

# notts UNISON NEWSLETTER

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www.nottsunison.org.uk

UNISON National

## Opinion: Making work pay must mean making it fair, now

**The Employment Rights Act is a welcome shift towards stronger workers' rights. But for far too many workers, especially those delivering public services under private contracts, this does not go far enough – or fast enough**

The Employment Rights Act is a welcome shift towards stronger workers' rights. After years of insecurity and erosion of standards, it shows the tide is finally turning.

But for far too many workers, especially those delivering public services under private contracts, this does not go far enough – or fast enough.

Before taking office, the government promised the biggest wave of insourcing this country has ever seen. That promise raised real hope among workers trapped in outsourced, insecure jobs. Yet months later, many are still waiting to see delivery.

### “Insourcing changed everything”

For those who have been brought back in-house, the difference is stark. Chris Akaluka, Branch Secretary for Barts Health has first-hand experience of being insourced – and is taking that experience to government. Thousands of his colleagues have seen the benefit.

Chris said: “Being insourced changed everything. We finally had job security, proper sick pay and a voice at work. It wasn't just better for us – it meant we could do the job properly, without cutting corners or worrying about what would happen when the contract changed again.”

That is why UNISON is backing the TUC's campaign '[Our work matters](#)', calling on Labour to honour its pledge and bring services – and the people who deliver them – back in-house.



Over 20,000 people have signed the online record of support – which Chris and colleagues from other trade unions have handed to Cabinet Office Minister Chris Ward at a TUC Roundtable.

For outsourced workers, delay has real consequences. Many face a two-tier workforce, doing the same jobs as directly employed colleagues but with fewer rights, weaker sick pay and less security. High turnover and short-term contracts are often used to avoid responsibilities.

*...continued on page 2*

...from page 1

The Employment Rights Act begins to address this. Day-one rights, improved statutory sick pay and stronger redundancy protections all matter – especially for low-paid workers in cleaning, care, water services and facilities management. No one should be forced to choose between going to work sick or losing pay – or losing their job.

**Outsourcing itself remains the problem**

But without insourcing, insecurity is baked into the system. Contracts change hands, workers’ conditions erode and experience is lost. Insourcing is the only way to end the two-tier workforce and make decent, secure work the norm.

More employment reforms are expected later this year. They must be matched with urgent action on insourcing. Warm words are not enough. Workers need delivery.

Making work pay must also mean making work fair – and that means acting now.

Legislation alone does not change workplaces. Workers and unions coming together to organise can deliver real change. These new rights will only be as strong as our ability to enforce them. That means:

- Recruiting and organising in contracted workplaces
- Negotiating to ensure employers go beyond the legal minimum
- Challenging bad practice wherever it persists.

For members working for private contractors, this is a moment of opportunity. Every gain we make in law must be defended – and built upon – in the workplace.

UNISON will be at the forefront of making sure these changes deliver – not just in principle, but in practice.

Because making work pay must also mean making work fair for everyone – wherever you work and whatever you do.



**Donna Rowe-Merriman**  
UNISON National Secretary for Business,  
Community and Environment

TUC

**Sign the petition.**

**Back the Biggest Wave of Insourcing in a Generation**

To succeed for workers and service users, this agenda needs widespread public support. Please sign the official record of support for insourcing today.



**Unity works**

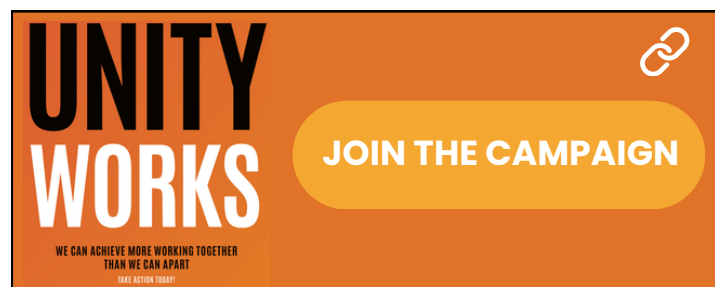
We can achieve more working together than we can apart

Paid holidays. Safer workplaces. Maternity rights. The minimum wage. None of it was handed down from above.

We won these rights because working people stood together and changed the rules. We organised. We fought. And we won.

