

London Regional Equality Strategy

To begin our development of a Regional Equality Strategy we are beginning with two lists of minimum standards for both the Region and the Branches to adopt. These are not to be static lists but a foundation to be built on in the future, as we move forward with representation for and by the diversity of the membership inclusive to all sections.

Regional Minimum Standards on Equality Issues

- Encourage Branches to adopt minimum standards
- Evaluate minimum standards with Branches
- Maintain an up to date list of Equality Officers' names and addresses and circulate names and Branch contact point to Equality Officers to assist networking.
- Involve Branch Secretaries in any Regional Equality training. Tailor to the needs of Equality Officers and Representatives. Use CWU Headquarters for one day training – possible topics; Understanding Racism, Work of Lesbian and Gay Advisory Committee, Disability and Special Needs, Harassment and Bullying, Human Rights Act.
- Make sure Branches are aware of and have a supply of Equality material
- Share Regional experience with other Regions
- Monitor Branch development on Equality issues
- Hold quarterly Equality Officers' meetings publicised well in advance
- Publicise dates of various Equality Conferences to Branch Secretaries and Equality Officers

Branch minimum standards on Equality issues

- Monitor ethnic and gender make-up of Branch and Representatives/Delegates utilising information held by the Branch, CWHQ, LRWC and employers so as to understand where the members are in different businesses
- Encourage women and ethnic minority members to play a part, be representatives, delegates to organisations and Annual Conference. To target parts of membership under represented
- Send at least one delegate to the Regional Women's Committee, Black Workers Conference and Women's Conference. Delegates or observers to Regional Committee, Annual Conference delegates/observers to reflect make-up of the Branch

- Keep a stock of Equal Opportunities Department material and make sure items are available to members
- Advertise who the Equality Officer is and how to contact them to all members. Provide own pigeon hole in Branch Office
- Publicise the remit of the Equality Officer (page 32 Equality Officers' Handbook) i.e. support for complainants
- The Branch Secretary to assist the Equality Officer with obtaining time to fulfil their role. Negotiate release from the employer or leave for Union purposes. Identify workload to justify release.
- Involve the Equality Officer in the activities of the Branch
- Make sure Equality Officers and other Representatives receive CWU training in Equal Opportunities
- Pass information on Equality to Equality Officer
- Branch Secretaries should delegate Equality issues to the Equality Officer and learn to share the workload
- Branch Secretaries to set targets for Equality Officers
- Branches to try and have at least one woman representative and one black representative whom members of the same gender or from an ethnic minority can turn to and who can offer support
- The Branch Secretary and Equality Officer should discuss buying into these minimum standards