

# GMB London Region's Branch Equality Officer's Tool Kit



# **GMB London Region's Branch Equality Officer's Tool Kit**



Regional Equality Forum

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# Equality Strands and Self-organised Groups

GMB is committed to achieving equality for all, by inclusion of all in the union. In 2010 our first Equality Conference mandated us to raise the profile of our under-represented groups. Our aim is to bring together members from under-represented groups – women members, black members, disabled members and lesbian, gay, bisexual and transgender members to form self-organised groups. Self-organisation will help us to identify and challenge discrimination and build equality for all our members. This will allow more members to get involved with the work of GMB, develop their own skills and expertise, which will bring confidence when dealing with workplace issues.

Some people believe that self-organisation is separatism, that meeting separately alienates people from the rest of the workforce. Well the GMB's business is to organise workers around a common experience. We organise people according to their industry, workplace and location around the country, we put



them in branches and sections, we organise by their job titles. So self-organisation is merely an extension to organise members around their experience of prejudice and discrimination.

Because prejudice and discrimination are deep-rooted in our society, women members, black members, disabled members and lesbian, gay, bisexual and transgender members have traditionally been less visible in trade unions and underrepresented in democratic structures. Self-organisation offers a way to address this.

It is our aim to involve our self-organised groups in all the GMB's mainstream work. They have a valuable role in ensuring the GMB identifies and challenges inequality and discrimination, to make sure our democratic structures reflect our membership as a whole.

## **Regional Equality Forum**



# Being Inclusive

**As a union as well the GMB wants to ensure that we act in a way that allows all our members to participate in the GMB be able to access information, meetings and events.**

Here are a few tips on how to ensure that meetings are inclusive;

- Ensure the venue is accessible, can all members access the venue. This needs to include people with disabilities but also think as well about others for example Asian members who might not feel welcome using a pub or social club.
- Think about where the venue is, ensure that any car park is well lit; it is easy for public transport and not down a dark back alley.
- Ensure that members are aware that sign language can be available if required. GMB regional office can help if this is required
- Use Arial-12 as the font for all memos, this is believed to be the most accessible font. Also ensure members are aware that larger memos in larger fonts can be sent as well
- Offer for memos to be sent in Braille if required. GMB regional office can help if this is requested.
- Think about the use of jargon as well. In the GMB we use a lot of jargon like CEC, REC, SOC, NEF, LEF, NEF etc. Ensure that you explain what they mean.
- When holding meetings as well ensure that you do not speak too fast or fall back on jargon.
- Avoid using sexist, racist and homophobic jokes and pick up on members that do so to advise that is not acceptable language.

- Look to establish a branch equality committee with representation from the various equality strands.
- Look to ensure that you frequently raise awareness of equality issues in branch magazines or communications.
- Ensure that ALL Branch reps have undertaken equality training run by the GMB

Whilst this is not exhaustive advice it hopefully helps you understand what to think about. Seek advice if unsure from the Regional Office. Sometime we are unaware of what to do when confronted with someone's disability sexuality or race that we have not dealt with before. Explain to the individual that you are sorry but you are unsure and seek their advice rather than make assumptions.



# London Region Self-Organised Groups



**LGBT Self Organising Group**



**Young Members Committee**



**Women's Self Organising Group**



**Disabilities Self Organising Group**



**Race Self Organising Group**



**Migrant Workers Self Organising Group**



**Retired Members Association**

To be added to any of these networks please contact Sue Hackett on 020 8202 8272 or [sue.hackett@gmb.org.uk](mailto:sue.hackett@gmb.org.uk). For direct contact look on the Regional website.

