

# 2018

## Annual General Meeting

### Of the mighty,

### STUPENDOUS

## Lambeth UNISON

**Featuring**

Democracy, policy making

Speeches from aspiring trade unionists

Lunch and general refreshments

A splendid sense of camaraderie

Some amusing jokes!\*

\*not guaranteed

**23 January — School staff**

**24 January — Lambeth College**

**25th January — Lambeth Council and general**



## Who's Who

These are the outgoing Lambeth UNISON officers.

These officers were elected at the last AGM and have been working hard all year to help you with case work as well as take part in high level negotiations with management around a number of issues.

Chair—Gary Whiting

Vice Chair—Dan Jeffrey

Branch Secretary — Ruth Cashman

Assistant Branch Secretary Policy—Roger Lewis

Assistant Branch Secretary Case work—Hassina Malik

Assistant Branch Secretary Organisation —Simon Hannah

Health and Safety—Bernard Conmy

Treasurer—Prasanna Ariyanayagam

Welfare Officer—Simone McKoy

Environmental Officer—Kate Ruhle

Returning Officer Paul D Fitzgerald

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Convenors are elected by the members in their shops and are not elected at the AGM.

The current convenors are

Adult Social Care and Public Health—Jackie Lewis

Children Social Care—Andy Tullis

Corporate Resources—Eleesha Smith

Housing—Eamon Maguire

Neighbourhoods and Growth—Hassina Malik

Schools—Jeremy Drinkall

There are also self organised groups :

Black Workers Group

Disabled Members group

Lesbian, Gay, Bisexual and Transgender group (LGBT)

Branch Administrator—Juliet Blake

JABlake@lambeth.gov.uk

Contact: Lambeth-unison.org, 020 7926 2858, Twitter @LambethUNISON or Facebook 'Lambeth UNISON'



# Branch Chair

Gary Whiting

## Introduction

I am very happy that once again I will be your branch chair for the next 12 months as I stood unopposed.

Firstly on behalf of the branch I want to wish all Lambeth UNISON members a very happy new year after what has again been a very difficult year that Lambeth UNISON and our members have faced.

I also want congratulate and thank Ruth Cashman, our new branch secretary for 2017 for the positive way she has taken over the reins of the branch.

As we all know the last 12 months have continued to be a very difficult year for members having to deal with the continued uncertainty about jobs and redundancies. Also in most areas members have had to pick up the workload left from staff who were made redundant over the previous years. As we are all now aware after the recent announcements by senior management that we will be facing continued cuts in services and staffing levels over the next few years to make the savings that were announced.

Unfortunately the coming months will be much of the same with more restructures, cuts, attacks on our conditions – we must be vigilant of any effort by the council trying to evade or ignore policies and procedures that are in place to protect us in the workplace. It was this that urged us to launch

our ‘**Just Say No**’ campaign which encouraged our members to be assertive when being asked to take on additional duties or work through our lunch breaks. We must all ensure that we look after ourselves by taking our lunch breaks and not working in excess of our working hours.

It is thanks to the branch stewards, officers and activists who have worked tirelessly to confront the pressure on behalf of all members and desperately tried to argue, persuade, lobby in trying to get the council to understand that these cuts to posts and services are not what a Labour council should be doing. There have been successes in lots of work areas in the council in the fight back against the cuts, redundancies and workplace issues – many of these successes have given the members affected a reason to feel proud.

With the continued effort of existing members & activists and hopefully new members who will join us as all of us work hard to recruit new members, we will have more successes in reducing the impact that these attacks will have on our jobs, conditions and services and our rights as council employees and Trade Union members.

**As I state every year If each of us make a new year commitment to get more active in YOUR branch and encourage at least one of your colleagues who is not a member to join Lambeth UNISON then the effect we can have will be that much more effective.**

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## Membership

Lambeth UNISON has 1599 members across 138 employers. A lot of these are members in day care centres, nurseries and outsourced cleaning and catering. Our biggest employer is still Lambeth Council where we have 1152 members, followed by Lambeth College with 64 members. A number of our members are also located in schools across the borough but as more of them become Academies it breaks up the council workforce even further making it more of a challenge to organise there. We also have 431 retired members.

| Employer                           | Number of members |
|------------------------------------|-------------------|
| L B Lambeth                        | 1152              |
| Lambeth College                    | 64                |
| Ofsted                             | 20                |
| Great North Wood Education Trust   | 20                |
| SW4 Catering Ltd                   | 12                |
| Archbishop Sumner School           | 11                |
| Harrison Catering Services Limited | 11                |
| Greenwich Leisure Limited          | 10                |
| Parallel Learning Trust            | 9                 |
| St. Bedes RC Infant School         | 9                 |

# Branch Secretary

Ruth Cashman

It's been great to see so many new activists in the Branch for my first year going bit alone as Branch Secretary. I'm really proud of all our new reps as well as people who've been around a while and stepped up into new roles. There is still a way to go to reach our goal of a rep in every workplace which is why we'll be making another big push for meetings in every team to elect new shop stewards and then a programme of training to make sure all our reps are the best they can be!

We started the year facing being shackled by anti union laws, rising racism following the Brexit vote and the promise of further cuts and pay freezes across the public sector. Such huge challenges can't be overcome by one plucky little south London union branch but we have joined a larger fight and we hope the energy and enthusiasm of our branch will be an example to bigger forces. We've worked with other union branches to establish a grass roots anti union laws campaign and will be working with the Labour Party to ensure the next government scraps all anti union legislation. Our last AGM declared that we deplore the fact that the vote to leave the EU was influenced by a dishonest campaign, and was in large part an expression of anti-immigrant prejudice. We were appalled at the increase in hate crimes in general, and the expression of racist sentiment in particular, during and after the Referendum Campaign. This is why we joined grassroots community campaigns for defence of migrants and against racism. In the Council we forced a commitment from the Council to tackle the shameful race pay gap. We redoubled our efforts to organise precarious and low paid workers, more likely to be black or migrant workers, in Lambeth Schools and The College. We've campaigned on pay across our public sector workforce directly employed and outsourced — with dozens of activists and three union banners we were the most well represented union Branch at the national demo!

When the snap general election was called—Lambeth UNISON activists threw themselves into campaigning. We are happy we did. It is people like us across the country who refused to accept the politics of cuts and privatisation and committed to take on the arrogant and cruel government that achieved the shock election result returning more Labour MPs including in Battersea and Croydon Central where I saw many of you campaigning. The returned government was weakened and the labour movement must push this advantage. Already the 1% pay cap has been broken with a 2% offer in local government—we must push on for 5% for all public sector workers.

We have been fighting off job cuts and attacks on terms and conditions in 2017 and for 2018 we must build a bigger stronger branch to protect jobs and terms and conditions. The fact is that local government finances aren't going to get any easier. That is why we need everyone in UNISON to step up and be more active, recruit workmates, come to the meetings, help us get the word out about campaigns and actions to save jobs and services and for more pay.

2018 began with the liquidation of Carillion. Many of our sister branches have members working for Carillion in jobs that were once in the Public Sector. The labour movement should demand that not just Carillion, but all the big public service contractors, Serco, G4S, Capita, should be nationalised with minimum compensation, and their public contracts brought back in-house. The lessons of Carillion will have been learned only if the whole system of doing public contracts through private profiteers is ended. Hopefully with the kind of policies that Labour now has under Corbyn we can begin to see an end to rip off Britain and a chance to bring all these privatised services back in house where they belong.



# Vice chair report

Dan Jeffrey

As with several years past, the branch has faced tough circumstances, with austerity from national government, and a toothless response from a Blairite Labour council, meaning we have faced yet more cuts to jobs and services.

