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Contact Hampshire UNISON at  
[unison@hants.gov.uk](mailto:unison@hants.gov.uk) or on  
01962 842094

*When you have finished reading,  
please pass on to a colleague*

## Hampshire Branch delivers training on challenging behaviour in schools

For some time, Hampshire UNISON has been raising the subject of challenging and often violent behaviour towards school support staff across the county.



A branch-wide survey was undertaken in 2017 which discovered that violent behaviour and challenging behaviour in schools was on the rise. School support staff work in incredibly challenging conditions, many of them on a one to one basis with children who display challenging behaviours.

Whilst many have received training in how to manage this, some had not, or felt they needed more support.

UNISON member learning team, together with new Union Learning Reps, Natalia Byer and Denise Neveu, worked together to plan and organise a one day CPD workshop for members working in schools, Managing Challenging Behaviour, which was delivered by the Open University at a community centre in Gosport in February.

Members came from a number of schools in the Solent area, most of them didn't know each other, and they all found it very valuable to be able to share experiences with people from other schools. Some of the attendees are now interested in UNISON's other courses, and maybe

even becoming a Union Learning Rep themselves!

UNISON has a national arrangement with the Open University to deliver this and other workshops, in the places where they are needed the most. For school support staff, we can also offer Autism Awareness, Mental Health Awareness and for members working in social care, we can offer Dementia Awareness.

If you would be interested in attending any of these courses, please contact the regional member learning team on:  
**[sememberlearning@unison.co.uk](mailto:sememberlearning@unison.co.uk)**

Courses are subject to a minimum number of attendees.

You will need to secure the time off work to attend, but many employers view Open University CPD courses as a valuable addition to your training and development.

You will receive a certificate from the Open University and your UNISON training record will also be updated with any courses you do with us.

# Branch Secretary, Carla Young



**My name is Carla Young and it is an absolute privilege to be able to introduce myself as the new Branch Secretary for Hampshire UNISON. My substantive role is based at Winchester Discovery Centre, where I work as a Library Team Assistant but I will be working full time in the branch from September 2019. Prior to being elected to the post of Branch Secretary I was the convenor for CCBS and was based in the branch two days per week.**

I am really hoping to meet as many members as possible over the coming few months, so please look out for further announcements regarding this and come along and say hello!

We don't have a crystal ball to see into the future, but it is clear there are more tough times ahead. Both myself and my UNISON colleagues are here to offer support and guidance to our members, but we really need more of you to become stewards and workplace contacts.

The role of a Workplace Contact is to let us know what's happening in your workplace, and to help UNISON stay in touch with its members. It's a great way to get involved in the union and a fantastic learning opportunity.

Workplace stewards are the heart of our trade union. UNISON's stewards are the reason we win campaigns that result in better lives for our members and all working people. As a steward, you will help to organise your colleagues into an effective, strong and welcoming membership. Having an elected steward in your workplace means that your voice will get heard and that there will be someone to represent you in times of need. We simply cannot operate properly as a branch without activists. We offer full training and ongoing support to our stewards.

Becoming active within UNISON has really helped with my personal development and has totally changed me as a person. I have received training in areas that differ from my "day job", attended conferences with fellow activists from all over the country, and helped influence policy and procedure in my workplace. Advising members with workplace issues is just a small part of what being involved is about. It really has been a win-win situation for me and has given me the confidence to make

some really positive changes in my life; I've no doubt it could do the same for you too.

If you would like to know more please contact the branch on 01962 842094 email [unison@hants.gov.uk](mailto:unison@hants.gov.uk) or fill in the online form at [www.hampshireunison.org](http://www.hampshireunison.org)

## Keep your branch in the loop

Things are moving quickly and the branch is constantly being made aware of new changes brought about by restructures and the 'transformation' initiatives at HCC, as well as of more routine issues and concerns.

If you hear rumours of jobs being threatened, if you're being asked to carry out work outside of your contacted role, if you have concerns about anything going on inside your workplace, please let us know.

Make sure you check our website and the Hampshire County UNISON Facebook page for the latest news from your branch.

## Message from the outgoing Deputy Branch Secretary

**I meant every word I wrote in my recent election address for the role of Hampshire UNISON's Deputy Branch Secretary. It is true that there is no other work that I would rather do than to support UNISON members when needed.**

However, circumstances have arisen that mean I will no longer be able

to continue in this role. I have great admiration for all you do on behalf of service users, often in adverse circumstances. I hope that you will care for your own health and wellbeing in a similar way and I wish you well for the future.