# The Role of The GMB Branch Equality Officer

- 1** To be the identified and well publicised point of contact in the branch for EQUALITY issues.
- 2** To make sure other Branch Officers and the Branch Committee consider the equalities dimension of everything they do.
- 3** To attend the Local Equality Forum meetings.
- 4** To attend the Regional Equality Forum once a quarter, if elected to do so.
- 5** To attend the National Equality Forum four times a year, if elected to do so.
- 6** To attend the Regional Equality Conference once a year.
- 7** To report back to the Branch on motions raised at the Local Equality Forum for support at the Regional Equality Conference.
- 8** To seek support from the Branch for motions agreed at the Equality Conference to be taken to GMB Congress.
- 9** To collect and share information on equalities issues, including information from the Regional and National Self-organised Groups.
- 10** To make sure “Equal Opportunities” is being raised in all collective bargaining – not just in bargaining on ‘pure’ equalities issues, including where appropriate Equality Impact Assessments are done
- 11** To encourage and support the development of branch self-organised groups on behalf of the branch committee.

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**The Role of The GMB Branch Equality Officer (continued)**

- 12** To have a co-ordinating role among the Strand Reps, self-organised groups and between the self-organised groups and the rest of the Branch.
- 13** To make sure new recruits know about GMB's commitment to equality and opportunities to participate in self-organisation.
- 14** To advise the Branch Officers and Branch Committee on the development and monitoring of the action plan to achieve proportionality and fair representation.
- 15** To co-ordinate the development and training of members from under represented groups.
- 16** To co-ordinate motions and support to delegates attending self-organised group meetings/ conferences.
- 17** Try to keep up to date with developments in equality

# Equality Structures

The London Region Equality Structure is unique to the organisation. London Region covers a vast area and the Regional Secretary felt there was a need to make sure all our branches had the opportunity to get involved in the Equality Structure. Which is the reason why Paul Hayes introduced the Local Forums. This section will explain how you get involved with the various groups and committees.

All London Region Branches are required to have an Equality Officer, who will attend a local forum meeting every two months. The local forum is open to all Branch Strand Reps who wish to attend, with full voting rights. The local forum will elect two representatives to sit on the Regional Forum.

The Regional Forum meets every quarter. This is made up of two reps from each forum, the National Equality Forum Rep and any National Strand Reps that have been appointed.

The National Strand Reps are appointed to the forum, by a select committee which will include the National Equality Officer. London Region nominees for the select committee have to be voted in every two years at the Regional Equality Forum. The Regions National Representative is also voted for at the Regional Conference. The first elections took place at the 2010 conference. The National reps will attend four quarterly National Forum meetings.

Self-Organised Groups (SOGs) SOGs shall be made up of members who share a protected characteristic. Members can belong to more than one group.

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## Equality Structures (continued)

The SOGs shall form a committee, which shall be elected from the group, committee members can only hold posts within that committee if they share the particular characteristic.

For example only a person who identifies as a woman can be a committee member of the Women's SOG. Men can sign up to the group network, but cannot be part of the committee.

