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## GENERAL

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### Equality & Diversity Mandatory Training for Branch Officials – London

In line with conference policy, we now require branches to submit applications for the following mandatory equality & diversity course. This course is being held in the London region:

**Tuesday 21st October 2008** – CWU HQ

Further dates and venues for other regions will be published in due course.

Nominations should be made on an application form for union courses and returned as soon as possible to **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email: **mtodd@cwu.org**

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### Women's Seminar – Bournemouth

We have organised a women's seminar to be held in Bournemouth and are asking for nominations from branches in the region.

The course is being held at the Elstead Hotel in Bournemouth from **Friday 31st October – Sunday 2nd November 2008**.

Nominations should be made on an application form for union courses and returned as soon as possible to **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email: **mtodd@cwu.org**

## EQUAL OPPORTUNITIES

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### Harassment Complaints Database: Union Policy

Branches are again reminded of the need to fill in the Harassment Complaints Database (HCD) forms, as illustrated in LTB 450/04.

Please ensure that all representatives have a copy of LTB 450/04 as it contains useful guidance as well as the form itself.

Branches may also find LTB 289/04 useful which contains information on the Harassment Helpline and the Harassment Advice Network as well as the HCD. The completion of the HCD forms is part of our agreement with the Equal Opportunities Commission and is, therefore, CWU policy (the full agreement can be found in LTB 292/04).

The Equal Opportunities Commission has raised concerns with us regarding the completion rate, which we need to address, otherwise we will fall foul of the agreement. Therefore, please ensure that any complaint

raised with branch representatives by members that involves possible harassment should be notified to HQ via these forms.

We appreciate that this will add to an already busy work schedule for those representatives that have the responsibility for completing them, but there is no scope for non-compliance. We must accept that this will become an accepted culture in terms of harassment reporting. The data that will come through to HQ will be vital in enabling us to analyse and identify any obvious patterns where problems exist.

We extend our appreciation to all those branches already complying with the policy and look forward to the co-operation of all branches in this matter.

Any enquiries about this paragraph should be addressed to **Linda Roy**, Equality Officer.

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### Mandatory Equality & Diversity Training

Branch secretaries are requested to ensure that any person in their branch who has CWU representative responsibilities and has not yet completed their mandatory equality & diversity training are enrolled in the courses that are planned throughout the regions in the forthcoming months. All reps must do the training – this includes divisional reps, area reps, unit reps and branch officers.

For clarification on dates please contact your regional secretary. The training has been running now for over three years and there are still a substantial number of reps who have not completed the training. Your co-operation in this matter is greatly appreciated. Equal Opportunities Department.

## HEALTH AND SAFETY

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### Workplace Health and Wellbeing Programmes are 'Proving Effective' – New Government Pilot Scheme Report Concludes

Initiatives designed to improve the health and wellbeing of employees can have a positive impact, according to the results of a new government funded pilot scheme.

The "Well at Work" programme, which is run by the British Heart Foundation, has put to the test initiatives such as free fruit in workplaces, regular employee health checks and weekly pedometer challenges to encourage staff to eat well and stay active.

Initial findings from the scheme reveal that such initiatives can make a significant difference to the health and wellbeing of workers and can also boost staff morale and productivity levels.

Employees taking part in active commuting schemes spent an extra 24 minutes cycling or walking to and from work, while redecorating stairwells resulted in a 28 per cent increase in the number of workers using the stairs instead of the lift.

Dame Carol Black, national director for health and work, said: "I'm encouraged to see pilots like this. Employers have a crucial role to play if we are to make wellness at work a reality for all, not a privilege for the few."

Employers have also been urged by health secretary Alan Johnson to contribute to nationwide efforts to tackle obesity.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. EX1**.

## EVENTS BULLETIN

### Saturday 16 August 2008: Protest against Fascist BNP's Red, White & Blue "Festival".

Join the protest to stop the BNP Rally in Derbyshire. Meet at Codnor Market Place from 11am for a march that will set off at approx 11.30am. The short march through Codnor will be followed by a rally of local and national speakers back at Codnor Market Place. The rally is scheduled to end around 1.15pm. Coaches should aim to vacate the specially provided parking provision no later than 2pm. This is the only protest supported by the Midlands TUC. There is nothing else that has been sanctioned by the Police or that I am in a position to recommend colleagues to attend. Despite significant local opposition – including the withdrawal of a premises (alcohol & music) licence by the local authority and police – the BNP are going ahead with their Nazi rally in the Derbyshire countryside. In previous years, BNP members were secretly filmed by BBC documentary makers singing Nazi marching songs at the event. This protest is called by Derby, Mansfield and Nottingham Trades Council, Derby Unite Against Fascism, Notts Stop the BNP, and Unite Against Fascism nationally. Supported by East Midlands TUC (and in conjunction with local and regional trade union organisations and local UAF/LMHR groups). For further information and transport details contact the national **UAF** office on **020 7833 4916** or **unite@ucu.org.uk** or **www.uaf.org.uk**

