

Positive Change Forums

(How regions can support the work of the Taskforce for Positive Change)

“As trade unionists, we know that collective change is possible. Members, reps, branches, and staff should be able to feel proud that GMB is finding the ‘institutional courage’ to address sexism, harassment, racial injustice, and all forms of inequality inside and outside of the union’s structures. Although this collective change is being led by the Taskforce, and those with lived experiences, there must be a role for everyone, and this change must include everyone. No-one must be left behind.” (Special Report Congress 2021)

Guidance for setting up a Positive Change Forum in your region

All members of the forum should be dedicated and committed in supporting the National Taskforce to enshrine all their recommendations and policies to achieve the aims, goals, and objectives that the National Task force have set out to implement. These forums are not for debating the validity of the existing recommendations but are to facilitate how they are best implemented on a regional level to ensure that there is consistency across the whole of our union. Although regional forums may be constituted differently, this guidance sets out what The Taskforce considers to be best practice to ensure there is the essential participation of all stakeholders. The CEC Special report passed at Congress 2021 “Taskforce for positive change” sets out the core values and principles that any region forum should be operating to.

The make-up of the regional Positive Change Forums (PCF) should include as a minimum:

- Your regional CEC representative/s on The Taskforce
- Your regional equality officer
- A lay representative from each of the 5 equality strands or your regional strand leads
- 2 Staff NNC reps
- 2 staff – one on specified hours and one on unspecified hours

Ideally the additional staff places would incorporate the staff that are representative of the focus of the work of The Taskforce, particularly gender and race. It is advised that the forum is co-chaired by the CEC representative and the REO. There will also be the need for admin support.

Purpose

The purpose of any regional PCF is to support the National Taskforce to create the structures and processes that will assist the GMB to make permanent positive changes to its cultures, policies and practices, so that sexism, sexual harassment, racism and other behaviours that go against our values are not tolerated, contributing to the realisation of the GMB's ambition to promote equality and eliminate discrimination across all protected characteristics.

Confidentiality

It is fundamental to the successful operation of the PCF that there is trust and confidentiality: the PCF is a safe space for open and honest reflection and respectful dialogue. Meetings of the PCF will normally not be recorded, and no participants should be recording them, nor should participants allow outside parties to be present at meetings. Papers received by the PCF members and the details of emails, communications, and meeting discussions, are confidential to the members until and unless it is agreed between the members and the chair for them to be published or made public in a report.

The power to change GMB is our own hands. We alone can determine what sort of organisation we want to be.

"While there is breath and life in me, I shall continue the fight ... there is a world of freedom, beauty and equality to gain." (Will Thorne)

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