

CYWU

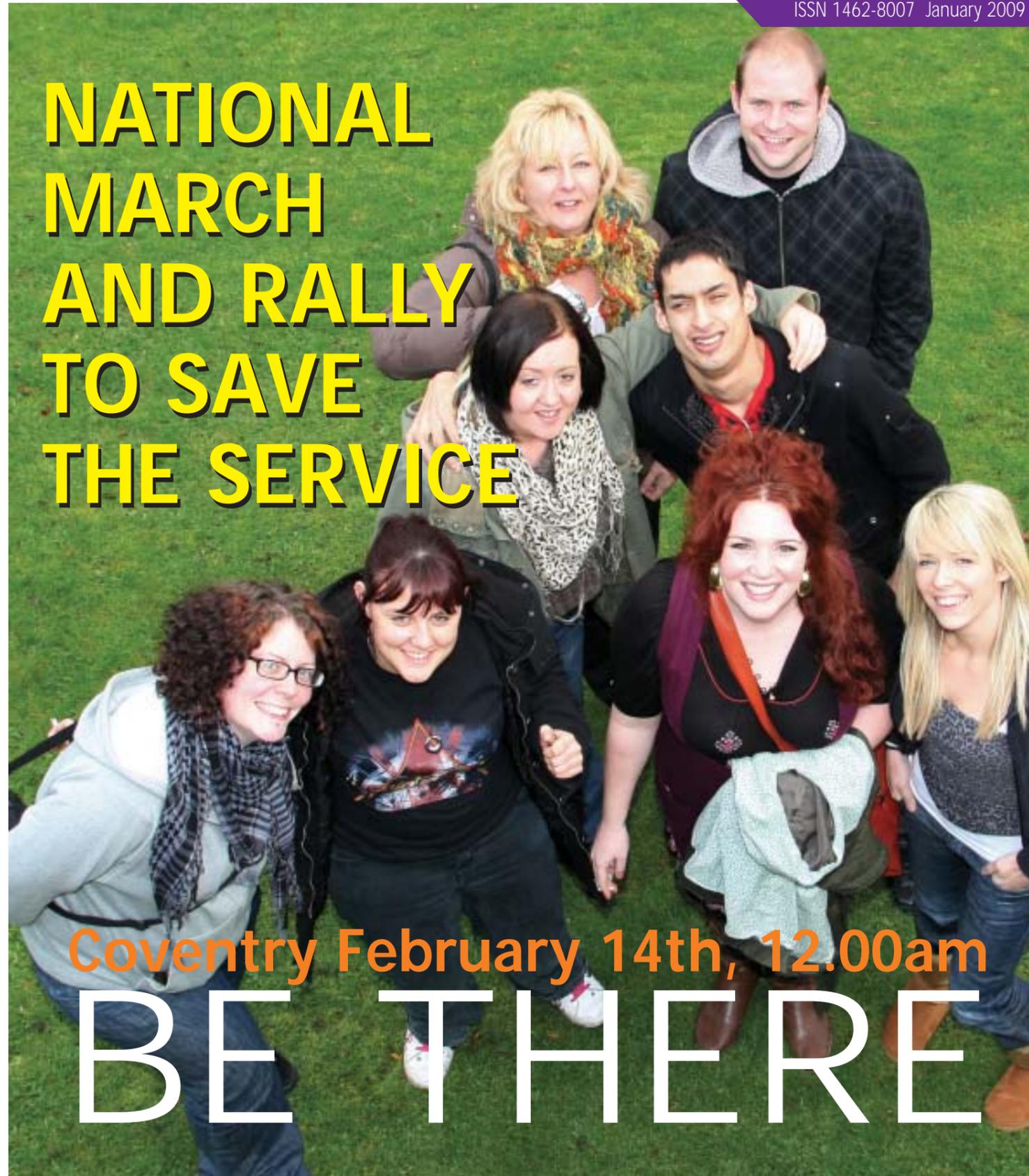
Journal of the Community and Youth Workers' Union

Rapport



ISSN 1462-8007 January 2009

NATIONAL MARCH AND RALLY TO SAVE THE SERVICE



Coventry February 14th, 12.00am

BE THERE

inside this issue

- 3 Editor's column
- 4 Stop the Cuts in Coventry
- 6 International – Report on Gaza
- 11 Student's diary
- 12 Student conference
- 14 CYWU history 1997-2008
- 17 Timeline and Obituary
- 18 Play Strategy for England
- 20 President's report
- 21 Letters
- 22 Consultation
- 23 History conference
- 24 Nominations for national positions
- 25 Motions to conference



