

UNISON  
East Midlands  
**Annual  
Report  
2025**



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# Introduction



At the very start, I want to thank all our members who, day in and day out, keep our public services running. You are the glue that holds our communities together and the driving force of our union.

While members are the heart of our union, it is our activists who make everything happen, representing colleagues, defending services, and negotiating for secure jobs, better pay, and decent conditions. Thank you.

I also want to pay tribute to our regional staff who, once again, have gone above and beyond in their support for members and the wider union.

Finally, my thanks to the regional convenor team, who have consistently supported the regional management team while also providing fair challenge, helping us to keep raising the bar.

Working together, we achieved so much in 2025. We recorded a third successive year of growth, finishing the year more than 1,800 members stronger than when we began. We are a bigger union, better organised, and growing in confidence to meet the challenges ahead. Our activist base also expanded significantly, growing by 10%.

Our strategic projects exceeded expectations. Healthcare Assistants in Nottingham followed colleagues in Leicester and Northampton by taking strike action to secure a higher pay grade and back pay. That action became a catalyst, leading to re-banding and back-pay agreements across the whole region.

Our schools team continues to set the standard for the union, building a strong network of activists who are now preparing to press the case for safer working conditions, better pay, and year-round contracts.

I also had the pleasure of joining more than 100 social care workers at a lobby of Parliament in December; migrant workers who make an invaluable contribution to their sector and our communities. Too often, they are not treated with the dignity and respect they deserve, but our union will continue to stand with them as we campaign for fair visas, against exploitation, and for proper recognition of their work.

The coming years will bring further challenges. Plans to reorganise local government will reshape the landscape, with fewer, larger councils. This will mean significant change for members and for the union, as branches reorganise along new boundaries. But while reorganisation brings risk, it also brings opportunity to grow the union, to secure the best of what exists now, and to build new demands for the future.

This year's Regional Council AGM will sadly be my last. After six years in the East Midlands, I will be moving on to UNISON national office as one of the union's Assistant General Secretaries. It has been a huge privilege to work alongside you, without doubt the highlight of my career. I leave the region in safe hands and am confident that, together, you will continue to go from strength to strength.

Thank you for everything, and good luck.

**Chris Jenkinson**  
East Midlands Regional Secretary

A handwritten signature in black ink that reads "Chris Jenkinson". The signature is written in a cursive, flowing style with a long horizontal line underneath.



Section One

**Health, high  
education  
energy tea**



# Higher and am

# Health



## Pay Fair for Patient Care

This campaign launched in early 2023. The aim was to achieve rebanding from Band 2 to Band 3 for healthcare support workers and then organise for appropriate backpay compensation.

We used a five-phase organising plan:

- Phase 1 – **Research / Development / Targeting**
- Phase 2 – **Outreach / Prospecting / Base Building**
- Phase 3 – **Public Campaign / Escalation / Build to Majority**
- Phase 4 – **Create Crisis / Escalation**
- Phase 5 – **Victory / Settlement / Sustainability**

We successfully delivered 4 strike ballot mandates over the last two years. Members in Leicester took 32 days of strike action, 22 days of strike action for members in Northampton and Kettering and 30 days of strike action in Nottingham University Hospitals to deliver backpay deals.



After three years, Pay Fair for Patient Care has reached a natural conclusion, having delivered millions of pounds in backpay and successful rebanding outcomes across the region. The campaign has significantly strengthened membership and activist capacity.

The regional health team are now transitioning to a new NHS strategic project with two primary aims:

- Supporting the insourcing of NHS services currently outsourced to private contractors
- Building organisation and pursuing recognition and improved pay/ conditions within private providers where contracts are not due for renewal

This campaign is due to launch in the first weeks of 2026.

# Health



## EMAS Put Our Banding Right campaign

### Background

In September 2023, UNISON EMAS branch launched the 'Put Our Banding Right' campaign which aimed to address long-standing under-banding and role drift affecting low-paid groups, including Band 2 patient care assistants. The campaign was designed to evidence that the Patient Transport Service role had materially changed and that many staff were routinely performing duties consistent with a higher banding, requiring a formal Agenda for Change job evaluation route rather than informal/local workarounds. The campaign was led by branch secretary Stuart Hallows, supported by branch officers, the branch committee and workplace reps.

### Launch and progress

The campaign was launched via workplace engagements, one-to-one conversations and member surveys to evidence workload and responsibility. This also supported branch capacity-building through rep recruitment and development activity during the campaign period.

UNISON submitted a detailed re-banding and pay claim to the EMAS Chief Executive, supported by sustained campaigning, negotiating and evidenced based surveys.

### Outcomes delivered

- 314 patient care assistants moved from Band 2 to Band 3
- Back pay secured (2.5 years) for eligible staff covering October 2022 to 31 March 2025.
- The estimated uplift and back pay outcome to be worth approximately £750,000 to affected members.

### Next phase

Building on the outcome, the campaign is now moving into a new phase focused on achieving further re-banding improvements for other key operational groups. UNISON EMAS branch is now pursuing a Band 3 to Band 4 uplift for ambulance support crew and emergency care assistants, using the same evidence-led organising approach, clear role profiling and member engagement.

