

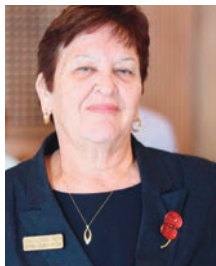
BAME

 BAME OFFICER TOOLKIT

Foreword

The BAME Officer (Black, Asian & Minority Ethnic) role came into effect after the CWU Annual Conference 2014, resulting in all branches being required to have a BAME Officer. This is a post which forms part of the committee.

This toolkit has been designed using the North West Regional Women's Committee 'We Can Do It Women's Information Pack' and the Women's Advisory Committee's 'Women's Officer Toolkit' as its basis. Using a similar style and format, this toolkit will help us to standardise information across roles, thus supporting people who may undertake more than one role such as the Women's Officer and BAME Officer roles. This toolkit has been designed to provide a guide to help you and your branch work together and to give you an extra level of support as you become more active within the CWU. We hope this tool will serve as a starting point for you to help shape and deliver the work that needs to be done, locally alongside the regional equality and national Racial Advisory Committees. We are committed to helping all of our union representatives to play a full role keeping them meaningfully engaged.



Linda Roy

Linda Roy
Assistant Secretary,
Equal Opportunities

Acknowledgements

Thanks to the following for their contribution in making this toolkit a reality:

- *Karen Bosson and the North West Regional Women's Committee, for the information and inspiration taken from their 'We Can Do It' Women's Information Pack*
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- *Fevzi Hussein, Policy Assistant, CWU & Gail Nicholas, Women's Officer, CWU, North & Northern Financial Services for pulling together this toolkit to support all BAME officers throughout CWU*

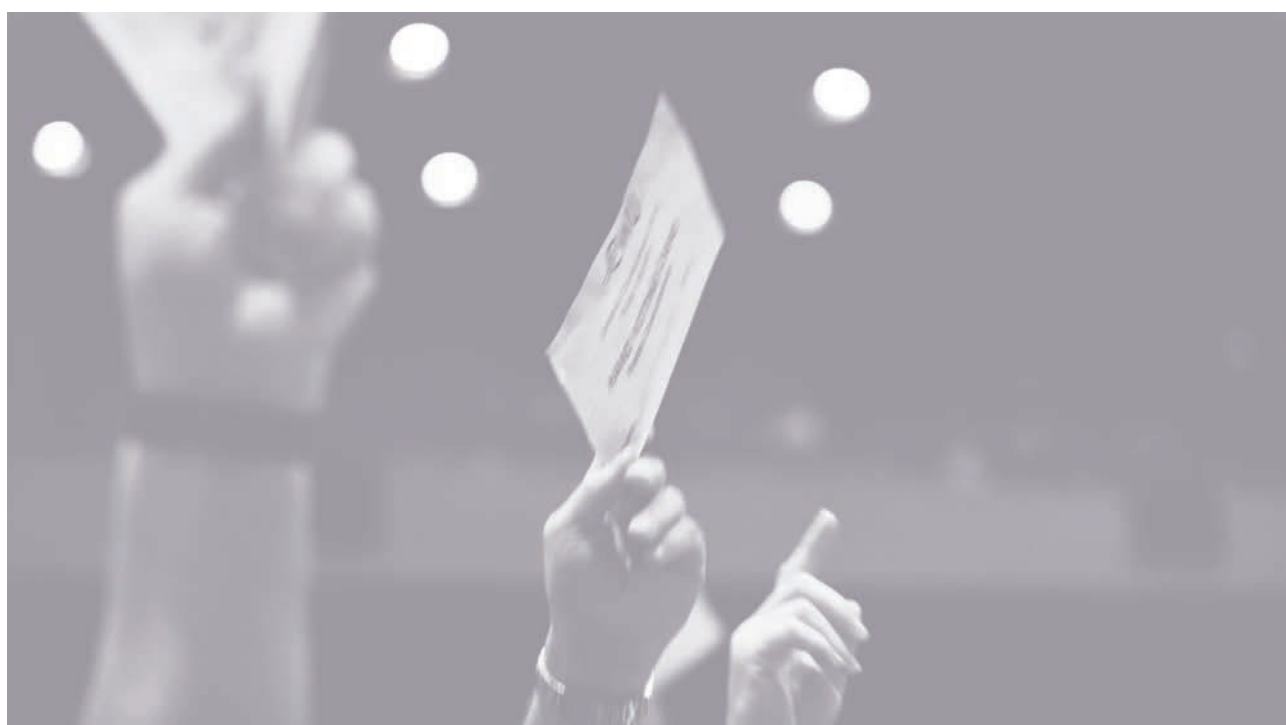
Introduction

As a BAME Officer you may find that you do not always know the answer and you may at times wonder why you put yourself through the long hours, which are often in your own time and often appear to receive little or no thanks. However, you know when you feel you have made a difference, whether it is to a member's life or in the workplace. As you will no doubt experience that feeling of achievement and the realisation of the difference that you can and do make in your role operationally and strategically as you engage in the various committees and conferences, you will no doubt attend as part of your role.

People from visible and invisible minority ethnic communities may face many challenges both within the workplace and at home and we should aim to support and encourage each other to become more active in addressing such challenges. We hope you find this toolkit useful and remember that you also have the help and knowledge of representatives throughout the union at the end of an email or phone and they will often prove to be the most valuable resource as you carry out your BAME Officer role.

Election Process

Every BAME Officer position advertised should have clearly defined roles and responsibilities, as per the rules of CWU. If you are standing for election, guidance can be given to you on how to complete a biography and/or biographical address. Your branch should help you with this. If you are interested in standing, you can also ask to shadow a current BAME Officer to gain insight into the practicalities of the role and what one could expect to be involved in once successfully elected; again your branch can help to facilitate this. In terms of interest in this role there is also the option to contact the RAC Chair and seek permission to attend a RAC meeting as an observer. Your branch will need to approve this as there would be expenses involved and they will be responsible for covering this.