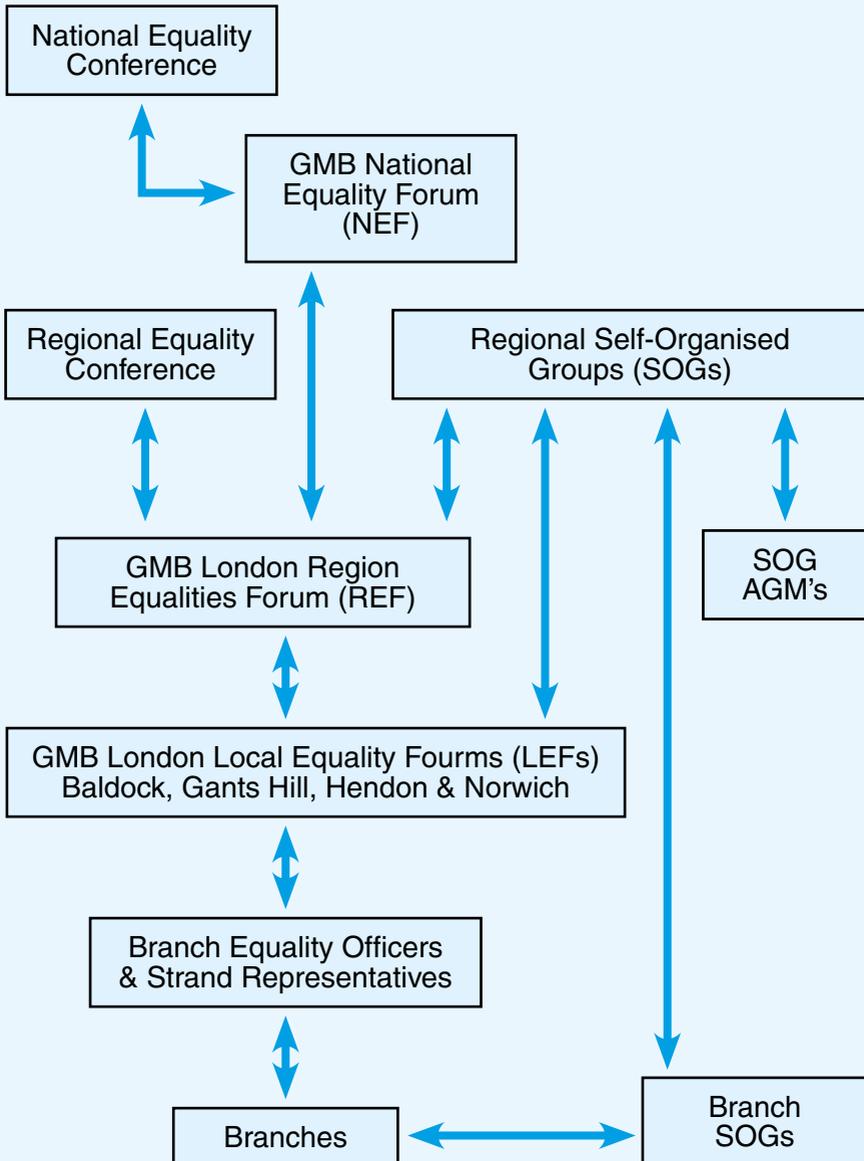
Each SOG committee has the right to send one member to the Regional Equality Forum (REF).

The SOG committee will set their own meeting dates, organise their own meetings and inform their members, they may seek some help from the Equality Officer initially to get it all started if they wish. Because the union's data is protected, the SOG's will need to liaise with the Equality Officer to get the information out to their members.

The SOG's role will be to identify issues amongst their members, raise these issues with the Local/Regional forums for action, which may include motions for conferences, campaigns, parliamentary questions etc.

The SOG's will organise at least one appropriate history month event a year. They may want to run several to cover the vast London Region, with the help of local branches.

# Equality Structures



# **Local Equality Forums**

## **Hendon Office**

Thorne House  
152 Brent Street  
Hendon  
London  
NW4 2DP

T: 020 8202 8272  
F: 020 8202 2893

## **Gants Hill Office**

8th Floor, Wentworth house  
350-352 Eastern Avenue  
Gants Hill, Ilford  
Essex  
IG2 6NH

T: 020 8518 9200  
F: 020 8518 9209

## **Norwich Office**

38-40 Bethel Street  
Norwich  
Norfolk  
NR2 1NR

T: 01603 626492/625260  
F: 01603 766516

## **Baldock Office**

The Maltings  
44 Whitehorse Street  
Baldock  
Herts  
SG7 6QQ

T: 01462 499650  
F: 01462 499699

## **Regional Equality Forum**

GMB National Office  
22 Stephenson Way  
Euston  
NW1 2HD

**Sue Hackett: Regional Equality Officer**

**Kamaljeet Jandu: National Equality Officer**

# Using Equality to recruit to the GMB

Equality is not just an issue we deal with when things go wrong, it is better to have a workplace that is inclusive and not to have to go to tribunals. However the reality is that employers spend more time looking at Health and Safety (because the law is stronger in getting them to be preventive) rather than developing a workplace that is discrimination free and yet the impact to individuals because of discrimination is profound, especially on their mental health.