The library service has showed the best way to face this with strike action, and as a result got real results for members. Housing has also just launched a trade dispute and indicative ballot over the behaviour of management over issues on flexi time, flexible working, short term contracts and equalities. We need more direct action and strikes in the year ahead to defend our interests.

On equalities it is a shameful indictment of the Council that while the workforce is 59% BME, the entire top tier of management is white, along with over 80% of managers at PO6 and above. The UNISON branch will continue to make challenging this a priority in the year ahead.

The branch has also expanded our influence in the Labour Party, electing delegates to our local Labour Constituency Labour Parties (CLPs), where we are supporting Corbyn supporting delegates who are challenging the local Blairite leadership, and hoping in the coming period to replace the local Labour leadership with pro-Corbyn officers, who are prepared to take on the government cuts, and support local unions in doing so, rather than seeing local unions as the enemy within.

2017 has seen a political bomb shell, with a Jeremy Corbyn leadership seeing the biggest increase in votes in history for the Labour Party at a general election. A recent poll now has Labour 8% ahead in the polls. This is down to the desire of people for radical policies, and the surge in support for the radical manifesto put forward at the general election. It was particularly good to see Labour conference voting to scrap all the anti-union laws, including those by Thatcher. This could reinvigorate the workers movement and could possibly be the single most important policy passed so far.

The regional and national leadership in UNISON has continued to be far too meek in challenging the huge cuts to jobs and services and austerity generally. I will continue to campaign for a new UNISON leadership and general secretary, who are prepared to go with the spirit of the movement behind Corbyn with radical actions, including regional and national strike action to challenge this terrible, but very weak, Tory government, as well as Labour Councils who refuse to fight against austerity.

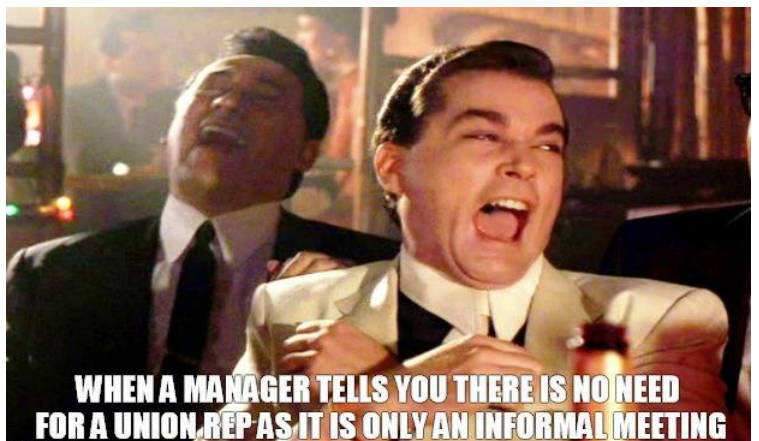
The branch has continued to support national campaigns, with a very good turn out for the rally at parliament for a pay increase, and has continued to support refugees and migrant

rights. Locally we have continued to have a pro-active role in the trades council and also supported other workers, such as the Ritzy cinema strikers and McDonalds strikers. Our branch can be very proud of our campaigning work.

I think that the branch has continued to carry out positive work in opposing Brexit, and the racism and anti-migrant sentiment that has come from that. I continue to think that it is better we link up with our sisters and brothers across Europe and the world, rather than retreat behind borders and nationalism.

Once again in 2017 I have seen first-hand how important trade unions are in supporting the rights of working people. After many years of austerity, 2017 saw a dawn of hope in the movement behind Corbyn's Labour and socialist ideas. This can be built upon in 2018 and our branch can play its own part in stopping ever more wealth going to the super rich and away from workers, public services and welfare. The system we live in is a brutal and rotten one, where the mass of people, both in the UK, and across the globe, suffer poverty, war, starvation and insecurity, while a tiny few have thousands of billions. I think and hope that 2017 has seen the start of something that could fundamentally challenge this. Lambeth UNISON can continue to be proud in our small part in doing this, and the very real difference we make to our member's lives and their loved ones.

I would like to pass my solidarity and thanks to the many new stewards that have come on board in 2017. It's been very heart warming and inspirational to see diverse and passionate stewards getting involved. I hope that many more members will take this step in 2018 as the activists are the union, and the union needs you. Lastly I would like to pass my thanks to Ruth Cashman, the new branch secretary for 2017. We should be very proud to have a young woman with such passion for workers as our branch secretary!



# Treasurers report and financials

*Note: Our treasurer left Lambeth this year so this report has been prepared by an unprepared temporary replacement—Simon!*

## Quick Summary:

Since we moved out of the office on Acre Lane and moved into International House we have saved a lot of money. This means our branch has enjoyed a healthy surplus this year. We spend money on the usual things every year, staff wages and attending conferences are the biggest running costs.

Whilst we shouldn't be too profligate, our surplus allows us to spend more on campaigns or possibly a school worker one day a week to assist the schools convenor.

Our accounts are audited every year by the national union to ensure we are spending money appropriately.

| General Fund Income and Expenditure Account<br>for Lambeth |          |           |          |           |
|--|----------|-----------|----------|-----------|
| For the year ended 31 December 2017                        |          |           |          |           |
| All Items  | 2017 (£) | 2017 (£)  | 2016 (£) | 2016 (£)  |
| <b>Income</b>  |          |           |          |           |
| Income total   |          | 42,425.02 |          | 75,865.56 |
| <b>Expenditure</b>   |          |           |          |           |
| Expenditure total  |          | 31,769.64 |          | 46,996.36 |
| Surplus for the year                                       |          | 10,655.38 |          | 28,869.20 |

| General Fund Balance Sheet<br>for Lambeth |          |           |          |           |
|---|----------|-----------|----------|-----------|
| For the year ended 31 December 2017       |          |           |          |           |
| All Items                                 | 2017 (£) | 2017 (£)  | 2016 (£) | 2016 (£)  |
| <b>Fixed Assets</b>                       |          |           |          |           |
| Total Fixed Assets                        |          | 1.00      |          | 1.00      |
| <b>Current Assets</b>                     |          |           |          |           |
| Total Current Assets                      |          | 59,648.41 |          | 55,344.11 |
| <b>Current Liabilities</b>                |          |           |          |           |
| Total Current Liabilities                 |          | 32.00     |          | 6,383.08  |
| Net Current Assets                        |          | 59,616.41 |          | 48,961.03 |
| Total Assets                              |          | 59,617.41 |          | 48,962.03 |
| <b>Accumulated Funds</b>                  |          |           |          |           |
| Total Funds at End of the Year            |          | 59,617.41 |          | 48,962.03 |

## Receipts

## Proposed budget for 2018

| Objective Name         | Total     | Jan      | Feb      | Mar       | Apr      | May      |
|------------------------|-----------|----------|----------|-----------|----------|----------|
| Branch Funding         | 75075.63  | 6916.47  | 6916.47  | 6916.47   | 6916.47  | 6916.47  |
| Other Income           | 4231.81   | 2604.72  | 0        | 5030      | -4950    | 1725.43  |
| Participation_National | 0         | 0        | 0        | 0         | 0        | 0        |
| Local Activities       | 0         | 0        | 0        | 0         | 0        | 0        |
|                        | 79,307.44 | 9,521.19 | 6,916.47 | 11,946.47 | 1,966.47 | 8,641.90 |

We are proposing to maintain a similar budget to last year but with increased spending on publicity for the pay campaign, money to pay for branch volunteers who help with casework and money for social activities (an event in the summer and a December social)