That same power still exists today. So let’s come together again.

For fair pay – so work genuinely lifts people up. For decent rights – so no worker is treated as disposable. For strong public services – so every community has the foundations it needs to thrive. For fair taxes – so the wealthiest and biggest corporations finally contribute what they should. For cleaner politics – so decisions are shaped by ordinary people and communities – not deep-pocketed donors or corporate lobbyists.





## Activity pledge

### If our pay doesn't rise, we will!

For too long, council and school staff have faced low pay and a lack of recognition for the vital work we do.

The 3.3% "final offer" isn't enough. Members in target employers will be balloted for strike action, building pressure on the government and employers to win the pay and recognition we deserve. But you need to act now!

### Pledge to be part of the Plan to Win

I am a UNISON member working in a council or school.

I pledge to be an active UNISON member in my workplace, helping to build a strong campaign to win a fair pay rise for council and school staff.

I commit to:

- Attend a 1.5 hour online training (in my own time) to learn about our plan to win
- Help get "strike ready" by reminding colleagues to check and update their UNISON details and by asking non-members to join
- Ensure colleagues vote "yes" in the 2026 strike ballot

## [Click Here or Scan the QR Code](#)



21 May 2026



**UNISON GS Andrea Egan on the announcement that the chancellor is raising the mileage rate by 10p a mile.**

Mileage rate rise from HMRC is a win for workers – won by our members.

"UNISON has campaigned hard for this long overdue change," Andrea Egan, UNISON general secretary

"Workers who use their own cars to do their job have been left thousands of pounds out of pocket for far too many years".

"This simple measure will provide immediate help for countless frontline workers in public services. Particularly at a time when living costs are going through the roof again."

"There's still more to do to ensure no one is losing out and the union will continue to campaign for more over the coming months."

Link: [UNISON National](#)

### **Mileage Rate Rise is the Right Move**

Increase of 10p a mile will provide help for countless public service workers.

21 May 2026

## New guidance on single sex spaces

**UNISON statement on new guidance for single sex spaces issued by the Equality and Human Rights Commission (EHRC)**



The Equality and Human Rights Commission (EHRC) has now published its updated code of practice guidance. UNISON will take time to fully assess the implications of the updated guidance for its members and what this will mean in workplaces.

Since the Supreme Court ruling in April 2025 on the definition of sex within the Equality Act, many UNISON members have expressed serious concerns about what the updated guidance could mean in practice at work, particularly for trans, non-binary and gender-diverse people.

These concerns were heightened by the interim EHRC guidance issued in April 2025, which was subsequently withdrawn after being widely regarded as unworkable. UNISON responded to the consultation on the updated code, raising concerns about both its practicality and the potential impact on workers and services.

The UK is increasingly out of step with many other countries that have adopted legislation on legal gender recognition based on self-declaration. UNISON's democratically agreed policy remains clear: trans women are women, trans men are men, and non-binary identities are valid and should be recognised in law. This is why UNISON is campaigning to change the law on legal gender recognition to bring UK legislation into line with other countries.

## Your branch latest

- We've been busy again in May with lots of casework, meetings and phone calls supporting our members. We've had some very good results for members we've supported this month.
- It's always nice to get some positive feedback. So if you're Notts UNISON Rep, Convenor or Official, and you have had a positive outcome, or a thank you, please let me know. If we don't blow our own trumpet nobody else will.
- On 6<sup>th</sup> May, Everton Lewis-Gordon, our Health and Safety Officer, was in London as our delegate at the 2026 Health & Safety Seminar – for UNISON Health and Safety Leaders in Public Services.. This year's seminar focused on empowering health and safety representatives to become confident leaders in their workplaces and within UNISON. Health and safety is at the heart of protecting workers and through this seminar, the aim was to give new and existing reps the tools, knowledge, and confidence to influence positive change and lead on health and safety issues.
- I'm still trying out a new information page idea this month with our Branch Organiser Jo Myers. "Just Ask Jo" Let me know what you think, and send me your questions and ideas etc. I haven't had any questions for Jo this month. – Glenn



Your employee is either guilty of "gross misconduct" or "gross negligence" .....you can't start disciplinary procedures on the basis that he is just "plain gross."