Campaigning for equal rights has been a long process but trade unions including the GMB have been at the forefront of such campaigns that have led to legislative changes and employment policies.

It is important to make sure that every workplace/branch has an organising action plan, which forms part of our national organising strategy, as part of this you should be looking for issues that face the workplace. Equality and developing an action plan around equality is a key part of the organising plans. This can be around issues of race, sex, age, sexuality, disability or particular issues like equal pay, part time worked or accessibility to work etc. Campaigns are an excellent tool to recruit workers to the GMB.

What you need to think about when developing your plans are as follows:

- What is the workforce profile by each equality area – Your employer should have some of this information but a GMB confidential survey of staff can provide a better result.
- What are the main issues facing particular groups in the workplace. Again this could be in the survey.

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## Using Equality to recruit to the GMB (continued)

- Is there a large group of non members who are from a particular groups i.e. from one racial group, or mainly women etc.
- Does a particular group of non members have a different working pattern than other groups.

When you have decided what the issues are you will need to develop a plan to engage those members. This could include;

- Holding a meeting with the specific group, you may want to find someone from the GMB regionally who has specialised knowledge. This will be to talk about how you can help them.
- Produce specific newsletters, leaflets and other material for the group or around the issue and what the GMB can do to help.
- Identify people who are seen as the leaders to be your point of contact or get them to appoint/elect people. Or co-opt people onto an equality working group of the branch/workplace.
- Ensure that you identify issues that you feel can be addressed locally with the employer.
- Gain their trust that you are taking them seriously.
- Look to engage other member in the campaign by producing leaflets that explain the issues and why they should support their fellow workers, if not all members are involved.
- Look to see if the local MP will support your campaign if appropriate.
- See if there are local events that you can support to raise the profile of the GMB, again showing that the GMB is there for them. This could include Mêleé's, Pride events or festivals.

- Think about the media they use, like facebook, twitter or specific journals like 'The Voice'. Maybe set up a facebook page for your branch or send press releases to community papers on what activity you are doing around particular issues, like racism.

They may not join the GMB on the first day, you may have to build their trust but it is important to ensure that you keep them engaged and informed of what you are doing.

On issues that have a wider political contact like in this period of sever cutbacks in government, both nationally and locally, spending then it may be that you want to involve the local community groups ensuring you keep your specific GMB profile within.



# GMB Briefing

## Equality Impact Assessments (EIAs)

### What is it?

This applies to the Public Sector Equality Duty

An equality Impact Assessment or EIA is a tool/method to assess if any proposed changes by a public authority to a policy, procedure or practices, have an adverse, disproportionate impact on particular groups of workers or users.

In the Equality Act 2010, (which consolidates equality legislation), places a legal duty on public authorities to:

- Eliminate discrimination and harassment and promote race, gender (including gender reassignment) and disability equality
- Have 'Due regard' to the above and
- Assess the equality impact of policies, procedures and practices as a legal requirements

### An EIA should:

- Contain sufficient information to enable public authority to show 'due regard' to the equality duties in its decision making
- Identify methods for mitigating any adverse impact.

### Background

The coalition Government announced cut in public spending in its interim budget (Jun 2010) and Comprehensive Spending Review (CDR, October 2010) and localised cuts were being implemented before the General Election by some public authorities. This has implications for services, jobs,

conditions and could have a disproportionate negative impact on particular groups of workers and communities.

## What the law will require from April 2011

The Equality Act 2010 also introduces a new public sector duty that extends coverage to age, sexual orientation, pregnancy and maternity, and religion or belief.

## Benefits of EIAs

- Ensures that proposals for cuts are evidence-based
- Considers the potential disproportionate impact on staff and service users from different equality groups and consider mitigating actions
- Ensures staff and service users views have been taken into account
- There is a written record of equality considerations.

## Benefits for GMB

This is an opportunity for GMB Reps to engage and negotiate with employers; ensure legal compliance; ask questions and become a key player in the process.

