



December 2025

Welcome to this sector specific newsletter bringing updates to members and branch reps on developments in the sector and a roundup of news, activities and campaigns. We hope you will find this newsletter useful and please share with other colleagues across your networks and if you have news to share then please get in touch by email to: Siobhan.Endean@unitetheunion.org

Activist led Meeting; What next for Social Care 15th December register here: <https://tinyurl.com/monthlysector-zoom>

Adult social care employs around 1.5 million workers, supporting people of all ages with mental health conditions, learning disabilities, autism, dementia and more. Yet it remains one of the lowest paid and least secure parts of the economy. Nearly a quarter of posts rely on zero hours contracts, and high turnover destabilises services and increases pressure on the entire workforce. These conditions spill over into our wider sector. Many Community, Youth Work and Not for Profit (CYWNP) members work directly in support roles or adjacent services. Others face employers who watch social care pay closely when setting their own wages.

The government is consulting on a Fair Pay Agreement for adult social care. This could set legally enforceable minimum standards on pay, training and conditions across a sector where low pay and insecure work have been the norm for far too long.

The consultation closes on 16th January, and it is vital that workers and unions shape the outcome. Without strong input from those on the front line, the agreement risks becoming a missed opportunity rather than the step change our members deserve. This consultation will shape that baseline.

A Fair Pay Agreement has the potential to establish real standards for a workforce that has been undervalued for years. But that will only happen if workers engage fully and push for meaningful change.

Unite CYWNFP sector is hosting this session to help members understand what is at stake and what comes next. The event will be chaired by Sandra Conner. We hope you can join us in solidarity!

Join our online event to find out:

- What the consultation proposes and where it falls short.
- How the Fair Pay Agreement could affect pay, progression and bargaining power across community, youth work and not for profit services.
- How Unite is responding and how you can take part.

Fair Pay Agreement for Social Care - DHSC Webinars: An Introduction to Fair Pay Agreements

The Department of Health and Social Care would like to welcome members of the Adult Social Care workforce to attend a virtual webinar on the introduction of a Fair Pay Agreement (FPA) to the sector.

The DHSC will outline what a fair pay agreement is, the work that has progressed so far and how you can get involved! We will deliver a short presentation, allowing time for some Q&A at the end.

Dates and registration links can be found below:

2nd December 2025 (6pm – 6:45pm) [Register here](#) 4th

December 2025 (12:30pm – 1:15pm) [Register here](#)

<https://events.teams.microsoft.com/event/8cefc139-3ef1-4598-b7187d9e2b84c2f7@61278c30-91a8-4c31-8c1f-ef4de8973a1c>

Upcoming Monthly CYWNFP Zoom Events

As part of our ongoing programme of organising, learning and sector-wide solidarity, we are running monthly online sessions for CYWNFP members. Each session focuses on a key challenge facing our sectors and the practical steps workers can take together.

January: Tackling hate crime and the far right for workers in the not for profit sector.

February: Why the Spring Statement in March should restore international development funding, and what we can do about it.

March: Dignity at work, developing strategies to tackle harassment and bullying in the workplace.

These sessions are designed for workplace reps and active members who want to build confidence, strengthen organising and influence policy at workplace and sector level. We encourage you to join and share widely within your branches.

Keep an eye out for emails to register.

*** Please note, these links contain your personal data and should not be shared. If you wish to share this event with other activists in Unite, please use this link: <https://tinyurl.com/monthly-sector-zoom>**

Community Youth and Play Workers

The JNC for Youth and Community Workers has reached an agreement on a pay award for 2025 for Youth and Community Workers which is as follows:

- An increase of 3.2% on all spinal column points on the Youth and Community Support Worker Range and the Professional Range from 1 September 2025;
- An increase of 3.2% on the London Area Allowances and Sleeping-In-Duty Allowance from 1 September 2025.

Please note that this pay award should be backdated to 1 September 2025. Please find attached link to the pay spine 2025 thank you to everyone who voted in the consultative ballot on pay. [LINK](#)

We held a successful education weekend school for youth workers in the Knocklayd Youth centre in Northern Ireland, the weekend school trained up 10 new reps and 15 experienced youth workers discussed a change at work strategy for skills and qualifications.

