

Time to get active, make a difference, challenge discrimination Time to elect Unite Equality Reps in all unite workplaces and Equality Officers in Unite branches

Unite Equality Calendar 2025

www.unitetheunion.org/equalities • equality@unitetheunion.org

020 7611 2500



- Get elected as a workplace/ safety/union equality/ learning/environment rep or a branch official
- Combat health inequality in maternity care for BAEM women



JANUARY

SUNDAY		5	12	19	26
MONDAY		6	13	20	1 27
TUESDAY		7	14	21	28
WEDNESDAY	1	8	15	22	29
THURSDAY	2	9	16	23	30
FRIDAY	3	10	17	24	31
SATURDAY	4	11	18	25	•

27 January Holocaust Memorial Day

This is the year to get elected as a rep.

Contact your Regional Officer or Regional Women's and Equalities Officer for information.



- Get elected as a workplace/ safety/union equality/learning environment rep or a branch official
- Support the ban on conversion therapy for all



FEBRUARY

SUNDAY		2	9	16	23	A A
MONDAY		3	10	17	24	
TUESDAY		4	11	18	25	
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SATURDAY	1	8	15	22		

10 – 14 February Apprenticeship Week

Work Your Proper Hours Day Link for date: www.tuc.org.uk

This is the year to get elected as a rep.

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- Get elected as a workplace/ safety/union equality/learning/ environment rep or a branch official
- Fight for equal work, an equal voice, equal pay



MARCH

8 March International Women's Day 21 March UN International Day for the Elimination of Racial Discrimination

SUNDAY	30	2	9	16	23
MONDAY	31	3	10	17	24
TUESDAY		4	11	18	25
WEDNESDAY		5	12	19	26
THURSDAY		6	13	20	27
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Education Courses: March 24-28 Disability Equality, Anti-Racism, Supporting LGBT+ Rights, Young Member Education Course

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- Incorporate the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) into UK legislation
- Reform the Social Security system



APRIL

18 April National Stalking Awareness Day28 April International Workers' Memorial Day26 April Lesbian Visibility Day

SUNDAY		6	13	20	27
MONDAY		7	14	21	28
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 Attend your Regional Industrial Sector/Equalities Conferences and get elected to your Regional and National Industrial Sector/Equalities Committee, and Policy Conference



MAY

12 – 18 May Mental Health Awareness Week

12 May Ascot Martyrs -Women took action in 1873 and won on 31 May

SUNDAY		4	11	18	25
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May 9-11 Young Member Political weekend Birmingham









- End workplace immigration raids
- Employment rights for ALL
- ➡ International solidarity





JUNE

9 – 15 June Carers Week

SUNDAY	1	8	15	22	29
MONDAY	2	9	16	23	30
TUESDAY	3	10	17	24	
WEDNESDAY	4	11	18	25	•
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SATURDAY	7	14	21	28	

Education Courses: June 2-6

Organising and Bargaining for Equality

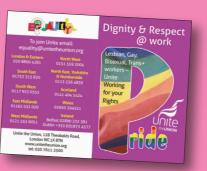
Organising and Bargaining in Mental Health Eastbourne



Phil Jones – Chair of Unite National/ Regional LGBT+ Committees, and Finance and Legal NISC



- Attend Unite Policy Conference
- Access to health and gender identity services for trans+ workers



JULY 12 July Durham M 18 - 20 July Tolpuddle

5 July Women Chainmakers Festival

12 July Durham Miners Gala

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Education Courses: July 16-20 BAEM Leadership Birmingham



- Fair Wages For All Ages, Abolish discriminatory age bands in the National Minimum Wage
- Grow our Young Membership to secure the future of Trade Union Movement



AUGUST 12 August International Youth Day 23 August International Day for the Remembrance of the Slave Trade

SUNDAY	31	3	10	17	24
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August 17-22 National Women's Week Birmingham