## What does an EIA look like?

An EIA should be based on relevant data and sufficient analysis to enable the employer to understand the equality implications of a decision to cut and any alternative options or proposals. Disproportional is the key principle.



# Anti-Fascism

## Challenging organised hate in our communities.

Our record on equality is merited by the way in which we challenge those who seek to divide us using the politics of fear and hate, that's why anti-fascism is not just a tradition: it's a GMB value.



"The need to organise against the fascists will never go away and so GMB will continue its work with Trade Union Friends of HOPE not hate and continue its total opposition and intolerance to all forms of hatred and cruelty towards people."

**Paul Kenny GMB, General Secretary.**

Far right parties such as the British National Party (BNP) seek to divide us by using the politics of fear and hate. In communities like Barking and Dagenham, the British National Party had a firm grip on community attitudes – that was until a local branch teamed up with anti-fascist organisation HOPE not hate. Through consistent campaigning including the distribution of hundreds of thousands of resources door-to-door, the GMB barking B10 branch helped wipe out every single BNP councillor in the borough.

The far right is still a massive threat to our communities and resurgence is an historical probability, that's why we need to collectively challenge organised hate locally. It's not just the BNP we should watch out for, the violent and Islamophobic English Defence League have caused chaos across our region, we need to make sure that they are continually challenged and that our local branches actively participate in campaigns against them.

### **Key Actions for you branch**

- Make sure you have an anti-fascist contact point
- Discuss fascist activity on your local area at Branch meetings
- Affiliate to the HOPE not hate campaign

### **Affiliate to HOPE not hate**

The GMB is affiliated to the HOPE not hate campaign. The anti-fascist/anti-racist campaign was launched in 2005 to defeat the fascist British National Party. Local GMB branches are invited to affiliate to the HOPE not hate campaign which operates a strong trade union section which offers ground-breaking publication, public speakers and an electronic bulletin.

**Affiliate to Trade Union Friends of HOPE not hate by emailing [TradeUnions@hopenothate.org.uk](mailto:TradeUnions@hopenothate.org.uk) or call Jean on 02076818660 to receive an affiliation pack.**



# The Single Equality Act

## **There are nine “protected characteristics”**

- 1** Race
- 2** Sex
- 3** Sexual Orientation
- 4** Disability (or because of something connected with your disability)
- 5** Religion or Belief
- 6** Being a Transgender Person
- 7** Having just had a baby or being Pregnant
- 8** Being married or in a civil partnership (this applies only at work or if someone is being trained for work)
- 9** Age (this applies only at work or if someone is being trained for work)

### **Race discrimination**

Wherever you were born, wherever your parents came from, whatever the colour of your skin, you have a right to be treated fairly.

### **Gender equality – sex discrimination**

Women and men should not be treated unfairly because of their gender, because they are married or because they are raising a family – Equal pay & pensions.

### **Sexual orientation**

Whether you are gay, lesbian, bisexual or straight should not put you at a disadvantage or suffer a disadvantage or discrimination if you are in a Civil Partnership.

### **Disability discrimination**

If you have a physical or mental impairment you have specific rights that protect you against discrimination.

### **Religion and belief**

Your religion or belief, or those of somebody else, should not affect your right to be treated fairly. This could be at work, school, in shops or while using public services like health care.

### **Transgender discrimination**

Trans people should be able to live with dignity. There are protections for some of the forms of discrimination that trans people experience.

### **Age equality**

By law you cannot be treated less favourably in your workplace or in training for work because of your age. For example, it would be unlawful to not employ someone because of their age.

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## The Single Equality Act (continued)

### There are six types of discrimination

**Direct discrimination:** when a person treats another less favourably than they treat or would treat others because of a protected characteristic.

**Indirect discrimination:** - when someone puts in place rules that apply to everyone, but put someone with a protected characteristic at an unfair disadvantage.

