



London Regional Equality Conference 2021 Guidance for Candidates

Dear Member

Thank you for your interest in standing for a General Seat on our Regional Equality Forum (REF). Due to the ongoing Covid 19 restrictions, this year our conference will be online and we are hopeful we will be back to in person conferences next year.

I hope you will find this guidance helpful. We will be holding elections for our Regional Equality Forum (REF) and National Equality Forum (NEF).

All applicants will be required to attend the Regional Equality Conference and provide a statement on an online form provided by my office. You will need to contact your Branch Secretary to nominate you and ensure you are one of the three branch delegates to the conference.

If you don't have contact details for your branch, please email hannah.rose@gmb.org.uk

The REF is made up as follows:

- 8 x General Seats it will include at least 4 x self-defining women (ensuring a gender balance).

A Branch can nominate up to 2 members, either from their branch or another branch within their geographical pool (list of pools can be found at the end). Please note, if you are nominated by another branch, you will still need to be a delegate from your own branch.

- 12 x equality strand Self-Organised Group (SOG) members. 2 members from each of the 5 SOGs (Women, Youth, Race, Disability, LGBT+) - ensuring a gender balance for each SOG.

SOGs are a group of GMB activists defined by a particular equality strand characteristic. The SOGs will elect their own delegates from their group in line with their own constitution. SOGs elect their committees at their own Annual General Meeting (AGM)

- The Regional Representative to the National Equality Forum (NEF)

The Regional Representative shall be elected at the Regional Equality Conference following endorsement from the current REF. The Regional Representative should have a working knowledge of our equality structures, having been an active member previously of the REF or SOG committees.

- All successful applicants for an NEF strand seat

NEF strand seats are elected at the National Equality Conference. All applicants must be endorsed by the Regional SOG they are hoping to represent. Our regional candidate will be required to attend the National Equality Conference and stand against candidates from the eight other GMB Regions and Countries.

The REF and SOGs are facilitated by the Regional Equality Officer.

Please note, all nominees must identify with at least one of our Regional Equality Strands for under-represented groups within our Region:

Self-defining Women, Lesbian Gay Bisexual Transgender+ members, Black Asian and Minority Ethnic members, Self-defined Disabled members, Members 30 years and younger, Migrant Worker members.

All successful applicants will be required to embrace GMB London Region's equality values which include the value of self-organisation and safe spaces for our five equality strands and work to deliver our aims and objectives through our Regional Equality Strategy.

All successful applicants will be required to play an active role within the REF.

The REF has a proud record of developing our members and the requirements below should not put people off, **you do not need any specific skill or expertise**, as we will support our members to learn new skills and develop their confidence. What members will require, is a passionate commitment to want to take part and be part of a vibrant award winning Regional Equality Forum.

Forum members are expected to participate on working parties to deliver conference motions, write and deliver courses and briefings etc., along with communicating regularly by attending at least 8 forum meetings a year, either in person or online (times and dates will be agreed at the first meeting of the new REF), email and Microsoft Teams, promote our events, writing newsletter articles for our magazine, representing the Region at various internal and external conferences and meetings and many other events and work with the Regional Equality officer to deliver our various conferences where applicable.

What do you need to do now?

- 1** Contact your Branch Secretary and let them know you would like to be nominated for a General Seat on the REF and attend the Conference
- 2** Ensure the Branch Secretary has your name, membership number (if known), email address and mobile telephone number
- 3** Write a statement in not more than 200 words on Why you should be elected to the REF in preparation to complete the Candidate Form.
- 4** Complete the online delegate and Candidate forms no later than 28th May 2021
- 5** Ensure you have made arrangements to be available for the online Conference on 26th June 2021 as soon as the branch let you know you are a delegate.

Remember you can contact hannah.rose@gmb.org.uk if you don't have contact details for your Branch Secretary. If you know you don't currently have a Branch Secretary, still contact Hannah and let her know if you wish to attend as a delegate and or you wish to stand as a Candidate.

