



GMB Southern Region

Branch Equality Officers Toolkit

Welcome to your new role as a Branch Equality Officer **from Paul Maloney, Regional Secretary**

Congratulations on being elected as your Branch Equality Officer!

This toolkit is designed to help you in this role. It includes all of the information you will need and some ideas for campaigns you could run in your branch and/or workplaces.

Inside you will find useful information you can use to sign-post members for additional support and also the union's equality structures and how to get more involved.

In the role of Branch Equality Officer you can access advice and support from your Branch Secretary and President as well as other branch officers. Your regional officer will also be able to help you with your role (contact details from your branch secretary).

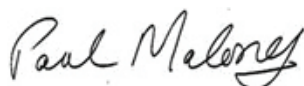
You can contact the Regional Equality Officer, Michelle Gordon on 0208 397 8881 or michelle.gordon@gmb.org.uk for advice or guidance.

The role of Branch Equality Officer is an important position in the branch. It is your role to lead on equality and diversity in your branch, ensuring that equality issues are at the forefront of any campaigns the union is involved in.

Our equality agenda is aimed at building the strength of the union and our members, therefore a branch equality officer should also provide a lead on recruitment and organising in your branch around equality issues.

However it is not your responsibility to do this alone, involve as many other people as possible including workplace organisers, branch officers and members.

The more people you can engage the more successful you will be. Finally let me thank you for taking on this role and good luck!



Paul Maloney
Regional Secretary
GMB Southern Region

GMB Southern Region Equality Officers Toolkit

What is a GMB Branch Equality Officer?

The Branch Equality Officer will be responsible for promoting equal rights within the branch's activities.

What does the GMB rulebook say about Branch Equality Officers?

The Branch Equality Officer must give one month's notice before they resign.

Here is a more detailed outline of the role of the Branch Equality Officer. You are not required to do all of this right away; you will develop into the role over time!

Your Role

GMB Southern Region considers the following groups to be under-represented and under-organised within the GMB and discriminated against within wider society:

- Black Asian and Minority Ethnic (BAME) Members
- Young Members (under 30)
- Disabled Members
- Lesbian, Gay, Bisexual, Transgender, Intersex + (LGBTI+)
- Women (anyone who self-defines as a woman)

Purpose

- To organise, recruit and build confidence amongst the workforce and membership
- To ensure that equality is at the forefront of everything the branch does
- To raise issues affecting under-represented groups at your branch
- Where appropriate raise issues of equality or discrimination with any employers your branch covers
- To develop activity, campaigns to improve representation of these groups in the branch
- To engage in the regional equality structures of the union

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What is Regional Equality Conference?

The Southern Region holds a one day annual conference on equalities in the last quarter of the year. Branches are given 3 months' notice of the conference so letters will normally arrive with the branch around June.

Each branch can nominate at least 1 delegate and depending on numbers of nominations branches may have the opportunity to send more. Normally a branch will be asked to nominate one person as the main delegate and then send reserve delegates in order of preference.

The regional equality conference is a motion based conference. All branches can propose motions to the conference. There is a 200 word limit but there is no maximum number of motions a branch can send.

The motions which are passed at the conference then form the basis of the work which the Regional Equality Forum (REF) will do over the following 12 months.

The day will also include training, speakers and workshops. Delegates are expected to report back to their branch about the conference.

Annually the conference elects 6 delegates to attend the National Equality Conference. Two of the motions passed at Regional Equality Conference are also voted to be submitted to National Equality Conference on behalf of the region.

On a bi-annual basis the Regional Equality Conference also elects the Regional Equality Forum (REF).

What is the Regional Equality Forum (REF)?

On a bi-annual basis the Regional Equality Conference elects the Regional Equality Forum (REF). This includes 10 strand representatives: that is 2 (gender balanced) for each of the equality strands (race, women, young, disabled, LGBTI+).

It also includes 9 general seats and 1 chair. They are elected by simple majority. They meet four times a year.

The REF is responsible for leading on equality activity in the region. They are responsible for implementing motions passed at Regional Equality Conference.