# Energy

## E.ON

Over the course of the previous few months, TU's have negotiated extensively with the employer to secure a decent pay deal for members. Correspondence will be circulated to members imminently as part of a consultative pay ballot.

A 3 Year Deal consisting of:  
2026 - £1000 consolidated pay award  
2027 - £900 consolidated pay award  
2028 - £800 consolidated pay award

The deal is underpinned by a commitment that if CPI rises within any of the 3 years by 4.5% or above (over a 6 month period) it will trigger renegotiation.

In addition, a new unconsolidated payment of: (capped at £3,250)  
2026 – 1.5%  
2027 – 2.75%  
2028 – 4 % (and retained at this figure in subsequent years)

This payment is open to employees to either purchase flexible benefits or to simply receive as additional pay.

## Siemens Managed Services

UNISON met with the company to follow up our pay claim and to negotiate a pay offer for 2026.

Siemens Energy Services have made the following offer to the unions in accordance with the Siemens Energy Services Collective Bargaining arrangements. Unions were present at the pay negotiations and were offered the following:

- 3% increase as detailed below on basic pay and Field & IS Standby. This pay review would be effective from 1st January 2026 for employees subject to collective bargaining.
- Increase in London Weighting Allowance of 3%
- Real Living Wage increase effective 1st January 2026

Following a pay ballot, UNISON members voted to accept the offer which will be paid in January 2026's payment run. Meanwhile, TUPE consultations with the employer, unions and employee representatives have ended and Siemens Managed Services (EYS) will be transferring to Stark Ltd as of 1 February 2026.

## Morrison Data Services

Staff side are considering an offer put forward for a two stage pay award – 3.2% in October 2025 and 0.8% in April 2026 (with the 0.8% being added to any National Minimum Wage rise in April 2026 for staff affected by the NMW increase), so totalling 4%. The same offer was replicated for the managers for whom we have collective bargaining. Both meter readers and managers accepted the offers (90% acceptance in both cases).

## UNISON in Cadent

Following a ballot, members accepted a 4% pay increase from 1 July 2025. At present, UNISON has been involved in a formal 45-day redundancy consultation in response to the RIIO 3 settlement. While efforts have been made to secure reductions (circa 60 FTE) by voluntary means, it is anticipated that there will be some compulsory redundancies.

## East Midlands I.D.B Branch (Internal Drainage Board)

### Lincolnshire ADA IDBs Pay and Conditions

(Black Sluice, North East Lindsey, Upper Witham, Witham 1/3/4)

It has been agreed that the pay award for the 2026/27 financial year will be a 5% increase, effective from 1 April 2026. This uplift aligns with the 12-month average increase in average weekly earnings for the public sector. The increase also affects essential user vehicle allowance, but not the mileage rate.

### Water Management Consortium IDBs Joint Negotiating Committee

(Doncaster East, Isle of Axholme & North Notts., Lindsey Marsh, Trent Valley)

It has been agreed that the pay award for the 2026/27 financial year will be a 4.1% increase, effective from 1 April 2026. This uplift aligns with the September 2025 CPIH inflation figure. The increase also affects Duty/Appointed Person payments.

# Higher Education



The sector has been marked by financial pressures, organisational change, and significant union-driven achievements. As universities continue to navigate the long-term economic effects of the pandemic, ongoing recruitment challenges, and reduced real-terms public funding, UNISON branches across the region have played a critical role in defending members' rights and securing meaningful protections. Branches have continued challenging poor consultation processes and advocating for transparent decision-making, focusing on ensuring that members' needs, contractual rights, and wellbeing remain central to workplace policy discussions.

A defining event of 2025 was the large-scale redundancy threat at the University of Nottingham, where over 350 jobs were placed at risk of redundancy. The scale and suddenness of the announcement created widespread concern among staff across the institution. The branch acted swiftly and initiated an organising campaign. Through intense member engagement, workplace meetings, and coordinated campaigning, the branch secured a strong industrial action mandate, achieving its highest turnout ever and

welcomed over 250 new members to the branch. The credible threat of strike action, combined with strategic pressure, proved decisive. After further negotiations, the University agreed to a 12-month no-compulsory-redundancy agreement, protecting thousands of staff and providing stability during a period of significant upheaval in the sector.

Despite the difficult landscape, 2025 has been a year of resilience and significant achievements. Branches continue to show that organised, collective action remains the most effective tool for defending members rights and shaping the future of the higher education sector in the best interests of staff and students alike.