The Role of the BAME Officer

Black, Asian and Minority Ethnic (BAME) Officers work to defend and extend the rights of BAME members alongside all CWU members. A broad guide to the role is illustrated below and there is also attached to this toolkit the BAME Officer job description:

- Raising awareness about issues affecting people from visible and invisible minority ethnic communities
- Reporting to their branch/regional equality committee on relevant issues
- Escalating relevant issues where necessary
- Acting as a point of contact where necessary
- Acting as a liaison between CWU HQ and the branch on issues concerning BAME members
- To provide information to members
- To attend CWU BAME Officers Seminars & Black Workers Conference and feed in where appropriate
- To have a leading role in any recruitment or organisational campaigns where potential BAME members are being targeted

ENGAGEMENT CHART & THE BAME OFFICER



Working with Your Branch

To help you become more effective locally and within your branch, these are some ideas to help you become more effective in the BAME role:

- Copy of the branch constitution rules and policies, including any branch bye-laws, which show additional rules agreed at Branch level
- An up to date CWU rulebook
- Policy documents, showing what current CWU policy is
- A list of the BAME members you represent and the business that they are from
- Dates and times of branch and Regional Equality Committee meetings to attend and play an active role within. If you cannot attend then send your apologies and reasons for non attendance
- Produce a report for meetings
- Ask your branch committee about what they expect from you in your role as BAME Officer
- Get to know your committee members (their roles and responsibilities) get their contact details including emails and telephone numbers
- If you want to attend CWU courses/ events ask permission/guidance from your branch secretary
- If a BAME member asks you to represent them make sure you inform their local Rep/IR Rep and Branch if appropriate.
- Do your best to attend Regional Equality Committee meetings and try to bring a new delegate with you but make sure your branch agree to this beforehand.
- Attend the Black Workers Conference and try to bring a new delegate with you with the agreement of your branch.
- Set up a branch BAME Facebook page and encourage members to join or utilise other social media platforms (this will need to be administered in line with Communication Department guidelines).

Making Changes

As a BAME officer you will have the ability to submit motions. These can be submitted to your branch or to the Black Workers Conference. Branch motions should be relevant to processes and issues within your branch whilst motions to Black Workers Conferences should focus on industrial or national issues. There are courses in the CWU education programme which help in this respect and you should check with the Education department to see what is available.

Campaigns and Activism

A key role of the BAME Officer will be to support campaigns which resonate amongst the BAME communities. For example, we are currently (2016) seeing asylum seekers and refugees being treated appallingly, having to risk their lives to pursue a better life free from persecution and oppression. Depending on how active a BAME Officer wants to be and how much support can be gleaned from his/her Branch this could be a really busy area of work.

The campaign to fight the far right is something that is also close to the heart of the CWU. There will be many opportunities throughout the year to attend and support counter EDL/UKIP or BNP rallies. We now see the creation of a new UK Pegida wing and Unite Against Facism will no doubt want to challenge any activity being organised by Pegida and rightly so.

Other issues which could be of interest could involve matters linked to health. For example the CWU has been working closely with the ACLT (African Caribbean Leukemia Trust) as the number of bone marrow donors in BAME communities has always been significantly lower than their non-BAME counterparts. Rates of Prostrate Cancer in the BAME communities are higher than non-BAME people and in some ethnic groups the rates are extremely high. So you can see opportunities for campaigning are healthy.



INSIDE THIS ISSUE:

- P3 A LONG JOURNEY AND STILL NOT OVER
- P5 MIGRATION IS GOOD FOR THE UK
- P8 WE SHALL REMEMBER THEM
- P10 CUTTING CIVIL LIBERTIES DOES NOT STOP TERRORISM
- P11 MENTAL HEALTH SERVICES "ARE STUCK IN DARK AGES"
- P12 FREDERICK DOUGLASS – HERO OF THE FALLS ROAD

CWU BLACK WORKERS CONFERENCE 2014
WWW.CWU-ORG



DRUM

THE MAGAZINE OF THE CWU RACE ADVISORY COMMITTEE



6 DRUM BLACK WORKERS CONFERENCE 2014 COMMENT

problem of our ageing population by paying taxes that help fund services. Migrants help to fund pensions for the rest of us.

Research also shows that between 2001 and 2011 migrants made a net contribution to public finances of £25 billion in taxes. Migrants use amenities much less frequently and they do not increase the cost of certain services, like the armed forces, at all, so their tax contributions are a national bonus.

Migrants increase the labour supply, growing the economy through increased consumer demand, which leads to the creation of more jobs. There is also evidence that migration has positive effects on the average wage. By adding the skill sets of migrant workers to existing sectors, there is an increase in overall productivity, which in turn increases the average wage.

The race to the bottom in the jobs market did not happen because migrants arrived in the UK, the root of this can be found in



Photo: Alex Ray

“WE ARE OFTEN TOLD THAT MIGRATION IS AN ECONOMIC DISASTER, WHEN IN REALITY, IT IS ESSENTIAL FOR KEEPING THE WHEELS OF A MODERN AND MULTI-NATIONAL ECONOMY TURNING”

the deregulation of labour markets over the last 30 years and the introduction of a raft of anti-union laws. This gave the employers the go-ahead to push back against decent wages and working conditions. Failure to implement the

Agency Workers directive which stopped agencies recruiting from abroad in breach of national rates, the reduction in trade-unionism and the failure to upgrade or enforce the minimum wage, has been to blame for this.

The BNP, EDL, UKIP and other advocates of anti-immigration and racist policies must be challenged by the CWU and all trade unionists. Our ongoing campaigns will dispel the myths with the facts about migration. I hope this article has started that process. ■

- If you were to visit a hospital, you are more likely to be treated by a migrant worker than meet one in the waiting room.

FACTS ABOUT MIGRANTS

- Migrants use the NHS less as they tend to be younger and fitter. ■ 18 hospitals alone earned £42 million in 2010 from overseas patients.
- Most migrants come to the UK to work.
- A government report that studied the impact on jobs found little evidence of displacement caused by migrants.