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Rapport is the Journal of the Community and Youth Workers' Union Section of the T&G Section of *Unite - the union*. Founded in 1938, ISSN 1462-8007. CYWU 2007. Requests to reproduce any part of the journal must be made in writing to the National Secretary. Rapport is published by: CYWU National Section/*Unite - the union* for people working with people. National Section Office: Transport House, 211 Broad Street, Birmingham, B15 1AY. Website www.cywu.org.uk. Tel: 0121 643 6221. Fax: 0121 633 0184. Subscriptions: Six editions per year: Britain £15.00 inc p&p. Overseas £20.00 inc p&p.

Advertising rates:

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Quarter Page: £140.00 Eighth Page: £85.00

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editor's column

Silly season

It's a familiar time of year. Despite the mass frenzies in the high street and the over indulgence that are synonymous with the Christmas season, another unpalatable series of events takes place on an annual basis. Our members across the nations are faced with the seasonal phenomenon of threats to their jobs.

As local authorities make every attempt to keep council tax rises below inflation in order to impress the electorate prior to forthcoming local elections, and with inflation dropping sharply, our members are being told that there isn't enough to go round. Many of our members stopped work for their Christmas break, not knowing whether or not their first letter of the New Year would be the one telling them that they are at risk of redundancy. At a time when local authorities are spending more on highly paid consultants and commissioning teams, we are again being told that the crucial front line services our members deliver are less important.



Kev Henman, Editor

Alongside this, many of our members in the third sector are being faced with some stark and distasteful choices: take a pay cut or change your terms and conditions or the job will have to go!

When will they listen...

At a time when gang members (some of whom were 14, 15, 16 and 18 at the time) are imprisoned for the tragic shooting of 11 year old **Rhys Jones**, ask any section of that community what they believe would assist in turning this tide of disenfranchisement.

Collectively, the Croxteth Park population are calling for a Youth and Community Centre for the area and are busy raising the £1.2m required for such a facility. The fact that local people are having to raise funds in memory of a dead child in order to provide what are core public sector facilities is a sad indictment on our political system, society as a whole and on us. The best way to address the inequalities we face and observe everyday in the workplace is to join together, work together and demand together.

Local action...

To do that requires that we organise at a local level. We all

have a responsibility to do a number of things. We need to recruit colleagues across the sector and in all associated professions. We need to then create the culture that ensures all members can and want to be, active at a local level and beyond. We need to be challenging the status quo. Calling for three year funding cycles as a minimum; demanding that the indicative spend and staffing ratios for youth work are adhered to; refusing to have our professions diluted; insisting that local play strategies adhere to the key Playwork principles, fighting to ensure that JNC is rightly applied across these professions, and so on.

And strong leadership...

A key component of continuing to develop this culture is ensuring that we have the best possible and democratically elected leadership team heading up this section of Unite in place. At a time when we are at the heart of developing a hugely powerful sector, the Community, Youth Workers and Not for Profit Sector, we need to create stability and steadiness for our members. We require a leadership team that commands the respect of other colleagues within Unite and within the wider professional fields.

Steering us through the coming challenges will not be unproblematic, nor will it be straight forward. That said, I have witnessed first hand how our current leadership team have guided us with confidence to where we find ourselves at the beginning of 2009. **Doug Nicholls, Paul Boskett and Marie Taylor** have worked above and beyond in leading us through this crucial stage of our history and they have my thanks for that. The future could be even brighter if we build on this national leadership strength by all becoming more active in our branches.

KEV HENMAN
January 2009

Stop the cuts in Coventry

All members are asked to attend the national rally in Coventry on February 14th.

History

The Children & Family Education Service (formally Community Education Service) in Coventry has a long established role of working with children in high priority neighbourhoods across the city for the past 30 + years.

Highly experienced and qualified specialist staff have established Children's Clubs, Summer Playschemes and also support children in primary schools, delivering a range of targeted programmes for example, Playground Pals, Taking Care Project, Energy Cafes, Children's Voices Project, Co-operating with Children's Award,

Children's Achievement Award and a range of PSHE programmes across the city for many years. The Service also supports children with special educational needs and disabilities to access community activities. We also deliver the City's SEN Summer Schemes.

The purpose of the Children and Family Education Service is to raise and celebrate the

achievements of children in all aspects of their lives and to work directly with children, their parents/carers and also in partnership with schools and other agencies within the city. The Service is accessible to all and targets those who are socially excluded.