- A green transition with a plan for jobs and collective agreement
- Protect existing workforce, ensure all new jobs are good jobs
- Decarbonise our workplaces, industries and society



SEPTEMBER

6 September Burston School strike 22 – 28 September Organ Donation Week

SUNDAY	•	7	14	21	28
MONDAY	1	8	15	22	29
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SATURDAY	6	13	20	27	•

Education Courses: September 1-5 Dignity at Work Birmingham September 9-13 BAEM Political Weekend School Birmingham







Eliminate racial discriminatory Artificial Intelligence

National Manasana Wanger £

Low Pay Commission Minimum wage rates for 2025



OCTOBER 6 - 10 October National Work Life Week

SUNDAY		5	12	19	26
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Education Courses: October 20-24 Organising and bargaining for Equality Eastbourne

2026 National Minimum Wage/Living Wage rates www.gov.uk/government/ organisations/ low-pay-commission





Background

Worker Protection (Amendment of Equality Act 2010) Act 2023 (otherwise known as the preventative duty) came into effect on 26 October 2024.

The new duty is an anticipatory duty, meaning that employers need to take a proactive and preventative approach to protecting their employees from e processe and preventance approach to processing net employees not workplace sexual harassment. Research shows that workplace sexual harassment is endemic, and while anyone can experience sexual harassment it is overwhelmingly women who are targeted

This duty is an important move forward in tackling workplace sexual harassment as employers are now obliged to act prior to any harassment happening. The new duty means employers will have to proactively think about the potential risks in their organisations and take 'reasonable steps' to mitigate or minimize them, including risks posed by third party harassment (customers, clients, service users etc.)

The duty is an ongoing one and compliance is not a one-off process Regular assessment of possible risks, taking steps where incidents of sexual harassment have happened and considering whether additional steps are needed to comply with the duty will all form part of an effective approach to preventing sexual harassment. This is the duty applies reparders of whether an employer has had complaints of sexual harassment

Personnel today has stated that:

"As an employer, you are already likely to have some steps in place to prevent sexual harassment. For example, you may have an antiharassment policy, regular equality and diversity training and a reporting

- Campaign for sex equality, organise and represent women members
- Challenge inequality and discrimination in the workplace and across society





NOVEMBER

Equal Pay Day Link: www.fawcettsociety.org.uk

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20 November International Trans Day of Remembrance

25 November International Day for the elimination of Violence against Women

Movember Contact health & safety rep for more information



Accessibility Audits in all workplaces

- Decent living standard for ALL disabled workers including those unable to work
- Establish a National Independent Living Support Service

Unite celebrates Disability History Month

A decent standard of living for all disabled workers including those who are unable to work

Establish a National Independent Living Support Service





DECEMBER

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1 December World HIV/AIDS Day 3 December International Day of Disabled People 18 December International Migrants Day

REGIONAL WOMEN'S AND EQUALITIES OFFICERS

North West	Tanya Sweeney		0151 559 2004
North East Yorkshire & Humberside	Heather Blakey		0113 236 4830
West Midlands	Zoe Mayou (Acting)		0121 553 6051
East Midlands	Neelam Verma	0116 253 2020	
London & Eastern	Aisha Malik-Smith/Shereen Higginso	0208 800 4281	
South East	Jesika Pamar (Acting)		01753 313 820
South West	Lorraine Gibbs		0117 923 0555
Scotland	Lorna Glen		0141 404 5424
Ireland	Taryn Trainor	Belfast	028 90 232 381
		Dublin	+353 (0)1873 4577
Wales	Jo Galazka		02920 394521

NATIONAL

Siobhan Endean (Acting), Director of Equalities and Education

Alison Spencer-Scragg, National Officer for Equalities – Women

Maureen Scott-Douglas (Acting), National Officer for Equalities – Disabled Members, LGBT+

Frazer Lake, National Coordinator for Young Members

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27 January Holocaust Memorial Day





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www.unitetheunion.org/equalities equality@unitetheunion.org 020 7611 2500

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