Help us put an end to sexual harassment in the workplace.

A GOOD WORKING ENVIRONMENT DOESN’T TOLERATE ANY HARASSMENT OR DISCRIMINATION.
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EDITOR’S NOTES

“Someone needs to remind Theresa May that trying to fit the pieces of the same jigsaw into different places does not change what is left in the box – it only confuses the picture we are presented with.”

Ronnie Draper @ronniebfawu

JUST A COUPLE of months into the New Year and political upheaval is gathering pace, what with Theresa May promising a new Brexit deal almost on a daily basis, only to return with the same reshaped form of words that keep on being rejected. Someone needs to remind her that trying to fit the pieces of the same jigsaw into different places does not change what is left in the box – it only confuses the picture we are presented with. And so we are left facing a lengthy period of political turmoil, uncertainty and misplaced opportunism.

A failed vote of no confidence in the Prime Minister said everything about the self-protection of those Tories in marginal seats and nothing about the competence of Theresa May, which begs the question, ‘What is more important – self preservation or the needs of the entire country?’

The ‘Independent Group’

At a time when the opposition should have been trying to gain an advantage from the Tory infighting, we have Labour MPs determined to score as many own goals as possible. At the time of writing there have been eight Labour resignations aimed at undermining both the party and its leader, Jeremy Corbyn, and it is possible that we could see others join them.

Personally, I am not sad to see them go, but the collateral damage they leave behind and the verbal poison they have laid down may take months to repair.

Chuka Umunna has long had visions of being a leader and it looks like he will finally get his way as he has been appointed spokesperson for the newly-founded Independent Group. I’m sure you will forgive me for not wishing him success.

This is a man who describes himself as a ‘centre left’ MP, who is trying to destroy the only mainstream party that has a manifesto that is both visionary and beneficial to the people of this country.

They [The Labour Resigners] would rather prop up this evil Tory government than support socialist policies under government led by Jeremy Corbyn

Answer me this

The two questions I would pose are, firstly, how can these so called centre left ex-Labour MP’s align themselves with ex-Tory MP’s who have consistently voted to support austerity, benefit and tax cuts and a whole host of deliberately damaging legislation, that has plunged millions into poverty and exploitation?

It can’t be just a group that will discuss Brexit, because like UKIP they will become a one trick pony. The suspicion is that they will become a light blue Tory group.

The second question I pose is why once they discovered that Labour was not the party for them and that they could not support Jeremy Corbyn, why didn’t they stand in a by-election to let the electorate decide if they still stood for the values that they voted for? They shout and stamp their feet about having a second Peoples Vote on Brexit, but will not allow themselves to be exposed to the same type of democratic process. Hypocrisy at its very worst! They would rather prop up this evil Tory government than support socialist policies under a Jeremy Corbyn-led one.
For most of them it would be the first time their name and the words socialist policy, had been mentioned in the same sentence.

**Firefighter or arsonist?**

I also believe that Tom Watson, the Deputy Leader of the Labour Party, should start showing a little allegiance to the leadership of our party instead of looking for every passing bandwagon that gives him an opportunity to undermine everything Corbyn does.

He does not demonstrate loyalty in the way you would expect a Deputy Leader to. Instead, he pours as much oil on the fire as he can, using the right wing press to amplify his verbal attacks on Jeremy Corbyn.

We cannot allow another coup like the debacle in 2016 and we must not allow the likes of Tom Watson to take the memberships focus off getting a Labour government elected.

Remember that the enemy sits on the other side of the House.

**Preparing for Conference 101**

We are now at the time of year when our branches will be holding meetings to elect their delegates to attend the 101st BFAWU conference to be held in Southport.

With 112 motions on the agenda there is plenty for delegates to get their teeth into, from fighting homelessness to protecting our NHS, workplace protective legislation to environmental protection, a full spectrum of life-changing motions that started life in your branches.

Despite the BFAWU being considered a relatively small union, history will show the amazing contribution that our Conference has made to both workplace and society over the years:

- The call for £10 per hour minimum wage
- The abolition of zero hour contracts
- The recognition of Bakers Asthma
- All started life in our branches.

They were all passed by our Conferences and are now either enshrined in legislation or are manifesto pledges to be implemented. We have also started massive debates on environmental protection, an end to fracking and changes within the political elite.

**So those who are lucky enough to be elected to come to Southport, get those speeches ready and be prepared to make HISTORY.**

Ronnie Draper
General Secretary

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**THE BFAWU HAS HIT THE GROUND RUNNING in 2019, and one of the major issues we’ve been highlighting since the start of the year, has been mental health in the workplace.**

Working in conjunction with our Learning Services the GFTU and the TUC, we’ve put together resources, courses and training for our representatives and members. It is an absolute priority for our Union that those in our workplaces who have suffered and continue to suffer from mental health problems never find themselves discriminated against, isolated or left behind.

**Leading the way in workplace campaigns**

Our ‘Time to Talk’ campaign has led to workplaces displaying posters, a short online animation and one-day courses for both Union and company representatives. We’ve also produced a toolkit in order to assist our Safety Representatives and help them to engage with employers through their respective Health and Safety Committees. There’s also a list of key contacts for those in need of support, which can be provided by your Branch Secretaries or located on the BFAWU’s website.

