

UNISON

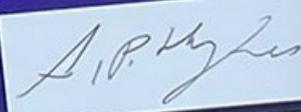
DERBY CITY BRANCH

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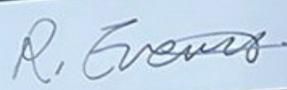
Our Mid Year Update 2021

The Harmony Trust - first multi-academy trust to sign UNISON's Job Protection Agreement, protecting jobs for 756 staff - Read more inside

JOB PROTECTION AGREEMENT



Antony Hughes
CEO, Harmony Academy Trust



Becky Everett
Branch Secretary of UNISON Derby City

UNISON
East Midlands



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Branch Secretary Report

Hi Everyone,

Welcome to our Mid Year update Newsletter, How is it September already? We said it a lot last year but my goodness what a year it is turning out to be.

I want to start by taking a moment to think of all our UNISON families that have been affected by Covid -19, we lost many dear family, friends, and colleagues to this awful virus. At Branch level we continue to support and advice regarding the guidance surrounding Covid, As you are aware this changes regularly and we all have a responsibility to ensure we keep up to date. We are supporting members who are suffering with Long Covid, we don't know what the long-term effects of this will be, but we will continue to support our members with these difficulties and challenge non supportive managers / employers. I do hope you have all started or completed the vaccine programme - those side effects are a small price to pay in my opinion.

As a branch we have been extremely busy, We continue to work with our members at Derby College where are members are facing job losses, The leisure Service within Derby City Council is facing changes and a handful of job losses, UNISON has worked with the service and while we have reduced the job losses there are still too many. One job loss is one too many. Our members at Agincare are facing terrible cuts to their Terms and Conditions, they are facing cuts to Holiday allowance, change to pension and a reduction of the Sickness pay they are currently on.

UNISON At Region and Branch level are working hard for our members. We also continue to support all members with individual circumstances be it Grievances, sickness absence, capability, or investigations. We are here for you.

We have had TUPE transfers at schools, St James, Lees Brook, Merrill, Chellaston infants and Juniors, Chellaston academy and Homefields, Oakwood Juniors- all Transfers have gone through with UNISON fighting to retain T&Cs for some members. I would advise these members to check your deductions are still being deducted from salary or if you were advised to switch to direct debit and not yet completed this - do it now! contact us at the branch to get this sorted quickly. If you need us and don't have continuous membership this can have an impact on any legal representation you may need.

We have finally welcomed Ian Middleton to the Branch, Ian was ratified early in the year as an Assistant Branch Secretary, Ian will introduce himself later in the Newsletter. Ian has hit the ground running and in 2 weeks has already made a difference to members and there working environment. We welcome you to the branch Ian and we all look forward to working with you.

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We recently arranged a Makaton Training sessions for some of our members. to find out more about other training sessions keep an eye out for our emails and also more opportunities detailed on page 3



Our Mid Year Update - Page 3

We are proud to be part of the Protect our Jobs campaign, We have had some interest in employers signing this agreement, Keep a look out on our social media for updates regarding who the employers are who are agreeing to protect your jobs.

We have continued to support our members with putting in claims to There for you, Unisons Charity that helps our members when the going gets tough. Jayne Daniels is our branch welfare officer, and she is available on Wednesdays to offer advice, support with claims and provides a listening service, Jaynes's work is absolutely fantastic, and she has been a great support to many over the last year.

Our Equal Pay Claims are still ongoing and there are dates in the diary for the Tribunal, This has been a long process and we are still hoping for talks to continue with Derby City Council, Derby City Council have spent a huge amount of money defending the claims. This is money from the public purse that could have gone into social care, education, or free school meals. Only today I have seen on the news (14/7) that 1 in 5 children from keyworker families are living in poverty. These children will be loved and cared for by our members your friends and colleagues.

Your Branch officers have also been busy attending webinars, training events, and conferences, While we have not closed our phone lines during the pandemic, our office has been closed to members. As many of you will recall, we have moved into our new office in Chaddesden, We are also due to have office space at The Council House in Derby

- our workspace is ready for our Derby City Council Branch officers to move in, We are just waiting for Government clearance. This is great news for our members based in the Council House and for all Derby City Council members.