<b>BRANCH</b>	<b>SECTOR</b>	<b>2025 net</b>
East Midlands Gas (Southern) - 2280	Energy	-39
UNISON in Cadent - 22411	Energy	-72
UNISON Power - 2313	Energy	-16
Utility Services - 2281	Energy	-73
Derby and Burton Hospitals - 22771	Health Service	-27
Dukeries (N.Notts) Healthcare - 2231	Health Service	-41
East Midlands Ambulance Trust - 20114	Health Service	-1
Leicestershire Healthcare - 2239	Health Service	-35
Lincolnshire Health - 20128	Health Service	121
National Blood and Transplant Central Branch - 2263	Health Service	-5
NHS Logistics - 2251	Health Service	-26
North Derbyshire Healthcare - 2248	Health Service	48
Northampton Hospitals - 2249	Health Service	-57
Northamptonshire Health Workers - 22231	Health Service	12
Nottingham University Hospitals & Allied Services - 20122	Health Service	125
Nottinghamshire Healthcare NHS - 2224	Health Service	100
South Derbyshire Healthcare - 2225	Health Service	102
De Montfort University - 2285	Higher Education	-11
Lincoln University - 20100	Higher Education	-18
Loughborough University - 2240	Higher Education	2
Nottingham Trent University - 2242	Higher Education	-11
Nottingham University - 2238	Higher Education	122
University Of Derby - 2245	Higher Education	-8
University Of Leicester - 2287	Higher Education	-3

A group of people at a protest or rally, with a man in a Santa Claus costume and a woman in a scarf.

Section Two

**Local government  
police, prosecution  
and catfishing**

UNISON

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obation  
ss team

# Local Government

Council funding gaps continue to pile pressure on branches as employers struggle to balance the books without extra support from Westminster. While the Fairer Funding Review promises some relief, it's clear that the capacity offered falls short of what's needed after years of austerity.

2025 brought a major political shake-up in the region: five councils are now under Reform control, and one sits in no overall control but Reform-led. We acted fast, launching a regional strategy for these branches and convening our Local Government Taskforce regularly to share ideas and tackle any challenges head-on.

Local Government reorganisation is sweeping across the region. At the time of writing, we await the full picture of proposals from different areas, with government consultation expected in early 2026. Consensus? Still elusive in most places.

UNISON Derbyshire is preparing to exit regional supervision at its 2026 AGM. During supervision, the branch built a new Shadow Branch Committee and actively challenged employer decisions. Regional supervision is always a last resort, but it has sharpened focus and driven campaigns. Credit goes to those who stepped up to fight staffing cuts and mounting pressure on SEND teams, which will remain a key campaign issue for 2026.



Across all Local Government branches, even those without major restructures, the strain of shrinking budgets and rising workloads is clear. Branches continue working tirelessly to shield members from the harshest impacts of cuts and political shifts. The council funding gap reports from UNISON in October 2025 show East Midlands Councils holding a funding gap of £265,347,111, 4.5% of revenue budget is represented by that gap.

Lincolnshire are facing insourcing because of failed outsourcing and Leicestershire see the first attacks on work life balance with a review of homeworking policies. Branches in these areas are tackling these challenges head on. The Districts and Boroughs have been a hotbed of activity. Chesterfield branch have been involved in collective bargaining on a Red Book to Green Book for 147 staff, which improved pay protection, preserved hours of work, and improved annual leave, as well as negotiating an improvement to the standby and call out policy for the whole council. Bassetlaw branch has negotiated a new flexible working policy that allows for staff to work from abroad for short periods of time, to support staff balancing family emergencies with delivering services for the public. Ashfield branch has actively engaged in a review of the waste service, that saw the service move from task and finish to a 4-day week. Hinckley & Bosworth Branch have consulted members on a new travel and mileage policy increasing rates for mileage claims for the first time in years.

Moves to reestablish bargaining apparatus in some of the other boroughs and districts has also gone well after some years of dormancy.

West Northamptonshire Branch have



been able to secure an International Ethical Recruitment Charter with their Council and Nottingham City Branch have secured the signing of a Violence at Work Charter through their Health & Safety Officer.

The long-awaited NJC pay award finally landed in 2025 after ballots showed limited appetite for large-scale industrial action. The 2026 pay claim was submitted on 1st December 2025 with significant work done to bring forward the date of the claim.

2025 also marked a milestone: formal recognition with the East Midlands Combined County Authority, alongside the signing the TUC Dying to Work Charter by the organisation. Their staff base set to grow with TUPE transfers from the constituency councils transports teams on the horizon. We remain committed to being the voice for working people, championing skills, lobbying for inclusive growth, and ensuring public service workers' terms and conditions are protected amid devolution. Similar arrangements are being pursued in the Greater Lincolnshire Combined Authority,

though the Reform-led mayoralty poses tougher challenges.

With social care a national strategic priority we have worked to make excellent progress with our active members in social care building a growing network.

We held two MP lobbies in Nottingham and Northamptonshire to build momentum for a mass lobby of Parliament on 17 December. The campaign aims to end the exploitative Visa Sponsorship system that exists in social care that traps workers with an employer that can abuse their power, and to demand the government keep the qualifying period for those here on the visa at 5 years, rather than being extended to 15 years as proposed.

We took 59 members on coaches to London to join over 600 members in attendance. On the day, our members lobbied 19 Labour MPs from our region, inside Parliament about the need for change in social care, speaking movingly of their experiences under the current visa regime.