At the No.5 Regional Council held in January, delegates launched another campaign alongside our friends from ‘Women Against Rape’, who are working with us to end the normalisation of sexual harassment in the workplace. The aim of the campaign is to put together a fair policy that protects the victims and ensures that those who are alleged to be the perpetrators, have a fair and proper hearing.

The default response of many employers who become faced with allegations of sexual harassment is to protect the company and in some cases, simply move the victims or the alleged perpetrators to other departments or shifts. There needs to be a clear understanding that those who have been found guilty of sexual harassment should be facing dismissal, or even prosecution. Over the next few months, we will be putting together a steering group to look at and review company policies across our the food industry and take advice and opinions on this issue. **If anyone is interested in terms of making a contribution for the steering group to consider, please contact me at ian.hodson@bfawu.org and I will pass the information on.**

As of writing this, the political situation across the country is at a watershed moment, with the date of leaving the EU fast approaching. Despite having two and a half years to prepare, it seems that we are still no clearer as to whether we have a deal or not.
The Tories have made a complete mess of the negotiations and are solely responsible for the turmoil that the country is in, but whilst we’ve been distracted by the incompetence of the Tories on Brexit, they have continued to roll out their ideological austerity, which has contributed to the deaths of around six hundred homeless people, with recent figures suggesting that more than two-thousand five hundred are sleeping rough on our streets every night.

Many of those who find themselves on the streets were once celebrated as heroes who fought for their country, but on leaving the armed forces, now find themselves abandoned by the political classes who then have the gall to wrap themselves in the Union Jack every Remembrance Sunday. It is actions whilst in office that demonstrate one’s loyalty to the country and it has to be said that the Tories’ record leaves a lot to be desired. I would go as far as to say that anyone in public office who has knowingly and wilfully voted for and championed policies that have harmed, if not killed UK citizens should be arrested and charged.

**Addressing Anti-Semitism**

Anyone who has any doubts over whether or not hidden hands and agendas are at the heart of UK politics needs to have a long, hard look at what’s been going on in relation to the Labour Party. Ever since Jeremy Corbyn was elected Labour leader in 2015, we have seen the mainstream media foam at the mouth twenty-four hours a day with attacks, smears and outright lies. He’s been accused of being a terrorist sympathiser, a Stalinist, a Czech spy, a racist and a threat to national security.

He’s been criticised for the coats he wears, the bikes he rides and for apparently not bowing low enough at the cenotaph. However, the most sinister accusation to be steered in Corbyn’s direction has been that of anti-Semitism.

We have now reached a point in the UK where accusations of anti-Semitism are thrown around like frisbees, irrespective of the monumental amount of data that proves the opposite. The weaponisation of this issue has to be one of the most disgusting episodes in recent political history. For anyone to be tarred with the same brush as Adolf Hitler for pointing out the treatment of the Palestinian people at the hands of the Israeli government is beyond appalling. Time and again, Corbyn’s opponents in his own party have been wheeled out to prostitute themselves on every news station, radio show and newspaper to attack their party leader. It has been absolutely relentless.

**Are ‘the Independent Group’ independent?**

We’ve now seen a bunch of malcontents, who were already facing de-selection and votes of no confidence from their respective constituency Labour parties, leaving to form ‘The Independent Group’, who masquerade as a move away from tribal politics, whilst safeguarding the neo-liberal status quos that have been punishing people in this country for decades. Quick research will show you what these people are all about. Look at their voting records, affiliations and donors and you’ll soon get the picture.

Jeremy Corbyn’s crime is that he wants an end to austerity, to the scaling back of our public services, homelessness and the widening gulf in pay between those at the top of the pay scale and those at the bottom.

He also seeks a foreign policy built on peace and diplomacy, rather than war, invasion, occupation and conflict.

**The problem is that the wealthy and the Establishment are negatively affected by that approach rather than the plebs, and that will never do.**

**Stronger Together**

The BFAWU has always prided itself on our uniqueness in terms of fighting against injustice and being a member led organisation. We need to work harder than ever in order to demonstrate the full benefits of Trade Union organisation in our workplaces.

We need strong branches that are active and involved. The food industry is one of the most vital and profitable in the country and we must take every step to ensure that this is reflected in our members’ pay, terms and conditions as well as in the safety of our workplaces.

We must be wise to the sleight of hand that says an increase in the living wage is a pay rise for our members. We have to demand and be prepared to fight for better than merely the minimum government standards, because the reality is that the profit makers are on every shop floor up and down the country. Without our labour, where does the profit come from?

**Solidarity**
In a former life I spent many years advising and representing BFAWU members in their employment disputes. I was proud to do so and my friendship with the Union endures today. However, my passion for supporting workplace rights was always tempered by a realisation that the law in this country was not the worker’s friend and I wanted to see the kind of country which put workplace protections and a strong trade union movement at the forefront of its economy. That passion drove me to seek to become a Labour MP and I was fortunate enough to be elected for my home seat of Ellesmere Port and Neston in 2015.

It is fair to say that in the nearly four years since then that politics has been highly unpredictable, but in one area there has been a consistent and strong message; that under Jeremy Corbyn’s Leadership the Labour Party are committed to strengthening workplace rights and trade union protections.

Labour in Government would set up a specific ‘Ministry of Labour’ that would ensure the protection and enhancement of workers rights would be at the heart of Government.