**Harassment:** unwanted or uninvited behaviour that is offensive, embarrassing, intimidating or humiliating

**Victimisation:** when you are treated less favourably than someone else because you have complained about discrimination, or supported someone else who has

**Discrimination by association:** when you are treated less favourably because of your association with another person who has a protected characteristic; however this does not apply to marriage and civil partnership or pregnancy and maternity.

**Discrimination by perception:** when you are treated less favourably because your employer mistakenly thinks that you have a protected characteristic. However, this does not apply to pregnancy and maternity or marriage and civil partnership.



## Positive Discrimination or Positive Action

There can be some confusion between “positive discrimination” and “positive action” It is illegal to discriminate under the Equality Act .

### Positive action

Positive action is when something is done to help someone who has a protected characteristic. Positive action can be taken because::

- someone is at a disadvantage due to their protected characteristic
- people with a protected characteristic have particular needs
- people with a protected characteristic are under-represented in an activity or type of work

### Example

A local authority developed a positive action programme to support and encourage Bangladeshi and Pakistani employees to apply for promotion opportunities. Evidence showed that, despite being qualified and having good performance appraisals, this group was not applying for more senior positions.

In discussions with them, the authority discovered that the greatest barrier to promotion for this group was their lack of opportunities to gain supervisory experience. This experience was an essential requirement for most senior positions.

The authority developed a positive action programme that enabled the group to gain supervisory experience. Within a short period, members of the group had sufficient experience to apply for promotion at the same rate as other groups of staff in the authority. This is likely to be lawful discrimination.

# Key Annual Equality Dates

## **January 27th: Holocaust Memorial Day (HMD)**

This day marks the anniversary of the liberation of Auschwitz-Birkenau and is an opportunity to remember the millions of people who lost their lives during the Holocaust and genocides in Cambodia, Bosnia, Rwanda and Darfur. The HMD Trust has lots of free, inspiring resources to help us arrange events on this day and it's a great day for promoting our anti-fascism campaigns and messages.

## **February: UK Lesbian, Gay, Bisexual, and Transgender (LGBT) History Month**

LGBT History Month takes place every February. It celebrates the lives and achievements of the LGBT community and it is an opportunity for all of us to learn more about the histories of LGBT people in Britain and Northern Ireland.

## **March: International Women's Day**

Each year around the world, International Women's Day (IWD) is celebrated on March 8. Thousands of events occur on 8th but also throughout March to mark the economic, political and social achievements of women.

## **August 12th: Young People**

The United Nations' (UN) International Youth Day is annually held on August 12 to celebrate the achievements of the world's youth and to encourage their participation in enhancing society. It also aims to promote ways to engage them in becoming more actively involved in making positive contributions to their communities.

## **October: UK Black History Month**

"Black History Month is open to participation by everyone and is ideally developed, delivered and managed as an educational and historical awareness experience by Black people – African, Asian and Caribbean heritage – and should be shared by everyone as world history."



**November 22nd – December 22nd:  
UK Disability History Month**

This runs from 22 November to 22 December each year. The purpose of the month is to raise the profile of disabled peoples’ rights and advocate disability equality through celebrating the struggles and achievements of disabled people globally.

**December 10th: International Human Rights Day**

The day is normally marked both by high-level political conferences and meetings and by cultural events and exhibitions dealing with human rights issues. Human Rights Day is an important day on which to promote human rights as “the foundation of freedom, justice and peace in the world” and to tackle prejudice and discrimination which are still stopping us from having an equal, more peaceful world.