# Schools

The reinstatement of the School Support Staff Negotiating Body (SSSNB) remains a top priority for many Local Government members. Our School Support Staff Champions network is growing, driving focused work to strengthen representation.

Our efforts in schools, part of the Organising to Win national schools priority campaign, have earned praise from other regions and national officers. Many have visited to shadow our work, and sharing best practice has become a powerful tool we'll continue to expand.

490 school visits were completed during the 2024/2025 academic year, delivering impressive results:

- 7% net membership growth
- 39% increase in activists, adding 20 new activists
- Supported schools in creating new intimate care policies and reviewing behaviour policies
- Secured discussions and agreement on a TURA with a previously disengaged employer
- A new TURA with new merging trusts and;
- Reacted swiftly to a trust-wide job evaluation announcement - gaining

19 new members and 6 new active volunteers for evaluation panels, with UNISON training on the way

Although we can celebrate these achievements in targeted areas, we continue to see decline in this area and increased efforts for 2026 are required if we are to grow our schools base again.

A long-standing term time only pay issue with Nova Academy Trust was finally resolved through negotiation. Whilst some legal claims had to be issued the negotiations have resulted in a correction for all staff and back pay for all for 3 years. This follows the conclusion of TTO claims in Derby College and Leicester College via collective agreement earlier in the year.

Stars in Our Schools 2025 was another very successful week with lots of activity happening across the region.

Branches and staff collaborated for some incredible celebrations from caterers to teaching assistants who are the foundation of our schools. This year we have for the second time seen direct recruitment we can allocate solely to the week of events.



# Police

This year has seen continued engagement on pay, policy, and operational matters. Negotiations for a cost-of-living pay increase remain ongoing in Probation, with the employer's response still awaited. Alongside pay talks, national consultations on performance, conduct, and discipline policies have required close scrutiny to ensure fair and transparent processes.

Police staff members in England and Cymru voted in October, by an overwhelming majority to accept this year's pay offer.



This year's agreed pay award for police staff in England and Cymru was:

- 4.2% increase on all pay points
- 4.2% increase in standby allowance from £36.13 to £37.65
- £10 increase in the Overnight Away from Home Allowance from £50 to £60
- Harmonisation of the three existing essential car user engine-size allowance rates to a single rate of £1,239 (being the existing highest engine-size rate)

The award will be backdated to 1 September.

Major operational changes, including proposed adjustments to working patterns, are scheduled for implementation in the coming year in some forces. These changes have raised considerable concern among affected staff, prompting detailed union involvement to mitigate negative impacts.

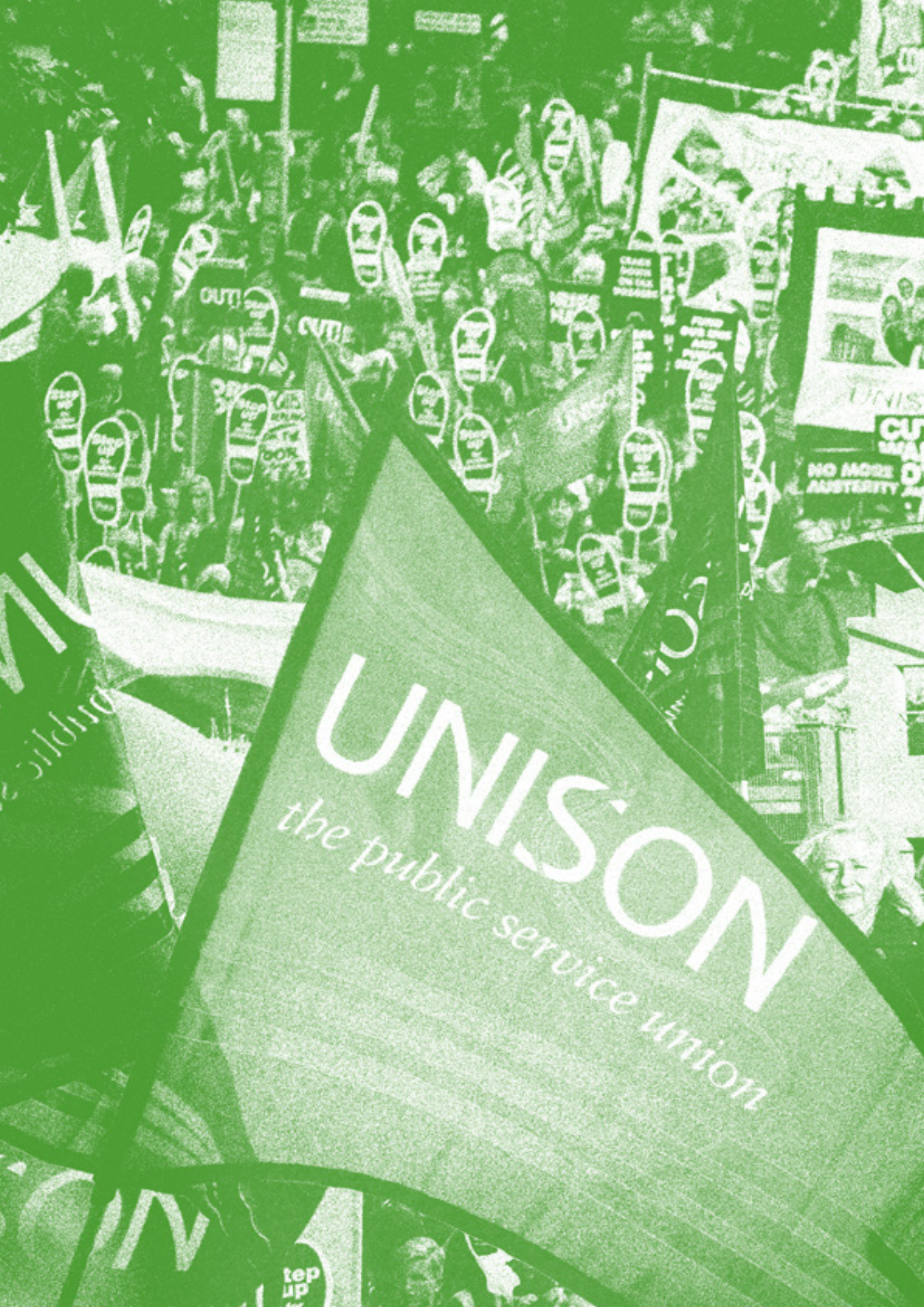
There has also been a notable rise in support for members experiencing work-related sickness absence, largely attributed to excessive workloads, staffing shortages, and recruitment and retention challenges.