There are also many plans to introduce legislation; for example to end zero hours contracts by requiring that an employee is given guaranteed hours.

A Labour government would ensure that any employer wishing to recruit labour abroad can only do so where pay and terms are set by collective agreement, either at the workplace or across the industry. A Labour Government would repeal the Trade Union Act and roll out sectoral collective bargaining.

We believe the most effective way to maintain good rights at work is through a trade union. We would guarantee trade unions a right to access workplaces so that unions can speak to members and potential members and enforce all workers’ rights to trade union representation at work so that all workers can be supported when negotiating with their employer. We would also give equalities reps statutory rights so they have time to protect workers from discrimination.

Perhaps the most important change though would be that we would give all workers equal rights from day one, whether part-time or full-time, temporary or permanent – so that all workers have the same rights and protections whatever kind of job they have.

We would raise the minimum wage to the level of the living wage (expected to be at least £10 per hour by 2020) so that no one in work gets poverty pay.

This is all part of the wider transformative agenda Labour has, building on the manifesto put forward at the 2017 election which attracted a whole new generation to the potential for a fairer, more equal society that a Labour Government can deliver. From extra investment in the NHS, in schools and other public services, to an end to the rip off privatised industries that put profit before people, we would have a Government that could deliver for the many, not the few.

But just like a trade union, a political party is only as strong as its members, which is why we need more BFAWU members to join the Labour Party, help us formulate policy and then help us to get a Labour Government.

You can join up at: www.join.labour.org.uk/

It would be good to have you on board!
5 THINGS EVERYONE SHOULD KNOW ABOUT EU SETTLED STATUS

With just weeks until the UK is due to leave the European Union (EU), many EU citizens may feel unsure about whether they can continue living and working in the UK.

On 30 March 2019, a day after Brexit is due to happen, the government’s EU Settlement Scheme is set to open fully. With that in mind, here are five things all EU citizens should know…

1. Any EU citizen who has been living in the UK continuously for five years by 31 December 2020 will have the right to live permanently in the UK. The same rights apply to their family members. Family members who are not living in the UK on 31 December 2020 can join someone with settled status, but the family relationship needs to have existed on 31 December 2020 and be continuing.

2. EU citizens who have not lived continuously in the UK for five years by 31 December 2020 can stay until they reach the five-year threshold. At that point, they would have the right to live in the UK permanently, unless the UK decides to restrict their rights because of criminal behaviour or fraud.

3. The EU Settlement Scheme is expected to be open on 30 March 2019. The final deadline for applying will be 31 December 2020. You may be able to apply after this date if you are joining a family member in the UK (see point 1). If you are joining a family member, you will have three months, from the date you arrive in the UK, to apply.

4. Applications for settled status can be made online. The website address is: www.gov.uk/settled-status-eu-citizens-families/applying-for-settled-status. The Home Office will only request original documents if it has reasonable doubt about the authenticity of ones you will have had to scan.

5. It won’t cost you anything to apply. The government has scrapped its proposed application fees. However, the online system has not been changed yet, so it may require you to pay a fee, which will be refunded later. The (refundable) fees are £32.50 for children under the age of 16 and £65 if you’re 16 or over and don’t already have a document certifying permanent residence or indefinite leave to remain. Anyone who applied during the pilot scheme and paid a fee will be reimbursed.
'To secure for the workers by hand or by brain the full fruits of their industry and the most equitable distribution thereof that may be possible upon the basis of the common ownership of the means of production, distribution and exchange, and the best obtainable system of popular administration and control of each industry or service.'

Labour Party Constitution Clause 4

Last year, on its centenary, a campaign was launched to bring back the original Clause 4. It has gained the support of many Labour Parties and individual party members. The BFAWU proudly fought against its removal and supports its reintroduction.

As a result, this year’s Labour Party conference will debate a constitutional amendment to do away with Tony Blair’s version of support for the market and capitalism (which was forced upon the party) and restore the original socialist Clause 4 adopted in 1918.

In 1995, thousands of Labour members left the party in disgust after Clause 4, which called for common ownership of the means of production, distribution and exchange, was abolished.

This year we have the opportunity to right this terrible wrong. Clause 4 was not some out-of-date clause, but was party of a constitution that made the Labour Party a socialist party.

It was our socialist birthright. It was our commitment to do away with capitalism and introduce an economy where production was determined by need and not profit.

With capitalism in its deepest crisis since the 1930s, there is never a better time to restore a Clause 4, our socialist vision. As John McDonnell, Labour shadow chancellor, stated at the last party conference:

"...the principles of Clause 4 are as relevant today as when they were first written."

I have been involved in a Clause 4 Roadshow, with meetings up and down the country, promoting our socialist vision over the anarchy and greed of capitalism. This will continue right up until party conference and culminate in a large scale rally.

I call on all Labour Parties and affiliated trade unions to get behind this campaign and ensure the original Clause 4 is restored at this year’s party conference. No doubt such a move will upset the new-found disciples of Ramsay MacDonald, but it will give heart to millions of workers and youths crying out for fundamental change.

Our task is not to patch up capitalism, but to do away with it.

Bring back Clause 4!

Fight for socialism!

Rob Sewell
Labour4Clause4 Campaign Coordinator

...all those in favour:

Sidney Webb
(architect of the original Clause 4 – 1917)

Photo Courtesy W. & D. Downey

Jeremy Corbyn and John McDonnell

...those against:

Tony Blair
"Clause 4 only helps the Tories..."