- Migrants tend to raise productivity levels.
- 14% of all new jobs are created by migrant start-up firms.
- If Polish people and other migrants went home, it would cost £22 billion

CWU BLACK WORKERS CONFERENCE 2014 DRUM 7 ANALYSIS

RISE OF UKIP AND FALL OF THE BNP

Amarjite Singh chair of the RAC, argues that the only way to deal with far right groups like UKIP is to take them on.

The European elections held in May saw UKIP take 24 out of 73 British seats available in the European Parliament – an increase of 11 seats.

UKIP has blamed the European Union for the high unemployment in Britain. They point the finger at people from countries such as Poland, Bulgaria, Estonia, Latvia and Lithuania. But government research has shown that migrants have not led to an increase in the unemployment rate for indigenous people.

Next May there will be a

with disability, people with different sexuality, women and trade unionists. No trade union member should be supporting a party like UKIP.

The trade union movement in Europe must learn a valid lesson from us in the UK. You cannot sit back and think they will go away – they manifest and grow. It is vital to take them on.

In the UK, we have exposed the likes of the BNP at every opportunity by counter demonstrations, not sharing any public platform with them



“YOU CANNOT SIT BACK AND THINK THEY WILL GO AWAY – THEY MANIFEST AND GROW”

general election in the UK, when UKIP will be looking to gain seats at Westminster. I know that MPs are elected on the first past the post system, as opposed to the proportional representation system used for the European Parliament, so smaller parties have less of a chance of making gains. But UKIP will use their friends in the press and BBC to get as much coverage as possible. Let's not forget that UKIP does not only blame European migrants for all the problems of Britain but also people of colour, people

and challenging their racist and fascist myths. And we have got rid of Nick Griffin and his party the BNP out of the European Parliament as well as the many council seats that they held.

Our Race Advisory Committee members have played a vital role in demonstrating and campaigning against the BNP at every opportunity and keeping the issue prominent in the union. We have

MIGRATION IS GOOD FOR THE UK



Linda Roy looks at the facts on immigration and finds that the UK has prospered due to the arrival of migrants over recent years.

In the years after the Second World War immigration from the West Indies and Asia triggered the, now predictable, complaints about housing problems and labour market issues. These complaints were often from people whose concern for the British working man and woman had been well concealed until then. Labour and Conservative MPs complained that immigrants were adding to the housing problem, increasing the size of school classes and swelling demands on National Assistance (i.e. the benefits system).

So there is nothing new when it comes to the anti-immigrant narrative and it is vital to separate reality from myth. This is partly because it would be unjust to do anything else. But it is also because making immigrants the scapegoats for current economic conditions is a damaging diversion from formulating the policies which will address the real problems of the economy.

Indeed, many recent studies have found that immigrants are not the cause of low wages and labour market insecurity.

In 2010, migrants made up 11.3% of the UK population, not

of London increased by 431,000, partly through natural causes (births exceeding deaths by 0.5 million) and partly through migration.

London received 2.9 million incomers in that period but the majority came from the UK not abroad. We are often told that migration is an economic disaster, when in reality, it is essential for keeping the wheels of a modern and multi-national economy turning.

As a recent report from the South West TUC showed, migrants are on average younger than the total population. They ease the

far above the European average of 9.4%. Britain has a smaller proportion of migrants than the US (13%), Canada (20.6%) and Australia (25%).

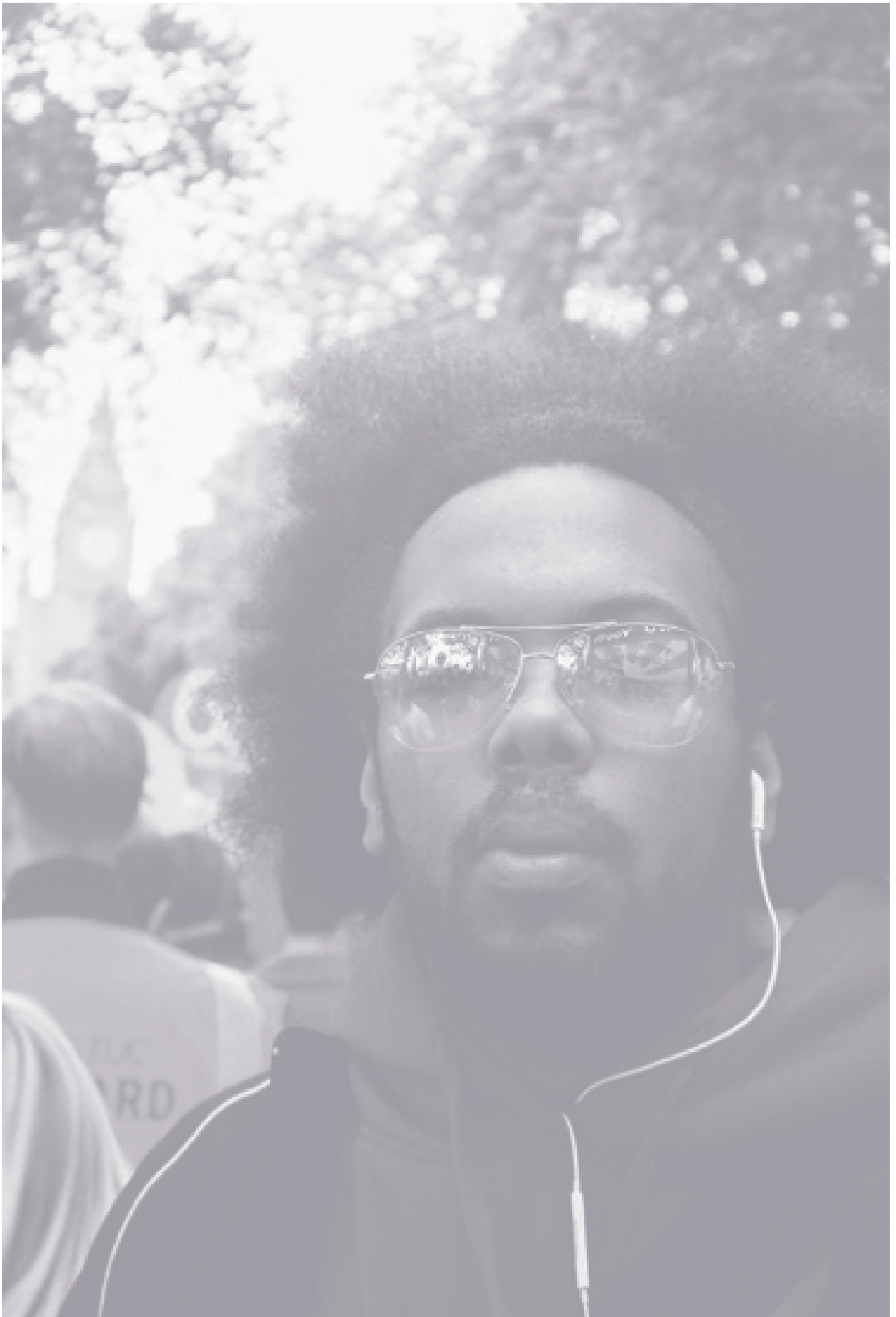
The movement of migrants is not just one way. 350,000 emigrated from the UK in 2011 of whom 43% were British and 57% non-British, 40% (136,000) went to other EU countries.