## Payments

| Objective Name         | Total     | Jan      | Feb      | Mar      | Apr      | May      |
|------------------------|-----------|----------|----------|----------|----------|----------|
| StaffingBES            | 34,535.00 | 3,100.00 | 3,100.00 | 3,100.00 | 3,100.00 | 3,100.00 |
| Rent_Rates_Utilityies  | 0         | 0        | 0        | 0        | 0        | 0        |
| Administration         | 5165.79   | 1025.1   | 958.15   | 487.1    | 462.1    | 407.1    |
| StaffingSecondment     | 0         | 0        | 0        | 0        | 0        | 0        |
| Honoraria              | 0         | 0        | 0        | 0        | 0        | 0        |
| Participation_National | 5000      | 97.39    | 0        | 0        | 0        | 0        |
| Participation_Region   | 0         | 0        | 0        | 0        | 0        | 0        |
| Participation_Branch   | 1900      | 500      | 80       | 80       | 80       | 80       |
| RepresentMembers       | 0         | 0        | 0        | 0        | 0        | 0        |
| Campaigns              | 364.32    | 0        | 0        | 0        | 0        | 0        |
| Publicity              | 1218      | 0        | 300      | 0        | 0        | 0        |
| Recruitment            | 0         | 0        | 0        | 0        | 0        | 0        |
| Communications         | 0         | 0        | 0        | 0        | 0        | 0        |
| Education              | 1200      | 100      | 100      | 100      | 100      | 100      |
| Donations              | 50        | 0        | 0        | 0        | 0        | 0        |
| Affiliations           | 260.1     | 0        | 0        | 250      | 0        | 0        |
| Local Activities       | 350.00    | 0.00     | 0.00     | 0.00     | 0.00     | 0.00     |
| Other                  | 901.17    | 55.35    | 0        | 0        | 0        | 0        |
| Capital                | 0         | 0        | 0        | 0        | 0        | 0        |
| Fighting Fund          | 0         | 0        | 0        | 0        | 0        | 0        |
|                        | 50,944.38 | 4,877.84 | 4,538.15 | 4,017.10 | 3,742.10 | 3,687.10 |



Most of our branch income comes from our local members but it is given to us by the national union. We receive a certain percentage of your subscriptions to the union. The amount we get is calculated in such a way that if our branch reserves increase then the amount of money from the national union goes down.

### Branch Income

|  |                    |
|--|--------------------|
| Employer Receipts                                    | £179,721.37        |
| Direct Debit   | £97,103.68         |
| BAOT   | £330.26            |
| Branch   | £0.00              |
| Locally Collected Subscriptions                      | £8.00              |
| Member   | £67.50             |
| <b>Our estimated income for 2017</b>                 | <b>£277,230.81</b> |
| <b>Branch funding percentage</b>                     | <b>20.00%</b>      |
| <b>Total Branch Funding payable in 2017 for 2017</b> | <b>£55,446.16</b>  |

### Calculation of overpayment / underpayment

|   |                |
|---|----------------|
| Total Branch Funding payable in 2017 for 2017 | £55,446.16     |
| Total adjustments                             | -£14,096.52    |
| Less payments made                            | -£41,192.76    |
| <b>Underpayment</b>                           | <b>£156.88</b> |

### Funding to AR2

|   |                   |
|---|-------------------|
| Total Branch Funding payable in 2017 for 2017 | £55,446.16        |
| RMS Statement Balance                         | -£3,733.57        |
| Reversal of 2016 OLBA accrual                 | £3,791.16         |
| <b>To AR2</b>                                 | <b>£55,503.75</b> |

| Jun             | Jul             | Aug             | Sep             | Oct             | Nov             | Dec             |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 6450            | 6450            | 6198.47         | 6198.47         | 5065.44         | 5065.44         | 5065.46         |
| 0               | -140            | 34              | 21              | 15              | 0               | -108.34         |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| <b>6,450.00</b> | <b>6,310.00</b> | <b>6,232.47</b> | <b>6,219.47</b> | <b>5,080.44</b> | <b>5,065.44</b> | <b>4,957.12</b> |

| Jun             | Jul             | Aug             | Sep             | Oct             | Nov             | Dec             |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 3,100.00        | 3,100.00        | 2,567.00        | 2,567.00        | 2,567.00        | 2,567.00        | 2,567.00        |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| 407.1           | 521.34          | 388.78          | 62.4            | 446.62          | 0               | 0               |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| 1641.26         | 196.95          | 175.07          | 0               | 2188.35         | 317.31          | 383.67          |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| 80              | 80              | 80              | 80              | 80              | 600             | 80              |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| 64.32           | 0               | 300             | 0               | 0               | 0               | 0               |
| 0               | 400             | 518             | 0               | 0               | 0               | 0               |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| 100             | 100             | 100             | 100             | 100             | 100             | 100             |
| 0               | 0               | 0               | 0               | 50              | 0               | 0               |
| 0               | 0               | 10.1            | 0               | 0               | 0               | 0               |
| 0.00            | 50.00           | 0.00            | 0.00            | 0.00            | 0.00            | 300.00          |
| 180.84          | 0               | 0               | 19.98           | 0               | 0               | 645             |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| 0               | 0               | 0               | 0               | 0               | 0               | 0               |
| <b>5,573.52</b> | <b>4,448.29</b> | <b>4,138.95</b> | <b>2,829.38</b> | <b>5,431.97</b> | <b>3,584.31</b> | <b>4,075.67</b> |

# Assistant Branch Secretary - Policy

## Roger Lewis

This is my first report as one of our Branches Assistant Branch Secretaries.

The first point I would like to make is that although the past year has had its challenges I am pleased to have had the opportunity of taking on this role.

The first event I would like to report on is that in May I was elected as Joint Trade Union Side Secretary by the Lambeth Trade Unions, Unison, GMB, Unite and the NUT (now the National Education Union—NEU).

Taking on this position has shaped my work over the last year.

My portfolio as Assistant Branch Secretary was to lead on Policies and Procedures and Corporate/Trade Union working arrangements.

There is a significant overlap with this and the role of the Joint Trade Union Secretary so this has been helpful as I start to learn the new roles and get on top of the work.

However, nothing that happens within the Council happens in isolation from the realities of the world around us and there have been big changes in both arenas.

The Tories have lurched from crisis to catastrophe and sadly this has resulted in their seeking scapegoats to try to distract attention away from their incompetence.

This has meant a sustained attempt to ramp up hostility towards migrants, from Europe but also across the world and to target refugees for everything from the crisis in the NHS to driving down wages. And of course, they always suggest the spectre of terrorism is lurking amongst any individual group they can label as “other” or untrustworthy.

Racism, particularly Islamophobia towards Muslims has risen alarmingly and with it hate crime has grown.

In order to challenge and oppose this the Branch has supported the national Stand Up to Racism, (SUTR), campaign and I have been an active member of the South London SUTR Group.

Of course, what is happening in the wider world is not separate to what happens within the Council and worrying experiences by our BAME members and members from European communities have come to our attention over the past year.

The Branch is leading on highlighting worryingly increased experiences of racism and discriminatory behaviour across the Council but with particular pockets where incidents and examples are significantly higher than other areas. I have been supporting other Branch Officers in seeking to get management to take our concerns seriously and act on them in a robust and determined way.



As Joint Trade Union Side Secretary I am leading on securing the involvement of an independent third party proposed by Lambeth Unison who has significant experience of identifying direct and institutional racism to be involved in a wide ranging investigation jointly with ourselves, our other Union colleagues and management.

Earlier this year we had gained the commitment of our now ex-Chief Executive, Sean Harris and the then senior HR representatives.

However, all these people have now left Lambeth and this work has been frustrated and delayed by these changes and also what sadly appears to be less of a commitment from our new HR team to take this issue further in the same way and with the same commitment.

We are and will continue to lobby hard to get the investigative work underway and will be escalating the matter further if needed.

My other work has been on reviewing, consulting and negotiating on changes to Policies and Procedures.