LABOUR4CLAUSE4.com
In January 2019 BFAWU launched a public campaign against sexual harassment with support from Women Against Rape (WAR).

We had our first regional meeting with union reps at Region 5 in January and are invited to speak in other BFAWU regions. The feedback was very positive.

A 2016 TUC survey (Still just a bit of banter? 2016 research by TUC and Everyday Sexism Project) found over half of women in the UK had suffered sexual harassment at work.

We suspect that figure is even higher in the fast food and hospitality industries, as many victims can’t afford to talk about it or report it for fear of losing their jobs, their accommodation, their children or even be deported.

Anyone on low pay, zero hours contracts, with insecure immigration status, kids to feed, is especially vulnerable to abuse of all kinds. Most victims are women, but also men can suffer sexual violence, mostly from other men.

Austerity makes women even more vulnerable

Austerity cuts to welfare and social housing have made women even more vulnerable as we can no longer rely on benefits to survive.

These cuts have cut off women’s escape routes, including access to legal aid, legal advice, helplines and refuges. Women and children are now more often trapped in violent relationships.

Those of us who are homeless may have to depend on someone who offers a place to stay, who may then feel entitled to a sexual payment.

Sexual harassment is a crime. Even rape, a violent intimate crime, can happen at work. It’s frightening if done by customers or colleagues, but worse if it’s your manager or a more senior employer, as they have more power.

Most people are scared to object or report it. It can be stressful to even speak about it and if you are disbelieved, you may lose your job, home, kids, marriage and health. Men in positions of authority can further punish you by giving you the worst jobs or most unsocial hours.

Sexual abuse can also be racist or discriminatory in other ways. We work on such cases with other groups based at the Crossroads Women’s Centre in London: All African Women’s Group, Black Women's Rape Action Project, WinVisible (women with disabilities) and others on the basis of collective self-help.

That’s why WAR campaigns for welfare benefits and social housing – they are crucial to our power to refuse both precarious employment and unwanted sexual contact. Without them we are at the mercy of violent and exploitative employers and individuals.

Benefit cuts have hit women hardest, particularly single mothers. Women have shouldered 86% of the austerity cuts and of families hit by the benefit cap (which limits the total benefit paid to a family), 85% are single mothers. The UN rapporteur on extreme poverty recently said: “If you got a group of misogynists in a room and said how can we make this system work for men and not for women they would not have come up with too many ideas that are not already in place.”

Universal Credit

According to Iain Duncan Smith (at the Tory Party Conference 2010), Universal Credit was designed to ‘strengthen the family unit’ – that is, men’s power and control over women and children, especially given that UC is paid to the head of the household, usually the man. Austerity policies have pushed people into low waged precarious jobs, as well as expelling low income people from wealthier areas. Many fast food workers are teenagers and immigrants and may not know their rights.

What is ‘sexual harassment’?

The law against sexual harassment is defined in the Equality Act 2010. It basically says that sexual harassment is any unwanted sexual behaviour. Verbal comments, unwanted touching – any behaviour that makes you feel intimidated or uncomfortable.

A pattern of harassment can have a cumulative effect, much more serious and undermining than each separate incident. It is horrible to be trapped with an abusive man, or group of men. Women are expected to play along, or get accused of having ‘no sense of humour’. Sexual assault is a crime. Even rape, a violent intimate crime, can happen at work. It is particularly traumatic compared to other things that cause injury at work. It’s frightening if done by customers or colleagues, but worse if it’s your manager or a more senior employer, as they have more power.

Most people are scared to object or report it. It can be stressful to even speak about it and if you are disbelieved, you may lose your job, home, kids, marriage and health. Men in positions of authority can further punish you by giving you the worst jobs or most unsocial hours.

Sexual abuse can also be racist or discriminatory in other ways. We work on such cases with other groups based at the Crossroads Women’s Centre in London: All African Women’s Group, Black Women's Rape Action Project, WinVisible (women with disabilities) and others on the basis of collective self-help.
People who witness harassment can intervene and challenge it. This can be very helpful – it’s important for men to know that their colleagues don’t approve and won’t tolerate sexism. If someone is mentally unwell, it may be best not to risk escalating the violence at the time but raise it later.

**How does BFAWU getting involved help matters?**

The Bakers Union campaign can make a big difference, both by supporting members and through public campaigning. The images on these pages were produced by BFAWU to assist the campaign.

- Workers must be able to report to union reps in confidence, and they may prefer to disclose such experiences to a woman.
- Official acknowledgement of the crime is a key step towards healing. The best guarantee that the abuse will stop is to win justice against the abuser, including compensation to help rebuild a shattered life. The Union may seek help from a lawyer who is accountable, and determined to win.
- The union can also seek ways to publicise victories anonymously, so that people see justice can be won – an encouragement to all.

We hope this sexual harassment campaign will give workers more confidence to speak out, reassure them that it isn’t their fault, they aren’t the only one – like in the #MeToo movement – and that they have a right to expect justice and can count on the support of the union to win it. The campaign can help victims find their own voices and begin to make sexual violence visible in all future protests and strikes.