The work focuses on building long term relationships, with a focus on early intervention and prevention.

CYWU/Unite are astounded that Coventry City Council are proposing budget cuts (2009) of £300k and the dismantling of the Children & Family Education Service. The impact of which is the ending of all existing services providing after school clubs and other open access children's services.'

This Service provides educational learning opportunities for primary aged children in an informal and friendly setting, with qualified and experienced staff.

Over the years children have been involved in; residential experiences, community projects, achievement awards,

recruitment and selection, fundraising activities, consultations with organisations regarding their local communities, art exhibitions and conferences to name just a few.

But more importantly, the children learn the important life skills to enable them to grow into responsible young people and adults. This is clearly evidenced in our Children's Clubs where they have a say in how their club is run and the planning of their activities.

What will the impact be?

Children's Clubs will be closed, Summer Playschemes will no longer run and the work in schools supporting children with specific needs will be compromised.

Senior managers have indicated that children who currently attend Children's Clubs and Summer Schemes will be able to access after school opportunities offered through the Extended Schools Agenda, but there is no evidence to support this claim.

The Service 'Fee Policy' supports access at just 40p for a two hour session; this aspect of the service offers a vital, affordable service for children within this City.

There are further concessions for those families receiving Income Support or Job Seeker's Allowance. The reality is that many families simply do not have the means to access other opportunities as these are often at a substantial cost.

Children will be denied the opportunity to access their local, affordable, community based opportunities.

This proposal means a direct cut to front line services in the areas of the

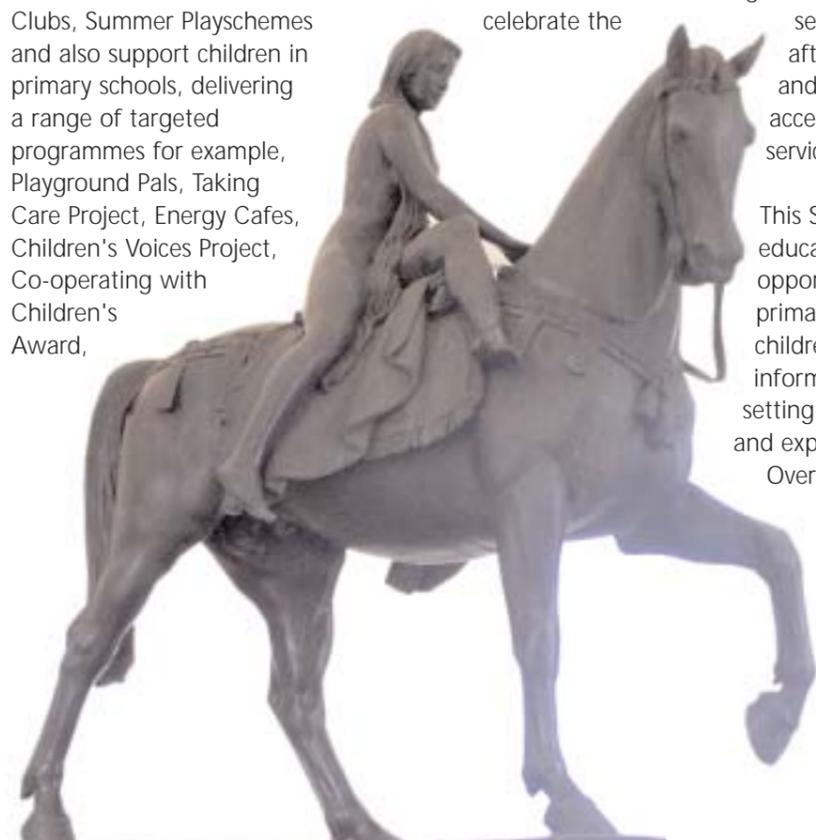
City that need them the most. Councillor Foster has said: 'We will have to make some difficult decisions in the coming months about the way we work in order to protect vital services we know are important to local people' (Thursday 11th December 08).

Clearly these proposed cuts are being made without open consultation involving service users, community organisations and frontline workers. Where is the true meaningful consultation?

The Children and Family Education Service is a frontline service, based in local communities and is vital to community cohesion, which meets the outcomes of the 'Every Child Matters' agenda. It is a service that can and does work with 'hard to reach families' that often won't engage with other statutory organisations. Removing this service, removes another means of safeguarding some of the most vulnerable children in this city.

CYWU Unite is not in agreement with the proposed cuts to the Children's and Family Education Service. This is nothing more than a cost cutting exercise at the expense of front line services.

