

CWU Northwest Region - Annual Equality Report 2020

2020 has been a year like no other we have experienced previously. The pandemic brought to the forefront all the equality issues that we have been discussing and campaigning to improve for years within the equality strands. The impact on some strands has been more noticeable than others and has led to increased hardship for some of our members.

Face to face meetings and events have not been possible but we have kept moving forward with the Redesign aspect of embedding equality in everything we do by using new ways of communicating safely and being more creative with new ideas.

Our Equality Leads have come together to support each other, share ideas and work together as well as going the extra miles and fulfilling their Key Workers roles with their employers. I am very proud to be part of this team and thank all our Regional and National colleagues for their help, support, ideas and friendship.

Here's to 2021, the year that we hopefully restart our face to face meetings, events and social interaction to celebrate the excellent work we did during 2020.

The Regional Equality Leads can be contacted by Reps and Officers for any help and advice.

Peter Pascall: BAME peterpascall01@gmail.com
Tony Windle: Disability tonywindle.equality@gmail.com
Sheila Biggins: Women's sheilabiggins.cwuequality@gmail.com

Thanks to Cathryn Heath for her contribution as Regional LGBT+ Lead as she is now stepping down to give someone else the opportunity

Karen Kendrick
NW Regional Equality Lead & Assistant Regional Secretary

Regional BAME Lead Annual Report 2020

As we all know, the last year has been full of challenges that have been out of the ordinary, and incredibly hard to navigate. Despite this and apart from this adding to all the everyday activities that have to be carried, such as work, family etc. I've done my best to develop and push through with my role to get the job done.

My 3 main priorities that I set myself at the beginning of 2020 were:

1. To increase the level of knowledge

I have tried to achieve this by starting and engaging in conversation with members within my Branch and Officers of my Branch and Region. Also, by just making myself available to anyone who wants to find out more about BAME issues. I've been putting forward and exchanging ideas with the other Regional Reps and Leads - both in our Region and those outside, to implement ways to get knowledge out to others.

2. To engage more with BAME workers

I made the suggestion that a WhatsApp group to be set up for the Region's BAME Officers to engage with each other, share and post news and information. This was done and most importantly it's worked. I've definitely been educated on certain issues that I wasn't completely sure of. It's worked well and I'm sure it will continue to do so. It's a very good medium of communication, as it's instantaneous and there is no waiting around or having to take up valuable time trawling through emails.

3. To increase awareness of BAME issues.

Apart from using elements of the previous two points. I have and will continue to use newsletters, write reports and use the vehicles of Black History Month and guest speakers. As part of a national initiative, I have also had the idea initially of all the BAME officers in the Region to do a quick video to give an insight into who they are and what they do. This would be so that we are all seen as the real people we are as opposed to just a printed name and title that others read on a sheet of paper. We are also looking to take this idea to the all the Officers in the region as it will give a better feeling of camaraderie and community. There are many officers who have more than one role and are often times just bogged down with such things as industrial cases for instance. If possible, during Black History Month 2021 I intend to organise an event to bring some of my family members to the Region to make some food and to socialise so that people can get see the other side of me as opposed to just a person they see a few hours/times a year at a meeting or on a Zoom App.

Finally, as always all this will be done with the help of the other Equality Leads who at all times are willing and do help me to get the job done. They encourage and educate me with the things I'm unsure of whenever they are needed. And whom without their help this role would be a whole lot more difficult.

Peter Pascall. Regional BAME Lead.

Regional LGBT+ Lead Annual Report 2020

My 3 priorities for 2020 were:

1. To build on the work that the national LGBT+ Advisory Committee had been doing,
2. Support as many Pride and LGBT+ events as possible,
3. Look at workplace policies and encouraging inclusivity for Transgender employees.

I have attended the majority of scheduled Region and National meetings plus a number of online events but have been unable to move the agenda forward as planned due to the pandemic and other CWU commitments.

Cathryn Heath NW Regional LGBT+ Lead

Regional Disability Lead Annual Report 2020

As reported last year, the role of Regional Disability Lead is still relatively new. It's been a challenging year progressing with its development. Despite the disruption Covid-19 has brought with it, work has continued. I think under the circumstances I as well as the other Leads have done our very best to develop our roles.

Last year I set myself 3 aims to achieve during the 12 months that followed these were.

- 1. To be the go-to person for reps and branches for disability related enquiries.**

This has been achieved as a number of reps, members and branches have contacted me asking for support or advice so that they can adequately support their disabled members. There is still more work to do to improve this and I will continue to do so.

- 2. Raise awareness on various disability conditions.**

This is an ongoing task, which I do all year round using social media, primarily WhatsApp groups, Twitter and occasionally Facebook. These cover topics such as Deaf Awareness, Cancer (fundraising also took place this year for Breast Cancer and, Mental Health.

- 3. Organise one equality event per year within the Region.**

Unfortunately, the pandemic has played a part in delaying a Disability Awareness workshop I wanted to deliver to the region. This is still the plan and work is ongoing to develop this for delivery by zoom.

There is still much to learn and achieve. And I aim to further improve on the role over the next twelve months. Equality is becoming more mainstream within the CWU and there is still plenty of work to be done to achieve this.

Tony Windle Regional Disability Lead

Regional Women's Lead Annual Report 2020

This first year has been a tough year with many challenges not just for myself, but for everyone. At the beginning of the year, I outlined my priorities of challenging myself, creating a network of women and running events and I feel I have fulfilled all 3 priorities.

Challenge and Educate Myself

I completed two courses Essential Skills 1 and Equal Rights 2 at Alvescot before it closed early March. I attended a Domestic Abuse 4-part online course held by Jean Sharrocks and a Harmful Gambling Awareness Course.

I arranged a Women of Today (WoT) Event to be held at the Mechanic's with a full array of speakers and a young talented singer, sadly this event had to be cancelled due to Covid19.

I rose to the challenge to adapt the WoT Event to an on-line event followed by 5 workshops. I engaged with Kate Hudson and the Education and Equality (EE) team to outlay my plans and ideas. I also gained the assistance of our Equality Lead Karen Kendrick. With the help of Amie Retallick, I have designed banners to raise awareness for both Breast Cancer and Domestic Abuse.

I Chaired the last two WoT Workshops and also became a quiz master for an online quiz I had set up.

Create a Network of Women

This has been a challenge in itself with the pandemic, but still I've set up a WhatsApp group for the NW Women Officers and Female Equality Officers and I keep in contact and share idea's with other Regional

Women's Leads through a WhatsApp Group Jean Sharrocks set up. I have engaged with other Women in both organising and holding the WoT Event/ Workshops and attending meetings both within and outside of the CWU.

I have produced a series of Regional Women's Newsletters to keep our female members informed of what we are doing in the region. I have been in contact with Samantha Dixon (RM Uniforms) over the unsuitability of the trouser for our female members and re-usable Face Masks. (available from January)

Running Events

I would firstly like to say Thank you to both Karen Kendrick and Emma Garner for the invaluable help they have given me in organising my events which include The WoT Events/ Workshops, Domestic Abuse Course and the Fun Lockdown Quiz.

Plans for the Future include:

- Online WoT events over the course of a week to celebrate International Women's Day on the 8th March
- Keeping members up to date using the Regional Women's Newsletter,
- Producing a case for Royal Mail to sign up to the Harmful Gambling Workplace Charter.
- Continuing to raise awareness on social media on women's issues
- Setting an equality themed quiz with 4 sections to represent each strand.
- Creating a Social Media CWU Advent Calendar for next December with each door opening a video or message to celebrate what equality has achieved

Sheila Biggins Regional Women's Lead