To expect to be supported by your union vs sexual violence is your **right** as a worker – it’s not separate from all the other reasons people join unions. Increasing our collective power against sexual abuse increases our collective power against all abuse, discrimination and exploitation.

**Let’s build a strong movement together to tell all abusers that they’ll not get away with it anymore!**

Lisa Longstaff
Women Against Rape

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Read more about BAFWU and WAR’s campaign and campaigns against sexual violence at work in the USA fast food industry at:

www.bfawu.org/bfawu_announces_launch_of-sexual-harassment_campaign_and_supported_by_our_sisters_from_women_against_rape

Be in touch with WAR, join our email list at: war@womenagainstrape.net.

More about this and WAR’s other campaigns at www.againstreape.net where you can find our guide, *Justice is Your Right.*

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**Sexual Harassment in the Workplace**

**FRIENDS DON’T LET FRIENDS BLAME VICTIMS**

...IT’S JUST NOT RIGHT!

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**Sexual Harassment in the Workplace**

**... BUT WHAT CAN I DO?**

- **If you’re being sexually harassed at work:**
  - tell your manager - write a letter or email and keep a copy;
  - talk to your HR team or Trade Union - they’ll be able to give you advice and support;
  - collect evidence - keep a diary recording all of the times you’ve been harassed and what happened;
  - tell the police if you think you’re the victim of a crime – for example, if you’ve been physically attacked.

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**Justice is your right**

Be in touch with us & order our guide *Justice is Your Right* - email: info@womenagainstriumph.org

More about our services at www.againstreape.net
The Bakers’ Union has come to Women Against Rape because it wants to ensure that workers can report any abuse, win justice and stop any further violence. We are very glad about that and want to support in every way we can.

Sexual abuse comes from customers, or from colleagues. But it is nastier and more worrying when it is someone abusing their position of authority, such as a manager who assumes he is entitled to impose his will on staff, without your consent.

To get away with it, an abuser may also accuse you of being complicit in some way (like you were seen acting flirty or you had sex with him in the past) – they often turn on the charm in public and only behave badly in private when no one is watching. They may say you are emotional or hysterical.

Most victims of sexual abuse are women and girls, but we also know of men who are abused by other men. You may think you are the only one, but most likely other colleagues have faced the same at the hands of other men, and the man who is violating you has also violated others.

It is a basic human right to be safe at work, and if that is violated, you should get protection, justice and compensation and know that no-one’s not going to do the same to another colleague.

A couple of examples

- A woman, newly employed as a school teaching assistant, experienced a pattern of suggestive comments and intimate touching from a senior male teacher. She hadn’t joined the union yet and was denied help. She tried to avoid him but the constant threat made her very anxious. Her employer brushed it off as nobody had witnessed it. We helped her find out her rights online. She wrote to the employer and was then informed of disciplinary proceedings against her harasser. She suffered anxiously for several weeks only to be told that it wasn’t an official process just an “informal investigation.” She was finally offered a written apology.

- We heard from the Bakers Union about a particular McDonald’s manager who sexually abused women staff. When they reported him higher up, he was moved to another branch. But the women in the new branch were warned about him by his earlier victims and they collectively complained and got him sacked. That’s solidarity among women workers, a form of collective self-defence!

Cases have been fought by the Bakers Union, and with help from a lawyer, some won compensation. But they were forced to sign a confidentiality agreement – not to speak about it, or publicise it. This means the company keeps it hushed up, and if no other action is taken the man remains free to do the same to another vulnerable worker. But they won important official acknowledgement of their suffering and got financial help towards rebuilding their life.

Reporting – weigh up your options

Whether to report violence to the police and/or the employer is always a delicate decision. You may want to contact the Bakers Union to talk this through. They are committed to providing support and helping to build a movement to tackle sexual violence, as they are doing against workplace injuries with their McBurned Campaign.

Some things you need to consider might include: what evidence is there to back up your story – did anyone witness anything? Do you have any injuries? Did you take photos of them? Were they recorded with a GP or a hospital? Do you have a clear memory of what happened, or was it hampered by drink or drugs? You are not to blame for what happened to you, and your report should be believed and investigated thoroughly and impartially.

If you go to the police, they should investigate, and if it goes to court it could result in the perpetrator being convicted. But that would only be likely if there was strong evidence to support what you say and prove you did not consent.

It is you who should make the decision on whether to report or not as you are on the spot and in the best position to weigh it all up. But you are stronger when you are not alone; so get information about your rights and get support from others.

If you have suffered anything like this, or witnessed it happening, get in touch, we want to hear from you.

You don’t have to put up with it! Let’s build a strong movement to end sexual violence everywhere.

Let employers and their friends in high places know that they will not get away with it any more!

Contact Women Against Rape:
war@womenagainstrape.net
Across Great Britain, work-related stress accounts for over half (57%) of all working days lost to ill health. In the last 12 months, over 600,000 workers reported suffering from stress, depression or anxiety, caused or made worse by work. Stress affects us all at different times and in different ways. It can cause people to feel physically unwell, can cause mental health problems and can make existing problems worse.

It's important to remember that it's not an employer's or a line manager's job to diagnose or treat stress, whatever its cause.

If an employee is having problems, it's important that they get help as soon as possible. Whether an employer is a small business or a large corporation, the law requires all employers to assess the risk of work-related stress and to put steps in place to tackle those risks. By taking action employers can help create a more engaged, healthy workforce, boost productivity and save money. Employers have reported improvements in productivity, retention of staff and a reduction in sickness absence when tackling work-related stress.