Further consultations have focused on allowances, on-call arrangements, and health-related processes following recent tribunal outcomes. Legacy issues concerning pay and allowances have also emerged, requiring detailed negotiation and resolution.

In addition, work has progressed on initiatives to improve workplace safety and wellbeing. Agreement has been reached to implement a Violence at Work Charter in Leicestershire, with supporting materials in development for formal sign-off.

Our police staff members also took to parliament on 16th December to highlight the importance of the role of police staff and recognition for the work they do. Clear demands include: An end to police uplift targets for officer numbers; To reverse the cuts to PCSOs and a strategic vision for the police workforce.

<b>BRANCH</b>	<b>SECTOR</b>	<b>2025 net</b>
Amber Valley	Local Government	-4
Ashfield UNISON	Local Government	0
Bassetlaw	Local Government	2
Broxtowe UNISON	Local Government	-8
Charnwood	Local Government	-10
Chesterfield Borough	Local Government	-1
Derby City	Local Government	30
Derbyshire UNISON	Local Government	9
East Lindsey	Local Government	2
Gedling	Local Government	-13
Hinckley & Bosworth	Local Government	4
Leicester City	Local Government	126
Leicestershire County	Local Government	233
Lincoln UNISON	Local Government	4
Lincolnshire UNISON	Local Government	241
Mansfield	Local Government	-3
North East Derbyshire	Local Government	-14
North Northamptonshire	Local Government	168
North West Leicestershire	Local Government	-2
Nottingham City UNISON	Local Government	78
Nottinghamshire County	Local Government	253
South Derbyshire	Local Government	4
South Kesteven	Local Government	12
West Northamptonshire	Local Government	176
Derbyshire Police	P/P CAFCASS	-12
East Midlands Probation Branch	P/P CAFCASS	16
Leicestershire Police	P/P CAFCASS	39
Lincolnshire Police	P/P CAFCASS	2
Nottinghamshire Police	P/P CAFCASS	-42
UNISON Northamptonshire Police and Fire	P/P CAFCASS	29



UNISON  
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Section Three

# Learning and membership development



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# Learning and member development

## Activist Education

In 2025, we welcomed over 90 new stewards to join our family of ERA accredited reps as they completed the 'Organising Stewards' course. Training this year has been offered in a variety of ways from traditional courses in the regional centre or across the region, on-line courses, branch-based courses and even a course specifically for school staff over the summer holidays. We know that this course is only the beginning of a rep's learning journey, so please encourage your newly trained reps to sign up for follow-on courses in 2026.

Over 30 health and safety reps attended the 'Organising for Safety' course during 2025. This is a fantastic number, and it is hoped they will be able to share skills and experiences via their branch and regional networks.

We also had over 30 stewards renew their ERA accreditation for a further 5 years by attending the online 'ERA re-accreditation' course and many more have re-accredited by attending other follow-on courses such as the 'Introduction to Employment Law' course. Accreditation is a vital part of life-long learning for reps, and the LMD team will be in touch with those who will need to complete it in 2026.

This year's branch officer training took place in May, with courses for secretaries, chairs, equality co-ordinators and lifelong learning co-ordinators. The event was a success and very well attended. Training for branch education co-ordinators training also took place the following month.

Activists across the region also accessed wide-ranging follow-on



courses during the year including a Thompsons Solicitors briefing plus courses on motion writing, negotiating skills, tackling bullying and harassment and sickness absence policies. In addition, the 'making equality central to your union practice' course ran online this year, with over 30 attendees. This course is mandatory as specified in the NEC scheme for the accreditation and training of UNISON stewards/ workplace reps, so there are plans to ensure as many activists are trained as possible. We were pleased to run the Trans Ally training in November 2025, after an earlier postponement due to the UK Supreme Court ruling.