Some 411,000 UK born citizens now live in Spain, 173,000 in France and 155,000 in Germany. Between 2001 and 2009, population



Top: The Home Office's 'Go Home' van.

Below: Liberty's response to the 'racist' Home Office van.



Recruiting & Organising

Recruiting new members and engaging existing members is crucial for any union. It is worthwhile remembering why you first joined CWU and what helped you to become more active and/or become a BAME Officer. Remembering this will help you to provide a personal experience to potential new recruits. Also consider what answers you would give to people who are not members, for example, ***What is the point in joining as I get the same pay rise as everyone else? I can't afford it? Do unions even make a difference anymore?***

How would you respond to such questions above? Pre-empt what you might be asked and have an answer ready to respond about how only union members can vote on pay offers, how the fees are on a sliding scale according to salary bands, how unions play a key role in ensuring the rights of workers are protected alongside the needs of the business.

Other activities to help in recruiting and organising can include:

- Holding a discussion group or a meeting to find out what issues matter to your members
- Looking for a 'quick win' by identifying an issue that has a reasonable chance of being resolved quickly and set about making it happen
- Considering holding drop-in information sessions where members and potential recruits can get more information about CWU and its various officers/Branch staff
- Making recruiting events themed, tie them in to recognised events such as 10th October World Mental Health Day, October Stress at Work Week, March International Women's Day etc
- Delivering approved desk drops/e-flyer's
- Utilising CWU notice boards and ensuring the information is up to date and accurate
- Talking about the direct and indirect benefits of membership including legal advice, shopping discounts, special offers etc
- Campaign to end institutional and other forms of racism
- Campaign to end job segregation to close the gender pay gap
- Campaign to redress the under-representation of BAME groups in the labour and trade union movement

Fighting the far right

The CWU has been at the forefront of fighting racism and facism. We have worked closely with UAF (Unite Against Fascism, Stand Up To Racism and other groups. We continue to attend anti-English Defence League rallies and any meetings organised by the other far right groups such as the BNP and Pegida. The Race Advisory Committee sees this as as a very important part of their work and any support you can coordinate in your branch would be very welcome.



Inquest

There are far too many deaths in custody and the CWU has worked closely with Inquest to try to highlight this unfortunate statistic. We would encourage you to keep up to date with any relevant campaigns and raise awareness of these in your own branches.

Black History Month (BHM)

Black History Month is a very important month in the BAME activists calendar. Whilst the CWU does not wish to limit BHM to just one month, the month of October and those leading up to it, should see an increased degree of activity for the BAME Officer. Consideration should be given to making sure workplaces are BHM positive by organising events, or getting pull-ups from CWU HQ which can be used in canteens or WTL locations. If you wanted to be really bold you can hold a BHM event and get some panel speakers. If you are interested in doing this you may wish to speak to the Equality Department or a member of the RAC first.

Equality Action Campaign Plans

A BAME Officer must make themselves relevant to their Branch. Their Branch will be keen to see an active BAME Officer and drafting and delivering an equality plan is a key part of this.

Mapping of the membership is so important. Your Equality Officer may well have already done this. If they haven't then this should be something you can jointly undertake. Once you know the demographics of your branch membership you can tailor an approach accordingly making communications much more relevant.

As we have highlighted above there are numerous options in terms of building up a plan or activities. They are just some ideas to get you thinking in the right direction.

Depending on what part of the country your branch is in will vary the demographics. Some parts of the UK are far more diverse than others and your audience will be varied depending on where you are working (if the workforce reflects the local community).

The CWU Black Workers Conference will be a key part of the calendar for you and you should try to ensure that not only do you attend but that consideration is given to possible motions that can be submitted in the name of your branch. These should always be done in a timely manner in keeping with any deadlines which have been set.

The Equality department is here to help anyone who wants some help with devising an equality action plan.

People who have
and are challenging legal,
social and political conventions...

Fred McKenzie

Fred McKenzie was the first black trade union general secretary and dispels the belief that the first black trade union leader was Sir Bill Morris.