We had been provided with draft new policies for Managing Workforce Change, Staff Development and the Grievance and Complaints procedure earlier in the year which we were in the process of finalising.

In addition I had been provided with a substantial list of other policies and procedures which HR had flagged up as needing redrafting or rewriting.

However, due to the changes at the top of HR these are currently on hold by the management side.

Along with other Branch Officers I am making strong representations to HR that the lack of a properly agreed procedure for workforce change is creating confusion and may lead to widely differing experiences in treatment by our members particularly where restructurings are taking place.

The lack of a Complaints process further undermines our and our member's perceptions about fairness and management's commitment to addressing issues of discrimination or unfair treatment.

So, this has been a difficult and frustrating first year in this role but I hope it is providing me with a valuable learning experience and hope that I will be able to continue to represent the Branch in the year ahead.



# Assistant Branch Secretary – Campaigns and organisation

Simon Hannah

A union is only as strong as its ability to campaign collectively. Whilst a union is very important for helping people with case work like disciplinaries or grievances it is only really a trade union if it organises collectively. My role this year has been to work with the other officers and convenors to help develop new stewards as well as communicate about campaigns and provide logistical support for the branch more generally.

In the situation we are in where the council workforce has been slashed we are going to have to work a lot harder to improve recruitment and membership.

I attend the new staff inductions and speak to new council employees about the benefits and importance of joining a union. I am always very clear that joining a union isn't just 'an insurance policy' in case something goes wrong at work – though that is part of it. A union is far more than that though, it is a democratic organisation in which the members have rights, responsibilities and everyone has a role to play. A campaign isn't just what a union officer does – just as a dispute isn't only the responsibility of the convenor in a section. The union is only as strong as its membership, only as powerful as its density and also the *willingness* for people to take action together.

That is why it was great during the pay campaign when over 20 of us went to Parliament Square for the protest. Our branch took three banners so we looked like a mini demo of our own and it was wonderful to see people taking time out to add their collective support to the pay campaign.

In 2017 Lambeth UNISON worked to maintain its profile in the council with regular leafleting and posterling of main buildings on issues like the pay campaign and the housing dispute.

I have taken part in meetings from the Corporate Consultative Forum to the Joint Strategy Forum and the Housing Dispute. I have also attended regional councils on behalf of the branch to discuss the pay campaign and other issues.

This year I have also been taking on more casework both inside and outside the council, helping with job re-evaluations, compensations and settlements, grievances, capabilities and sickness.

## Political campaigns

Many members of our branch went to Battersea to help Marsha de Cordova get elected at the General Election—a great success in overturning an 8,000 Tory majority. It was a great experience to speak to people about their issues and also put in a trade union angle to some of the doorstep discussions.

Lambeth UNISON is also affiliated to Lambeth Momentum, a campaign group set up to support Jeremy Corbyn's policies in Labour. We helped organise an event in the autumn of last year which I spoke at on behalf of the branch where I outlined our opposition to cuts and what we expect of Labour Councillors—to put up a fight against the Tories!

I am proud of the work that Lambeth UNISON has done to put race equality issues on the agenda at the council but also frustrated at the lack of progress by senior management, caused in part by a high turn over of people on their end but also an apparent lack of will to drive through meaningful reforms.

Additionally, in my role I am involved in a lot of relatively routine tasks. I handle communications so I send out emails to UNISON members about everything from the Christmas social to the Housing dispute. Any errors of spelling or content are invariably mine! In that capacity I provide support for self-organised groups as well as any stewards or convenors who need to know who the members are their shops.

I have also been co-managing Juliet, our wonderful branch administrator, along with our branch chair Gary Whiting.

## Ritzy Boycott campaign

There has been an active boycott of the Ritzy Cinema and the entire Picturehouse chain since last summer because they have sacked four trade union activists and are refusing to pay the living wage (£10.20 an hour). UNISON members have been out the cinema every Friday from 5.30 until 7pm to raise awareness of the boycott – thank you to every member who has come along to support! If you haven't yet then see you soon!



# Housing Convenor

Eamon Maguire

We have finally made a very small amount of progress on the trade dispute that has now been active for six months. We secured the involvement of ACAS and made contact with a named conciliator and this seemed to poke management and HR into life.

Sue Foster, strategic director for neighbourhoods and growth, refused the offer of conciliation without providing an explanation (although asked for one) and instead arranged a meeting with a trade union delegation (Unison & GMB) and herself, Dean Shoosmith (interim corporate head of HR) and Neil Wightman. The premise was that we would try to make progress on those topics that were perhaps more easily dealt with.

Some concessions were offered on the issues of OH recommendations coinciding with sanctions for absence (right of appeal to Neil Wightman), short term contracts in sheltered housing (extension until the reorganisation and a commitment to address the issue then) and template for the equalities information to be submitted by the end of next week.

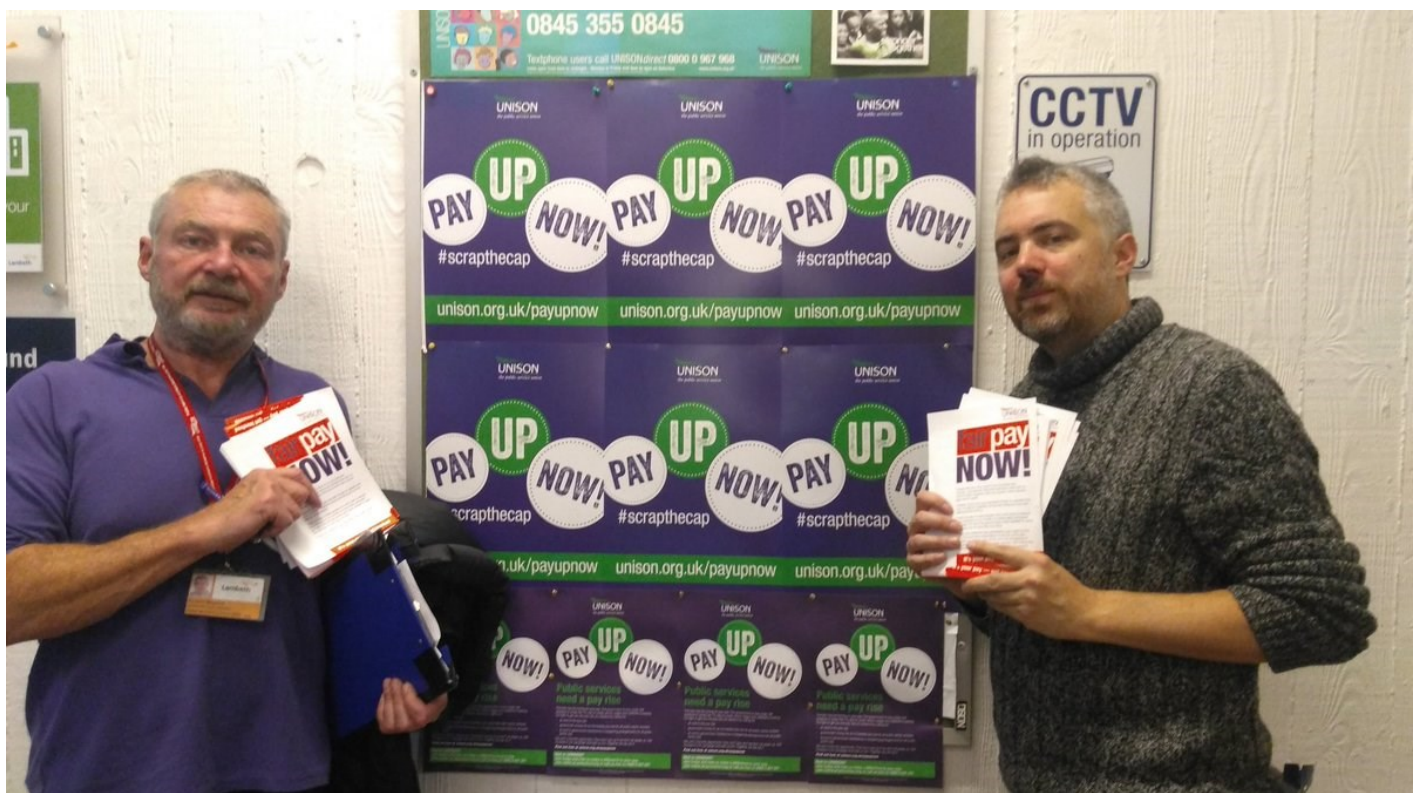
On the other issues we appear to be in deadlock for

now; regarding the flexi-time allowance they are convinced, on advice from their legal department, that we negotiated way the 14 hours in a month flexi in the course of a collective bargaining process. We disagree, maintaining that this remains a right under TUPE for those who transferred from Lambeth Living. We are going to research what we have on this.