The HSE have produced a toolkit for employers, here is some of the considerations they suggest.

Working patterns
- Allow regular breaks, especially when the work is complex or emotionally demanding.
- Consider changes to start and end times to help employees cope with pressures outside work, like childcare or commuting.
**Workload**
- Hold regular meetings, both with individuals and as a team, to discuss anticipated workloads (and to deal with any predicted busy times).
- Provide training to help employees prioritise.
- Develop a system to notify employees of unplanned tight deadlines and any exceptional need to work long hours.
- Identify blocks of time to allow for genuine collaborative planning.
- If you’re a team leader or supervisor, learn to say No to work if your team is already at full capacity.
- Consider the introduction of a work/life balance policy.

**Environment**
- Assess the risk and impact of other potential hazards and take steps to deal with them by consulting with employees and others.
  For example, to deal with the potential hazard of violence and aggression, you could seek advice from the police or a specialist charity.
- Provide training to help employees deal with and defuse difficult situations. Take steps to reduce unwanted distraction, disturbance and noise levels.

**Communication**
- Help employees to have a say over the way their work is organised and undertaken through project meetings, one-to-ones and performance reviews.
- Hold regular discussion forums during the planning stage of new work to talk about the anticipated methods of working.
- Allocate responsibility to teams rather than individuals to take projects forward.
- Allow employees some control over the pace of their work.

**Decisions**
- Talk about the way decisions are made.
- Allow and encourage people to participate in decision making, especially where it affects them.

**Skills and training**
- Talk about the skills people have and if they believe they are able to use these to good effect.
- Talk about how people would like to use their skills.
- Consider personal development/training plans, where you ask employees to think about the skills they would like to develop.

**Support**
- Hold regular one-to-one and team meetings to talk about any emerging issues or pressures.
- Include work-related stress or pressures as a standing item for meetings with employees and/or performance reviews.
- Consider buddy systems or work shadowing to improve understanding of roles across the team.
- Find examples of how people would like, or have received, good support from managers or employees.

**Resources**
- Share information on areas of support available with your employees like assistance programmes, charities, occupational health and external organisations.
- Talk about the ways your organisation can provide support if someone is experiencing problems outside work.

**Training**
- Regularly consult with people to ensure training is up to date.
- Offer access to counsellors or training in basic counselling skills.

**Environment**
- Assess the risk of physical violence and verbal abuse by consulting with employees and others, such as the police and charities.
- Provide training to help employees deal with and defuse difficult situations.

Extracts from Talking HSE Toolkit (Go Home Healthy)
**UNION-ORGANISED WORKPLACES ARE SAFER THAN UNORGANISED WORKPLACES**

**The Role of Union Safety Representatives Assessed**

Research shows that the 100,000 trade union safety representatives make a difference because trade union involvement:

- Helps reduce injuries at work.
- Leads to reductions the levels of ill-health caused by work.
- Encourages greater reporting of injuries and near-misses.
- Makes workers more confident.
- Helps develop a more positive safety culture in the organisation.
- Saves the economy many millions of pounds a year.
- Represent your colleagues in health and safety.

By representing your colleagues, you’re helping to make the workplace healthier and safer for yourself and for them.

Worker involvement is fundamental to good health and safety performance. This is because people who do the job can:

- Recognise potential risks based on knowledge of the job and location
- Put practical controls in place that relate to first-hand knowledge of the role
- Make a commitment to health and safety in their workplace and protect yourself and your colleagues.

**What will I be doing?**

You will represent your colleagues in discussions with your employer on health and safety

You will inform your employer about potential risks to health and safety during regular meetings or on an informal basis.

Your employer will provide information to help you and your colleagues discuss ways to make your workplace safer and healthier.

**What rights do safety reps have?**

Trade unions have the right under the Safety Representatives and Safety Committees Regulations 1977 to appoint workplace safety reps. The Regulations give various rights to safety reps, require employers to set up a safety committee and to inform and consult safety reps in good time on matters relating to health and safety.

**Safety reps have the right to:**

- Take an active part in workplace risk assessments.
- Investigate potential hazards and ‘dangerous occurrences’, and examine the accident book.
- Investigate members’ complaints.
- Carry out inspections of the workplace in work time, at least every three months.
- Require their employer to set up and attend a safety committee (where two or more safety reps request this).
- Be consulted on new working practices and new technology.
- Receive safety information from their employer (e.g. inspectors’ reports, hygiene surveys and risk assessments).
- Attend union-approved training courses without loss of pay and
- Have access to a phone and office equipment, and paid time off work, both to carry out inspections and to meet staff and other safety reps.

**How can a safety rep help me?**

The training and support safety representatives receive from their union mean that an experienced safety rep is in a good position to help you.

Unions provide their safety reps with information, training and support over a wide range of health and safety issues.

They are trained to spot hazards at work, assess risks, carry out inspections and negotiate improvements with management.