Shami Chakrabati



Shami Chakrabati, was the former Director of Liberty who is an active defender of human rights legislation. She is one of Britain's best-known political figures outside Parliament and she is also one of the most visible Asian faces in the media. After five years as a lawyer in the Home Office, where she witnessed the birth of the 1998 Human Rights Act, Chakrabati joined Liberty as in-house counsel the day before the terrorist attacks of September 11 2001. Since then she has campaigned against the War on Terror's repercussions for human rights, standing

up for everyone from anti-war protesters to alleged trainee suicide bombers in an attempt to "keep in place the fundamental freedoms that make Britain different from the authoritarian societies the terrorists want to create". She believes that engagement with the Muslim community, not suspicion, is the best way to prevent attacks. Meanwhile, she has not forgotten the more prosaic topics of criminal justice and asylum, with ID cards a particularly hard-fought battle. Chakrabati takes pride in having converted Liberty from a "Labour front" into a respected, politically independent organisation that is equally critical of government and opposition. She is now also a governor of both the British Film Institute and the London School of Economics and she continues to shape the human rights landscape of today.

Minority Report, The Guardian Monday, 2nd April 2007 available at:

<http://www.theguardian.com/media/2007/apr/02/mondaymediasection.raceintheuk>

Catherine Hilda Duleep Singh

Catherine Hilda Duleep Singh was the second daughter of the last Maharaja of the Sikh Empire. Princess Catherine Hilda Duleep Singh (1871-1942) was a member of the Fawcett Women's Suffrage Group, the National Union of Women's Suffrage Societies and, like her sister Sophia, considered herself an active suffragette. Although she never used the word lesbian to describe herself, Catherine lived her entire life with Lina Schaeffer, her former governess who was 12 years her senior and with whom she lived without condition. Lina was Catherine's life long confidante who would help to change Catherine's life forever. Neither Sophia, god daughter of Queen Victoria, or Catherine's other sister Bamba, were critical of this "intimate" relationship with Lina, and Catherine appreciated this tolerance from her family.



Image source: Wikipedia

Remembering Catherine Duleep Singh, available at:

<http://www.divamag.co.uk/category/lifestyle/catherine-duleep-singh-sikh-suffragette.aspx>



Walter Tull

Born in Folkestone in 1888, Walter was the son of a joiner, and former slave who had come to Britain from Barbados in 1876. He and his brother were raised in a Methodist orphanage at Bethnal Green, London after the death of his father and mother. Walter was a keen footballer and he became the first Black outfield player to play professional football in Britain when in 1908 he was discovered by a scout for Tottenham Hotspur with whom he signed; he played with Tottenham until 1910 when he was transferred to Northampton Town for a large fee. At the outbreak of WWI, Walter left behind his football career and joined the 17th Battalion of the Middlesex regiment. During training he was promoted three times and by November 1914, as a Lance Sergeant he was sent to Les Ciseaux in France. In 1916 Walter was sent back to Britain suffering from Post Traumatic Stress Disorder or as it was known then 'shell shock'. He returned to active duty in September 1916 and fought in Somme, between October and November 1916. His natural leadership and courage led to his superior officers recommending he become an officer, and in December of the same year he was sent back to Britain to begin his training. At the time there were laws prohibiting 'any negro or person of colour' being commissioned as an officer, despite this, Walter became a lieutenant in 1917. Walter was the first ever Black officer in the British Army, and the first black officer to lead white men into battle. At the Italian front Walter successfully led his Company twice across the River Piave on hazardous raids and on both occasions returned safely with all of his troops. He was mentioned in Despatches for his 'gallantry and coolness' under fire by his commanding officer and was recommended for the Military Cross, which he never received. Transferred back to the Somme Valley in France. On March 25th 1918 Walter Tull was killed by machine gun fire while trying to help his men retreat. Walter was such a popular man that several of his men risked their own lives in an attempt to retrieve his body under heavy fire but they were unsuccessful due to the enemy soldiers advance. Walter's body was never found and he is one of thousands of soldiers from World War One who has no known grave.

Ghani, S (2014) Black History Month 2014, available at: www.pcs.org.uk

12 DRUM CWU BLACK WORKERS CONFERENCE 2011

FACT FILE

BRITAIN'S BLACK MILITARY HEROES

This country recently celebrated the 70th anniversary of the Battle of Britain. Here **Gus Alleyne** puts forward five black heroes that he believes deserve special mention for the contribution they have made to Britain's military history.



JOHNSON BEHARRY

The Grenada-born private became the first living recipient of the Victoria Cross in 36 years in 2005. He twice risked his life to rescue comrades in southern Iraq, returning to his vehicle after it was ambushed in May 2003 to help comrades, and a month later manoeuvring his vehicle into cover during a mortar attack.



MARY SEACOLE

Was rebuffed four times due to her colour by the War Office when she offered her services as a nurse. Not to be put off, she funded her own journey to the Crimea in 1855 to tend to wounded British soldiers and officers. The Jamaica-born clinician spent two years running her "British Hotel" near Sebastopol, helping troops on the battlefield.



ULRIC CROSS

As a 24-year-old in 1941, he sailed from Trinidad to join the RAF to fight Nazi Germany. He trained as a navigator and excelled to the extent that he joined the elite Pathfinder squadron of Mosquito bombers. By the end of the war, he had flown more than 80 bombing missions, including 21 over Berlin. He later told how his plane once limped back to Britain after losing an engine. He was awarded the Distinguished Flying Cross and the Distinguished Service Order before becoming a lawyer and eminent judge.



WILLIAM HALL

Able Seaman Hall joined the Royal Navy in 1815, and was the only black man aboard his ship when it sailed up the Ganges in 1857 to help quell the Indian Mutiny. His brigade was charged with trying to capture a formidable fortress. As the gunners were picked off, Hall dragged the cannon and reloaded it alone until the walls were breached. He was the first black man to be awarded the Victoria Cross.



WALTER TULL

After losing both parents at the age of 11, Walter's sporting prowess led him to overcome racial prejudice and become Britain's second black professional footballer joining Tottenham Hotspur in 1908. He joined the army in 1914 and became the first black British officer in 1917, despite regulations forbidding it. Lieutenant Tull was killed during the second battle of the Somme, in 1918. He was recommended for the military cross.



The CWU have been able to produce some excellent documentation highlighting the success of our own organisation in relation to BAME role models. This can be found on the CWU website. Search BAME Heroines & Heroes of the Labour Movement. There are two editions of this booklet celebrating the important contribution of BAME people in the trade union movement.