# Calendar Events

<b>Date</b>	<b>Celebration/remembrance/action</b>
27 January	<b>Holocaust Memorial Day</b> <a href="http://www.hmd.org.uk/">http://www.hmd.org.uk/</a>
February	<b>Lesbian, Gay, Bisexual and Transgender History Month</b> <a href="http://lgbthistorymonth.org.uk/">http://lgbthistorymonth.org.uk/</a> <a href="http://www.schools-out.org.uk/">http://www.schools-out.org.uk/</a> <a href="http://en.wikipedia.org/wiki/Lgbt_history_month">http://en.wikipedia.org/wiki/Lgbt_history_month</a>
March	<b>Women's History Month</b>
8 March	<b>International Women's Day</b> <a href="http://www.internationalwomensday.com/theme/">http://www.internationalwomensday.com/theme/</a> <a href="http://en.wikipedia.org/wiki/Women%27s_History_Month">http://en.wikipedia.org/wiki/Women%27s_History_Month</a>
28 April	<b>International Worker's Memorial Day</b> <a href="http://www.hazards.org/wmd/images.htm">http://www.hazards.org/wmd/images.htm</a>
May	<b>UK Pride season begins</b> <a href="http://www.gaytoz.com/gay_pride_dates.asp">http://www.gaytoz.com/gay_pride_dates.asp</a>
1 May	<b>International Worker's Day</b>
17 May	<b>International Day Against Homophobia, Biphobia and Transphobia (IDAHO or IDAHOBIT)</b> <a href="http://www.dayagainsthomophobia.org">http://www.dayagainsthomophobia.org</a>
July	<b>London Pride</b>
12 August	<b>United Nations' International Youth Day</b> <a href="http://www.timeanddate.com/holidays/un/international-youth-day">http://www.timeanddate.com/holidays/un/international-youth-day</a>

For an overview of religious festivals please go to:  
<http://www.bbc.co.uk/religion/tools/calendar/>

Date	Celebration/remembrance/action
October	<b>Black History Month</b> <a href="http://www.blackhistorymonthuk.co.uk">http://www.blackhistorymonthuk.co.uk</a> <a href="http://www.black-history-month.co.uk">http://www.black-history-month.co.uk</a>
October	<b>End of Pride Season</b>
20 November	<b>Trans Memorial Day</b> <a href="http://www.transgenderdor.org/">http://www.transgenderdor.org/</a> UK events are listed amongst the international memorial events.
22 November	<b>Disability History Month</b> <a href="http://ukdisabilityhistorymonth.com/">http://ukdisabilityhistorymonth.com/</a>
1 December	<b>World HIV/AIDS Day</b> <a href="http://www.worldaidsday.org/">http://www.worldaidsday.org/</a>
10 December	<b>World Human Rights Day</b> <a href="http://www.un.org/en/events/humanrightsday/2011/about.shtml">http://www.un.org/en/events/humanrightsday/2011/about.shtml</a> <a href="http://www.bih.org.uk/">http://www.bih.org.uk/</a>



# Useful Links For Information

## **GMB National Website**

[www.gmb.org.uk](http://www.gmb.org.uk)

The GMB website will have lots of useful information. One leaflet you may find useful, when working with migrant workers is the “Know your rights” leaflet, which is in lots of different languages.

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## **GMB London Region**

[www.gmbunion.org.uk](http://www.gmbunion.org.uk)

You can find newsletters etc., for the various self organised groups in the London Region along with equality updates on campaigns & developing guidance.

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## **TUC**

[www.tuc.org.uk](http://www.tuc.org.uk)

You can find all the latest news on Equality campaigns and access the various free training programmes the TUC run for Equality Officers and Reps. There are links to legislation about part-time workers and agency workers.

The TUC have produced a resource kit for schools to use. Check your local school to see if they have made use of it.

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## **Commission for Equality and Human Rights**

[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

The Equality and Human Rights Commission acts not only for the disadvantaged, but for everyone in society and can use its enforcement powers where necessary to guarantee people's equality. It also has a mandate to promote understanding of the Human Rights Act. The Equality and Human Rights Commission is a non-departmental public body (NDPB) established under the Equality Act 2006 – accountable for its public funds, but independent of government. Sign up for an E-Bulletin

**Equality & Diversity Forum**[www.edf.org.uk](http://www.edf.org.uk)

The Equality and Diversity Forum (EDF) is a network of national organisations committed to equal opportunities, social justice, good community relations, respect for human rights and an end to discrimination based on age, disability, gender and gender identity, race, religion or belief, and sexual orientation. Sign up for an E-Bullitin

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**Freedom Of Information**[www.whatdotheyknow.com](http://www.whatdotheyknow.com)

Make or explore Freedom of Information requests. Type in the name of the UK public authority you'd like information from. By law, they have to respond.