As regards flexible working generally, they are once again being resistant, citing service requirements, business needs and suchlike. There will be further negotiations and reports.

The impending reorganisation will be throughout the entire neighbourhoods and growth directorate. This is going to be quite a challenge for us given the resources currently at our disposal. We will need every scrap of knowledge and experience available to the branch to cope with and respond to the sheer volume of information and work involved.

Casework and representation continue at the usual levels of intensity and these we expect to continue along with those other issues already reported on above.



# Adult Social Care and Public Health

Jackie Lewis

As the year began, the **Brokerage** reorganisation and the **Mental Health Social Work Review** were underway, the first phase of the review of **Day Services** was coming to a conclusion, and we were anticipating proposals for the reorganisation of the whole of Adult Social Care early in the new year.

When consultation on the **Brokerage** reorganisation, which affected staff in the Older People's and Integrated Disabilities Services, the Mental Health Business Unit and the Money Management Team, started in November 2016, the proposed new structure comprised a total of 15 posts (1 PO5, 4 PO2 and 10 Scale 6). We did a great deal of work alongside our members around responding to the Management business case, rebutting many aspects of the Management data on workloads and presenting alternative proposals. This led to changes, and the new structure announced on 21 February comprised 16 posts (1 PO5, 2 PO4s, 3 SO2s, and 10 SC6s).

At the start of consultation, all except 4 of the 17 staff were deemed Category A. At the end of consultation, 6 were deemed Category A, and 6 deemed Category C/B (6 for 3 posts). Following assimilation appeals and ring-fenced interviews, 5 people (all members) became redeployees. At the time of writing, 4 have been successfully redeployed and we are continuing to seek a resolution for the 5<sup>th</sup>.

The **Day Services** review related to the two day centres for people with Learning Disabilities and the two for Older People, including the development of a new LD resource centre at Coburg Crescent, which will provide, or be a base for, various new services.

Coburg Crescent is not due to open until 2020, and at the end of June, formal consultation began on the proposed staffing structure for an Interim LD day service to be provided from Lambeth Walk for the current service users and for 6 of the service users from Landmark. At the beginning of consultation, staff in scale 2 and scale 3 posts were deemed to be assimilated, with all other staff placed into one of 4 generic reduction groups. We engaged in detailed discussions with Management on aspects of the proposals, and the staffing structure announced at the close of consultation in October had been changed to include one more sc5 post, one less sc3 post and a new post of kitchen/laundry assistant. Following generic reduction group interviews, interviews for some other vacant posts in Adults, PRS and redeployment of one member on health grounds, the 4 generic reduction groups have all been resolved with 3 members having been offered redeployment trial periods in other posts. We are continuing to support members on redeployment and to work on a range of other issues relating to the reorganisation.

For the Older Persons service, Management are working



towards a specialist dementia service based at Central Hill. As there are many issues to be addressed, the timescale could be quite long term, and we are currently waiting for details of the proposed staffing for the interim service to be provided at Central Hill.

The review of the **Mental Health social work service** resulted in outline proposals for a new structure and organisational arrangements for all Lambeth staff based in SLAM. It has been confirmed that there is no proposal to delete any filled posts but we are currently awaiting the full details of the proposed new structure. This reorganisation will now incorporate the setting up of a fully centralised **Approved Mental Health Practitioner** team following the AMHP review.

Also in **Mental Health**, the Council and the Lambeth Clinical Commissioning Group (CCG) is extending the approach of the current Integrated Personalised Support Alliance (IPSA) and establish a 'Living Well Network Alliance' for the entirety of the Council's and CCG Mental Health budgets (around £63.8 million in 2016/17) for adults under 65. This would bring the majority of spend on adult mental services in Lambeth under a single, 7 –10 year contract, and is due to start in April 2018. It was officially announced in August that, following the launch of the procurement process in March, the Council and the CCG would be entering discussions with an 'Alliance' formed by SLAM, Lambeth, Thamesreach and Cerritude. These discussions are underway and we are currently waiting for details of the proposed arrangements.

In 2016, we established schedules for **management/TUs meetings** with Fiona Connolly, Director Adult Social Care, every two months, and meetings with Richard Sparkes, Operational Manager, and other service managers, in the months in between, but in March, there was a consensus that we should revert to a single set of regular meetings. These take place approximately every six weeks. We have also established a schedule for regular 'Tripartite' meetings with ASC and SLAM management.

The progression scheme for **social workers** in Adults was launched last November, and we had an initial meeting with management in October to look at how the scheme has worked in practice, and are currently awaiting some information and data. We have also had an initial meeting with Management about the action plan flowing from the **social work health check** relating to the development of a new caseload management scheme, and we hope that further progress can be made now that both the new Principal Social Worker and Deputy Principal Social Worker have taken up post



Late last year, we submitted UNISON proposals for a review of the **Occupational Therapist JD** (currently PO2) and the introduction of a new PO1/2/3 OT JD with an accompanying progression scheme. The first meeting to discuss this took place in April, and there was a lengthy delay in arranging a further meeting, which did not take place until September. However, we made good progress at a meeting in November and we will be discussing the detail of Management proposals regarding the duties for the PO3 level at the next meeting, scheduled for mid December, following consultation with members.

And finally, there has again been a heavy load of **casework**, including a significant number of complex cases. These have included a number of cases relating to practitioners being investigated for not undertaking particular aspects of work

on their caseloads 'in good time' and/or not keeping adequate records. We have significant concerns about such 'concerns' being deemed as conduct issues (and therefore disciplinary matters) when it is evident that many, if not all, are actually related to matters such as caseloads that are too high. We will continue to pursue these, and the broader issues of caseloads and workload management, in 2018.

Jackie Lewis, Convenor Adult Social Care and Public Health





# Children's Services Convenors

Andy Tullis

*"Kicked in the teeth again; sometimes you lose... but sometimes you win!"*

Malcolm  
Young (1953  
- 2017)

Throughout 2017 the new CSC structures were still embedding

themselves and not without pain. While figures showing recruitment of SW's is getting better and falling levels of agency staff are encouraging, the summer Ofsted monitoring review was still critical about progress towards improvement. The October review reported some progress since August but quite crucially identified that SW case-loads are still too high. A full Ofsted inspection is likely to take place in January/February 2018 which will hopefully achieve a positive result but it is inevitably junior staff who get scapegoated and berated for failings. Only a strong combative Union presence on the ground will protect SW's and CSC staff from the consequences of anything negative in the forthcoming report.

In light of the above we shouldn't overlook the context of cuts to children's social care funding. While children's social care services in Lambeth are fragile, Local Authorities face huge cuts in Central Government funding (an estimated 2.4bn so far with more to come) all of which we must prepare for here in Lambeth because make no mistake the impact will hit us soon enough.