Kind regards

Sue Hackett

GMB London Regional Equality Officer

Regional Geographical Pools

Pool 1

Central London

CITY OF LONDON (C30)
Energy Central (G20)
GMB CWU Staff (X03)
GMB@NEU (A38)
GMB @ PCS (X34)
GMB/UNITE (M23)
Health Service Holding (E27)
Holborn (X47)
Houses of Parliament (H48)
Labour Party (X20)
London Central General (X58)
London Entertainment and IUSW (I50)
London Hotels & Catering (P05)
London Logistics (L56)
London Stores General (L54)
London Zoological (L39)
Professional Drivers (G56)
Road Crew (B84)
Royal College of Nursing (X10)
Thames General (E15)
TPI (T19)
Westminster LGO Apex (X84)
Westminster TUPS (X09)

Pool 2

North & North West London

Barnet Public Services (P06)
Camden APEX (X19)
Central North NHS (C46)
Central Wembley (C22)
Edmonton/Enfield (E20)
Harrow General (H56)
Harrow Public Services (H55)
Hendon (H30)
Islington APEX (I36)
Islington & Haringey (I35)
North West London (X59)
Public Health Engineering 1 (P30)
Salstream (S13)
Whittington Services (S25)

Pool 3

West London

Aviation Security (A37)
B.A Cargo & Southern Perimeter (X35)
British Airways Hatton Cross (X31)
British Airways LHR Terminals (X54)
Central West NHS (C33)
Ealing GMB (E10)
Fulham 1 (F15)
GMB Cabin Crew (G59)
GMB Further & Adult Education (G58)
London Security (G43)
GMB Southall (G57)
GMB Southall Industrial (G60)
Heathrow Passenger & Ground Handling (X89)
Hillingdon (H37)
Hounslow (H46)
Kensington & Chelsea P.S. (K11)

Pool 4

East London

Barking (B10)
Barking & Dagenham LGO APEX (B11)
Bromley East (B38)
Dagenham Boilermakers (Z06)
Dagenham Motors (D14)
Hackney Public Services (H51)
Havering (H24)
Heat & Frost Insulators (H26)
London Ambulance Health (L55)
London MPO (U07)
London T & T CATS (L28)
Newham APEX (N26)
Plaistow (P17)
Redbridge (R27)
Silvertown Sugar Workers (S35)
SOLO (S70)
Tower Hamlets APEX (X83)
Walthamstow 1 (W61)

Regional Geographical Pools

Pool 5

Essex

Braintree & Bocking (B22)
East & Essex NHS (E30)
EEAS (E28)
Essex Public Services (C35)
Harlow Gas (H20)
Harlow Glass & Industrial (G26)
Southend On Sea (S44)
Stansted Airport (S71)
Tilbury No1 Boilermakers (Z32)
Waterworks 41 (W41)
Witham & District (W90)
Woodford (W96)

Pool 6

Norfolk

East Dereham (E12)
East of England Water Workers (E29)
GMB @ UEASU (G61)
Kings Lynn 1 (K17)
Norfolk Public Services (N27)
Norwich General (N24)
Norwich (Reckitt Colman) (N25)
Securicor 1 (S22)

Pool 7

Cambridgeshire & Suffolk

B.S.C. Cantley (B42)
Cambridge 2 (C11)
Huntingdon & Wisbech (Q23)
Ipswich & District (I31)
Lowestoft (L43)
Lowestoft Boilermakers (Z23)

Pool 8

Beds, Bucks & Herts

ASDA Bedford DC (A36)
Beds County (B44)
Bucks County (B46)
Hemel Hempstead (1) (H28)
Herts Engineering & Manufacturing (H57)
Home Counties General (H34)
Luton (L45)
Milton Keynes City (M20)
Three Valleys Water (W17)
Watford 1 (W71)