

EQUALLY

SUMMER 2015

DRIVEN



ASLEF'S EQUALITY
PUBLICATION

ASLEF CELEBRATE 15-YEAR EQUALITIES MILESTONE



4 AAD bounces back
after Labour defeat

7 Legislation rings the bells
for marriage equality

More than
just a **union**



ASLEF is proud of its 15-year equality milestone

2015 sees us reach the 15th anniversary of the formation of the ASLEF equalities committees and I am proud to have taken part in the celebrations to mark this. In March our annual parliamentary reception was dedicated to ASLEF's equalities work and we were lucky to have Lord Michael Cashman, former MEP, founder of Stonewall and Labour Party envoy on LGBT rights address the reception. He praised ASLEF on campaigning against the British anti-gay law Section 28 during the 80's.

The representative committees should be commended for once

again bringing a range of items to AAD to debate. I am always encouraged to see the range of political and industrial issues they submit.

Conference also gave us a further opportunity to acknowledge this year's milestone by holding a very successful fringe meeting. ASLEF's equality achievements past and present were discussed and members from each representative committee also addressed the meeting.

Through these events I have had the pleasure of recognising the long service of Floyd Doyle (District 5 BEM RC Member) and Susan Greenwell (District 4 LGBT RC Member) who have both been members of their respective committees since the beginning.

However whilst we can look back with pride and celebrate all we have done we should remember that there is still much to achieve going forward as you will see from this edition of *Equally Driven*. The Executive Committee and myself will continue to support the equalities agenda wholeheartedly.

Mick Whelan, ASLEF General Secretary

A successful first equalities fringe meeting

An equalities fringe meeting was held at this year's AAD and in recognition of the 15th anniversary of the formation of the Representative Committee in their first guise as Consultative Committees.

The event was held on the Thursday lunchtime session and was chaired by Floyd Doyle who has been a member of the BEM Committee from its inception. The General Secretary opened the meeting by presenting Ray Jackson, Chair of the Retired Members Committee with an award for his long service to the ASLEF equalities agenda.

Simon Weller, ASLEF National Organiser, who has responsibility for equality as part of his role addressed the meeting about the changes and achievements in equality within the rail industry over the last 15 years. He stressed the biggest problem was the lack of diversity in recruitment within the driving grade, yes the number of BEM and female drivers had increased but at an extremely slow rate and this was the fault of the recruitment



practices of the TOC/FOC's.

The meeting continued with Trevor Robinson, Secretary of the BEM RC, Ben Wallington, District 8 LGBT RC member and Debbie Reay, Chair of the WRC each giving reports on the current work of their respective committees.

The Chair then opened the meeting to the floor where a lively debate ensued. There were suggestions and comments from AAD delegates, many of whom were local reps, branch secretaries, ULR's and equality reps. As the meeting was so well attended this proved to be a valuable session with several future action points being taken away.

This was the first time an equalities fringe meeting has been held at an ASLEF conference and it was made possible due to the support of the ASLEF union learning project that helped to fund, organise and advertise the event as well as attending on the day.

CONTACT EQUALITIES



Search for 'ASLEF Equalities' or 'ASLEF Women' to join the Facebook groups



Send us your feedback or comments on equality at equalities@aslef.org.uk



To join the confidential mailing list contact head office on 020 7324 2400 or email your details to the Equality Advisor, ljames@aslef.org.uk

Motion calls for action on hate crime

Ben Wallington from District 8 was the LGBT Representative Committee delegate to this year's AAD. The Committee submitted two motions:

THE REPORTING OF HATE CRIME TO THE BTP: this motion mentioned the unfortunate rise in homophobic behaviour in railway workplaces and called for TOC, FOC and LUL to report all instances of hate crime to the BTP. Although AAD agreed with the sentiment of the motion the item was noted due to come issues with the wording.

AAD bounces back after Labour defeat

After a shocking crushing defeat for the Labour Party in the general election AAD week started on a sombre note which was quickly wiped away by an uplifting and positive speech by Tony West, former Assistant General Secretary and current Retired Members Section Secretary, who was given the task of opening conference.

Throughout the conference there were a wide range of speakers from a former MP to

General Secretaries of other Trade Unions. An uplifting speech by Ellie Barnes from Educate and Celebrate took delegates back to fun times in their childhoods and even had all the delegates in the room dancing and singing by the time she finished addressing conference. This was a much needed mood changer from the doom and gloom speeches and conversation about the Conservatives winning a majority at the general



election. Educate and Celebrate is an organisation that works to make workplaces and schools more LGBT friendly places.