We should also remember the Tory government are still committed to the Social Work Reform Bill passed in 2016. The National Accreditation & Assessment System is still being rolled out, albeit more slowly (full rollout 2020). UNISON are campaigning for the scrapping of NASS and other aspects of the Reform Act which still pose many unanswered questions. Slightly behind schedule are the plans for a Regional Adoption Agency in London, we must focus on this issue in 2018 and how it affects members, TUPE transfers (?) etc.

It feels almost unbelievable now that there was actually a General Election in 2017, but however faint the memory seems it is remarkable how close we came to a change of government. The political landscape in Britain has shifted after the EU referendum revolt, leaving the Tories in complete disarray, opening up the ground for a left of centre Labour government and the real possibility of ditching "endless" austerity policies. The Labour 2017 Manifesto was far more to the left than expected and so was enthusiastically embraced by working class voters despite all the Blairite doom-mongering about a crushing Labour defeat.

The Trade Union movement must maintain pressure on Corbyn and McDonnell not to retreat to the centre ground but boldly proclaim socialist ideas and build on the significant gains Labour made in the last general election (there could be another one sooner than we think).

Perhaps overshadowing the General Election result was the tragedy of the Grenfell Tower fire. Big business contractors, corner cutting, profiteering and a corporate contempt for the safety and welfare of working class people exposed the reality of life in austerity Britain ... that life is cheap if you're poor.

**Lambeth Schools:** Welcome back Jeremy, our part time Education Convenor who is doing sterling work organising in Lambeth Schools, *\*please see Jeremy's Schools Convenors report submitted separately*. Joint Trade Unions are currently locked into a fierce battle over job cuts at Park Campus Academy. We do not accept that staff should pay for the previous administrations mismanagement and the all too familiar financial crisis brought on by acadamisation. We have also redoubled our scrutiny of fire safety in Schools and demand no expense is spared making premises safe for children and staff. Cuts in schools budgets due to the governments new funding formula, although delayed, are still a threat on the horizon.

International events like the rebellion in Catalonia expose the dangers of sowing illusions in undemocratic capitalist Institutions like the EU, which sided with state repression against the working classes and national minorities in order to maintain capitalist rule and austerity policies of the Spanish government. However, we must also take heart from the International struggles against the rich elites that are taking place across the world and extend them the real internationalist solidarity of the workers movement. The growing movements against Trumps policies in the US are a beacon of hope that should inspire us in our campaigning work in the coming year.

## **Youth Offending Service Redesign & New (same old) Ways of Working**

A Redesign of the YOS (also following a bad inspection report after years of management failure) started in September and management went overboard from the outset of consultation to assure Trade Unions they wanted constructive dialogue and good industrial relations. Despite their



brilliant counter proposals YOS staff were betrayed after the years of hard work and dedication they had shown towards vulnerable young people and unfortunately we were not able to avoid a small number of compulsory redundancies. The New Ways of Working policy (see last years AGM report) was abandoned and, sorry to sound like a scratched record, yet again assimilation panels acted as deliberate non-assimilation panels to put people out of jobs. That is not acceptable when it is clear that the new JD entails all the same work, exactly the same skill sets and knowledge that were previously required and the person can easily do the new job. It is imperative that our branch learn the lessons of the YOS redesign.

Our Unison branch transitioned to a new leadership last year and I would like to thank the new leadership team and all stewards in Children's services for their hard work, dedication, patience and comradeship in 2017. Last year the branch worked exceptionally hard with our regional officers to win some excellent individual case results, all too numerous to mention as ever but thank you all for your efforts especially with supporting individual members when they needed us most.

Hammonds November budget was a particular lowlight of

last year offering no real improvements on public sector pay (as some had naively hoped), all the more reason for us to start balloting for Industrial action now and gearing up for a serious fight.

As I write this AGM report I don't think I have ever seen establishment politics in Britain so chaotic or a national government so weak, divided and in crisis. The scandals of the paradise papers and sexual harassment in Parliament alone show what hypocritical parasites our rulers really are. It feels like one good kick from a mass movement of the working classes could bring their whole rotten edifice crashing down! Why couldn't UNISON start that mass movement with a real revolt against the pay cap, uniting all the public sector Unions and low paid workers everywhere? Instead of us getting kicked in the teeth again, in 2018 we could kick-start the revolt that brings down the Tories and wins a better world for working people. *Forward to Socialism comrades, forward in 2018 - Lets Boogie!!!*

Chuck, Fats, Gregg and Malcolm; thanks for everything - RIP.

Andy Tullis; Children's Services Convenor

## Health and Safety

### Bernard Conmy

Happy New Year 2018 Unison colleagues – one more - one less! As my old Dad used to say! How time flies. Hope you all had a good Christmas/break. By now the New Town Hall should be up and running, and the Civic Centre not far behind!

Another busy year with all the arrangements and plans of moving into the New Town Hall and Civic Centre, although it would appear that the Union will be based in Blue Star House.

Remember your Employer is legally responsible to ensure safe working.

A quick briefing on Health & Safety law;

Health and Safety is important. The Health and Safety at Work Act 1974 lays down wide-ranging duties on employers. Employers must protect the 'health, safety and welfare' at work of all their employees, as well as others on their premises, including temps, casual workers, the self-employed, clients, residents, visitors and the general public. Basically Everybody!

Looking after Health and Safety makes good business sense. Workplaces that neglect health and safety risk

prosecution, may lose staff, and may face increased costs and reduced productivity. Good Health and Safety is good for Everybody.

Q. What do you do if you have health and/or safety issues at work?

A. Raise the issue at work, with your line Manager (email is best and a record of the issue being raised)

Q. What do you do if the situation is not resolved?

A. Contact your Unison HnS Representative to take the issue up with Management (and consider having the issue put on the Building User Groups' agenda)

Q. What do you do if the situation is still not resolved?

A. Contact me [bconmy@lambeth.gov.uk](mailto:bconmy@lambeth.gov.uk)

Q. Who is responsible for Health & Safety?

#### **A. Everybody**

Convince your colleagues that they are much better off being in Unison.

All the best for 2018



# Schools Convenor

## Jeremy Drinkall

A short report, since this post has only been filled since 19 September.

### Background

The Conservative government, unhindered by the Lib Dems and led by a grammar school educated prime minister, started the year pushing ahead with a three-pronged attack:

Massive cuts to school funding, with Lambeth one of the worst hit boroughs in the UK, losing up to £1,000 per secondary school student;

The target set for every school in Britain to become an academy and local authorities to be written out of the equation completely;

The return of grammar schools for the overwhelmingly middle class few and, though never openly acknowledged, the inevitable second class “secondary moderns” for the rest of us: segregation by social class and, the way the system works, ethnicity, too.

Well thankfully the ill-judged snap election ended the grammar school scheme (for now) and a revolt by parents and school staff has pushed back the funding cuts to 2018 (though it is still on the horizon).

On the other hand, Labour’s manifesto *For the many not the few* contained at last a vision of what the education system could deliver in a National Education Service, which like the NHS would provide quality education “from the cradle to the grave”: with more money for Early Years Education and an end to tuition fees; free school meals for all primary school kids and extra hours nursery provision for three- and eventually two-year-olds.

The Shadow Education Secretary Angela Rayner used to work in early years education and was a Unison rep, then officer, before becoming an MP. She has insisted that Labour would re-vamp their proposal to establish a professional negotiating body for schools support staff, reverse the cuts and place a moratorium on new academies – though she has been less forthcoming about our much needed 5% pay rise.

Finally this year also saw support staff take strike action in Wakefield (cleaners), Derby and Durham (TAs). All were defensive actions over pay cuts and, in Wakefield, privatisation. While none of them have been totally successful, the strikers have been magnificent in raising the profile of support staff and Unison as a fighting union, as well as winning some concessions.