They are also responsible for working with the education department on equality related training

They are responsible for over-seeing the organisation of the regional conferences, etc
They will undertake campaigns/activities to ensure regional action on equalities

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Who is on the Regional Equality Forum 2018?

Facilitated by Michelle Gordon, Regional Political and Equality Officer

Chair

Charles Adje

Disability Seats

Emily Brothers
Sherine Thompson

LGBTI+ Seats

Fiona Heneghan
Paul Sony

Women's Seats

Gena Grant
Charlaine Nkum

Race Seats

Dotun Alade-Odumosu
Yvonne Rose

Young Members Seats

Callum Adams
Siobhan Johnson

Open Seats

Stephen Aselford
Martha de Bruxelles
Lorraine Ferguson
Amarjit Kallu
Ela Kosmider
Lorraine Lindsay
Victoria Maher
David Munyemweri
Syed Raza
Audrey Wilson

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What is National Equality Conference?

National Equality Conference is held on an annual basis in February in various locations across the country. 6 delegates from each region are elected at their Regional Equality Conference to attend National Equality Conference.

The Conference is a motions based conference and each region submits 2 motions. There are also normally training events, speakers and workshops to take part in during the conference.

What are Self-Organised Groups?

Self-organised groups are an opportunity for members from minority or under-represented groups to come together in a safe-space to discuss the issues affecting them and their colleagues.

GMB believe it is vital that these spaces exist where people can organise around their common identity and experience. These spaces are often the only place people can feel comfortable discussing issues they face as a BAME, young, women, disabled and/or LGBTI+ member.

There are regional self-organised groups for:
Women – GMB Southern Sisters
LGBTI+ – GMB Shout
Young Members
Race Network – SRN (Southern Race Network)

These groups meet regularly and develop campaigns and events on the issues facing their members.

We are also developing a group for disabled members.

If you or any of your members would like to get involved in one of the regional self-organised groups then please contact the Regional Equality Officer Michelle Gordon on 0208 397 8881 or michelle.gordon@gmb.org.uk.

An important part of being a branch equality officer is identifying members who come from under-represented groups and encouraging them to get involved in regional self-organised groups.

As branch equality officer you might consider setting up self-organised groups within your branch. For example, you might have a high number of BAME, young, disabled, LGBTI+ or women members in your branch who might find a self-organised group useful.

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What is Regional Women's Conference?

On an annual basis GMB Southern region holds a regional women's conference. Each branch is eligible to nominate at least 1 delegate (more in direct proportion to their membership).

The aims of the conference are:

- To build confidence amongst delegates
- To increase delegates knowledge about the union and how they can promote women's rights in the workplace
- How they can get more involved in the union, encourage them to take on an active role in the union
- Develop supportive networks of women members

The Law – Resources

Acas (Advisory, Conciliation and Arbitration Service)
<http://www.acas.org.uk/>

Labour Research Department Payline
(gives examples of recent pay deals)

Username gmb, Password wtem89 <http://www.lrd.org.uk/payline>

Labour Research Department Legal Information

Username gmb, Password wtem89 <http://www.lrdpublications.org.uk>

GMB www.gmb.org.uk

GMB's Law Firm Unionline <http://unionline.co.uk/> or call 0300 333 0303

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Organising and Recruiting around Equality Issues

One of the most important things that a branch equality officer can do is develop organising and recruitment campaigns around issues of equality. Some examples of previous campaigns run in the region are:

Non-Visible Disabilities in unorganised workplace

A GMB accompanying rep was supporting GMB members on a number of individual equality and discrimination issues. He was dealing with a number of complex cases and identified a common trend within management - there was a lack of understanding of non-visible disabilities.

The rep found that the processes for monitoring sickness did not flag up when a member was absent as a result of non-visible disabilities, despite the company knowing they were covered by the Equality Act 2010. The rep wrote to the company informing them that the policies and relevant forms were not fit for purpose and could leave the company open to legal action.

The company not only agreed to exclude the GMB member's disability related absences, but also gave all managers in the business training on equality issues, the law and building awareness of non-visible disabilities at work. This built a positive relationship with the company which led to us getting access to the workforce.

