

## Trade Union Consultation Meeting

Wednesday, 21<sup>st</sup> June 2023, 10.30am, Microsoft Teams

### Decision Notes and Actions Arising

#### Attendees LBE

Julie Mimmagh, Chair  
Shemelia Lewis, Note Taker

**Presenting Officers:**  
Katy Nahum

#### Trade Unions

Paul Bishop (Unison)  
Anna Woodcock (GMB)  
Tracy Adnan (Unison)  
Christine Sesstein (Unison)  
Denise Handscomb-Teagle (GMB)

#### Apologies

Nick Long (Unite)

		<b>OWNER</b>
<b>1.</b>	<b>Expressing Milk at Work - FAQ</b>	
	<p><i>Katy Nahum presented</i></p> <p>Requested from public health to create a guidance document. Information on how to receive support on expressing milk, where to go and the duration of support. Once this has been agreed, information will be published.</p> <p>CS is there a room for expressing milk available at all sites? KN responded that there is one in the civic and at Morson road. Where there isn't any on the site, managers are asked to create a designated space. CS asked will managers be well aware of this? KN responded the purpose of this guidance document is to make managers more aware. JM added that this will be advertised in Staff matters and added in the family link on the intranet</p> <p>AW asked would there be a separate fridge for this? JM responded that there not will be a separate fridge, staff are advised to clearly label and store in their shared fridge.</p> <p><b>Actions:</b> None</p> <p><b>TU's had no objections to proceeding</b></p>	
<b>2.</b>	<b>Transgender Equality Policy</b>	
	<p><i>Katy Nahum presented</i></p> <p>Reviewed this policy and looked at relevant advice to help update information and guidance. Updated the terminology and definitions and expanding on the type of support that the organisation offers. Also includes additional points to cover in meetings with managers, updating a persons' information, dress code and training.</p> <p>PB asked if some language can be simplified so that everyone can understand definitions. KN noted this and will change the relevant sentence.</p> <p>PB how will you cover any issues foreseen when someone changes their gender? KN responded that HR will manage this and ensure that there is a lot of communication</p>	

	<p>between staff and managers. JM added that education is the most important aspect of this and the service aims to educate all senior staff on all protected characteristics.</p> <p>CS asked if there were previous occasions where HR has had to manage a process where a person has transitioned? JM responded yes and it was handled quite efficiently and ended in a positive manner.</p> <p>PB asked what would happen if a service user or resident object against a trans person assisting them when they're in a job that has to be carried about by a specific sex? JM responded that it will be revisited on how the service will handle a situation like this</p> <p>PB asked on how the service plans to promote trans equality? JM responded that has been stated in the introduction to the policy. CS suggested that it should be better reflected in the document. JM responded that the service will ask the LGBTQ+ staff network to help promote this and find other avenues to re-promote it and will create a strategy to launch this policy.</p> <p><b>Actions:</b> Revisit policy around service users rejecting staff who are trans.</p> <p><b>TU's had no objections to proceeding</b></p>	KN/JM
3.	<b>Notes of previous meeting, 7<sup>th</sup> June 2023</b>	
	<ul style="list-style-type: none"> <li>• Education psychology item from last meeting will not be come back to this meeting but will keep TU colleagues updated.</li> <li>• TU colleagues still have no access to water. JM still chasing this up.</li> </ul>	JM
4.	<b>Any other business</b>	
	<p><b>ULEZ</b></p> <ul style="list-style-type: none"> <li>• Essential users that drive diesel cars will be affected by the extension that will cover Enfield. These individuals will find it difficult to carry out their role once this is put in place and may require support.</li> </ul> <p>JM commented that the last expansion the government did pay individuals that have to drive to work but unsure this will happen again. Researching what other local authorities are doing in this occasion. If the council does decide to offer financial support to staff, this will be for a temporary period of time.</p> <p>TA asked what would it say in their contract where they need to have a car for their role? JM responded it currently doesn't state that their vehicle needs to be ULEZ compliant in the contract, but it does mention that they're compensated for mileage. The service is looking to introducing an electric or hybrid car leasing.</p> <p><b>FM</b></p> <ul style="list-style-type: none"> <li>• Concerns with the management decisions as there has been issues arising such as the poor communication on the air conditioning not working in the Civic centre. An email was sent out late when people were leaving or had left the office and it was advised for staff, if possible, to work from home.</li> </ul> <p>JM commented that this was an emergency planning decision and there is a management responsibility to get this information across to staff.</p>	

	<ul style="list-style-type: none"><li>• Security has been pulled from Millfield theatre with no communication for this and this is something occurring too often. TU's have requested a meeting with managers around concerns.</li></ul> <p><b>Actions:</b> JM to escalate TU concerns to the relevant executive director, Director of HR and Chief Executive.</p>	
	<p style="text-align: center;"><b>Next meeting</b></p> <p style="text-align: center;"><b>Wednesday, 5th July 2023 10.30am</b></p> <p style="text-align: center;"><b>Microsoft Teams meeting</b></p>	