## In the spotlight:



**Sara Evans is Notts UNISON's Service Conditions Officer, Welfare Officer, Senior Steward and has just been re-elected to UNISON Local Government Service Group and the National Executive Council for the East Midlands.**

"My roles within our branch include Service Conditions officer, Welfare officer and I am a senior steward. All these roles are interlinked as my main role is to support and help you.

I am involved in supporting members when they are having issues at work. I am also able to help members when they are struggling away from work. With Time For Real Change (TFRC) supporting me I have been elected to Unisons Local government service group and the National Executive Council for the East Midlands as the low paid member (Reserved Seat) giving you a voice at a National level of Unison. You have a voice within Unison, and our voices are always stronger when we join together."

Dates for your diary - June

## Whats coming up in June?

### Monthly Campaigns

- Pride Month: A global celebration of LGBTQ+ culture, equality, and history.
- Men's Health Month: Raising awareness about preventable health problems and encouraging early detection.

### Key Awareness Days & Weeks

- 1 – 7 June: Volunteers' Week – Celebrating the impact of volunteers across the UK.
- 5<sup>th</sup> June World Environment Day
- 8 – 14 June: Men's Health Week – Focusing on male health and wellbeing.
- 8<sup>th</sup> June World Oceans Day
- 12<sup>th</sup> June World Day Against Child Labour
- 14<sup>th</sup> June World Blood Donor Day
- 15<sup>th</sup> – 21<sup>st</sup> June Refugee Week
- 15<sup>th</sup> – 21<sup>st</sup> June: Learning Disability Week – Changing the narrative and challenging stigma around learning disabilities.
- 15<sup>th</sup> – 21<sup>st</sup> June: Refugee Week – Celebrating the contributions, creativity, and resilience of refugees
- 20<sup>th</sup> June Trooping the Colour
- 20<sup>th</sup> June World Refugee Day
- 21<sup>st</sup> June Summer Solstice
- 22<sup>nd</sup> – 28<sup>th</sup> June School Diversity Week
- 22<sup>nd</sup> June Windrush Day

### Sports & Events

- June 11<sup>th</sup> – July 19<sup>th</sup> FIFA Men's World Cup: Co-hosted by the USA, Canada, and Mexico. The tournament kicks off on
- 16<sup>th</sup> – 19<sup>th</sup> June **UNISON 2026 National Delegate Conference** at: Brighton Centre, Kings Road, Brighton and Hove, Brighton, UK
- 25<sup>th</sup> June – **Notts UNISON LGBT+ SOG Meeting**. 3pm to 4pm online via Zoom. ( [see page 10](#) )

[UNISON 2026 National Delegate Conference LINK](#)





## Why did you become a Unison Steward? ..and Is it worth it?

I became a Unison steward in 2001 because there wasn't one in the school I was working in. It was a time of change in schools in Notts with the TA regrading and we needed to know as much as possible as the people affected. There were always things we wanted to know and I wasn't scared to ask whether it was contacting the Branch office or the Headteacher so it was natural that when we needed a steward it would be me even though I hadn't worked there all that long.

Is it worth it? Absolutely yes! Wearing a Unison hat (no not a purple beany but almost my cloak of confidence earned through training and the support of experienced senior stewards) put me on a different footing from just being Jo the TA when I had to speak with the Head. Imagine if every workplace or team had a steward how much work could improve for everyone.

Jo Myers  
Branch Organiser

Jo Says...

## Need our support? Don't delay in letting us know

☎ 0115 9810405

🌐 [www.nottsunison.org.uk](http://www.nottsunison.org.uk)

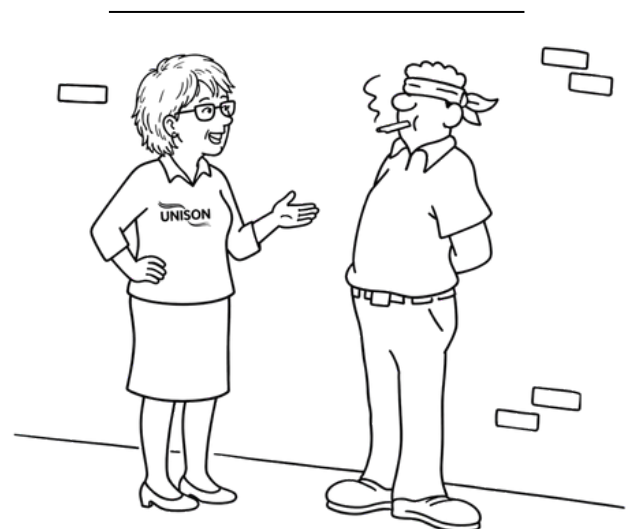
✉ [branch.office@nottsunison.org.uk](mailto:branch.office@nottsunison.org.uk)