My Story...

Adam Alarakhial

My name is Adam Alarakhial and I am a member and a Branch official of the CWU Leicestershire Branch. I was successfully elected as a BAME officer since 2014.

I started working for Royal Mail in October 2002 and joined the Communication Workers Union immediately as I believe the trade union movement is like a family and I wanted to be a part of the family.

I believe it is vital for everyone to join a trade union as the trade union movement is for people and solidarity between workers and humans being at large. As a Muslim I believe it is very important to join a trade union as it gives me an opportunity to fight against injustice which is one of the teachings of the Islamic Faith.

BAME members at work face several issues, such as; bullying and harassment, racism, inequality, pay, grievances etc. The union is here to help us through these problems but it is so much more than just this.



Adwoa Taiwo



My name is Adwoa Budu-Manuel. I am married with three children. My hobbies are politics, music and football.

I work for Royal Mail. I started eighteen years ago at 9 Elms Mail Centre in South West London. Before closure, it was one of the largest Mail Centres in London. Currently I am at Croydon Mail Centre.

I decided to become a rep after a colleague and a manager encouraged me to do so. I was always vocal at work time learning about issues that affect members. What also made me proud of the union is how we committed ourselves going round every Friday raising money for Evelina Children Hospital at St Thomas's in South London which I happened to be part of it.

It is very important for everyone to join the union and support your terms and conditions of pay, pension, job security and most importantly equal rights.

I see the BAME Officer role as very good as members in the ethnic minority groups need to be protected and also to gain recognition within the union. It very difficult when someone does not understands or respect your culture, religion, tradition or issues around sexuality.

Sharon Pratt

My aims as a BAME Officer are to gain more knowledge in order to assist me in helping our members and to network with other reps. I strongly believe as a person you must take your weaknesses and make them your strengths, this especially applies to our members from the BAME community.

I became a union activist when the union helped me win a personal case against Royal Mail. It showed me that on my own it would have been a struggle, but together with the union you can achieve anything!

Lastly on the BAME front, I grew up in rural Wiltshire in the 1970's; as you can expect there was not many people from the BAME community around! When neighbour's heard that a BAME family were moving in, they got a petition up to try and stop us from moving in! Luckily they failed and after meeting us found we were just like them. I feel ignorance is to blame, so in confronting ignorance the BAME community need to educate ourselves, work together to arm ourselves for the future! This may sound like fighting talk, but life is to many of us a long battle for equal rights.



BAME and other relevant UK Law

- **1948 British Nationality Act** – The Empire's dominions each adopted their separate citizenships, but retained the common status of British subject.
- **1948 The Republic of Ireland** – An act to recognise and declare the constitutional position as to the part of Ireland previously known as Eire, and to make provision as to the name by which it may be known and the manner in which the law is to apply in relation to it; to declare and affirm the constitutional position and the territorial integrity of Northern Ireland and to amend, as respects the Parliament of the United Kingdom, the law relating to the qualifications of electors in constituencies in Northern Ireland; and for purposes connected with the matters aforesaid.
- **1962 Commonwealth Immigrants Act** – This policy restricted immigration from the Commonwealth countries by issuing vouchers.
- **1965 Race Relations Act** – The Act made it illegal to discriminate on the "grounds of colour, race, or ethnic or national origins" in public places. "This was a limited piece of legislation pushed through by a Labour government in the face of fierce opposition from the Conservatives. It made it unlawful to refuse access to anyone on racial grounds to public places such as hotels, restaurants, pubs, cinemas or public transport. Refusing to rent accommodation to people because of their race was also no longer allowed and stirring up racial hatred – 'incitement' – became a criminal offence.
- **1968 Commonwealth Immigrants Act** – In response to the influx of Kenyan Asian immigrants, this policy narrowed requirements for entry; immigrants must be bearers of a UK passport and be descended from British citizens.
- **1968 Relations Act** – Amendments to the 1965 Act meant that it was illegal to discriminate in areas such as employment and providing goods and services such as housing.
- **1971 Immigration Act** – This Act further restricted immigration based on "patriality," which was based on whether or not one's parent was a British citizen.
- **1976 Race Relations Act** – This Act made both direct and indirect discrimination an offence and gave those affected by discrimination redress through employment tribunals and the courts.
- **1988 Immigration Act** – This act ensured that only one wife or widow of a polygamous marriage had a right to enter the country. It also ensured people with freedom of movement in the European Community did not need leave to enter or remain in the UK.

- **1996 Asylum & Immigration Act** – It became a criminal offence to employ anyone unless they had permission to live and work in the UK.
- **Immigration & Asylum Act 1999** – The Act removed benefits from asylum seekers and created the National Asylum Service to house them, taking pressure off local authorities.
- **2001 Amendment to the 1976 Race Relations Act** – This brought public bodies, including local authorities and police, under its scope and for the first time obliging them to ensure their policies resulted in the equal treatment of all.
- **2004 Asylum & Immigration Act** – This act introduced a single form of appeal that remains to this day and made it a criminal offence to destroy travel documents. It limited access to support for those told to leave the UK
- **2006 Immigration, Asylum and Nationality Act** – A five-tier points system for awarding entry visas was created. Those refused work or study visas had their rights of appeal limited. The act brought in on-the-spot fines of £2,000, payable by employers for each illegal employee, which could include parents taking on nannies without visas.
- **2007 UK Borders Act** – This provided the UK Border Agency with powers to tackle illegal working and automatically deport some foreign nationals imprisoned for specific offences, or for more than one year. It gave immigration officers police-like powers, such as increased detention and a search-and-entry roles. The act brought in the power to create compulsory biometric cards for non-EU immigrants.
- **2009 Borders, Citizenship and Immigration Act** – This act amended the rules so people from outside the European Economic Area had to have residential status for eight years before being eligible for naturalisation. Those seeking naturalisation through wedlock had to be married for five years first. The act also allowed immigration and customs officers to perform some of each other's roles and imposed a duty on home secretaries to safeguard children.
- **2010 Equality Act** – The Equality Act became law in October, 2010. It replaced previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995) and ensures consistency in what employers and employees need to do to make their workplaces a fair environment and comply with the law. This act does not currently apply to members in Northern Ireland

Adapted from the UK immigration acts through the ages, available at:
<http://www.bbc.co.uk/news/uk-politics-24463873>

Linda Kietz from CWU West London Branch



Why is it important the CWU engages in the BAME agenda?

