



LEARNING IN UNISON

CONTACT:

PAY EQUALITY GROUP:

Jennifer McCarey
Branch Dev Officer
j.mccarey@unison.co.uk
Tel: 0141 342 2822

Tracy Dalling
Regional Organiser
t.dalling@unison.co.uk

Rosaleen Rodgers
Admin Support
r.rodgers@unison.co.uk
0141 342 2816

LEARNING & ORGANISING TEAM:

Anne Cascarino
Regional Organiser – Education
a.cascarino@unison.co.uk

Lucanne Mackay
LLL Fieldworker
l.mackay@unison.co.uk
Tel: 0141 342 2889

Mandy Clark
LLL Fieldworker
m.clark@unison.co.uk
Tel: 0131 226 0061

Philippa Clark
LLL Fieldworker
p.clark@unison.co.uk
Tel: 01463 723952

Jane Fielding
Secretary/Admin Support
Activist Member Training
j.fielding@unison.co.uk
Tel: 0131 226 0057

Main switchboard:
0870 7777 006

PATHWAYS INTO EQUAL PAY – USING TRAINING AS A POSITIVE OPTION

Currently many thousands of our members are engaged in litigation against their employer around the issue of equal pay. This figure is likely to increase following local developments e.g. imposition of pay and grading, release of job evaluation scores. For many of our members seeking equal pay represents the most significant engagement they have had as individuals with their trade union.

We recognise that there is always a need for more stewards/activists to support branch work and there is specifically an under-representation of women as activists/stewards.

A **Pathways into Equal Pay** course offers a first step into activity for these members. It is a positive option which branches can present when engaging with members on the issue of equal pay. It can provide real benefits to branch activists by delivering a new layer of activists.

Pathways into Equal Pay is a two and a half day course – two day course with a third day follow up session. The aim of this course is to provide members with an introduction to the work of a UNISON representative focusing on the issue of equal pay.

The **Pathways into Equal Pay** materials are flexible enough to be used by specific occupational groups, for example, janitorial staff, classroom assistants, cleaners, adult training centre workers, nursery nurses.

The generic Pathways course can be adapted in a number of ways to meet specific branch and membership group needs and has been tailored to address the Equal Pay issue. If branches would like further information on how to access the general Pathways course, please contact a member of the L&O Team.

Branches should work with regional staff to develop opportunities to engage with members who have existing or potential equal pay cases.

The success of **Pathways into Equal Pay** courses lies with branches. We need you to help us recruit and run these courses and we would ask you to consider:

- Identifying members to target
- identify branch mentors from your Branch Learning Team
- negotiating time-off for non-activists if possible

Branches will then identify with regional staff the format of the local course. Will it be:

- General or occupational 'Pathways'
- residential or non residential
- with time off or without
- weekend or week-day

Information sessions will be held with interested participants completing a regional education application form.

We would urge branches to encourage their members to participate in this course and requests for a course should be made to any member of the Pay Equality Group, the Learning & Organising Team, Regional Organiser or Branch Development Officer. Please phone 0870 7777 006 and ask to speak with someone about **Pathways into Equal Pay**.