Disability Discrimination in an NHS Hospital Trust

A very experienced NHS workplace organiser identified that he was dealing with a number of issues within one employer which related to disability discrimination. This included unreasonable use of sickness management and capability procedures for those with disabilities.

The Trust had also failed on a number of occasions to take into account disabled employees in building developments and failed to fulfil reasonable adjustments.

The workplace organiser identified that the issues could not be dealt with individually but needed a corporate response. He carried out a survey of the workforce about their experiences as disabled employees.

The outcome of the survey was used to open discussions with the trust over necessary changes to protect disabled workers. It also showed disabled workers that GMB was taking their issues seriously.

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A lack of women and BAME people in Management Positions

At a supermarket depot the GMB branch were concerned that there were no women or BAME employees in any department management positions.

Following engagement with the depot manager the branch were successful in getting 2 women employees onto a management development programme and they are now both department managers.

There is a new operational manager at the depot and the branch are working with them to push for more people from BAME backgrounds on the senior management team.

Industrial action over Race Discrimination

GMB members were working in a local hospital providing catering and cleaning services. The majority of the workers were from Goan backgrounds and many were women. Discrimination was rife and in some cases so was corruption. Members were refused holiday for no good reason, they were then pressured to provide "bribes" including alcohol and jewellery to their line managers in exchange for being allowed annual leave.

GMB recruited over 100 new members and those members took over 20 days' industrial action. The offending managers were dismissed.

GMB also built this campaign into something even bigger as through this campaign we identified a company's association with blacklisting.

This campaign also meant that the GMB developed good links with the local Goan community and we developed a number of Goan activists. The campaign in the local hospital then also extended to campaigns in other local workplaces where the Goan community were being exploited.

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Organising and Recruiting around Equality Issues

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“Mum’s Army” of Teaching Assistants

When Michael Gove was Secretary of State for Education he referred to teaching assistants in schools as a “Mum’s Army”. Clearly this was considered offensive and sexist by GMB members doing a professional and essential job providing high quality education for the next generation.

His comments were made alongside comments by the government which misrepresented a recent study into the value of teaching assistants. The government misrepresented the outcome of the study and implied that TAs were not providing a big enough impact on education outcomes.

In response to this derogatory, damaging and incorrect rhetoric from the Secretary of State for Education GMB launched a political and press campaign to dispute this misinformation. This included a petition outlining how the public understands the vital work support staffs do. We worked with the Labour party during local elections to gather signatures from parents outside school gates to show their support for schools staff. There were many wonderful individual stories on just how valuable TAs can be. We also asked high profile politicians to sign up to supporting teaching assistants and we did a press photo call where GMB schools members gave “Michael Gove” a failed report card for failing to support TAs.

The campaign raised the profile of the GMB and reinforced that we were the union standing up for school support staff. It also got us some publicity and helped us to work with politicians to highlight the value of TAs

Minimum Wage inequality

GMB continue to oppose the age discrimination inherent in the minimum wage legislation. Our National Young Members are regularly engaging in campaigning in this issue. You can find out more about the national campaign at www.wagesnotbasedonages.co.uk

Menopause as a Workplace Issue

A number of branches across the region have carried out surveys amongst their membership about how the menopause impacts in the workplace, how their employer deals with issues around the menopause.

This has led to a number of employer introducing menopause policies at work. If you would like to use some of the existing materials please contact the regional equality officer.

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Workplace Policies

A simple way to start raising equality issues in your branch is to do a survey. This can either be a general survey or a survey on a particular subject you think will be an issue in your branch/workplace.

You can then use the survey to identify what equality issues are most important to our members. This information could then be used to approach employers about introducing relevant policies. See appendices for draft policies on equality issues such as domestic abuse and the menopause.

Industrial Action over sexual harassment

Members were working for a privatised transport company. There were a number of industrial issues in dispute including over redundancy packages, health and safety and bullying and harassment.

