**SEPA UNISON Branch Officer Report 2019-20**

**Posts held: Equalities Officer, JE Representative & Website Editor**

**Equalities Officer**

Fiona Gentle held this position until October 2019 and I took the role on. Fiona also leads the self–organised LGBT+ group in SEPA.

Equality duties deal with eight areas: gender; pregnancy and maternity; disability; race; sexual orientation; gender reassignment; age; religion or belief. The aim is to eliminate unlawful discrimination and promote equal opportunities. Everyone shares responsibility for tackling prejudice and discrimination and promoting equality.

Fiona has dealt with a number of equality issues including: recruitment & selection policy; inclusive language review and transitioning in work guidance; and feedback on guidance for international working. But progress has been slow on SEPA’s end.

I have had involvement with discussions on menopause; gender-based violence & transitioning policy/guidance. I have also attended UNISON menopause training which was interesting & informative.

In addition, I have received training as a Mental Health First Aider over a two day course in November which I have drawn on several times in SEPA already.

**Job Evaluation Representative**

People doing the same job or work of equal value should get the same or equal pay.

I am the UNISON representative on the JE panel which analyses job descriptions in SEPA and am also a member of the JE Leadership Group along with Adrian Moore, Fiona Martin & John Kenny.

We have achieved a number of key matters this year:

* We have secured an agreement to start work on a new JE scheme. The current scheme is very old and is long overdue for a review. SEPA does not operate in the same way as it did previously and as we move to a two phase EPA, we will need a JE scheme that allows for that.
* We now have adequate resourcing for the current scheme with the addition of new JE panel members who are receiving training now and an additional panel chair.
* A new post of JE manager has been created and recruited to.
* We can provide individual support to members regarding their JE issues.
* And finally, the moratorium on JE re-evaluations has been lifted after a great deal of work on all sides. This is something our members wanted and we are pleased to have helped to deliver it.

**Website Editor**

The website can be accessed here <https://www.sepaunison.org/> & I keep it as update as possible. We have recently purchased a UNSION supported webpage which will hopefully be up & running soon – if someone tells me which buttons to press ;-)

**Liz Dundas**

**Perth Office**

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