The first motion out forward by the BEM RC requested that TOC's and FOC's consider drivers

observing Ramadan especially in the summer months when the days are longer and the risk of fatigue dramatically increases. Before conference ASLEF had discussed the issue with the RSSB who had carried out a research project and issued a guidance document for employers. This motion was noted because it didn't include provisions for members of other faiths that might observe periods of fasting.

The second motion was on the use of the ASLEF Facebook page and other social media sites. This motion stirred up quite a debate due to the wording

with some delegates feeling that what the motion called for amounted to censorship. There was however support of the sentiments and agreement that something must be done to stop these vile cowards abusing and attacking members on social media. This committee makes no apologies for this motion we need to eradicate this behaviour to allow all ASLEF members to use social media for what it was intended. This motion was also noted due to the wording.

Trevor Robinson
BEM RC member,
District 8

AAD fights back against far right organisations in EU Parliament

I attended AAD in Southend in May 2015 on behalf of the WRC; we submitted four motions for debate;

The Rise of UKIP in the European Parliament (ADOPTED)

In 2014 Nigel Farage was once again elected to represent UKIP in the European Parliament where he is part of a Eurosceptic subgroup called Europe of Freedom and Direct Democracy Alliance (EFDD).

This group is so extreme that Marine Le Penn, the leader of the French National Front

refused to affiliate to it. Some of its members belong to the Polish Party, Congress of the New Right, a holocaust denying fascist party and to the Swedish Democrats, a white Supremacist group.

We asked the EC to liaise with District Councils and branches to encourage them to work closely with TULO and to lobby the ASLEF Parliamentary Group to tackle the rise of UKIP.

Same Sex Toilets (ADOPTED)

It is perfectly legal for companies to have unisex toilets but in reality they are often dirty and unpleasant to use. Drivers of both sexes can feel uncomfortable with the idea that the person in the next cubicle could be a person of the opposite sex. This has led to many women 'hanging on' rather than use the facilities, which can lead to urinary infections.

We asked the EC to inform all Company Councils and H&S Reps that unisex toilets are not acceptable and to ensure that as many toilets as possible are gender specific, and where that is not possible, that the frequency of the cleaning regime is increase, so that the facilities are as hygienic as possible.

Change to the ASLEF charter (NOTED)

New legislation on shared parental leave was recently introduced and we asked that the EC amend the charter to make it a policy aim to get the best provision for new parents and that statutory maternity pay is an unrealistic option. We asked this be included in the



2015/2016 pay talks.

The Tragedy of Miscarriage in El Salvador (ADOPTED)

In El Salvador, the law recognises the right to life from the moment of conception. This means that if you are a victim of rape, if the foetus isn't viable or if there is a danger to the mother's health, the woman must carry the child to term. Abortion is illegal and punishable by up to 8 years in jail and miscarriage it is treated as aggravated homicide.

Currently, there are 16 women who have been sentenced to 30-40 years in prison following miscarriages or stillbirths.

We asked the EC to support the Amnesty International campaign which seeks to decriminalise abortion, provide safe abortions and to guarantee access to modern contraception.

We also asked that they support and publicise the LAS17 campaign which is fighting to pardon the 16 women who are serving sentences for aggravated homicides.

Deborah Reay, Chair, Women's Representative Committee



PAID RELEASE FOR REPRESENTATIVE COMMITTEE MEMBERS: the second motion called for future pay negotiations to include requests for paid release for representative committee members when on ASLEF business. This motion was also noted due to wording issues.

15 YEARS OF ORGANISING FOR

AAD in 2000 saw a rule change adopted which led to the formation of 3 Consultative Committees to ensure the views of underrepresented groups within the driving grade and ASLEF membership were heard. Nominations were sought and the committees held their inaugural meetings in 2001.

TO BEGIN with it proved difficult to fill all 8 positions on each of the committees and many districts had vacancies. Members were unsure of the agenda and also wary of the criticisms in the mess rooms. 15 years later there are often multiple nominees and elections held for these positions which is not only a reflection of the increased numbers of members from minority groups employed in the industry but also an acceptance of equality as part of the union structure.

The early years saw many equality focused changes and introductions to union practice with the committees being the driving force behind them. They included the monitoring of members ethnicity in the wake of the TUC Stephen Lawrence taskforce report, the introduction of a confidential mailing list for LGBT members, regular equality specific publications and committee members attending their district council meetings to ensure the equalities agenda was heard.