Their back-up includes specialist advice from union safety experts, and access to legal advice if needed.
INTERNATIONAL WORKERS MEMORIAL DAY IS NOT A SECRET... TELL EVERYONE! #IWMD19

HAZARDS CAMPAIGNER TOMMY HARTE brought Workers Memorial Day to the UK in the early 1990s from Canadian union CUPE, and USA groups, with two aims: to ‘Remember the Dead and Fight for the Living’. Every year on April 28th there are events held all around the world and names of people who have been killed by work are read out and remembered. The day is also concerned about campaigning on an issue which is harming workers. This year’s theme is ‘Dangerous Substances – Getting them out of work’.

In 2017–2018 in the UK over 1,486 people died in work incidents and more than 50,000 people died as a result of work related ill health.

www.hazardscampaign.org.uk/?s=the+whole+story

The latest edition of Hazards Magazine (number 145) provides a stark reminder on the cancers and their work causes, (available on www.hazards.org) which are the result of exposure to dangerous chemicals, fumes and substances.

So, this year on International Workers Memorial Day why not organise an event in your workplace or community:

1. Register any events you are organising for #IWMD19 on the TUC website www.tuc.org.uk/workers-memorial-day-0

2. Use #IWMD19 on any twitter or other social media

3. Use the Hazards Campaign ‘Whole Story’ to talk about the numbers of people who die because of work

4. Use the Hazards Campaign resources which include free posters, ribbons, car stickers etc


5. Attend and encourage your work colleagues to attend an IWMD event.

6. On the day:
   – wear a purple forget-me-not ribbon
   – put up posters on your noticeboards
   – carry out an inspection on dangerous substances.

International Workers Memorial Day 2019 falls on 28th April

Remember the Dead: Fight for the Living

This year’s theme: Dangerous Substances – Getting them out of the workplace

"If you expose us – we’ll expose you"

No-one should die just for going to work and nearly every one of these deaths is entirely preventable, with the control and eradication of the risks, risks which are foreseeable.

Death and harm caused by work is a crime! #IWMD19 is workers’ and families day, to tell our truths, to speak truth to power, to ask why are workers still dying because of work. It’s our day to use our real figures to show how unacceptable the death and harm of work still is.

We justifiably call work deaths Corporate Killing. Some criminologists, linking work deaths with the Grenfell disaster as a failure of health and safety overseen by government, call them Social Murder. In Turkey they call them Work murders.

Employers are committing crimes when they hurt us at work and government deregulation and enforcement slashing is denying us our human right to a safe and healthy workplace which is achieved by strong laws, strict enforcement and strong active unions with trained safety reps to make work safer.
I was very happy to nominate John Fox as a Trustee of the Greater Manchester Education Network. He has seen the relevance of environmental education and training for members of the Bakers and Allied Food Workers’ Union, who already have a deep concern for the quality of the food they produce and sell. Both adults and children can learn from each other why it is so important to maintain the health of our water supplies and soils and to build good nutrition for all plants and animals, including humans.

He has consistently contributed to the campaigning work of the Socialist Environmental Education Association and brought together the activists who initiated the Union’s magazine “Green Stuff”.

He has fully understood why we all need to work towards dealing with the negative impact of the Climate Crisis and we welcome his involvement and advice as a Trustee within the Environmental Education Network.

Lydia Meryll
Chair
Greater Manchester Environmental Education Network

WE WOULD LIKE TO CONGRATULATE John Fox (pictured above with Lizzie Dinning) on his recent nomination and appointment to The Greater Manchester Education Network (MEEN) as a Trustee.

John has been a longtime campaigner and has helped shape our union’s approach to the environment. There has hardly been a Foodworker in recent years that has not featured an article from John explaining campaigns concerning the environment and raising our awareness of the issues.

FEBRUARY 7TH 2019 SAW the BFAWU support the mental health in the workplace awareness campaign, ‘Time to Talk’.

A proven response to dealing with mental health issues is to promote talking therapies. This is not just for healthcare professionals, we can all support our friends and co-workers who may be suffering – simply by making sure we keep talking to each other.

We produced a series of posters and memes to suggest ways to engage with your colleagues without any risk – give it a go!

Images are available from: ian.hodson@bfawu.org

BFAWU SUPPORTS ‘TIME TO TALK’
WITH ONE IN SIX OF US being affected every year by common mental health issues the BFAWU Learning Services are working closely with Chesterfield College to take a Let’s talk about Mental Health course into workplaces within England.

There is a dangerous culture of silence when it comes even talking about Mental Health and hopefully, by raising this awareness, this will become a thing of the past.

People often struggle to find the right way to discuss the subject with friends, family and work colleagues so people often suffer in silence. These conversations can be scary but let’s work together and get rid of this fear.

Several courses have already been run with phenomenal feedback about the course and many courses are already planned, one could be at your place of work!

Below are some comments from people who have already attended.

“.... I found it invigorating; it was completely switched on and in tune with today’s society and the tutor was out of this world”

Sean Malloy, Rathbones.

“..... The course was full of very interesting information and also answered a number of questions I had surrounding mental health issues. A good quality course delivered by a confident and knowledgeable tutor”

Lee Pepper, EC Member and Warburtons, Eastwood

“..... the course material was easy to follow and opened both my eyes and ears throughout and brought home to me, not to prejude people, become self-opinionated or stereotype individuals, it is after all, so very easy to get this totally wrong! Especially when dealing with people who are suffering from some of these dreadful debilitating types of mental illness”

Mick Black, Branch Secretary Hovis, Golborne

If you would like more information on a course near you please speak to your Project Worker or you can email us at bfwuls@bfawu.org

You can also follow us on Facebook by searching BFAWU Learning Services.