### Lambeth schools

I took over the previously unfilled post of schools convenor following an uncontested election in September this year. After

discussions with Ruth Cashman, Andy Tullis and Simon Hannah, we agreed a plan, in which I would help members with their grievances, disciplinaries and sick absence procedures, while organising school meetings to meet our members, recruit new ones and establish as many school shop stewards as possible.

We now have shop stewards at Elmgreen (two as a job share), St Bede’s, The Livity (two as a job share) and Ethelred’s. Meetings at these schools have been well-attended and have led to some immediate improvements in terms and conditions for some. At Elmgreen, for example, in conjunction with the NEU (formerly NUT), we successfully negotiated an extra day’s holiday on 2 January!

This is definitely the way forward for schools organisation, with local stewards taking on most of the uncomplicated cases and seeking victories for common sense and decent working conditions. In the New Year we hope to recruit a part-time schools organiser to boost our impact.

### Academy chaos

Meanwhile the partial privatisation of our schools via academies continues to cause crises to emerge. First the Gipsy Hill Federation of schools was forced to put its academisation scheme on hold after financial irregularities were found.

Then Park Campus, Lambeth’s Pupil Referral Unit (PRU), sacked their Chief Executive and Finance Officer as another financial crisis loomed. Staff are now facing redundancies and outsourcing of cleaners.

Now St Martin’s in the Fields is attacking TAs’ hours and conditions without consultation. A new Head Teacher appears to be ignoring the need to consult. At the same time, it shows that our members, because we are rarely a statutory requirement, can be got rid of at any time.

### Building a strong network

I would like to end on a positive note. I have started a programme of weekly school visits and to produce a monthly bulletin for all schools members. I hope too to provide a better service to outsourced members in cleaning and catering companies, who are equally part of our community.

The only way we will defend a publically owned and democratically accountable schools system is by building a strong network of shop stewards and members, steeped in the traditions of solidarity and confident enough to mount serious industrial action when needed. Let’s make it happen!

# Equality Report

Simone McKoy

One of Lambeth's vision is to deliver 'ambition and fairness for all'. However after engaging with Lambeth workers and residents I would say that we have not fully hit this mark during 2017. I was appointed the role of Equality's Officer early last year but only received my training for the role in November 2017. I thought to myself, 'how serious are we about tackling equality issues in Lambeth and society as a whole. I refused to be a part of a tick box exercise and soon discovered how much equality shapes are everyday lives.

In 2017 I became involved in the BAME Focus Group and now sit on this panel. The focus group aimed to look at the under representation of BAME staff in the senior levels of the council, however what came out in the report was so much more than figures about inequality and disparity across the organisation, considering that 44% of residents belong to a BAME group. The report highlighted people's experiences and barriers that they faced when trying to progress: "Why bother applying, only to be told that you're not good enough". Others stated that the application processes are off-putting, not transparent and that there are a lack of representation of BAME staff at interview panel. "HR is not involved so you don't know what your manager is doing, and sometimes these interviews are just a formality."

The BAME report also demonstrated that equality is not an isolated issue, both the BAME and non-BAME groups felt that equality is extremely important and many were originally attracted to Lambeth because of its equal opportunities and social justice that comes with the work. The findings from the

report are very apparent, the previous chief executive agreed to improve the inequality issues for BAME staff. However please rest assured that these issues will not be dropped and be classed as a tick box exercise. The new chief executive has agreed to meet with us in the New Year to look at the inequality that Lambeth is facing.

A further part of my role is to review Equalities Impact Assessments relating to major council policies. I sit on the EIA panel and have attended 4 meetings so far. I first found this a little bit daunting, sitting amongst counsellors compare to my normal role in working with young people and representing staff. However I really enjoy it now as I can see how important it is to review policies that affect Lambeth workers and residents. I have been able to contribute and recommend that some of our most vulnerable groups in society should be exempt from council tax, such as care leavers. I have been able to look at and speak to Lambeth service users to see how they feel about their engagement in Lambeth's Local Plan, how have their protected characteristic such as race, age or disability been considered. I plan to provide further updates on this within the year.

My further vision for 2018 is to be involved in more local campaigns that raises the inequality of pay, equal opportunities for BAME groups and lack of resources and opportunities for care leavers. If you have any questions or contributions to make, please feel free to contact me as true equality is everyone's issue.

# Welfare Report

Simone McKoy

[www.unison.org.uk/get-help/  
services-support/there-for-you/](http://www.unison.org.uk/get-help/services-support/there-for-you/)

The role out of universal credit and the council tax reduction scheme has affected members and residents in Lambeth in 2017. We stand united as a union and agree with others that closing one of the busiest job Centre in Brixton as part of cuts is "reckless". A further increase in workload, lack of pay and the correct attention paid to health and welfare concerns has place a strain on people's lives. Those who were just merely coping are suffering in mass. In-work poverty is on a rise and mental health is creepy up too with a lack of regard our wellbeing.

Caregivers are finding it hard to cope, when normally they are seen as the strong ones. As your welfare officer I just want to let you know that it is ok to ask for help. This may be financially or emotionally. It happens to the best of us. If you are struggling to cope, or had a recent bereavement where you might need help financially please get in touch. If your washing machine has broken down or you have been hit hard financially and are struggling to cope, please get in touch. Furthermore if you have been absent from

work for a period of time due to stress or illness and need some support with a break, yes you guessed it... please get in touch.

Below is a small list of things Unison's registered charity "There For You", has to offer, including free and confidential services, benefits and support.

So please... get in touch!!!

- Financial Assistance
- School Uniform Grant (May-July)
- Winter Fuel (Dec-Feb)
- Wellbeing breaks- during illness /respite for carers
- Links to Credit Unions
- Debt advice- free phone 0800 389 3302

For further information or guidance, please contact your welfare officer, Simone McKoy on 0207 926 6305 or email [smckoy@lambeth.gov.uk](mailto:smckoy@lambeth.gov.uk)

# LAMBETH Black Worker Group Report

This year (2017) has been challenging on all fronts. I guess being new to Lambeth Black workers group made me realise how important Black staffing issues need to be continually highlighted in the face of a marked change in Lambeth. From Black to White management staff to lack of progression for BME staff in Lambeth.

The UNISON survey results (July 2017) and Social Care Health Survey (November 2017) are evidence enough that institutional racism is alive and well in Lambeth.

## **Race and recruitment in Lambeth (UNISON Survey results 2017).**

*More than two thirds (69.3%) agreed that "the lack of transparency in recruitment has led to BME staff being discouraged and not applying for jobs as they feel it is pointless" and three quarters (75.2%) agreed that "Human Resources should take on more of a monitoring role during the recruitment process to ensure that BME applicants are treated equitably".*

## **Race and perceptions of managerial attitudes in Lambeth.**

*A large majority (69.9%) agreed that "managers have a propensity to look at white people as more capable and having potential, rather than "US".*

This year 2018 will see delegates attending the NATIONAL BLACK WORKERS CONFERENCE in Liverpool from 19<sup>th</sup> to 21<sup>st</sup> January 2018. It will be a time to get together with other regions and learn from each other especially how we tackle issues of racism and inequalities in the work place.

Lambeth Black Workers Group face many challenges from

lack of apathy to increasing attendance at our monthly meetings. During 2017 we saw 5 members attending regularly with at once stage having 10 members attending. We do not despair using social media, face to face recruitment and speaking UP in the work place, continuing monthly meetings will raise the profile of LBWG in 2018 and beyond.

Lambeth Black Workers supported the PAY UP campaign in 2017 and we continue to support this campaign in 2018. We attended the rally a successful in Parliament Square.