We have a great branch team who I am very proud of, We all care about you our members and each other. We have a wonderful regional team and links with our Regional office and National office are the strongest I've known. We have wonderful stewards, Health and Safety Reps and ULRs. This team can only get better if you consider taking one of these roles within your workplace. We have proven during the pandemic, we have less issues in workplaces where we have a UNISON voice, Can you make a difference?, Can you be your teams voice? Get in touch, I can't wait to hear from you.

I continue to be extremely proud to be your branch secretary, I can be contacted via email

Becky Everett - Branch Secretary

beckyeverett@derbyunison.org

Free Training for Members

There are hundreds of free training courses for UNISON members
Just follow this link: <https://learning.unison.org.uk/skills-academy/>

If you don't know your unison number send an email to Contactus@derbyunison.org title membership number request and include full name and address inc postcode and we will respond within 3 days



Our members receive our essential cover and support, have access to exclusive benefits and can take advantage of many training opportunities.

Lighthouse Financial Advice
Travel insurance
Pre-paid Plus Mastercard
UNISON protect accidental death insurance
UIA home insurance
Pet insurance
UNION energy
Learning and development

Car insurance from LV
Vauxhall partners programme
Breakdown cover from LV = Britannia
Rescue
UNISON Drive
Wellbeing
Health plans
Vision Express
Dental plans

UNISON rewards
UNISON protect - family protection insurance

Personal and career development courses
Financial support for learning
Courses for reps and activists
Legal advice

Travel club
Croyde bay holiday resort

Simply Visit...

benefits.unison.org.uk

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Protect Our Jobs Campaign

Harmony Trust are the first employer and first academy trust to sign the UNISON agreement to protect Jobs - this means no compulsory redundancies for at least the next 12 months - thats over 750 jobs protected, review date scheduled for June 2022.

I am very proud Harmony are the first to sign up to the campaign - as a branch we are hoping many more employees will follow.

Becky Everett - Branch Secretary



Jill Cartwright our Assistant Branch Secretary with a joint responsibility for Education and Lead contact for DDAT, Visited her own workplace recently, members at St James Juniors showing support for UNISON East Midlands Protect our Jobs campaign. Jill is also the branch UNISON Learning Rep, Keep a look out on your emails regarding free courses that are being offered to UNISON members, be it learning for professional development or learning something new for fun - there will be something for you.



UNISON East Midlands has launched the Protect Our Jobs campaign. To call on employers in the East Midlands to sign the Job Protection Agreement – promising a ‘no compulsory redundancies’ guarantee to give staff peace of mind in tough times.

find out more here...

<https://eastmidlands.unison.org.uk/campaigns/protect-our-jobs/>



Work Place Visit - Stores Road

Dennis and Jill did an early morning workplace visit at Stores Road this morning, Although not early for our members there. Some great pics of our members supporting The protect our jobs campaign. Dennis Jackson is our Assistant Branch Secretary with a responsibility for our members at Stores Road. Dennis is also the Branch Health and Safety officer - please contact him with any Health & Safety concerns across all our membership. - Great work Dennis and Jill - Thank you



Assistant Branch Secretary for Communities and Place & Health and Safety Officer

In spite of not many people seeing me this year because of covid19 lock down, I have been unable to do site visits. Saying that I have been more busier than ever with risk assessments the last count a few months ago was 1000 risk assessments, and they are still coming in, every time the government changes the guide lines they all have to be rewritten again, checked, looked at and sent round to try and make sure nothing is missing out from them.

At the moment I have been doing a good bit of reading on covid and mental health, I know this is going to be the next big thing to sort out and I am trying to get

ready for it in some way. It has taken its toll on many people. So far no one has been dismissed because of covid and mental health and that's the way I would like to keep it.

I have been taken part in health and safety meetings all of which have been taken place on line (teams or skype). I have been looking new and updated policies like legionnaires disease, working from heights, electric and covid. Soon to be moving on to the gas policy

Dennis Jackson

dennisjackson@derbyunison.org

Update your membership

Update any changes to your personal details, name changes, address changes, phone numbers, email addresses. Let us know to keep your membership right up to date.

Email us contactus@derbyunison.org



Did you know?...