Since their inception the committees have produced several policy guides and best practice booklets for members and reps. Notably, the transgender best practice, domestic violence policy, menopause policy, reps guide to women at work and the HIV and AIDS best practice. All of these have proved valuable to reps and can be viewed on the ASLEF website.

Each committee has also undertaken campaigning work on issues in the rail industry relevant to their characteristic:

- Women – the need for childcare facilities for shift workers, pregnancy discrimination, the lack of and standard of toilet facilities which lead to the TUC's 'Give us a loo break' campaign, the need for flexible working to be more widely accepted in the industry, the recruitment of more female drivers and bias in psychometric testing.
- BEM- campaigns against far right organisations, the recruitment of more ethnic minority drivers, bias in psychometric testing, quiet rooms in depots and provision for members fasting for religious beliefs.
- LGBT- campaigns against homophobia in the workplace, a call for

the union to monitor sexuality, pressure to introduce civil partnerships and same sex marriage and a campaign demanding equal same sex survivor pension rights in occupational schemes.

In 2012 ASLEF became an industry leader and published the independently commissioned On Track with Diversity report. The report looks at the lack of diversity in the train driving grade, examining the historical reasons why women and ethnic minority groups are underrepresented and made suggestion for change. The report has proved hugely beneficial and has been used to open dialog with both TOC/FOC's and MP's about the needed to alter recruitment strategies in the industry. ASLEF has long held the view that as private companies providing public services, train operating companies should be party to the Public Sector Equality Duty of The Equality Act 2010. The requirements of this duty would force TOC's to be more transparent about their workforces to and to 'equality proof' their companies.

The representative committees have proved to be a springboard into further activism within the union for many with those involved securing roles as company council reps, local reps and branch secretaries. This is diversity which may not have occurred had those members not taken their first steps into union activism through the equality structure.

Indeed committee members also take an active part in TUC, Wales TUC and STUC equalities structures attending conferences and at some point an ASLEF member has been elected to each of their national equalities committees.

Since their establishment there have been big advancements in equality both within the rail industry and the world in general yet sadly many of the core issues representative committees have worked on remain the same.

Whilst the diversity of the grade has improved over the years the train driving grade does not represent a diverse 21st century Britain. The WRC continue to push for better toilet facilities, something which has improved to a degree on the passenger side but is severely lacking in freight depots. The BEM RC still have the threat of the far right but this has evolved into the social media loving Britain First or in the mainstream UKIP. The LGBT RC continues with their campaign for full equality in survivor pensions for same sex couples. Both the Railway and TFL schemes have altered their scheme rules but this remains a fundamental inequality in occupational schemes.

15 years has given the union much to celebrate but there is still much to be done.

15 years on: why we still need the representative committees

In the year when we celebrate 15 years of the equalities committees, the ultimate success of the committees' work could be said to be their dissolution, where everybody is treated absolutely equal in the work place. This is still a very long way off.

ASLEF marched with other members of the trade union community in the London Pride march. This is to celebrate the 30th anniversary of the relationship between the group Lesbians and Gays Support the Miners and the striking miners of a small community in South Wales. The significance of the event is really that the NUM

championed a motion in the following Labour Party Conference supporting equal rights for the LGBT community; the Labour Party had no such commitment until this time.

If we look over the last 15 years many of the major changes to equality have been in terms of LGBT rights. In Britain politicians voted in favor of gay marriage, this means acceptance from a majority of those 650 MP's that could be bothered to turn up and vote. In The Republic of Ireland it was a public vote, with a majority of just over 4.5million people that chose equal marriage. Social ratification is more important

than legislation. Now anyone can enjoy a legally and universally recognised institution of normality and happiness (and yes, that's a deliberate use of the loaded word 'institution'). In the long term, marriage won't be referred to as gay or otherwise, in the same way that universal suffrage isn't referred to as the 'female vote'.

Another big change during this period is the introduction of The Equality Act, an act which bought together over 116 separate pieces of legislation into one single Act. Combined they provide the legal framework to protect individuals

from unfair treatment and promote a fair and more equal society.

Yet even with legal protection we still see daily examples of intolerance and bigotry in both the wider world and the rail industry. Members of the LGBT representative committee regularly report instances of homophobia and transphobia, this is happening in mess rooms across the country, one member against another. The WRC still support women who suffer prejudices in their workplaces for asking for flexible working agreements, subjected to taunts about 'leaving the rubbish shifts for everyone else'. Whilst the

FOR EQUALITY



My 15 years in the Chair

As one of two members who have been on the equality's committee from inception, Susan Greenwell from the LGBT RC being the other, it only goes to prove what type of person you have to be to do this gig (insert insulting word here!). All of the committee members I have met over the years have put a lot into the job, I say "job" but much of the work is in our own time and at the beginning against a lot of ignorance and prejudice from other ASLEF members.

