



at the  of our union

Equalities Sectors

Women

Black, Asian and
Ethnic Minorities

Disabled Members




Lesbian, Gay, Bisexual
and Trans

Young Members

Retired Members

**Let us know YOUR
issues in your
Workplace!**




Hello from Brian, Debs, Greta and John

**We are your ACTS Equalities Reps for
UNISON**


ACTS is firmly committed to equality for all, and members of our union reflect the diversity within our communities. Equality at work and in society is a key priority for our Union. Our Union makes clear that we should challenge discrimination, harassment and bullying at all times and promote equality for all.

What we do for our ACTS members

ACTS Equalities officers will:

- raise awareness on discrimination issues
- carry out equality surveys
- promote best practice on all policies and agreements including equality schemes
- keep members informed of equality issues
- negotiate for policies and practices
- monitor their effectiveness
- identify equality issues
- ensure issues are raised and placed on the bargaining agenda

If you need help where you work, please first raise this with your local ACTS rep.

Equalities Reps profiles

Hi. I'm Brian Crosby, Organising Assistant in the East Midlands. My role as one of the ACTS Equality Team is to ensure ACTS reps and members are able to challenge discriminatory practices. Or we suggest ways of improving policies together that help make for a better working experience for all. If you self-identify as **LGBT** and are facing issues at work you think are related to this, then can I encourage you to speak with your local or regional ACTS rep as soon as possible.

Contact: b.crosby@unison.co.uk or 07903 024243



My name is Deborah Dyer and I am a Regional Organiser based in Scotland. I am currently the **Acts Disabled Officer**. We now have a great equalities team working together in the best interests of staff no matter where they work in UNISON. Many members across the union have been in touch already to discuss issues that are effecting them in their workplace. If you want to raise an issue please speak with your local reps.

Contact: d.dyer@unison.co.uk or 0141 342 2818

Hi! I'm Greta Farian and I am a Regional Organiser in the Greater London Region. I am the **ACTS Womens Officer**. I am dismayed by the Coalition's changes to Welfare support, which have a huge impact on women on lower incomes, while the threat to hard-won gains such as the right to request flexible working and help with childcare costs have the potential to damage women's career opportunities. Please contact your local rep if there is a Womens issue that you would like to raise, whether on an individual or collective basis. Greta previously spent 20 years working in Welfare benefits for Westminster City Council where she developed her knowledge of employment law after being elected to the position of departmental union steward.

Contact: g.farian@unison.co.uk or 0207 535 6594



Hello. I am John Noblemunn, Regional Organiser in the Greater London Region. My role as **ACTS Black Members Officer** is to:

- Co-ordinate meetings with Constituent black members officers and/or contacts.
- Raise black members issues at ACTS Branch Committee.
- Represent ACTS on Regional BAEM Committee.
- Support and advise on race issues to ACTS Branch Committee members and Senior Constituency stewards on request

Contact: j.noblemunn@unison.co.uk or 07720 077214

We are all facing pressure as a result of the impact of cuts – but let's make sure this pressure does not turn previously good workplaces into bad ones. Equally, if you have a positive experience of working life, or a suggestion for improving policies (or want to bring new ones), be sure to let your local ACTS rep know or drop us a line.

IMPORTANT: If you are facing discrimination in the workplace, don't delay in speaking with your local ACTS rep for advice and support. Don't suffer in silence. Speak to a rep.