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**Contacting MP's**[www.theyworkforyou.com](http://www.theyworkforyou.com)

Find out who your MP, MEP and local councillors are, how they voted and how to contact them, plus regular newsfeeds on recent political debates.

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**ACAS**[www.acas.org.uk](http://www.acas.org.uk)

ACAS stands for Advisory, Conciliation and Arbitration Service. It aims to improve organisations and working life through better employment relations. They help with employment relations by supplying up-to-date information, independent advice and high quality training, and working with employers and employees to solve problems and improve performance. Whether you're an employer or an employee you can get free advice from this website or by calling the telephone helpline. Employers might also be interested in their more specialised services, including training, workplace projects, conciliation and mediation.

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## Useful Links For Information (continued)

**City Gateway** <http://www.citygateway.org.uk/>

Runs training courses for young people and women aimed at progressing them into employment by working in partnership with a wide range of corporate and community partners.

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**British Youth Council** <http://www.byc.org.uk/>

The British Youth Council (BYC) is a UK charity working to empower young people to have a say and be heard. Run by young people for young people, BYC exists to represent the views of young people to government and decision-makers at a local, national, European and international level; and to promote the increased participation of young people in society and public life.

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**UK Youth Parliament** <http://www.ukyp.org.uk/>

The UK Youth Parliament (UKYP) is a youth organisation in the United Kingdom, consisting of democratically elected members aged between 11 and 18.

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**London Youth** <http://www.londonyouth.org.uk>

Network for Youth clubs based in London Region

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**Lovelif generation** <http://www.lovelifegeneration.net/>

London Based Youth Organisation

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**Youth Fight for Jobs** <http://www.youthfightforjobs.com/>

National organisation with regional groups campaigning against youth unemployment.

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**HOPE not hate** <http://www.hopenothate.org.uk>

Email: [office@hopenothate.org.uk](mailto:office@hopenothate.org.uk)

**Direct.Gov** [www.direct.gov.uk](http://www.direct.gov.uk)

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**Employ Ability** [www.employ-ability.co.uk](http://www.employ-ability.co.uk)  
not for profit organisation established in 2006

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**GMB Shout!** <http://www.gmbunion.org/shout1.htm>  
Email [gmbshout@hotmail.co.uk](mailto:gmbshout@hotmail.co.uk)

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**Retired Members Association**  
Email [tony.warr@gmb.org.uk](mailto:tony.warr@gmb.org.uk)

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**Amnesty International UK** <http://www.amnesty.org.uk>

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**Anti-Slavery International** <http://www.antislavery.org>

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**Discrimination Law Association** <http://www.discrimination-law.uk>

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**European Network Against Racism** <http://www.enar-eu.org>

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**Migrants Rights Network** <http://www.migrantsrights.org.uk>

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**Southall Black Sisters** <http://www.southallblacksisters.org.uk>  
Southall Black Sisters are a voluntary-sector organisation that aims to meet the needs of black women.

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**Show Racism the Red Card** <http://www.srtrc.org>  
An anti-racist organisation focused on football.

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**Useful Links For Information (continued)**

**Unite Against Fascism**

<http://www.uaf.org.uk>

**UK Black Pride**

<http://www.ukblackpride.org.uk>

UK Black Pride organises the annual festival for black LGBT people.

**Operation Black Vote**

<http://www.obv.org.uk>

Operation Black Vote is an organisation, which encourages black people in Britain to become more involved in politics and the electoral process.

**Show Racism the Red Card**

<http://www.srtrc.org>

An anti-racist organisation focused on football.