With very best wishes,  
**Mary Pearson**

# UNISON NDC 2019

**Liverpool hosted this year's National Delegate Conference, the sovereign body of the union. This was another opportunity for members to raise the issues important to them and to give instruction to the union leadership as to the areas around which the union should campaign, as well as to look again at how our union works and what changes need to be made.**

Many of the struggles facing workers that were discussed are nothing new. However, the escalating attacks on the public sector and working people by the current government have meant that the pressure on our members from local government to the NHS is growing daily. The crisis in social care, the attacks on health and safety in workplaces and the community, outsourcing, and threats to jobs were all raised by delegates.

However, members are not simply calling for resistance against austerity, they want to go on the offensive for equal treatment and justice. Women delegates got up time and again to call for UNISON action to win changes in the workplace from increased maternity protection to action, to action on the gender pay gap, to forcing employers to deal properly with sexual harassment.

Delegates also spoke of the need to take industrial action to fight cuts to public services and win gains for working class people. There have been numerous examples this year of UNISON members choosing to fight and winning, from the Glasgow council workers to NHS staff in Wigan. They are examples of what workers can achieve in the most difficult situations through determination and sticking together.

Coming to conference and meeting trade unionists from across the country is a great experience and if you're interested make sure you get in touch with the branch and put your hat in the ring to be a delegate. Expenses and accommodation are paid for by the union and we can negotiate paid time-off to attend with your employer. Hampshire Local Government branch didn't put forward any motions to be debated at conference this year but if there is something you care passionately about, be it a local workplace issue or an issue facing workers on the other side of the world that you want UNISON to take a stand on, submit a motion to branch and take part in the democracy of your union.

Contact the branch at [unison@hants.gov.uk](mailto:unison@hants.gov.uk)

## TV Licences for the over 75s

**Can you smell it? The stink of hypocrisy when Theresa May expresses her disappointment at the BBC announcement not to provide funding for free TV licences to the majority of pensioners over the age of 75.**

It was her government that transferred this unwanted burden on to the BBC. The resultant enquiry was passed into the gilded safe hands of Clementi and his cohort, with the inevitable result that the necessary funding has been butchered. In these times of ongoing austerity there appears to be within Parliament and the media, under the tag of inter-generational fairness, an enthusiasm to attack pensioners' rights.

Ironic, then, that pensioners are the group that willingly supports their extended family in so many ways, whilst maybe at the same time the most exposed to the crumbling of under-funded public services.

I invite my fellow pensioners angered at this decision to share their feelings with their elected representatives, additionally requesting an explanation for the ongoing attacks on pensioners' rights.

**Chris O'Neill**

*Chairman, Hampshire UNISON Retired Members Section*

## What to do when dealing with workplace issues:

- Keep a note of what has happened and when.
- Speak to your line manager and address your concerns to them as soon as possible. This can prevent things from becoming more serious.
- If your issue remains unresolved then seek advice from your UNISON Steward or Branch. The sooner you do this, the easier it will be for us to help you.



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or on 01962 842094

# Confidence course: Power to be you



**Activists from Hampshire Local Government Branch offered members and potential members the opportunity to develop their professional skills and build their confidence with a 'Power to be you' taster session.**

Staff at Gosport Discovery Centre and at HCC headquarters in Winchester attended the workshop in their lunch break – with lunch provided for free – thanks to applying for a 'Kickstart' grant through UNISON's Inclusive Learning Project.

This short workshop looks at ways to improve your confidence both at work and in the rest of your life, and invites you to make small changes that can make a big difference to how you perceive yourself and are perceived by others.

The 'Power to be You' WEA course can be arranged in your branch if you have a group of members who would like to attend. Talk to your branch Union Learning Rep or Lifelong Learning Coordinator to help you to arrange this.

## YOUR BRANCH



**NEEDS YOU!**

## We need a Branch Treasurer

**We are in desperate need of a Branch treasurer!**

Our branch can only operate because of the dedicated union activists who volunteer as stewards, health and safety reps, workplace contacts and branch officers.

This key post is currently vacant and for obvious reasons we need to sort this out.

Full training and ongoing support will be provided to anyone who is interested. If you are interested please contact [unison@hants.gov.uk](mailto:unison@hants.gov.uk) to find out more.

## South East Regional Women's Forum

**The View, Eastbourne, 27th-29th September 2019. Speakers and Workshops on wide range of topics.**

The Women's forum is open to all UNISON South East women members and is a great opportunity for you to meet with other like-minded women and

to gain a valuable insight into what's involved in being active in UNISON. Similar to a UNISON training course, there is no cost to members for this residential event.

Contact your branch or [educationse@unison.co.uk](mailto:educationse@unison.co.uk) for an application form or more information.