This year has seen the return of the East Midlands Leadership School for its third round with its biggest cohort to date. The introductory session took place in December 2025, and the course runs until July 2026. In addition, the region ran its first Organising Convention in September 2025, which saw activists from across the region attend to hone their organising skills across workshops and plenary sessions. We also welcomed general secretary Christina McAnea as our keynote speaker, who spoke passionately about the need to organise in every workplace in order to strengthen and grow the union.

## Member Learning

Across the region we have supported almost 2000 learners in 2025. Whilst these numbers are a little less than in recent years, the numbers attending courses organised by the county forums have increased. This is down to the hard work of ULRs and Lifelong Learning Coordinators who have done a fantastic job over the year.

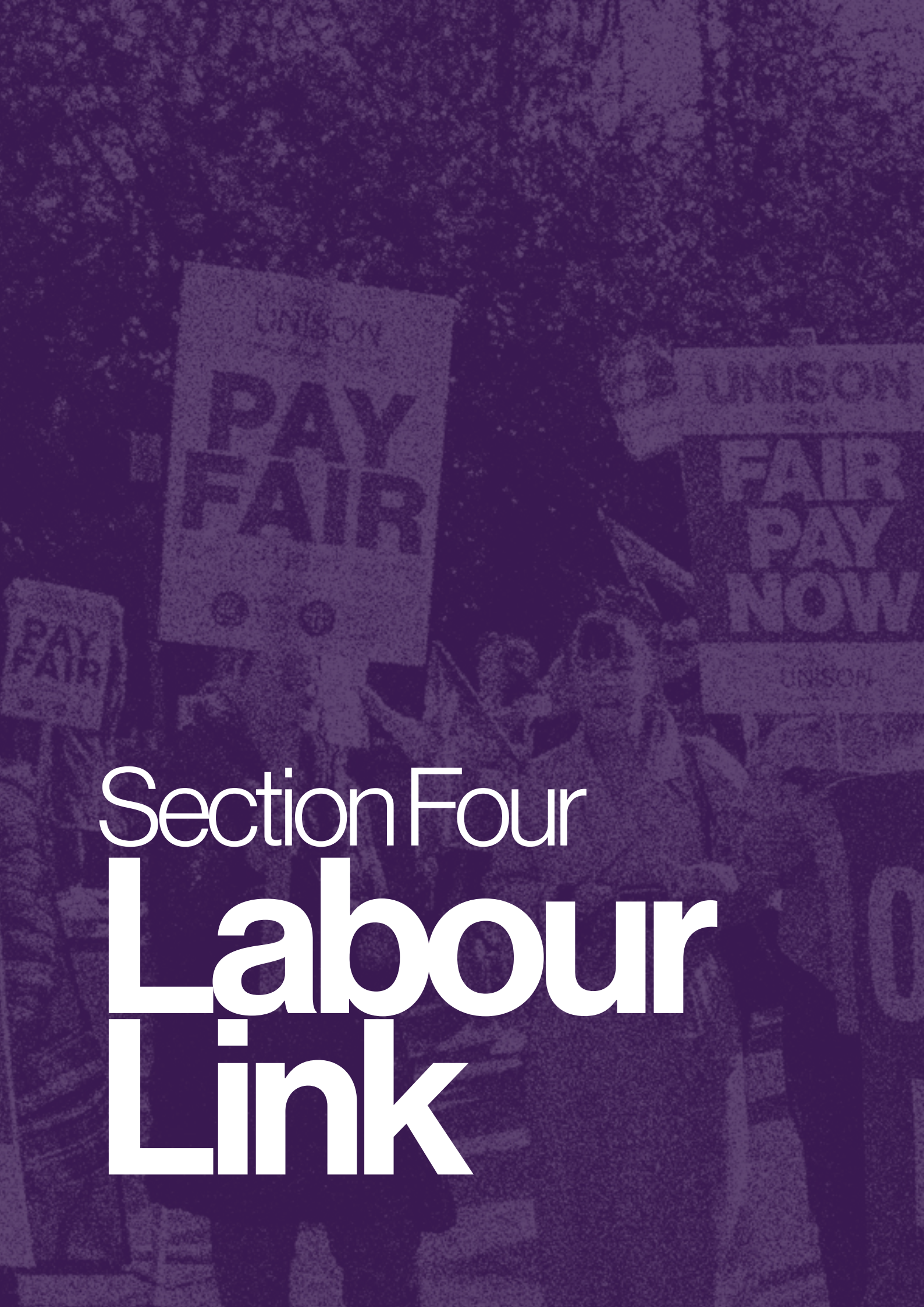


The number of Union Learning Reps (ULRs) trained in the past year has been disappointing, with 21 ULRs trained in comparison to 50 in 2024. ULRs do vital work and are a key component of any well-organised branch. Therefore, we will be redoubling our efforts to grow our number of ULRs in 2026.