We only have to look at the Proportionality Project which started after Motion 67 from the 2011 General Conference was carried to see how important it is for the CWU to engage with all of its membership.

Even before this, Linda Kietz (from the West London branch) who sadly is no longer with us, was a stalwart in pushing for branches to be representative of the members who they serve. Linda moved motion after motion for a number of years on this issue before it was finally passed at our conference

From a BAME perspective our structures need to move more progressively to embrace BAME members and we are now seeing this happen. The Race Advisory Committee continues to play an active role in ensuring its profile resonates with the branches and the wider membership.

Initiative such as Black History Month, **campaigning** against the far right, pushing for as many BAME people to register to vote so that we are electorally as powerful as we can be, campaigning on other BAME related issues all help to demonstrate in a very direct way that our union cares and more importantly BAME communities feel a positive connection with their trade union.

As a BAME Officer you will have your own ideas as to how you can positively connect with your BAME members.

BAME



PROPORTIONALITY FORUM
WEDNESDAY 17TH FEBRUARY 2016

THE NEXT STEPS...

BAME Charter

At Work

- Campaign to reduce any discrimination where there are patterns which demonstrate or suggest inequality at work
- End job segregation: Improve training/opportunities for BAME men & women.
- Ensure that unions fight all discrimination and harassment cases where Race or Religion is indicated as a motive.
- Ensure unions challenge broad picture trends when disciplines and or lack of promotions are disproportionately affecting BAME communities.
- Demand statutory pay audits to compare earning based on ethnicity
- Equalise opportunities and improve conditions for all BAME workers
- Demand full-time rights for part time workers
- Root out bullying and sexual harassment
- End casualisation and especially zero hours contracts
- Campaign for a shorter working week for all

In Society

- Highlight the disproportionate impact of poverty on BAME communities and campaign to reverse cuts in welfare state and public services
- Expose the ideologies which are used to perpetuate inequality against BAME communities
- campaign for greater support for BAME in field of carers, mental health and women fleeing domestic violence
- campaign to demand influence over politicians where there is injustice

In the Labour Movement

- Tackle the under-representation of BAME in the labour and trade union movement structures by proportionality and other measures
- Ensure the accountability of Political structures to BAME communities (eg, reserved seats for BAME on TUC General Council)
- Maintain and extend equality committees and other measures to ensure that BAME issues and concerns are collectively articulated and actioned
- Campaign to raise the profile of the TUC, STUC, Welsh TUC and ICTU conferences as the "parliaments of working BAME people"

Workplace Case Studies

A number of positive case studies exist in terms of promoting best practice. Addressing industrial relations in a positive way to promote BAME issues is a real winner and brings kudos for the employer in addition to promoting your objectives.

Some ideas which branches could run with is, where demand is in place, a local race advisory sub-group can be set up. Some branches have already done this to great success. When there is an election for a BAME Officer, if the branch gets multiple nominations why not have multiple BAME Officers? Again, this is something that is already being adopted in a number of branches - the clever thing about this is, when it comes to issues around succession planning these types of positive behaviours go a long way.

The bottom line is where there is a will there is a way. Networking is such an important part of the role as we have to all share our positive experiences so that the benefit of these actions can be seen far and wide.

Disciplinary, Dismissal And Promotion Trends

Statistics do not always show the complete picture but there is no doubt that inferences can be drawn in terms of trends and patterns when available data is analysed.

This aspect of a BAME Officer's role is potentially far reaching and in a positive way demonstrates excellent value in terms of the role. If you believed that anecdotally there was a disproportionate number of BAME people being passed up for promotion, being subjected to discipline or facing something other kind of unjust detriment, in theory you could make a formal request to the employer for data which is relevant to these concerns.

As long as the request is made in a reasonable manner most employers should cooperate. If they do not you could always consider an FOI (Freedom of Information) request. Do not be scared of making these requests. If you are challenged as to why you are asking for this information you can always refer to this toolkit!

It may well be considered a more aggressive approach, but let's face it sometimes when the carrot does not work the stick comes into play. As a last resort consideration can be given to approaching bodies such as the Equality & Human Rights Commission (EHRC) if you felt there was systematic failings. It would be wise to do this in conjunction with HQ and the relevant industrial department. The EHRC has statutory powers and can force an investigation if there was any evidence of systematic failings. One would expect to see a strong paper trail to have taken place on the IR front before going down this path (but it should not be ruled out).

The importance of promoting Black History Month

CWU has created a Black History Exhibition which is available to hire for free. The exhibition continues to grow in terms of the exhibits portrayed and it currently gives an excellent insight into characters both existing and historical legends from a black history perspective. Characters such as Nelson Mandela, Mahatma Ghandi, Mary Seacole, Rosa Parks, Toussaint L'Overture and Anthony Walker are all profiled in order that people who see the exhibition can gain a sufficient learning experience that will appreciate the full role played by those profiled in the exhibition. Moreover, such information can dovetail in with other national events such as International Women's Day, which aims to celebrate the diversity of women from all backgrounds. For more information relating to hiring such exhibition stands for free, please contact **0208 971 7388**.

