusive language against school support staff has escalated to a dangerous level. Violence has now become an everyday occurrence Happening with frustrating regularity in all schools across the city. UNISON Scotland's Violence at Work Report shows the total number of incidents reported between April 2021 & March 2024 come in at a staggering 40,306. 77% of these incidents reported are experienced by school support staff such as Pupil Support Assistants, Early Years Practitioners and the janitorial staff.

This AGM also notes with concern that not all incidents are being properly reported, which advises that incidents of violence and abusive behaviour are much higher than the 40,306 incidents being presented. Therefore, this AGM requests that the trade union advocates for:

- a. City of Edinburgh Council to commit to and sign up to UNISON's End Violence at Work" Charter.
- b. The proper reporting and recording of all incidents of concern as per Council policy and procedure, with supportive measures also being put in place for those members of staff who fall victim to violence in the workplace.
- c. The early intervention of educational psychologists and the

Additional Support for Learning Team when reports of violence/abusive behaviour are received.

d. The reporting of all violent incidents to Police Scotland where the school service cannot adequately resolve matters at source.

**Decision:** On being put to the meeting the terms of the Rule Change were CARRIED.

### 12. ANY FURTHER BUSINESS

The Chair closed the AGM, and all vacant posts, along with Motion 6 (Debriefing after a violent incident) and Motion 7 (Ensuring the legacy of 2024, the Year of the LGBT+ Worker), were remitted to the Branch Committee for decision and action.

**CONCERNED ABOUT WORKLOADS, PAY AND  
CONDITIONS, SAFETY, EQUALITIES, HARASSMENT,  
PENSIONS, PRIVATISATION? WHO ISN'T?**

**WANT TO DO SOMETHING ABOUT IT?**



**STEWARDS ARE THE LIFEBLOOD OF OUR BRANCH  
AND WE NEED YOU. YOU WILL HAVE OUR FULL  
SUPPORT, TRAINING AND A GREAT  
NETWORK FOR ADVICE.**

**Go on, think about it.**

Contact us at 0131 558 7488

[branchoffice@unison-edinburgh.org.uk](mailto:branchoffice@unison-edinburgh.org.uk)

**Or elect a steward now at**

[unison-edinburgh.org.uk/elect-a-steward](https://unison-edinburgh.org.uk/elect-a-steward)

## Branch Meetings

These are the supreme branch policy meetings and are open to all members.

## Departmental Meetings

Open to all members in each department or sector and can mandate Shop Stewards Committees. Members mandate their own stewards via Workplace Meetings.

## Branch Committee

Consists of about 40 members made up of branch officers, stewards elected from Departmental Committees and reps from self organised groups. Steward delegates are accountable to their Stewards' Committees. Structures ensure stewards outnumber officers.

The Committee meets monthly to deal with the running of the branch and oversees work of all other committees.

Delegations must meet proportionality (ie reflect the proportion of women in the membership) and fair representation.

## Shop Stewards Committees

Made up of all stewards in each department. These deal with issues in your department and most have a Joint Consultative Structure through which they meet management regularly. They represent your views through workplace or departmental meetings and elect delegates to the branch committee.

## Scottish Council

UNISON's Scottish forum of delegates from all branches. There are also specific structures for services like Local Government and Health.

## National Conference

UNISON's supreme policy making body made up of delegates from branches. Also Conferences for each individual service (eg Local Government).

## National Executive

Elected by ballot of all members on Regional constituencies (eg Scotland), and UK service constituencies like local government. Implements, interprets and sets policy between conferences. Members are lay officers who have jobs like the rest of us.

## Self Organised Groups

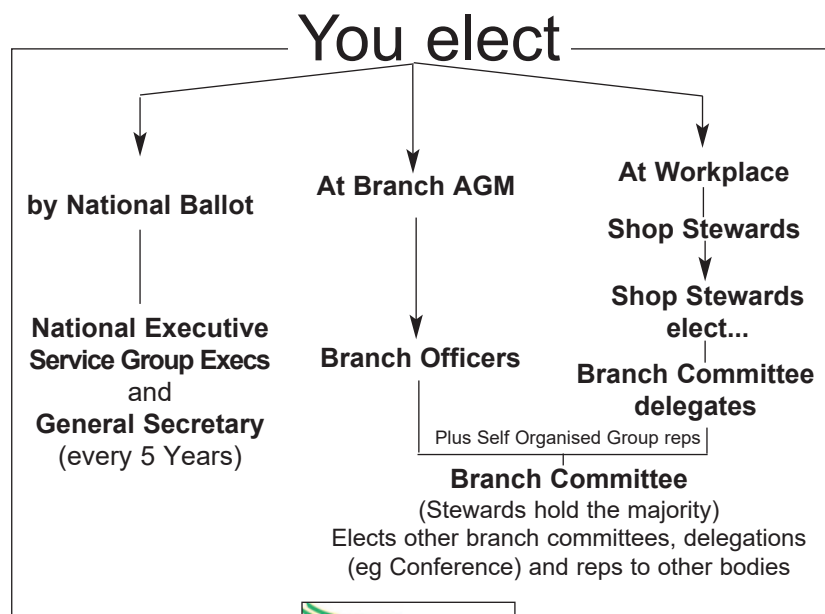
For structurally disadvantaged groups, eg Women's Group, Young Members, Black Members, Disabled Members, Lesbian, Gay, Bisexual and Transgender Members.

# Making your VOTE COUNT

Here we outline broadly the current framework and the UNISON structure in which the branch works.

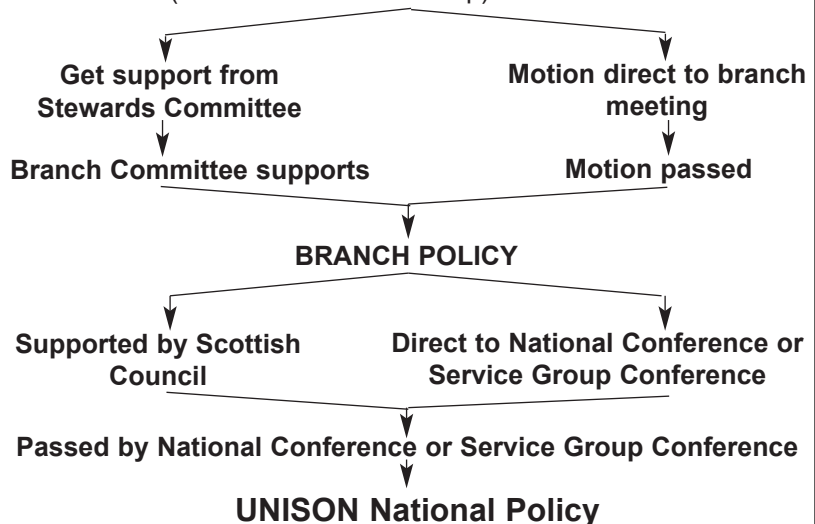
**UNISON is a lay member led union with democratic structures at all levels. But these structures are no good unless members themselves exercise their right to use them.**

The structures which branch members have set up will no doubt develop through experience to meet the branch's needs.



## How you can make UNISON Policy

For example, you want UNISON to campaign for more leave  
Discuss at your workplace, raise with your steward or draw up a motion (the branch office will help) and find a seconder.





### Three simple ways to join UNISON today



**Join online at**  
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**Call us on**  
**0800 171 2193**



**Ask your rep**  
**for a form**

**You can also call 0131 558 7488 or download a form at**  
**[www.unison-edinburgh.org.uk](http://www.unison-edinburgh.org.uk)**

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