Finally, UNISON East Midlands members have received £5877 in grants to support with their education and learning to date, with a further £2050 currently being processed.

## County Forums

The County Forum Learning programmes have enjoyed another highly successful year. In 2025, ULRs across the East Midlands organised over 60 courses, engaging 1000 learners. Notable highlights include a series of Public Speaking workshops in Nottinghamshire and Leicestershire, all of which received excellent feedback, and Critical Bleed Workshops delivered in Northamptonshire by a ULR from EMAS Branch. A recent Christmas Wreaths course held in Derbyshire resulted in 10 members expressing interest in becoming more active within the union as Union Learning Reps. Most forums have already agreed on priorities for 2026 and are looking forward to another year of organising learning opportunities for members.



Section Four

# Labour Link

# Labour Link



The Labour Link Committee set three key objectives for 2025; to support Labour success in the local elections, ensure a network of trained and active Labour Link Officers and to support UNISON members as Future Candidates.

The first objective was met, with the committee supporting a large number of UNISON members standing for election across the region with direct donations and campaign days. However, despite lots of hard work, the “Reform wave” hit the region very hard, meaning that Labour did not make the gains which had been hoped for earlier in the year.

Progress has been made on networking Labour Link Officers, who will be able to attend the Branch Officer training in May 2026. This will not only cover the basics of the role, but how Labour Link Officers can help support branches in the fight against the far right. We are thrilled that activists from our region were supported to attend a TULO political school for future candidates and with the support of UNISON, Leicestershire Police’s Rav Kaur was offered a place on the prestigious Jo Cox Leadership Programme.

UNISON Labour Link has also taken an active role in the democracy of the union, taking motions on tackling the Far Right and improving opportunities for Black activists within the Labour Party to UNISON Labour Link’s National Forum in Glasgow.

In addition, we sent delegates to the Labour Party’s Annual Conference in Liverpool where we were pleased to hear recognition on the conference stage for the impact UNISON has made to Government policy direct from the Secretary of State for Health, particularly on wholly owned subsidiary companies ‘subcos’ and health and social care.



Section Five

# Self Organised Groups



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# Self Organised Groups

## Women

The East Midlands Women's network has continued to grow throughout the past year, with new activists and participants attending network meetings and conferences and subscribing to mailing lists. We have very passionate activists in our region who are dedicated to improving the lives of women and their families and as always, they spoke at several UNISON conferences to share their own experiences and inspiration to bring about change.

March 2025 saw our annual event for International Women's Day held centrally in Nottingham. The event was designed to empower women in the workplace and within UNISON, focusing on aspirations, barriers, and collective action. We had three inspiring guest speakers: Mayor of the East Midlands Claire Ward, Derbyshire's police and crime commissioner Nicole Ndiweni-Roberts, and Lousie Jones MP, who each spoke of their work, and how they take action to improve the lives of the people in their communities.

This year one of our very own East Midlands activists won the TUC Women's Gold Badge. We are exceptionally proud of Sonya Pickford who is described as a constant beacon for UNISON Derbyshire. She is always there for members and her contribution to the trade union is admired, respected and appreciated by all who know her.

## Black Members



We can report that we have seen the growth of new SOGS in Derbyshire County and Lincolnshire Health branches and interest by members in Black leadership training. With our new banners and branded merchandise, we celebrated getting together at the re-scheduled Black Members conference during the summer in Brighton. In October we held our Black History Month event at the Queens Walk Community Centre in Nottingham. Our main speaker was Julia Regis who spoke on the theme of 'Standing Firm in Power and Pride'. We enjoyed good food, music and ended the event with an impromptu 'open mic' session of poetry on the Black experience written by our members.

## LGBT+ Members

Three delegates from the regional SOG attended national LGBT+ conference, alongside colleagues from branches across the East Midlands. Issues affecting trans and non-binary members featured prominently, influenced both by the position adopted by Reform UK and by the implications of the Supreme Court judgment delivered in April 2025.

Intersectionality and the importance of recognising the “plus” within LGBT+ were recurring themes, prompting substantial and constructive debate. Additionally, the reduction of stigma experienced by HIV-positive colleagues formed the basis of three related motions, which were considered together.

The regional SOG has supported more than 12 local Pride events and several branch-focused events which have proved successful in not just recruiting additional activists to the SOG but have promoted UNISON as union committed to advancing equality and tackling hate.

This year has presented considerable challenges for the LGBT+ community. The UK is now ranked 22nd in Europe on the ILGA map, the implications of the Supreme Court judgment of April 2025 for trans colleagues, and the rise of Reform have all contributed to a climate of heightened concern. The importance of sustained organising and campaigning cannot be overstated.

## Disabled Members

At the training event of September 2025, co-chair Paul Meadows delivered a workshop on Men and Mental Health which is covered by SENDS 4 Dad. Not only was the event interactive and engaging, but it was also thought-provoking and provided members with useful resources to refer to.