'If you've been invited to a meeting at work with management and need to arrange for a Rep or UNISON Official to accompany you, please don't delay in letting us know.

With nearly 8,000 members, our Reps and Officials are often very busy, so letting us know early allows us time give you advice, prepare, and if necessary reschedule our workloads to allow you some time in our busy diaries.

Last minute requests to attend meetings will likely lead to us having to ask for the meeting to either be rescheduled, or to us not being able to support you at your meeting at all'.

**So, if you think you're going to need our support, don't delay! Let us know as soon as you can - so we can plan!**



" I THINK YOU'RE BEING OVERLY PESSIMISTIC ABOUT HOW YOUR GRIEVANCE WILL TURN OUT. "

## GOT A QUESTION and NEED JO'S ADVICE?

Email your questions to:

[glennwarrenunison@gmail.com](mailto:glennwarrenunison@gmail.com)

I will forward your questions for Jo to answer in good time for July's newsletter.



ITV News

## UK climate warning prompts calls for maximum workplace temperatures



Setting maximum temperature rules for workplaces is “essential”, unions have said as the Government is urged to take action to protect the UK from climate impacts.

The advisory Climate Change Committee has called for a raft of measures to protect Britons against worsening heat, floods and droughts, including maximum temperature regulations to protect workers and air conditioning in hospitals, care homes, schools and homes of vulnerable people.

The committee is also calling for more investment in flood defences, water efficiency measures, support for farmers and protection of nature against climate impacts which it warns put the British way of life at risk.

Unions have backed the call for a workplace temperature maximum, with the GMB describing it as making “no sense whatsoever” that there is a minimum temperature standard but not a legal heat limit.

Lib Whitfield, GMB senior organiser, said the union had long campaigned for a maximum heat limit of 25C.

“Sweltering heat is loads of fun if you’re swanning around by the pool – but if you’ve got a job to do it can be downright dangerous,” she said.

“Bosses need to do everything possible to keep workplaces cool, and more importantly, safe.”

Unison assistant general secretary Jon Richards said setting a maximum temperature for workplaces “is essential”, as climate change means staff are ever more likely to face fluctuating conditions.

“Being too hot at work puts people’s health at risk and leads to poorer performance and lower productivity,” he said.

“Any decent employer would want their staff to be at their best to do their job efficiently. After all, everyone works best at a comfortable temperature.”

Unite national health and safety officer Rob Miguel said the recommendations are “very welcome” but did not go far enough, with some types of work – such as people in PPE – requiring lower temperatures to be incorporated, and said laws must include those working outside.

He said: “We expect if introduced that any new laws must be fully enforced with meaningful penalties for those breaking the law.

“Workers must be easily able to report bad employers for breaking the law, without fear of retribution.”

Ruth Wilkinson, head of policy and public affairs at the Institution of Occupational Safety and Health, said climate impacts are already affecting all workers.

She called for climate-related risks to be included in labour and health and safety laws, for businesses to include risks in their internal processes and training and awareness for all workers.

Sam Alvis, associate director at think tank IPPR, warned that impacts today are making it harder for governments to improve lives – while populists exploit the anger to further their own agendas and undermine climate action more broadly.

“Extreme heat is affecting children’s exam performance, forcing NHS surgeries to be cancelled, and making it harder for farmers to grow food,” he said.

“It is no surprise that frustration is growing.

“Pairing long-term emissions cuts – such as rolling out solar panels on schools – with immediate adaptation measures, like air conditioning in classrooms, will both protect communities and strengthen public confidence in climate action.”

As well as threatening lives and livelihoods, the Climate Change Committee warns worsening climate extremes is putting many elements of the British way of life at risk – from the gently changing seasons to weekend visits to National Trust venues.