**Monday 8 September 2008 – Thursday 11 September inclusive: TUC Congress 2008.** Brighton.

**Sunday 21 September 2008: Peace Day.** On Peace Day this year, we will return to London's Royal Albert Hall for our annual celebration. The evening festivities will include a gala screening of a new film, *The Day After Peace*, and performances by Annie Lennox and Bryan Adams. Jude Law will, once again, be a key speaker alongside a host of other guests. Also on Peace Day, 2008, people all over the world will be playing football as part of our 'One Day One Goal' campaign. Through 'One Day One Goal' we hope to see football matches take place in all 192 United Nations member states. Each 'One Day One Goal' match will celebrate cooperation, unity and the power

of football to bring people together on Peace Day. You can find out more about this exciting initiative at [www.peaceday.org/football.aspx](http://www.peaceday.org/football.aspx) Whether you plan to play football, attend a Peace Day celebration, say sorry to a friend, or anything else, whatever commitment you make for Peace Day 2008 please be sure to log it on our Peace Wall at [www.peaceday.org/commitment.aspx](http://www.peaceday.org/commitment.aspx)

**Saturday 21 September 2008 – Wednesday 24 September 2008: Labour Party Conference.** Manchester.

**Saturday 4 October 2008: Keep the Promise: End Child Poverty.** 1 in 3 children live in poverty in the UK today. We can see the damage that poverty does to our society and are demanding a better future for all our children. The government have made the promise of a generation – to end child poverty. Let's hold them to it. Join thousands of us at Keep the Promise in London on Saturday October 4th – the UK's biggest ever event to end child poverty. 11.30 Assemble on Millbank, near Lambeth Bridge, for more details see website. 12.30 march through Westminster to Trafalgar Square – 14.00. Followed by family fun and speakers in Trafalgar Square. For more information visit the [End Child Poverty](http://www.endchildpoverty.org.uk/promise) website at [www.endchildpoverty.org.uk/promise](http://www.endchildpoverty.org.uk/promise)

**Friday 10 October 2008: National Youth Education Event 2008.** Start 6pm Friday and ends lunchtime Sunday. This year's National Youth Education Event has been set to take place over the weekend of 10-12 October at the Jury's Inn Hotel in Brighton. Branches are therefore asked to consider advertising this event to their young members and encouraging them to attend – it is the primary youth event run by the CWU. It brings together young (under the age of 30) activists over the course of a weekend in which they gain knowledge, skills and confidence about their role in the union and the union's work in general. For more information or an application form please contact **Jo Thair** on **020 8971**

**7487** or [jthair@cwu.org](mailto:jthair@cwu.org)

**Tuesday 14 October 2008: TUC Organising Academy – Building Stronger Unions: Organising the Future.** To be held at TUC, Congress House, Great Russell Street, London WC1B 3LS. Celebrating 10 years of the TUC Organising Academy, this event will be looking at the development of the academy over the last 10, successes, new initiatives and discussions around organising the future. This free event is open to everyone involved in the union movement and guest speakers confirmed include Frances O'Grady, TUC Deputy General Secretary and Paul Mason, Newsnight journalist and author of "Live Working : Die Fighting". To register for attendance and to receive further details of this event please contact **Joanne Adams** on **020 7467 1361** or email [jadams@tuc.org.uk](mailto:jadams@tuc.org.uk)

**Thursday 16 October 2008: Demonstration Outside the European Parliament in Brussels.** Organised by the European Transport Workers Federation. The European Socialist Party have organised a seminar on this subject in the morning of the same day. The intention is to lobby politicians in the morning and this will be followed by a formal demonstration outside the European Parliament in Brussels at midday. The intention is to publicise the continued problem of social dumping and the morally indefensible discriminatory practices that continue within the European Shipping Industry. It is for the demonstration that we are seeking to really maximise trade union attendance but if trade unionists can also lobby their own MEPs that would be welcome. If you need any further information please contact **Steve Yandell** at the RMT on **020 7529 8819** or at [s.yandell@rmt.org.uk](mailto:s.yandell@rmt.org.uk) RMT will in particular be highlighting the detrimental impact of the EU Maritime Regulations which have now forced the tendering of the Clyde and Hebrides ferry services, as condemned in Congress resolutions in the past. The majority of RMT members are travelling to Brussels on the 08.05 Eurostar train so they can participate in the demonstration,

and are due to return on the 16.05, arrival at St Pancras International 17.03.

**Wednesday 22 October 2008: Update on Equality Law: Are we catching up?** To be held at the Adelphi Hotel, Liverpool from 10.30 - 4.15. A critical look at the role of the new Equalities Commission, the equalities legislation and best practice solutions in the workplace. An informed and sympathetic understanding of the latest developments in equality legislation. Speakers include: Professor Aileen McColgan, Kings College, London; Dr Lucy Vickers, Oxford Brookes University; Sally Brett, TUC; Vicky Philips, Thompsons Solicitors and others to be confirmed. IER Subscribers £75, Trade Unions £90 and Commercial £220. For more information contact Carolyn Jones at the **Institute of Employment Rights** (IER) at The People's Centre, 50-54 Mount Pleasant, Liverpool, L3 5SD or telephone **0151 702 6925**.

**Wednesday 12 November 2008: Employment Law Update: Fairness at Work.** To be held at the Adelphi Hotel, Liverpool. We intend Employment Law Update to be an annual event to review existing legislation and look at new legislative proposals. Speakers to include: Thompsons Solicitors, leading north west barristers; NW TUC and others. IER Subscribers £75, Trade Unions £90 and Commercial £220. For more information telephone **0151 702 6925**.

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If you have anything for the events bulletin page please send your contribution to:

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*Details must arrive nine days before publication and must include a contact phone number, brief summary of the event, email and website address. Listings are free, but inclusion is not guaranteed.*