To mark Disability History Month 2025, UNISON's East Midlands national disabled activist, Jeanette Lloyd, shared her thoughts to UNISON magazine on what needs to change for disabled people. Jeanette gave a personal account on her experiences as a disabled member and the challenges she's faced. Jeanette hopes to encourage learning around disabilities and how it can affect people in different ways. Jeanette also chaired a session at UNISON's disabled members' conference for the first time.

The WhatsApp Group, which is managed by Paul Meadows, continues to be a success and after a few years of reviving the SOG, Paul was thanked for his time and dedication as he stepped down from his role of co-Chair. The SOG welcomed Marlene Blake as full-time Chair.

## Young Members



The East Midlands Young Members Forum has had an outstanding year.

A real highlight was the Forum's collaboration with the UNISON East Midlands International Committee to send two delegates to Cuba as part of the Young Trade Unionists' May Day Brigade. Ahead of their trip, delegates coordinated with activists across the region to collect material aid. Delegates described the trip as life-changing, offering a rare opportunity to engage in practical solidarity, experience a society built around on people not profit, and witness firsthand the impact of the illegal US blockade. Since returning, they've shared their experiences widely, promoting the importance of Cuban solidarity, and have established an East Midlands International Solidarity Network in partnership with the International Committee.

Beyond UNISON-led efforts, the Forum has been active in broader movement initiatives, such as tenant defence campaigns, counter-protests against the far-right, Trans Pride events, and pro-Palestine demonstrations opposing the genocide in Gaza. Forum officers are also playing a key role in establishing the TUC Midlands Young Members Network. A lively WhatsApp group keeps members connected, offering mutual support with branch activity as well as regional activity outside the Forum. The Forum has maintained a strong digital presence using social media platforms, published editions of the regional young members newsletter, and is finalising a refreshed communications strategy.

The Forum was pleased that all three of the motions it submitted to the agenda passed at the National Young Members Conference. Delegates engaged in lively debate and discussion throughout the conference and lobbied delegates from other regions to ensure its #meTU motion will be taken to National Delegates Conference by the National Young Members Forum.

## Retired Members

This year we have focussed on updating our regional retired members constitution with an emphasis on having a fair and robust committee makeup and outlining the aims and objectives of the group.

We have worked closely with branches and the regional convenor team so that all parties have been able to have a say in how we manage ourselves, within the rules of the wider union. We were also pleased to hold a networking event at which we discussed the new constitution and were the pilot group for the national retired members training, which was launched at retired members conference. We continue to highlight the bureaucracy of GDPR and we are putting pressure on the national data protection team to allow our retired members access to the information needed to re-build our regional network.

We were very sad to lose one of our long standing members, John Dick of Derbyshire, at the beginning of 2025. We will carry on the excellent work on digital inclusion that John was renowned for.

## Community Forum

The Committee have made some progress this year with establishing a profile for Community members through online events directed at practical, relevant issues. Additionally, the Region continues to field a good attendance for members at national and regional events.

The work here is Branch-led with a huge focus on surges in migrant worker cases. The Regional Social Care project is making some inroads, but capacity at Branch level continues to be the major obstacle.

However, recognising the ongoing structural disconnection, the Committee is drafting a BSOF bid to try and secure Organiser support to achieve three interconnected aims at five target employers across the region:

- Build a sense of collective identity and raise relevant campaigns across areas and between them.
- Build a communications infrastructure increasing participation in branches and at regional level.
- Build a solid platform for recognition and thereby, crucially, secure elected UNISON representatives with release.

# Regional Financial Report

Income		Jan-Dec 2025
Annual Income from HO Q1 - Q4		£158,017.64
Expenditure		Jan-Dec 2025
Administration		£25,010.40
Affiliations & Donations		£2,384.47
Black Members Committee		£5,242.10
Campaigns Fair Pay for Patient Care		£766.68
Campaigns		£3,819.08
Campaigns Stars In Our Schools		£3,871.58
Community Committee		£54.40
Disabled Committee		£477.96
Education & Training inc BOYA		£53,548.96
Health & Safety Committee		£2,205.09
Health Committee		£11,703.44
Higher Education Committee		£178.99
LGBT+ Committee		£5,011.16
LGPS Governance		£121.93
Local Government Committee		£565.81
Organising Convention & Regional Committee 2025		£9,670.99
Other Expenditure		£4,472.50
Leadership School		£2,129.06
Police, Probation and CAFCASS Committee		£4,168.45
Regional Council		£263.76
Retired Members Committee		£924.31
Welfare Committee		£108.80
Womens Committee		£5,570.80
Young Members Committee		£8,594.68
Total Expenditure		£150,865.40
Income v Expenditure		£7,152.24

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the public service union

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We Care for  
YOU!

Who Cares for  
US!!!

**UNISON**

HEALTH  
CARE

ASSISTANT  
FAIR PAY

**For too long, public service  
workers have been  
overworked, underpaid, and  
undervalued.**

**We keep this country running.  
Yet, too often, we're treated as  
an afterthought. And that has to  
change.**

**Together, we will build a  
stronger, more confident, and  
more powerful UNISON.**

**Andrea Egan**  
UNISON General Secretary

**UNISON East Midlands**

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