Unisons emails are tailored to the information you give us, for Eg if you work in a school you will get emails relating to education - if you work in the care sector you will get emails related to care services - it's important to update your place of work details. **If your workplace has changed email us contactus@derbyunison.org**



Our Mid Year Update - Page 6

Derby City UNISON provides amazing support to members in need. Here is a flavour of REAL cases from this year:

- **Derby City Council group grievance to challenge lack of consultation on changes to job roles. RESULT, senior management intervention and agreement on better respect for staff going forward;**
- **Long-term sickness absence for LEA school member following threats to redeploy into new role. RESULT, joint agreement to leave with settlement and agreed job reference allowing both parties to move on amicably**
- **Pregnant member facing redundancy when employer should protect the job, RESULT, successful removal of post at risk**

Why do we go the extra mile to negotiate?

Because it is what our members expect, and we deliver. You need to be in membership for 4 weeks BEFORE an issue arises if you want access to legal advice. Tell your colleagues to join us NOW so they get the support when they need it.



Welcome

We would just like to say a very big welcome to all of our new members at Derby Homes, Derby City Council and all other areas of our branch. its fantastic to know you have now joined us and we can support you from now on. dont forget you can always recommend a colleague to join us, just get in touch.

Look out for more updates and exciting things coming in the future.

Dont Forget you can access the UNISON Knowledge Base at any time by clicking here <https://www.unison.org.uk/get-help/knowledge/>



Check your subs!

Check your wage sheet to ensure unison subs are being deducted (if you pay via salary) - especially important if you are TUPED over to a new employer.

When you need us, one of the first things we check is if subs are up to date. If you have a pay rise or pay decrease inform us so your subs are amended.

East Midlands Regional Report

I joined the Derby Regional Team in January and have received such a wonderful welcome. The branch work hard on behalf of their members and the passion and dedication is clear to be seen. It is safe to say we hit the ground running with Redundancy and Restructure proposals at Archway Learning Trust (ALT), Derby City Council Leisure facilities and Derby College. We successfully secured pay protection for affected members at ALT and represented members in 1-2-1's. We feel Derby Leisure offering is being sold short by the Council and called for all processes to be paused, although this was not accepted we have been successful in reducing the numbers at risk and are still holding DCC to account over the final stages of the processes and the impact this will have on our members in future. Meetings with the employer continue.

In May, Derby College announced 77 redundancies, claiming Government funding clawbacks. Other colleges are not making cuts though. There are some proposed replacement roles, but this still leaves around 40 staff at risk. We have successfully challenged some 'at risk' posts and forced the college to open voluntary redundancy discussions earlier to try to reduce impacts. Consultation continues and we are working with members via regular and popular on-line meetings to prepare our final response. Our Area Organiser, Brian has been holding the college to account and gathering a wealth of information and evidence for review and we welcome a new steward to the UNISON team at the college. Membership has grown in response. There is space for one more rep, so if you are reading this give us a call.

This last month has seen serious cuts proposed to Terms & Conditions in Agincare Homes and we have been working closely with members and the employer on the proposals. Staff are threatened with Fire & Rehire if terms cannot be agreed. We have scrutinised the proposals and called on the employer to remove such callous terms from the negotiating table. The consultation continues as do our regular meetings with members.

Region wide we are running the Protect our Jobs Campaign, calling on employers to sign a no compulsory redundancy agreement offering job protection to staff and members. Regional successes have been reported. Locally we are undertaking a number of discussions with employers regarding their commitment to such an agreement and hope to have some news shortly from some of our local Academies. Derby City Council have failed to respond.

We continue to work with our legal services provider Thompsons on the long running Equal Pay Claims with a recent briefing to those involved. This was really welcomed by Claimants to give better understanding of the next steps in this lengthy legal battle. We have tried to engage Derby City Council in recognising the unjust outcomes of this indefensible defence and have recently discovered that Derby City Council have spent over 1.3 million pounds on legal fees. Our work there continues.

Following through from last year it has been a busy first quarter and in addition to the wider collective consultations, we continue to support with casework and legal referrals and getting out there, albeit virtually, to engage with you, our members. As we move into the new normal and hopefully rise out of the pandemic we hope to get back out on the ground visiting as many of you as possible. The branch are working on a phased return to office life, but have coped incredibly well with virtual representation where necessary over the last year.

The Regional Team thank all officers again for their hard work and our members for their continued resilience and determination often in the face of adversity.

**Regional Team,
Emma, Brian & Matt**

Get involved, become a steward

Whatever your problem at work, from broken central heating to mass redundancies, UNISON workplace representatives (reps), stewards and other activists work together to protect the interest of members.

Get intouch with us if you want to get involved more, everyone can make a difference no matter how small.