Lambeth Black Workers continue to support the ongoing Ritzy strike. Join the strike in 2018.

Targets for 2018: Recruiting BME staff and increasing the attendance at our monthly meetings.

Our Black Workers Group AGM will take place in January 2018.

Please follow LAMBETH BLACK WORKERS GROUP on social media.

Lambeth Black Workers Group. Social media.

Follow us on Facebook: Lambeth Black Workers Group.

Instagram: [\\_lbwg\\_](#) or Twitter: LBWG



## Environmental Officer

### Kate Ruhle

Throughout the year I have publicised and supported the campaigns of various council campaigns which relate to my remit as Environmental Officer:

Anti-idling action days where resident and staff volunteers speak with other Lambeth residents started in 2016 and continued until July 2017. I have attended two anti-idling days this year, the Council along with 13 other London Councils, is currently focusing on reducing air pollution in the borough and part of this campaign is to tackle engine idling. I have received training on the impact of engine idling and attended action days to encourage motorists to switch off their engines whilst stationary to help reduce air pollution in the borough. The 12 to 16 June was Lambeth's first Clean Air Week with National Clean Air Day taking place on 15 June. Throughout the week there were events around the borough, I publicised this information to other members through email.

This year the council ran a campaign on healthy eating and food waste prevention, there was the opportunity to get involved in a series of videos in which an older resident taught younger residents recipes using up leftovers. The campaign team asked if anyone would like to be involved in the project, I shared the opportunity with other members to see if they would like to take part in the campaign.

This year has seen an attack on international action on climate change with President Trump taking the decision to withdraw the United States from the Paris Agreement in June 2017. I attended a rally on 1 June outside the U.S. embassy and publicised the event to other UNISON members, which was organised by The Campaign against Climate Change, Friends of the Earth, Global Justice Now as well as other environmental groups.



# Lambeth College

## Jim Delaney

### Redundancy dispute – February-May 2017

In February 2017, Lambeth College launched a redundancy restructure caused by a shortfall in funding due to failure to recruit enough students. Management said their core priority was teaching and learning and so redundancies were overwhelmingly from management and support staff. About 100 people were affected and it was proposed that 48 FTEs be made redundant. UNISON went into dispute and members voted overwhelmingly to ballot for strike action over no compulsory redundancies. Due to the strength of our response the College offered an enhanced voluntary redundancy scheme which resulted in the avoidance of any compulsory redundancies. We won the dispute. In the end the required savings were made with 33 Voluntary Redundancies.

### Pay Campaign

The Trade Unions submitted a headline pay claim of an increase on all pay points equal to RPI plus 3% (with a minimum uplift of £900), and a commitment for FE colleges to become accredited Living Wage employers.

The AoC offer of 1%, or the sum of £250 'where this is more beneficial' is in fact worse than last year, once the rising cost of inflation is taken into account.

Even if colleges have implemented all of the recommended pay rises (which Lambeth College has not since 2009), pay for FE workers has fallen in real-terms by 21.5% since 2009. Many colleges have not implemented pay rises for a number of years meaning that pay has fallen even more sharply and members are finding it hard to make ends meet.

In a national consultation by e-ballot, 71% of UNISON members who voted, voted to reject the AoC's offer. UNISON's National FE Committee decided "*to pursue disputes on pay on a local college basis in collaboration with sister unions*". The years of meagre pay recommendations that most colleges don't even implement (last year only 16% of colleges did so) has resulted in the need for UNISON to pursue this local claims strategy. This strategy of local claims is not meant to undermine national bargaining and it uses the national claim as the starting point. The best possible outcome would be that colleges themselves put pressure on the AoC to deliver better pay recommendations that all colleges implement.

### Living Wage Campaign

Local and branch reps held a Living Wage stall outside the Clapham centre during Living Wage Week in November. We collected lots of signatures for the petition and several peo-

ple took membership forms to join UNISON. We continue to recruit new members in Lambeth College and SW4 Catering Ltd (a wholly-owned subsidiary set up to employ cleaners, porters and security officers on inferior terms and conditions). UNISON and SW4 staff are in discussions with management about pay and conditions of service. SW4 staff currently get the minimum wage (or just above it), statutory sick pay, statutory annual leave and inferior pensions to directly-employed Lambeth College staff. Catering staff have been outsourced to Chartwell's since 2016, where they receive similar terms and conditions to those in SW4.

We are negotiating with college management about paying the London Living Wage (LLW). At the time of writing, the College are doing an analysis of the costs of a pay rise for SW4 staff to the LLW of £10.20 per hour. Although the issue is not yet resolved, we will have further discussions with college management in January 2017.

### Finances and Merger

In 2016/17, we learned that due to over-estimation of income, inaccurate projection of costs and 'weak budgetary control', the College's deficit had increased from £500,000 to £6.7 million. Barclay's bank agreed to extend our overdraft and continue to enter into further longer term loans on the condition that we secure supporting funds from the Govt. The Director of Finance, Sean Orrell, and the Principal, Mark Silverman subsequently left Lambeth College. Monica Box is the current interim Principal.

The Government has provided exceptional financial support on condition that we merge with another education provider, either London South Bank University (LSBU) or an FE College. It had looked as though LSBU would be the preferred option but the proposed merger has been delayed considerably due to disagreement between the university and the Government regarding the terms of the exceptional financial support (*i.e.* whether it would be grant or loan). At the time of writing, the proposed merger with LSBU has still not been signed off. Anne Milton, the Government Minister for Skills and Apprenticeships, says she wants to be sure that there are no further education alternative models before a complete sign off with LSBU is achieved.

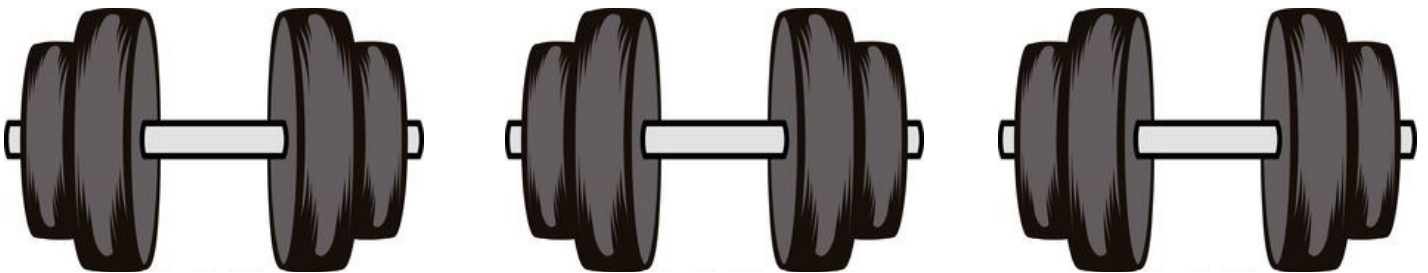
Due to a failure to recruit enough adult learners this year (partly caused by a flawed online-only marketing strategy), Lambeth College will have a potential shortfall of £1.5 million this academic year (broadly similar to last year's figure) and College management tell us they are planning for another consultation on redundancies - to begin once they have a definite decision regarding merger partner.



# THANK YOU FOR BEING PART OF UNISON

Thanks for coming to Lambeth UNISON's AGM of 2018. There is lots to do in 2018 with job cuts at Lambeth College, restructuring and funding cuts across schools in the borough and restructuring, more cuts and a huge office move at Lambeth Council.

We can only get through it all with your help. So if you want to help out your work-mates then get active in the union by becoming a steward. Full training will be provided and you will be learning loads of new skills as well as doing your bit to help out. Get in touch with one of the branch officers or your convenor to find out more.



Don't forget... Being in a union is a lot like a gym. You can pay your monthly dues but you only get stronger if you turn up and take part!