Hilary McGrady, director-general of the National Trust, said: “Climate change is putting our heritage under enormous strain, from fires in the countryside and farmers struggling with drought, to flooding of historic buildings.

“What’s at stake is even greater than the sum of its parts – it’s our shared inheritance.”

But she said the UK had risen to huge societal challenges before and the committee’s report provides a “practical handrail” to do it again, adding: “We owe it to past and future generations to use it.”

Eleanor Johnston, climate change manager at The Wildlife Trusts, said the solution to the escalating impacts of climate change lays with nature.

“A well-managed transition to nature-friendly farming, healthy soils that absorb extreme rainfall, green spaces that cool our towns and cities, and rivers and wetlands that slow and store floodwater are all essential to keeping food on our shelves and helping to protect people, places and wildlife,” she said.

“These nature-based solutions are among the most cost-effective approaches to build resilience to climate change and biodiversity loss, while also providing significant benefits for people’s health, wellbeing and communities – bringing people together in an age of division and challenge.”

She urged the Government to put nature at the heart of climate adaptation, restoring and protecting habitats, investing in nature recovery and ensuring planning decisions work with nature.



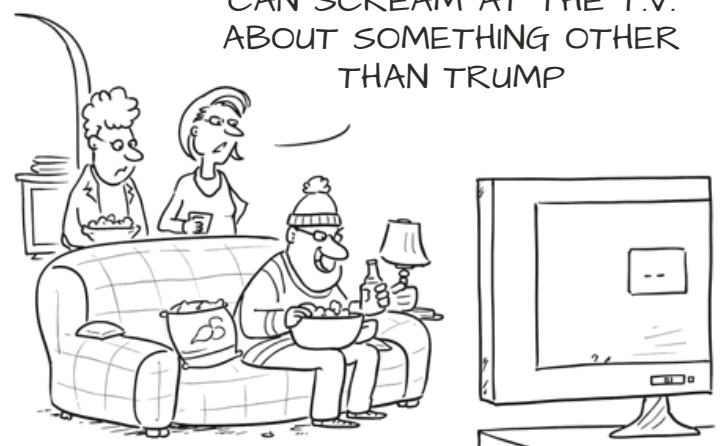
Martin Lines, chief executive of the Nature Friendly Farming Network, welcomed the committee’s recognition that radical action is needed to protect food security and insulate shoppers from rocketing prices and shortages.

He said: “We need to be producing as much of the food we can grow here as possible, reducing our dependence on imports from countries even more affected by climate change than the UK.

“Reducing our reliance on fossil fuels and chemical inputs, and working with nature instead, is the route to sustainable harvests and viable farm businesses for the future.”

from [ITV News](#)

HE CAN'T WAIT FOR THE WORLD CUP TO START SO HE CAN SCREAM AT THE T.V. ABOUT SOMETHING OTHER THAN TRUMP





# Member Learning Programme

## May - July 2026

<h3>Personality Disorders</h3> <p><b>8 May 9.30am - 4.00pm</b> Via MS Teams</p>	<p><b>Adjust</b></p> <p>12 May 9.30 - 1.00 pm via MS Teams</p> <h3>Dyslexia Awareness</h3>
<h3>EXCEL BEGINNERS</h3> <p><b>20 &amp; 21 MAY</b> <b>10AM - 1PM (MS TEAMS)</b></p> <p>An introduction to Excel. Learners will need basic IT skills such as being able to open and save files</p>	<p><b>MISINFORMATION</b> <b>HATE</b></p> <p>3 June 10.00-11.30 via MS Teams</p> <p>This module explores what dis/misinformation is, its dangers and why humans are so drawn towards conspiracy theories</p>
<h3>Dementia Awareness</h3> <p><b>5 JUNE</b> <b>9.30AM - 12.30PM (MS TEAMS)</b></p>	<h3>Living Well With Anxiety</h3> <p>19 &amp; 26 June 10.00am - 1.00pm Via Zoom</p>
<h3>EXCEL IMPROVERS</h3> <p><b>24 &amp; 25 JUNE</b> <b>10AM - 1PM (MS TEAMS)</b></p> <p>Aimed at members with some experience of Excel</p>	<h3>Deaf Awareness &amp; Intro to British Sign Language</h3> <p>8 July 9.30am - 12.30pm Via Zoom</p> <p>Delivered by Notts Deaf Society. Introduces basic Sign Language and look at ways we can support people</p>
<h3>NEURODIVERSITY FOR MANAGERS</h3> <p><b>Adjust</b></p> <p><b>14 JULY</b> <b>1.00PM - 4.30PM</b> <b>VIA MS TEAMS</b></p>	<p><b>ageUK</b></p> <p>16 July 9.30am - 4.00pm</p> <h3>Pre-Retirement Planning</h3> <p>Delivered in-person in Lincoln</p>
<h3>EXCEL ADVANCED</h3> <p><b>22 &amp; 23 JULY</b> <b>10AM - 1PM (MS TEAMS)</b></p> <p>Aimed at members with good knowledge of Excel</p>	<p><b>PASSIONATE ABOUT LEARNING?</b></p> <p><b>BECOME A UNISON LEARNING REP (ULR)!</b></p> <p><b>PROMOTE SUPPORT IDENTIFY NEED ORGANISE COURSES</b></p> <p><a href="http://eastmidlands.unison.org.uk/learning-reps/">eastmidlands.unison.org.uk/learning-reps/</a></p>