We were devastated at the news that Kerry Jenkins, a longstanding employee of Unite and the CYWU predecessor union died in July. We held a memorial event with her family in the Birmingham office on 11th October, our thanks to the West Midlands region for hosting and to the youth workers who funded and contributed to the event on the day

International Aid Workers

The International Aid reps in the sector came together to update the briefing for MPs on International Aid in time for Labour Party conference. An excellent meeting was arranged with Barry Gardiner MP at the conference Arms or Aid a false choice. The meeting brought together Unite reps and defence industry specialists to argue the case that overseas development spending is critical to resolving and preventing conflict, that the current cuts to international aid are having a serious impact on jobs in the sector with over 1000 unite members under threat of redundancy and that the vital skills and expertise of international aid workers will be lost to the sector, calling for an urgent reinstatement of

overseas development funding. We have continued to brief MPs of our position during parliamentary debates ahead of the budget in November.

Sector news

The National Industrial Sector Committee have agreed a new organising strategy focusing on mapping the sector, ensuring vacant reps and branch officer positions are filled, setting local targets for recognition through Regional Industrial Sector Committees and developing its communications across the sector with newsletters, online meetings and weekend education courses providing networking opportunities for reps.

There are new recognition agreements at Human Rights Watch, The Cardinal Hume Centre, Centre for aging better and the Jesuit Refugee Service.

In the Church in Wales there is an aspiration to seek recognition for the Representative Body for the Church in Wales, membership is good and we have 4 reps across clergy and staff.

Unite is working with members at the GTFU on recognition for Unite nationally at the federation.

Members at Shelter have balloted for industrial action following an offer of a belowinflation 1.5 per cent pay rise and a proposal for a four day week and are currently entering discussions with ACAS to seek to resolve the dispute. The sector reps held an excellent solidarity zoom meeting in November thanks to everyone who attended.

Members at the International Transport Federation remain in dispute regarding redundancies and are in current negotiations regarding issues concerning harassment and bullying culture at ITF

In the Scottish SPCA there is an active dispute over a substandard pay offer, amounting to a real-terms wage cut. Potential strike action scheduled for next month following failure to reach a satisfactory resolution

There is a new national branch for members at Change Grow Live (CGL). The new Walk Wheel Cycle Trust national branch is organising their inaugural branch meeting to elect branch officials and agree standing orders. In addition, they are finalising a few reps' elections to bring their compliment back up to 20.

14 Unite representatives attended the sectoral Change at Work course between 5th and 7th October 2025 in Eastbourne. Our thanks to the tutor who led an excellent and engaging course developing the national sector strategy and discussion. In the Walk Wheel Cycle Trust in the last 12 month since their first weekend training school, our reps have recruited 73 new joiners. In that time the organisation has been through a large restructure where we have lost both members and reps. Walk Wheel Cycle reps held another weekend school on 7th to 9th November in Birmingham. If you would like to attend a unite Education course please look for regional and national courses at unitetheunion.org/education

A prevalent issue within the sector is neurodiversity and organisations failing to support our members and provide reasonable adjustments. It is something also highlighted by colleagues in the Health Sector, the East Midlands Regional Industrial Sector Committee is planning to work on a campaign highlighting the issues.

An issue facing many of our members working in the community is the rise of the far right and racist behaviour. Some workers are being threatened with violence, and some have faced intimidation when they are working with people who have recently arrived in the UK.

NCHA are taking an incredibly positive step to support employees and service users and residents. Unite will be pushing for risk assessments, updated lone working policies and training at all organisations within the sector where we have recognition and where we attend to support members.

A legal opinion is being sought regarding trades people working for housing associations who take work vans home and are expected to be at the first job at their start time rather than reporting to a depot or fixed workplace, and whether or not this constitutes worktime that should be paid. This also links in with potential abuse of tracking systems and excessive surveillance as workers are being tracked and contacted if they are not at the job at their contracted start time, they generally don't find out where they are working until on the day, and are expected to log on to company PDA's up to an hour in advance of their start time, as well as carrying out vehicle safety checks and travelling to their first job of the day. This has the potential to be a national organising issue

At Merthyr Valleys Homes a collective grievance is being raised regarding exposure to Asbestos, following several avoidable incidents where members have been exposed to asbestos whilst carrying out work.

If you are interested in getting more involved in unite please contact your regional office and ask for the regional lead officer for community youth workers and not for profit sector and they will help you.