If you would like to receive the Learning Services Newsletter please email the above address.

AN AWARD WINNING TEAM

WE WON!

The BFAWU Learning Services were awarded Partner of the Year from Chesterfield College beating three other well-known organisations.

We were awarded this for demonstrating innovative practice in helping to deliver high quality training to employees or enabling access to learning that has improved the career prospects of employees or the local community.

Lisa Greenfield
ULF Project Team
FOODWORKER

JOHN AND DAWN VICKERS retire on 31st March 2019 and we would all like to wish them a long and happy retirement together.

John Vickers is a long standing employee of the BFAWU. He started his union career in 1976 but over the last 9 years he has been the Project Manager for the English Learning Services project.

At the start, the project was in a bit of disarray but as the years have progressed it has gone from strength to strength. When taking on the Managers role John had a lot to learn but soon made it his own. John was always extremely supportive to his team and the team has grown in confidence in the knowledge he always had their backs. He was always just a phone call away if we needed anything and had an understanding ear if we had problems and because of this we learned to trust him. He was always open to discussing new ideas but if he thought they were not achievable he would explain why rather than dismissing them.

John, with his knowledge of technology, has bought the project on leaps and bounds, with web sites, on-line learning and iPads to make our jobs paperless and easier. This final year has been our best ever and we can only keep building on his legacy.

Dawn joined the project 2 years ago but has been a member of the union for over 40 years. She came to us with her calm and loving nature and helped us all so much. If we had problems, if we were feeling under the weather she always checked to see if we were OK – this wasn’t her role it was her nature and she became the project ‘mummy’ and our dearest friend.

This duo has been the best example of a couple working together that we have ever seen and have provided us with endless laughs.

To say we are going to miss them is an understatement but I’m sure they will still be in our lives so this isn’t a goodbye – it’s just a BIG thank you to them both.

Carol Hillaby
CRIMINAL LEGAL ADVICE AND SUPPORT

BFAWU members have access to expert criminal legal advice and support 24 hours a day 365 days a year.

Being accused of a crime is a daunting and stressful experience – especially if your job is on the line – but your membership of the BFAWU brings you:

- Free help at the police station for any work-related criminal matter;
- If you are charged, a specialist lawyer whose help, if you are eligible for legal aid, will be free;
- 30 minutes free telephone advice for criminal matters not related to work.

As a member of the BFAWU, you don’t have to face criminal charges alone.

You could go to any criminal lawyer but Thompsons’ specialists had over 90% of the police enquiries they dealt with in 2018 dismissed as ‘NFA’ or *No Further Action.*

That team is here to help you too.

*We promise that you will deal with a specialist, we will get Legal Aid for you if we can and, if we can’t, we won’t incur any fees unless you agree.*

Thompsons has extensive experience of representing workers in criminal legal cases such as:

- Theft
- Fraud
- Inquests
- Work related driving offences

Thompsons Solicitors will represent you whether it’s at a police station, in court or at an inquest. With our network of dedicated experts across the UK, there is someone close by wherever you are.

Thompsons is proud to act solely for unions, their members and working people – never for employers, never for the police and never for the insurance industry.

If it’s an emergency, call **0800 587 7530** 24/7.

If it’s a general enquiry on a criminal matter call the BFAWU legal service on **0800 587 7518.**

thompsonstradeunion.law/trade-unions/bfawu
Announcement: New Strategic Partnership

Dear Members,

The BFAWU has been working diligently behind the scenes to enhance the value and services we offer to our members.

We are delighted to announce our new partnership with Precise Protect, one of the UK’s leading insurance providers for income protection products.

Our new partnership will allow you and your families access to a new market-leading income protection plan which is available exclusively to our members, allowing you to protect your income against accident and illness.

If you are between the ages of 18 and 70 you are eligible for cover regardless of your occupation or health status, and the product is available for instant purchase on our dedicated online portal.

We really are delighted that we are now able to provide you with peace of mind by making this unique insurance product available to you.

We strongly encourage you to take this opportunity to get protected.

Ronnie Draper – General Secretary

- Monthly benefits if you are off work due to an accident or illness
- Fracture benefits and accidental death lump sums included in the plan at no extra cost
- Immediate acceptance regardless of pre-existing injuries or medical conditions
- Same low-cost premium regardless of age, occupation or health status
- Immediate sign up – no medical checks or lengthy health questionnaires

Pay the same premium whether aged 18 or 70!
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JOIN THE BAKERS, FOOD AND ALLIED WORKERS UNION
Application forms from any Shop Steward or, to find out more, complete the form below

WANT TO KNOW MORE?

BAKERS, FOOD & ALLIED WORKERS UNION
FREEPOST RTKG-RJRE-CJAT
Stanborough House
Great North Road
WELWYN GARDEN CITY
AL8 7BR

I would like to know more about the benefits of belonging to the Union:
Name (Block letters) ..........................................................
Address ..........................................................................
Contact Phone .................................................. Email address ..................................................
Where employed at present ..........................................
Occupation .....................................................................

Signature ........................................................ Date .....................

Please complete details above and hand to your local representative, Branch Official, Regional Office (for addresses see above) or send to Head Office at the FREEPOST address shown.

SPRING 2019