There was a turnover of committee members in the beginning, people came and went within 2 meetings as it was hard to get release, there were comments in the mess room, a lack of support and leadership and the general attitude to equality within the industry. However all of the committee members need to be proud of their input as they have helped us to get where we are today, every small obstacle removed was just as important as the rest.

I was at AAD this year as a visitor and like most years there are members from the equalities strands visiting to give support to the representative committee delegates in their own time. There hasn't always been much support for the committees but this is changing and for the better. There were a few hostile AAD's at the beginning but the delegates from the equalities committees stood up and gave as good as they got. The policies adopted and put forward are not always just relevant to the BEM, LGBT or female members some have benefited the workforce, toilet facilities, medication at work etc.

All three representative committees and the Retired Members Section have been active on marches and demos, lobbying with ASLEF making sure we don't just sit back and have an easy time of it.

The staff at ASLEF have been a part in helping the committees develop and branch out to do things with their behind the scenes information and advice. Your group is only as good as the people within it and the help and advice we get is a lot more forthcoming now than it has ever been. At this point I need to mention our GS Mick Whelan, the current EC and Lee James who guides us along with a firm boot at times but always with a smile and encouragement.

Floyd Doyle
Chair, Black & Ethnic Minority Representative Committee

number of racial abuse cases being reported to the BEM representative committee in recent years may have reduced those that have occurred have been far reaching and of course there's the increasing anti-immigrant rhetoric throughout the country.

So we can celebrate all that's been achieved in the last 15 years but we will continue to fight until we in the equalities committees have done ourselves out of a job.

David Jones, LGBT RC
Member for District 7

Beyond FGM, changing girls lives

BEYOND FGM began in 2009 after many years groundwork fund raising and building relationships in a remote part of north west Kenya, Pokot County where there is high prevalence of the ancient harmful traditional practice of female genital mutilation (FGM).

FGM involves the removal of all or part of the outer female genitalia for non medical reasons. According to WHO (world health organisation) there are 4 types of FGM and these lead to many problems during childbirth and only pain for women and girls during sexual relations.

FGM is largely practised in 28 countries and around the world by the migrants of these countries. According to estimates around 140 million women and girls have been subjected to FGM, recent UK figures estimate 60,000 girls are currently at risk in our country. FGM has recently become a child protection issue in the UK and all professional bodies are mandated to provide training for staff including Social Workers, Midwives, Nurses, Medics, Teachers and Police.

The practice of FGM pre-dates all the major religions and as such is not a requirement of any of the holy books. It has persisted solely as a matter of culture and tradition and prevails today mostly amongst poverty stricken and marginalised communities.

Amnesty international describes FGM as torture. It is seen as a gross violation of human rights especially of the girl child since it goes against the Universal Declaration of human rights being inhumane degrading treatment as well as cruel painful, dangerous, indeed life threatening. In fact many girls die



at the time FGM is performed on them due to severe shock, blood loss, or sometimes days later from infection.

In the area of Kenya where Beyond FGM operates FGM is performed at or around puberty as a rite of passage into womanhood after which the young woman/girl is usually married immediately. Although FGM is illegal in Kenya, sadly the law is not enforced in remote rural areas.

Beyond FGM collaborates with a local community based organisation (CBO), Kepsteno Rotwo (abandon the knife) in Pokot. The charity helped to set up the group and continues to support it financially and managerially. The group is made up of Traditional Birth Attendants (TBA, s) many of whom are former circumcisers. We also have some male members, local Pokot elders, a business man and the deputy headmaster of the local girls' primary school. The group are all volunteers and totally committed to bring about the abolition of FGM within their own communities.

What has evolved as a means of convincing the Pokot people that FGM must end is a so called "Alternative Rite of Passage" (ARP) ceremony. This involves the girls coming together for a week of training, seminars and workshops where they are educated on the ill effects of FGM, their human rights to bodily integrity, education and to be able to choose their own path in life.

The week culminates in a big public ceremony which marks the girls transition into adulthood but



obviously no cutting involved. The girls perform songs, dances and drama with anti FGM messages. This event is a very joyous colourful affair which brings the anti FGM message to a wide audience in a culturally sensitive manner.