Recognising Religious Festivals

Religious festivals are an important part of people's lives, irrespective of your faith, or lack of faith. Since December 2003 the law has discrimination on the grounds of religion unlawful, yet even though there is legal protection now in place, CWU have seen inexcusable barriers put in the way of its members and such barriers have been successfully challenged by the CWU on various occasions. BAME Officers can play a pivotal role in helping members acquire time off to observe religious festivals. For example, ensuring members are aware that as long as the request has been made in good time, it would be difficult for an employer to objectively justify turning down a request to allow someone some time off to observe their religious festival. Ensuring members know to put their request in writing and not rely on verbal assurances, as it is important for them to evidence their request and if a member's request is turned down, BAME Officers can help a member to consider what other steps may be open to them.

Time off For Prayers

Has your workplace got a prayer room available to its employees? Is reasonable time off permitted to staff to allow them to participate in religious activities?

Handling Haraam Items

Has an issue ever arisen in your workplace where items which were deemed haraam were being handled and Muslim workers were being asked to compromise their faith? What would you do in this scenario?

Wearing of religious symbols in the workplace

By and large common sense prevails on this type of issue but the following cases can demonstrate how this can become a problem:

<http://www.bbc.co.uk/news/uk-21025332> which is essentially about a woman who chose to wear a crucifix at work and was originally told by BA to remove this. She won her case at appeal.

http://news.bbc.co.uk/1/hi/wales/south_east/7081573.stm this related to another religious item which was banned in education and is relevant to the Sikh religion.

Effective Mapping

Mapping is an essential part of any representative who has responsibilities linked to an equality strand. The starting point for any representative is to know his or her membership and the demographic breakdown of the members. From a BAME Officer point of view the basic starting point is know where your BAME members are. In some branches this won't be difficult as there may be very small numbers of BAME workers, but in others there will be a strong BAME representation.

One of the issues that we have come to realise is that BAME membership is incomplete as many members have not provided this information when joining their union. This is an exercise that the BAME Officer can conduct but it would need to be controlled in a sensitive manner acknowledging that there can be no compulsion to provide this data and that it is voluntary and required purely for monitoring purposes. Depending on your resources you may wish to organise some form of prize draw to incentivize a good response to any such exercise.

Equality Impact Assessment 's or EIA's as they are sometimes known are an important part of any equality representatives role, when challenging any major organisational reorganisation. For example, if you had statistics in relation to promotions, disciplines and dismissals and you felt that there was a pattern where BAME people were disproportionately being represented in these patterns you could in theory look at the possibility of doing a local EIA.

Similarly if there was BAME disabled people, or disabled people de facto being targeted this would also be grounds for a potential EIA.

The Equal Opportunities Department believes that it is very good practice for the union to encourage the use of EIA's

Facility Time

Representatives involved in equality often question why they are not afforded any facility time to carry out their roles. The only agreement on facility time that has been reached involved our reps in the then named Alliance & Leicester (now Santander) and this was for 1 day a month. The value of Union Learning Reps and Health & Safety Reps is acknowledged by virtue of the fact that these reps receive paid statutory facility time. There is more and more evidence that equality issues are interlinked into mainstream casework and the argument for facility time to be extended to these groups is more stronger now than it has ever been.

There is nothing stopping a BAME Officer from applying for some facility time. This could be a direct request to a line manager or to the Branch, depending what industry you are working in. The important thing to remember is to demonstrate the value of the role, demonstrate how the role can promote positive industrial relations and how it could mitigate dispute escalation. On top of this there is the obvious benefits to encouraging a pro-diversity agenda and the known benefits of workplaces doing this. A sample template requesting Facility Time can be found [here](#).

Communication

There are many ways to communicate with your members. Think about what might work best within your Branch and workplaces and remember that you can use more than one method, examples include:

- Face to face
- E-Mail
- Text
- Websites
- Facebook
- Twitter
- Branch meetings
- Committee meetings
- Workplace visits
- Newsletters
- Notice boards
- Branch magazines
- Conferences

Workplace Visits

It is a proven fact that actually getting out into workplaces and meeting members is the best way to communicate and raise awareness of what the CWU can do for them. It is important that you get permission from local managers, show them how it will benefit their workers and invite them to see what you are doing. Contact your local Regional Committee and ask if they will work with you to do a stall onsite for example, in the canteen, welfare area or a communal area. Develop any new ideas you have with your branch or Regional Committee to help raise awareness about your role and the work of CWU and get help from them on the day. You could offer a prize draw to incentivise and encourage members to come and see you and potentially recruit new members.

Notice Boards

Notice boards still seem to be the most popular way to provide information to members in the workplace. If you can, put in place a few notice boards or contact reps in your workplaces who will pin things up for you and keep them tidy and up to date. Ensure you remove information where the date has passed as out of date information can put people off from looking at the notice boards as it can appear 'uncared' for.

Newsletters

Many branches already have their own newsletter. If this is the case you should ask to have a BAME page or section. If you are in a branch which has a very healthy population of BAME workers you should give consideration to maybe having your own BAME newsletter or magazine, which can go out every quarter?

Education & Training

Justice is the goal, solidarity is the tool, education is the key! This is a CWU mantra, which underpins all of its activities, especially education and training. BAME workshops and training are readily available through CWU and the following courses will assist BAME Officers in their role. These courses may be run at CWU training centres, regionally or locally:

- CWU Equality and Diversity (mandatory)
- CWU Black Members Leadership Weekend 1 & 2
- CWU Mentoring BME
- CWU Skills 1, 2, 3
- CWU Policies and Procedures (postal)
- CWU Equal Rights Part 1 and Part 2
- CWU Communication and Media Skills
- CWU Grievance & Discipline
- CWU Mental Health Awareness
- CWU Employment Law 1 & 2
- CWU Bespoke Course i.e. Assertiveness Course, (public speaking/ writing reports)
- TUC Run Educational Courses (at local colleges) incl: Mental Health
- Log on to the 'Left Click' e-learning section on www.cwu.org and do a range of online courses for example, using Microsoft Word, Excel, Powerpoint

Also talk to your branch, BAME officer or Regional Committee members about a personal development plan and put something together to give yourself the training, focus and direction you might want.

Useful Contacts...

UNIONLINE Free Helpline for CWU members **0300 333 0303**

Education & Training

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