Alongside this there was a complaint by one union member of sexual harassment by a manager which although submitted to the company had not been dealt with. The mainly male workforce included the issue of dealing with the sexual harassment in their industrial demands. As a result of a number of days of industrial action the accused manager was dealt with swiftly and no longer posed a threat to union members.

Equal Pay

Identification of Equal Pay claims in various sectors and employers over the last few decades has resulted in significant membership growth as well as identifying new workplace organisers and activists. This has been true in local government and more recently in Asda.

If you think there might be an issue around equal pay in a workplace that you deal with, seek advice from your Branch Secretary/Officer and/or Unionline.

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Contacting GMB Southern Region

Regional Office

GMB
Cooper House
205 Hook Road
Chessington
KT9 1EA
0208 397 8881

Brighton and Hove Office

GMB
49 Church Road
Hove
BN3 2BE
01273 570126

Reading Office

GMB
Unit 2 Richfield Place
Richfield Avenue
Reading
RG1 8EQ
0118 950 5745

South Coast Office

GMB
6 Gloster Court
Whittle Avenue
Segensworth
Fareham
PO15 5SH
01489 578665

Swindon Office

GMB
Suite 22
Cherry Orchard
North Kembrey Park
Swindon
SN2 8UH
01793 818005

Thanet Office

GMB
Kent Innovation Centre
Thanet Reach Business Park
Millennium Way
Broadstairs
Kent
CT10 2QQ
01843 609306

Welling Office

GMB
3 Park View Road
Welling
DA16 1SY
0208 303 3407

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Key Annual Equality Dates

January

4th January World Braille Day
3rd Sunday in January World Religion Day
27th January Holocaust Memorial Day

February

*LGBT History Month
5th February (2019) Chinese New Year
6th February International Day of Zero
Tolerance to Female Genital Mutilation

March

8th March International Women's Day
20th–21st March Holi (Hindu Festival)
21st March Downs Syndrome Day
21st March International Day for the Elimination of Racial Discrimination

April

1st–7th April World Autism Awareness Week
2nd April World Autism Awareness Day
13th/14th April Baisakhi/Vaisakhi (Sikh Festival)
19th April Good Friday (Christian Festival)
21st April Easter Sunday (Christian Festival)
26th April Lesbian Visibility Day
28th April Workers Memorial Day

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Key Annual Equality Dates

May

- 5th May – 4th June Ramadan (2019 – Islamic Festival)
- 6th–12th May Deaf Awareness Week
- 13th–19th May Mental Health Awareness Week
- 17th May International Day against Homophobia, Transphobia and Biphobia
- 19th May Agender Pride Day
- 20th–26th May National Epilepsy Week
- 21st May World Day for Cultural Diversity for Dialogue and Development
- 24th May Pan (Pansexual and Pan romantic) Visibility Day

June

- *Gypsy, Roma and Travellers History month
- 5th June Eid Ul Fitr (Islamic Festival)
- 15th June Canterbury Pride
- 17th–23rd June Learning Disabilities Week
- 22nd June Portsmouth Pride
- 22nd June Windrush Day

July

- 6th July London Pride
- 13th July Bournemouth Pride
- 14th July International Non-Binary People's Day
- 14th July Disability Awareness Day
- 20th July Trans Pride (*in Brighton*)
- 20th July Isle of Wight Pride

August

- 3rd August Brighton Pride
- 10th August Swindon Pride
- 10th August Margate Pride
- 21st August Eid ul Adha (Islamic Festival)
- 24th August Southampton Pride
- 25th August Hastings Pride
- 31st August Reading Pride

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Key Annual Equality Dates

September

- *National Suicide Prevention Awareness Month
- 6th September Colour Blindness Awareness Day
- 23rd September Bisexual Awareness Day
- 29th September–1st October Rosh Hashanah (Jewish Festival)

October

- *Black History Month
- 1st October Older People's Day
- 7th–13th October Dyslexia Awareness Week
- 9th October Yom Kippur (Jewish Festival)
- 10th October World Mental Health Day
- 10th October World Sight Day
- 12th–19th October National Hate Crime Awareness Week
- 19th October Show Racism the Red Card Day
- 25th–29th October Diwali (Hindu Festival)

