

May 2019 Issue

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**Welcome to
the Spring
Newsletter**



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Dates For The Diary: NB [Grenfell: Silent March](#) 14 May 2019. LBWG will be there with the banner—any banner carriers will be welcomed. Meeting in Windrush Square, Brixton at 5.15pm on the 14 May 2019 to leave for the silent march, which assembles at Notting Hill Methodist church from 6pm to leave at 7pm. Address 240 Lancaster Road, Notting Hill, London W11 4AH.

June newsletter: deadline for content is Thursday 6th June

Please email articles to rkennedy@lambeth.gov.uk and JCruywagen@lambeth.gov.uk

Southall resists 40. Saturday 27 April 2019

BWG members joined with comrades from Stand up to Racism to march in solidarity with other anti-racist organisations and trade unions from across London.



This annual march marks a crucial turning point for the Southall community who united in the face of the most severe racist violence and institutionalised racism imagined. The community was under attack by racists and their allies.

40 years ago, Southall was rocked by violent racism that led to the killing of 2 young men. 18 year old Gurdip

Singh Chaggar stabbed to death by racist thugs and Blair Peach, anti-racist campaigner killed by the Special Police group (SPG).

Chaggar was killed in a racially motivated attack on 04 June 1976. His murder galvanised the whole town, especially its youth, and led to public disturbances. The people of Southall came out and protested because they no

longer wished to tolerate everyday racism. Blair Peach was killed by the Police during this peaceful protest, against the local council decision to allow the national front to hold a public meeting in the town hall.

Check out our [Lambeth BWG](#) Facebook for photos of the march and a video documentary.

But Are We Sitting on Our Hands” ?

Sitting on your hands means “to do nothing about a problem or a situation that needs dealing with”.

Gradually, over the last decade, slowly and deliberately, Lambeth Council along with commercial institutions have gradually GENTRI-FIED Brixton. This has brought about, combined with BREXIT, open racism in the streets of Lambeth.

This racism is discrimination and prejudice towards people based on their race, ethnicity and nationality.

Race: all human beings belong to a single species and share common origin. We are born equal in dignity and rights and all form an integral part of humanity

Racism: an action of attitude, conscious or unconscious, also an act of ignorance, which is a lack of knowledge or information.

Institutional racism, a system of procedures/patterns in all walks of life, education, housing businesses, employment, professional associations, religion, media, etc., whose effect is

to maintain power, influence and well-being of one group over another. Although more subtle than individual racism, it is more destructive of humanity.

In Lambeth as employees we need to highlight and denounce all forms of racism, bring it to the attention of the Union and management, even the police if it is that serious. Instead of sitting on our hands raise it when chairs of committees or managers at team meetings do not correct staff for racist comments. Challenge other colleges

about comments against Black people, the Polish or any other group, this includes sexism, homophobia and religion etc.

We have now returned to the fight that the Union had in the 70's and 80's when they were at the forefront of the fight against racism



(Our Reg with Hair)

22 April 2019 marked the 26 year anniversary of the racist murder of South London teenager Stephen Lawrence

Lambeth UNISON and Save Our Services join forces with Cherry Tree Action Group

We joined forces with Cherry [Tree Action Group](#) outside Lambeth Council's Cabinet Meeting on Monday 15 April.

Cherry Tree Nursery & Children's Centre is set to be closed, without any consultation of users or the public. It was not included in the borough-wide consultation over cuts to children's centres – ostensibly because it no longer strict-

ly operates as a children's centre. Cherry Tree is, however, linked to Rosendale children's centre, and the community were not informed that they were going to be hit doubly hard with cuts.

Lambeth Council met to discuss the results of the children's centre consultation, and heard a deputation from Cherry Tree. Helen Hayes MP

and a number of back bench councilors spoke against cuts to Cherry Tree and the other children's centres. The cabinet voted unanimously to endorse the cuts – to cries of shame from the public.



Cherry Tree action group:
www.facebook.com/CherryTreeAG. Twitter: @CherryTreeAG

Workplace Stress: Employers Duty of Care

One in five people suffers from workplace stress, with half a million people reporting that they have become ill as a result. Most reported stress cases come from the public sector.

Many of us hold down a job that challenges us. We understand and should expect to feel some pressure at work. However, when excessive and you suffer an adverse reaction, it has become stress.

Stress can be a threat to your health and safety at work. Legally, Lambeth as your employer must take care of your

health and safety when you are at work. Typical causes of work-related stress include poor communication, a bad working environment, bullying, and some skills deficit.

Do we have enough control over our work? Could we be given more decisions quickly, more information to assist us? On some occasions we do not get enough support from our managers - is better communication required? Are we all clear of what our roles are? Do we ask our managers to make clear what is expected of us?

Where bullying is classed as sexual (which includes your sexuality), religious or racial harassment, or is linked to disability, you have rights under sex, race or disability legislation. You may have a disability which makes it harder to deal with, or more prone to suffering stress, like depression for example, as the employer Lambeth have a duty to make certain adjustments to help you.

If your employer is unable - or unwilling - to remove the cause of stress, you can follow the grievance procedure

set out in your employment contract or Lambeth Policy's and procedures.

Your Employer has a legal duty to look after your mental welfare, as well as your physical health. However your employer is entitled to assume that you can cope with the normal day to day pressures of your job. Unless you speak up.

If you feel stressed, talk to your union representative. Talking can reduce stress and resolve problems.

Leadership Live: Bernie Conmy vs Andrew Travers



At the "Leadership Live" event on 25 April, our own Health & Safety representative Bernie Conmy asked Andrew Travers a number of probing questions, including about the supposed "First Aid Room" in the Civic Centre.

Bernie challenged Andrew to a bet of a thousand pounds that there is not an adequate "First Aid room" in the Civic Centre. (AT declined).

The Workplace (Health, Safety and Welfare) Regulations 1992 require that employers provide suitable rest facilities for workers who are pregnant or breast-feeding. The facilities should be suitably

located (e.g. near to toilets) and where necessary should provide appropriate facilities for the new or expectant mother to lie down.

This really should have been built in to the design of the Civic Centre – it was 2018 after all! However there were no facilities, and so shamefully Lambeth have not complied with the Law!

Eventually Management agreed to install what they have called a "First Aid room": G-09. This was previously a meeting room. Pop in and have a look, there is a couch and seat, a first aid kit, an acid attack kit and a bleed pack. It

also has glass walls and door – so no privacy whatsoever!

However it is not a First aid room as described by the Health & Safety Executive—it should also contain hot and cold running water, drinking water with disposable cups, soap and paper towels, a store for first-aid materials, refuse container, clinical waste bags, clean pillows and blankets, a paper couch roll and a record book for recording incidents by a first-aider.

Andrew Travers asked the Director of Business Services to take care of this. I am sure that Bernie will be following up...



Diary Dates:

Grenfell: Silent March

14 May 2019. Meeting in Windrush Square, Brixton at 5.15pm on the 14 May 2019 to leave for the silent march, which assembles at Notting Hill Methodist church from 6pm to leave at 7pm. Address 240 Lancaster Road, Notting Hill, London W11 4AH.

BWG meeting 16 May 2019 1-2 pm room CC3-04

World's #1 racist Protest called by "[Together Against Trump](#)" – on 4 June, 12 noon, Central London

Love Socialism, Hate BREXIT: a public meeting with MPs on Wednesday 15 May, 8pm, Streatham Library

See also [events on UNISON website](#) and the [Lambeth UNISON website](#)

Don't forget Unison Benefits & Discounts:

benefits.unison.org.uk/all-benefits/