Thus far we have held 5 ARP ceremonies in Ortum in central Pokot and in Lomut and over 1,250 girls have participated in these ceremonies with many more girls being influenced by their peers, also the wider community. Robust follow up by Kepsteno Rotwo group members in 2014 revealed only between 5-10% of girls were subsequently

subjected to FGM.

As we are reaching out to more remote areas with very high prevalence of FGM more girls are in need of somewhere to escape to for refuge whilst their families remain unconvinced that FGM should stop. To this end we are now fund raising in earnest for a much needed "Rescue centre" or Safe House where the girls can be housed and continue schooling until we can convince the parents not to force the girls to undergo FGM and subsequent early marriage. If you would like to support us in building our rescue centre you can purchase a brick for £5 from our website, www.beyondfgm.co.uk. You can also find our more details about our charity and the projects we have been undertaking.

I would like to congratulate ASLEF for showing interest and supporting this small grass roots movement in Kenya.

Cath Holland
Founder of Beyond FGM

Legislation rings the bells for marriage equality



**Susan Greenwell,
LGBT Representative
Committee Member
for District 4**

explains the rules around converting civil partnerships to marriages

YOU ARE now able to convert your civil partnership to marriage, Couples in an existing civil partnership have had the option to convert them into marriages from 10th December last year in England and Wales and Scotland from the 16th December last year.

This also means Married Trans people and those in civil partnerships will be able to apply for gender recognition without having to divorce or dissolve their civil partnership. Trans people will also no longer need spousal consent to get legal recognition of their gender.

The standard conversion is a simple



Same-sex marriage law has come into effect, meaning couples in civil partnerships can now convert to marriage.

administrative process where you both attend an appointment at any register office and complete a declaration with details about you and your civil partnership. The documents that you will need to produce include:

- evidence of your name and date of birth - current passports or birth certificates
- evidence of your address - recent Council Tax or utilities bill
- an original civil partnership certificate

A legal declaration is then be drawn up for you to both sign with the Superintendent Registrar.

If you wish you can choose to say the declaration wording aloud to one another before signing the conversion document. Your marriage is then registered and a marriage certificate will be issued.

A conversion followed by a ceremony has two stages. The first part is where you both need to attend an appointment at any register office and complete a declaration with details

about you and your civil partnership. The documents that you will need to produce include:

- evidence of your name and date of birth - current passports or birth certificates
- evidence of your address - recent Council Tax or utilities bill
- an original civil partnership certificate

The second stage is the signing of the declaration, which can be followed by a ceremony and can take place at venues where same sex couples are able to marry. For example a registry office, approved premises or a religious building that is registered for the marriage of same sex couples.

Following the ceremony your marriage is registered, and a marriage certificate is then issued.

FEES AND CHARGES

The fee you will need to pay will depend on whether you choose the standard conversion or the conversion followed by a ceremony.

The full fee for the conversion is £45. But, you won't need to pay if you registered your civil partnership before Saturday 29th March 2014 (before you had the opportunity to marry). This free conversion is available until 9th December 2015 England and Wales and 15th December in Scotland.

You will need to pay the conversion fee:

- if you registered a civil partnership after Saturday 29th March 2014, or plan to register one in the future and then convert it to a marriage; and
- After 9th December 2015 England and Wales and 15th December Scotland - even if you registered your civil partnership before 29th March 2014.

GIRLS OUT LOUD: CREATING SHINING STARS

Girls Out Loud is a UK based social enterprise set up in 2009 with the aim of raising the aspirations of young girls between the ages of 13-18. The organisation facilitates intervention programmes in schools from one day to 12 months in duration and in 2010 launched a nationwide mentoring programme for teenage girls called BIG SISTER which involves recruiting and training role models from a diverse background to mentor teenage girls for a period of 12 months. The emphasis of their activities is to embed a more empowering mind set in girls, which in turn, reconnects them to education, helps them

achieve exam success and broaden their aspirations and encourages them to find their individual voice, take risks, make better life decisions, improve their self-image and become role models for future generations.

I personally got involved in this project a couple of years ago as a volunteer at one of the role model events. This basically involved going into a high school in Oldham for a couple of hours with other women from a variety of professions from PE teachers, engineers, hotel managers and lawyers. It was basically a speed question and answer sessions with small groups of 6 girls. I

shared my career journey to encourage them to have the confidence to do whatever they want in life. The professional then moved on to the next table of girls to complete the same again until they had spoken at each of the tables.