November

- *Islamophobia Awareness Month
- 10th November Equal Pay Day
- 20th November Transgender Day of Remembrance
- 22nd November– 22nd December Disability History Month
- 25th November International Day for the Elimination of Violence against Women (*White Ribbon Day*)

December

- 1st December World Aids Day
- 3rd December International Day of Person with Disabilities
- 10th December Human Rights Day
- 22nd–30th December Hanukkah
- 25th December Christmas Day

**Dates Correct for 2019 – might be subject to change*

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Signposting Members to Equality Organisations

General

GMB
www.gmb.org.uk

GMB Southern Region
www.gmb-southern.org.uk

Unionline - GMB's Law Firm
<http://unionline.co.uk>
0300 333 0303

Advisory, Conciliation and Arbitration Service (Acas)

www.acas.org.uk
08457 47 47 47

Citizens Advice

www.citizensadvice.org.uk

Crown Prosecution Service (CPS) (Hate Crime)

www.cps.gov.uk/hate-crime

Equality Advisory and Support Service

The Helpline advises and assists individuals on issues relating to equality and human rights.

www.equalityadvisoryservice.com

Equality and Human Rights Commission

www.equalityhumanrights.com/advice-and-guidance/new-equality-act-guidance

Gov.uk

The place to find government services and information

www.gov.uk

Institute of Employment Rights

www.ier.org.uk

Labour Research Department (LRD)

www.lrd.org.uk

www.lrdpublications.org.uk (username gmb, password wtem89)

LRD Payline (*gives examples of recent pay deals*)

www.lrd.org.uk/payline (username gmb, password wtem89)

National 24 Hour Domestic Violence Helpline

Freephone 0808 2000 247

www.nationaldomesticviolencehelpline.org.uk

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Signposting Members to Equality Organisations

National NHS website
www.england.nhs.uk

Reducing the Risk of Domestic Violence
www.reducingtherisk.org.uk/cms/

Safeline Surviving Sexual Abuse and Rape
www.safeline.org.uk

Stop Hate UK
National organisation working to challenge all forms of Hate crime and discrimination
www.stophateuk.org

Victim Support (Hate Crime)
www.victimsupport.org.uk/crime-info/types-crime/hate-crime

Disability

Ableize
Disability directory of information on mobility aids services and advice
www.ableize.com

Access to Work
Help at work if your disabled or have a health condition
www.gov.uk/access-to-work

Action on Hearing Loss
www.actiononhearingloss.org.uk

Addaction
Mental health, drug and alcohol charity
www.addaction.org.uk

Alcohol Concern
www.alcoholconcern.org.uk

Brandon Live Free
A UK charity working across Southern England (including London) supporting children and adults with learning disabilities and autism.
www.brandontrust.org

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Disability Grants

Helping you save time finding the right grant

www.disability-grants.org/community-grants-charities-trusts.html

Disability Rights UK

We are disabled people leading change, working for equal participation for all

www.disabilityrightsuk.org/about-us

Disability Labour

An independent socialist society affiliated to the Labour Party

www.disabilitylabour.org.uk

Disability News Service

www.disabilitynewsservice.com

Disabled People Against the Cuts

www.dpac.org.uk

Dyslexia Action

www.dyslexiaaction.org.uk

Epilepsy Action

www.epilepsy.org.uk

Invisible Disabilities

www.invisibledisabilities.org/what-is-an-invisible-disability

www.invisibledisabilitiesuk.weebly.com

Independent Age

Advice and Support for people in older age

www.independentage.org

Leonard Cheshire

www.leonardcheshire.org

Mencap

A charity for people with a learning disability

www.mencap.org.uk

Mind

The mental health charity

www.mind.org.uk

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Signposting Members to Equality Organisations

Motability

The Motability Scheme helps people with a disability exchange their mobility allowance for a new car, mobility scooter or electric wheelchair.

www.motability.co.uk

The National Care Line

An information point where people can find out how to get the care they need

www.thenationalcareline.org

People First (Learning Disability)

www.peoplefirstltd.com

Possibility People

Work with disabled people, older people and young people, or anyone with an impairment or long term health condition

www.possabilitypeople.org.uk

Remploy

"Transforming Lives through sustainable employment"

www.remploy.co.uk

Royal National Institute of Blind People (RNIB)