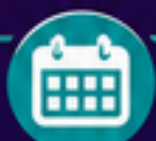
Please check the details of each course before applying:  
[eastmidlands.unison.org.uk/members](http://eastmidlands.unison.org.uk/members)





*The Next*

# NOTTS UNISON LGBT+ MEMBERS MEETING



DATE

Thursday  
25 June 2026



TIME

3:00pm  
to  
4:00pm



VENUE

Online via  
Zoom



**ALL LGBT+ MEMBERS WELCOME**



Meet fellow members



Discuss workplace issues



Share experiences and ideas



Help shape LGBT+ campaigning in Nottinghamshire

Contact: Mervyn at [mervynbusbyjeavonsunison@gmail.com](mailto:mervynbusbyjeavonsunison@gmail.com) for the Zoom link and further details.

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# MIGRATION FACTS CHEATSHEET

Facts over fear.

**0.7%**

**of the UK population are refugees**

Claims that the UK is being “overrun” are fear-mongering. Public services are stretched because of decades of underfunding — not migration.



**£3.3  
BILLION**

**Migration boosts UK public finances each year**

Migrants contribute through taxes, skills, and by setting up new businesses.



**1 IN 6**

**People arriving by small boat are children**

They're among the most vulnerable to conflict and trafficking. Turning them away doesn't make anyone safer.



**LESS THAN  
5%**

**of all migration to the UK is by small boats**

The scale of these journeys is often distorted to stir fear and hostility.



**92%**

**of refugee family reunion applicants are women and children.**

They are hit hardest by the lack of safe and legal routes.



**1 IN 5**

**NHS workers is a migrant.**

Migrants aren't causing the NHS crisis — they're helping keep hospitals, care homes, and GP surgeries running.



**nottsUNISON** 

#### SOURCES

1. ICRC. (2024)
2. CEBR (2021)
3. UK Immigration System Statistics (2025)
4. Migration Observatory (2024)
5. UNHCR (2024)
6. NHS Data & The Guardian (2024)

**SUPPORTS SAFE ROUTES &  
STANDS WITH MIGRANT WORKERS.**

# STRONGER TOGETHER

AT WORK. FOR EVERYONE.

**UNISON**  
Nottinghamshire  
County

**YOU  
MAKE A  
DIFFERENCE**

## Be a UNISON workplace representative

Workplace representatives are the heart of UNISON. You are the voice for your colleagues and the link between our members and the union.

You don't need any previous experience – just a willingness to listen, support and stand up for others.



### AS A WORKPLACE REPRESENTATIVE YOU WILL:



Be a voice for colleagues and represent their views



Help resolve issues at work and promote fair treatment



Build a stronger, more united workplace



Campaign for better pay, terms and conditions and public services



Develop new skills and confidence – with full training and union support

**STAND UP. SPEAK OUT. MAKE CHANGE HAPPEN.**

**BECOME A UNISON WORKPLACE REPRESENTATIVE**

*Stronger together*