Visit to Chellaston Academy

Matt from the Regional team and Jill visited Chellaston Academy and it was great to get back out and visit members in Chellaston Academy the other day, if you want to arrange for us to visit your workplace, contact Matt at m.dwyer@unison.co.uk



Fairness and Equality

PLEASE REMEMBER - Everyone is entitled to be treated with dignity and respect. The ability to live and work without prejudice is a fundamental right, regardless of your background, sexuality, disability, identity and experiences.

One of UNISON's main aims is to help workers fight for fairness and equality in the workplace and beyond. Challenging discrimination and winning equality is at the heart of everything UNISON does.

Besides the right not to be discriminated against or bullied, fair treatment also includes dignity at work, access to opportunities and equal working conditions and pay.

There is never a wrong time to speak up! contact us or read more here...

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



UNISON NATIONAL DELEGATE CONFERENCE

Your Branch Officers Attended the Special National Delegate conference in June, you can click on the following to read the blog of what happened, what motions were voted on and see what the unions priorities are to protect you our members.

<http://derbycityunison.co.uk/category/conferences/national-delegate-conference/>



Introducing...Ian Middleton

Hi my name is Ian Middleton and I have just taken on the role of assistant branch secretary for peoples services.

I have worked in residential child care since 2005 for Derby city council. I am now full time in the role at Unison.

I am looking forward to getting out and meeting with members once restrictions allow. I will be working at our offices in Chaddesden and also am going to be working at the Council house where we will have a designated area and a meeting room for us to meet with members. Hopefully this wont be too long before you can pop by and say hello to us. I look forward to getting to know you all and helping with any issues you may have.

Introducing...Jayne Daniels

My name is Jayne Daniels; I am Derby City Branch, Unison Welfare Officer.

My role is to support yourself and Unison members by providing information, advice, support with application forms and services that welfare offers. I also offer a free one to one listening service for all members (details below) and send out regular power points on various topics including bereavement, Covid anxiety, debt and bullying in the workplace. If you or any members have not received these, please let me know.

If there is anything else that you would like me to cover in the future, please contact me.

You may already know that we also have our very own Unique Welfare Charity "There for You". This service is open to all members. Please share this information with members and do encourage them to seek support. Support is here for you too! please click below. <https://www.unison.org.uk/get-help/services-support/there-for-you/>

I am currently only available on Weds, but I regularly check my emails and phone messages, so please contact me at any time, I will always get back to you. I hope to be able to meet you in person soon

Below are some lovely comments i have recieved from members who have already contacted me.

Feedback from telephone service

"Thank you for being there"

"I just needed someone to listen, Thank you"

"just being there has been a huge help to me"

Feedback from power points

"Great and informative"

"I will implement in my own life and share with employees"

Free Confidential Listening Service

For members who may not want to take their problems further within Unison, but still need someone to talk to in confidence. you can Call Jayne any Wednesday or leave a message and she will you back. **You can call Jayne on 07963258748**



Did you know we have a retired members group? Would you like to still be involved and take part in helping future activists with your knowledge and experience? you can join for a fixed price of £15 to Join don't hesitate to contact us below.

Please feel free to cut out the below to keep to remember how to contact us

Our New Location

We couldn't be more proud about our new offices and our office move, and the new offices, we cant wait to welcome you in when it is safe to do so. Please look out for futher information on our opening soon to be announced. We have two private meeting spaces and a communal space where we will be able to engage with you, and also deliver small training sessions, also providing desk space for our officers to work effectively in the future



Contact us

**UNISON Derby City Branch,
59 Roosevelt Avenue,
Chaddesden,
Derby, DE21 6JR**

Telephone:

01332 643216 / 643217

Email:

contactus@derbyunison.org

How do I Join?

From
£1.30
a month

You can become a member anytime for support and help.

Call **FREE** to join - **0800 171 2194**
or Visit join.unison.org.uk

Keep informed

Make sure you Like us on Facebook and follow us on twitter for regular updates and information

**facebook.com/
unisonderbycitybranch
twitter.com - @unisonderbycity**

or visit our website on

www.derbycityunison.co.uk

there
for you

Members experiencing financial and emotional difficulties can contact our welfare charity, There for You, which provides a confidential advice and support service for members and their dependants.

supporting UNISON members
when life gets tough

For more information contact us on **020 7121 5620** or email thereforyou@unison.co.uk or contact us for more information