Supporting people with sight loss

www.rnib.org.uk

Scope

A charity to make this country a place where disabled people have the same opportunities as everyone else.

www.scope.org.uk

Samaritans

Offering a safe place for you to talk at any time you like, in your own way about whatever's getting to you. You don't have to be suicidal

www.samaritans.org

UK Council of Disabled People

<http://asksource.info/organisations/uk-council-disabled-people-ukcdp-fomerly-british-council-disabled-people>

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Local Organisations

Berkshire

www.ableize.com/disabled-groups-and-clubs-by-county/berkshire/

Dorset

<http://accessdorset.org.uk/>

East Sussex

www.possabilitypeople.org.uk/how-we-can-help/support/disability-advice-east-sussex

Hampshire

www.ableize.com/disabled-groups-and-clubs-by-county/hampshire/

Isle of Wight

www.iwphysicallydisabledsociety.org.uk/

Kent

www.ableize.com/disabled-groups-and-clubs-by-county/kent/

South London

Inclusion London

www.inclusionlondon.org.uk/

South Oxfordshire

www.ocva.org.uk

Surrey

www.sdpp.org.uk/index.php

West Sussex

www.wsad.org.uk

Wiltshire

www.yourcareyoursupportwiltshire.org.uk/health-and-social-care/living-with-disability

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Signposting Members to Equality Organisations

LGBTI+

Albert Kennedy Trust

Supports young LGBT 16-25 year olds who are made homeless or living in a hostile environment.

www.akt.org.uk

Beaumont Society

www.beaumontsociety.org.uk

BiCon

Blogs, archives, materials and conferences for bisexual people.

www.bicon2014.org.uk

Bi UK

UK national organisation for bisexual research and activism

www.biuk.org

Broken Rainbow

Support for LGBT people experiencing Domestic Abuse and/or Domestic Violence

www.brokenrainbow.org.uk

National Helpline: 08452 60 44 60

CliniQ

Confidential counselling, advocacy, advice and mentoring, sexual health advice and healthy lifestyle support for trans people

www.cliniq.org.uk

Drop in: 5.30pm – 7pm Wednesdays at 56 Dean Street, London, W1 6AQ

Cutting Edge Consortium

Working for the elimination of any faith-based homophobia/transphobia and institutionalised prejudice towards lesbian, gay, bisexual and transgendered people.

<https://sites.google.com/site/cuttingedgeconsortium1>

Galop LGBT+ Anti-Violence Charity

www.galop.org.uk/domestic-abuse-2

Gay Star

www.gaystarnews.com

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Gender Identity Research and Education Society (GIRES)
www.gires.org.uk

Gender Trust

For those affected by Gender Identity Issues

www.gendertrust.org.uk

National Helpline: 0845 231 0505

Gendered Intelligence

Experienced in teaching in schools, colleges, etc and with young people.

www.genderedintelligence.co.uk

Imaan

LGBTQI Muslim support group

www.imaan.org.uk/about/about.htm

International Day Against Homophobia, Biphobia and Transphobia

www.homophobiaday.org

International LGBTI Association (ILGA)

www.ilga-europe.org

**International Transgender Memorial Day / Day of Remembrance
(20 November)**

www.transgenderdor.org

Just a Ball Game?

Homophobia, biphobia and transphobia in sport particularly football

www.justaballgame.blogspot.co.uk

Justice for Gay Africans

www.jfga.org.uk

LGBT Domestic Abuse Forum

www.lgbtdaf.org

LGBT Domestic Abuse Partnership

www.lgbtdap.org.uk

LGBT Foundation

www.lgbt.foundation

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Signposting Members to Equality Organisations

LGBT Labour

*Labour campaign for Lesbian, Gay, Bisexual and Trans rights.
A socialist society affiliated to the Labour Party*
www.lgbtlabour.org.uk