You could clearly see that when the presentation first started the girls didn't have much interest and thought it was a waste of time, but once we got into groups with the girls the mood changed. They were really interested in all the different careers that they could do and hadn't even considered. The feedback from the girls also proved that it was worthwhile.

If there are any women who



would like to get involved or ask their company to there are opportunities to volunteer at discovery days, role model events or to be become a big sister, you can contact them via:
Web: girlsoutloud.org.uk
Facebook: Girls Out Loud
Twitter: @girlsoutloudorg
Julie Clegg-Haver
WRC Member for District 3

Introducing ...

HUGH CUMMING

Hi, I am Hugh Cumming, I am a driver based at Edinburgh Waverley and have been in the grade of almost 4 years. I was born and brought up in Glasgow living through the horror that was Thatcher's Britain, seeing both my parents made redundant from public sector jobs, which probably explains my left wing views. I was born into a transport family; my grandfather was a wheel tapper on the LMS, my grandmother was in the first group of 16 women tram conductors during the First World War and both my parents worked on the trams and buses in Glasgow.

Growing up in Scotland as a gay teenager was challenging

both with society's attitudes and the law, being gay was still illegal in Scotland until 1980, some thirteen years after the law in England was changed and to my embarrassment I hid my sexuality for many years. However things changed and with support from friends I came out and became involved with the two campaigns to equalise the age of consent which was only finally achieved by the looming threat of action in Europe and Human Rights Act forcing it on a reluctant Tory government. It was through my lobbying with EUSA that I realised the power and importance of being active in politics and being an active member of your trade union.



I stood for the ASLEF position as district rep for the LGBT representative committee as though the country in my life time has made great strides towards equality the cultural change is lagging behind and all these changes can easily be swept away by a right wing government. It is important that everyone is treated equally but that is a principal that is not always strongly enforced. It seems all too often in the railway, bothys tend

to linger a little in very old attitudes and as a trainee sitting in the bothy I witnessed an "old boy" driver ranting out every bigoted and hate filled term for gay men he could think of when an item about gay marriage came on the telly. Being new and to my embarrassment I didn't challenge that there and then..... but neither did anyone else. It did make me decide to do something about it and that was my motivation to stand for the committee position.

Going forward I hope to be able to address any issues I see where equality is not being upheld, particularly on grounds of sexual orientation. Thankfully most of these I imagine now are more by accident rather than through maliciousness.

Hugh Cumming
LGBT RC Member for District 2

Equalities Charter for ASLEF

At last year's joint equalities forum a list of actions were drawn up for 2015, one of which was to draft an ASLEF Equalities Charter. The Chairs and Secretary's from each representative committee and the RMS discussed this and a set of principles were formed into a charter which can be seen below. After approval from the Executive Committee all Company Council Secretaries were informed about its introduction and it will also feature in next year's diary.

- That any decision made or policy agreed by ASLEF, either internally or externally will be done so ensuring there is no discrimination toward any member.
- To actively work with TOC's and FOC's to tackle the barriers that lead to the under-representation of those with protected characteristics within the industry.
- Develop and adopt diversity policies and practice which seek to change cultures and attitudes within the industry and of the ASLEF membership, Providing where appropriate training and education on equalities issues to achieve this.
- To actively work alongside the main and regional groups of the TUC, Labour Party, labour and trade union bodies, NGO's and other like-minded organisations to promote and defend equality within society.



Joint equalities forum where the concept of an equalities charter was formed

REPRESENTATIVE COMMITTEE MEMBERS

DISTRICT 1		
WRC	out for nomination	
LGBT	Sean Lambert	
BEM	Ed D'Bell	
DISTRICT 2		
WRC	Alison Miller	
LGBT	Hugh Cumming	
BEM	Paul Patmore	
DISTRICT 3		
WRC	Julie Clegg-Haver	
LGBT	Darran Brown	
BEM	Position Vacant	
DISTRICT 4		
WRC	Nicky Sapey	
LGBT	Susan Greenwell	
BEM	Surjeet Puee	
DISTRICT 5		
WRC	Wendy Hurst	
LGBT	Jackie Lee	
BEM	Floyd Doyle	
DISTRICT 6		
WRC	Liz Cocks	
LGBT	Angie Geddes-Smith	
BEM	Mahesh Shah	
DISTRICT 7		
WRC	Collette Gibson	
LGBT	David Jones	
BEM	Ronald Gordon-Hill	
DISTRICT 8		
WRC	Debbie Reay	
LGBT	Ben Wallington	
BEM	Trevor Robinson	