LGBT Hate Crime

www.lgbthatecrime.org.uk

LGBT History Month

www.lgbthistorymonth.org.uk

London Lesbian and Gay Switchboard

Free advice and service: 0300 330 0630 (daily 10 a.m. – 11 p.m.)
www.llgs.org.uk

Mermaids Support group for parents of trans children

www.mermaids.freeuk.com
07020 935066

Mind Out

Mental Health Charity for LGBTQ people
www.mindout.org.uk

NPL (Naz Project London)

*Provides sexual health and HIV prevention and support services to selected
Black and Minority Ethnic (BAME) communities in London.*
www.naz.org.uk

Opening Doors

Charity providing information and support services for older LGBTI+ people
www.openingdoorslondon.org.uk

PACE

LGBT mental health and well-being
www.pacehealth.org.uk

Pink News

www.pinknews.co.uk/home

Press for Change

Experts on Transgender Law
www.pfc.org.uk

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Rainbow International Fund

Empowers LGBT+ rights activists working in countries where lesbian, gay, bisexual and transgender people are criminalised and face prosecution

www.rainbow-international-fund.org

Reducing the Risk of Domestic Abuse

LGBTI+ resources

www.reducingtherisk.org.uk/cms/content/lesbian-gay-bisexual-and-transgender-community-0

Schools Out

Working towards equality, safety and visibility in education for all LGBT people

www.schools-out.org.uk

Show Racism the Red Card

Tackling homophobia section

www.srrc.org/resources/homophobia

Stonewall

www.stonewall.org.uk

UK Black Pride

www.ukblackpride.org.uk

UK Lesbian and Gay Immigration Group

www.uklgig.org.uk

020 7922 7811

Women's Resource Centre's

'In All Our Colours' report on LBT women and services (2010)

www.thewomensresourcecentre.org.uk/wp-content/uploads/IAOC.pdf

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Signposting Members to Equality Organisations

Race

BAME Labour

Seeks to empower ethnic minority members within the Labour Party and campaigns for greater representation of ethnic minority communities in public life.
www.bamelabour.org.uk

Black Training and Enterprise Group
www.bteg.co.uk

Friends, Families and Travellers
www.gypsy-traveller.org

London Gypsies and Travellers
www.londongypsiesandtravellers.org.uk/organisations

Operation Black Vote
www.obv.org.uk

Race Equality Foundation
www.raceequalityfoundation.org.uk

Race on the Agenda
www.rota.org.uk

Show Racism the Red Card
www.theredcard.org/england

The Traveller Movement
www.travellermovement.org.uk

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Signposting Members to Equality Organisations

Women

Abortion Rights

www.abortionrights.org.uk

BPAS British Pregnancy Advice Service

www.bpas.org
03457 30 4030

End FGM European Network

www.endfgm.eu/female-genital-mutilation/what-is-fgm/

The F-Word

www.thefword.org.uk

Fawcett Society

www.fawcettsociety.org.uk

Forward UK Tackling Female Genital Mutilation

www.forwarduk.org.uk/key-issues/fgm/

Muslim Women's Network UK

www.mwnuk.co.uk/resourcesDetail.php?id=15

My Body Back

www.mybodybackproject.com

Plan International

www.plan-uk.org/

Refuge For Women and Children against Domestic Violence

www.refuge.org.uk
0300 333 0303

Rights of Women

www.rightsofwomen.org.uk

Savera UK

www.saverauk.co.uk

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Signposting Members to Equality Organisations

Sharan

Support for South Asian Women experiencing Domestic Abuse
www.sharan.org.uk/UsefulLinks.aspx

She's In Recovery

www.shesinrecovery.com

Southall Black Sisters

www.southallblacksisters.org.uk

Women for Refugee Women

www.refugeewomen.co.uk

Women's Aid

www.womensaid.org.uk

The Young Women's Trust

www.youngwomenstrust.org

Young Workers

GMB Campaign Wages not Based on Ages

www.wagesnotbasedonages.co.uk

Young Labour

www.younglabour.org.uk

UK Youth

www.ukyouth.org

Princes Trust

www.princes-trust.org.uk

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