Every Child Matters? As far as Coventry City Council is concerned, once again, it appears not.



National March and Rally Coventry Saturday February 14th

Assemble Coventry Council House, 12 noon.

Come and protest at the most severe example of cuts and de-professionalisation in children's and young people's services currently. These are being proposed by Coventry City Council.

DON'T let them demolish children's and young people's services.

DON'T let them remove professional qualification requirements.

DON'T let them remove professional JNC terms and conditions.

DON'T let them close essential services for children, young people and families.

UNLESS WE STOP THEM IT COULD BE YOU NEXT.

GAZA – STOP THE WAR

PAT STUART, Unite GEC member for our trade group expresses all of our feelings on the situation in Gaza.



As I write this, the state of Israel has just declared a three-hour ceasefire in Gaza, ostensibly to allow humanitarian supplies in. Then they will resume the merciless pounding of one of the most densely populated regions on earth, with the heavy machinery of death. The term "humanitarian" rings as hollow as a spent shell case.

The only small glimmer of hope is that this is a response to international pressure, inadequate though it is, particularly the tentative Egyptian-French peace plan. However, there is no sign yet of a let up in the Israeli offensive.

Siege

A year ago, I returned from visiting the West Bank and Jerusalem, full of admiration for the courage and

stoicism of the Palestinians, but also full of fear for their future. Shortly after our Palestinian Solidarity Campaign delegation returned, the ongoing collective punishment of the people of Gaza was stepped up by Israel, in response to the breach of the border into Egypt. Gaza was already in dire straits by that stage. The pretence that Gaza was no longer occupied, following the withdrawal of Israeli troops and settlers would have been laughable, were it not so tragic: All access to and egress from Gaza has continued to be closely controlled by the Israeli state. In international law, this constitutes a continued illegal occupation.

We had talked to many people in the West Bank and Jerusalem who had not seen family or colleagues in Gaza since 2006. Gaza had been declared a "hostile entity" by the state of Israel (there is no such designation in international law), and the siege was laying waste the lives and communities of Gaza.

The cutting off of Gaza from the outside world was an Israeli response to the election of Hamas in the territory. In 2006, observers agreed that these were free and fair elections. Defeated Fatah members confirmed this to us last year on our visit saying "Hamas were better organised than we were". Of course, Fatah had also suffered from many years of being systematically undermined and humiliated in front of their people by the Israeli state.

The failure of the US and European states to allow sanctions against Israel

for this collective punishment is indicative of a breathtaking hypocrisy. The military interference in poorer states by the US and their allies (including our state) are commonly presented as being attempts to "bring democracy" to the world. What price democracy when people who vote in a way which displeases the powerful forfeit their security, and put their lives at risk?

The blockade has continued, destroying economic life in Gaza, with people unable to export commodities, or import supplies. Through history, siege has been a favoured means of driving people into submission, and this situation is little different in that respect from any mediaeval siege. The purpose appears to be to render life in Gaza unliveable, robbing the people of work, nutrition, medical supplies or contact with the outside world. In this siege, however, one side is all but unarmed, while the other side is a highly militarised local superpower with 21st century weaponry and surveillance methods at its disposal.

This imbalance is responsible for another startling feature of this "conflict": Here, one side has an effective monopoly over the setting of the rules of engagement. That is, Israel has power over whether Palestinians eat, receive medical care, have contact with the world, feel secure enough to sleep at night. Israel is supplied by its friends with the most sophisticated of military equipment, and with the resources to imprison their neighbours (but woe betide anyone who sends arms into

Palestine). Israel also effectively has the power to decide that Palestinians must not retaliate to what is being done to them. Thus, the firing of rockets without any effective means of targeting is used to justify the unleashing of the full ferocious military machine on the entire population of Gaza.

A few days ago in the Guardian, professor **Richard Falk** who was a member of the **Sean McBride** commission of inquiry into the Israeli invasion of Lebanon was quoted as saying "It is macabre... I don't know of anything that exactly fits this situation. People have been referring to the Warsaw ghetto as the nearest analog in modern times". (3 January, p28)

International Voices

The UN Security Council has, as I write, just called for an immediate ceasefire in Gaza, intended to put an end to Israel's 14-day assault on the territory. The resolution, was passed by 14 of the 15 members, with the US abstaining. The resolution "stresses the urgency of and calls for an immediate, durable and fully respected ceasefire, leading to the full withdrawal of Israeli forces from Gaza". The resolution is not ideal but, in any case, it remains to be seen whether it is actually implemented, unlike all the past resolutions aimed at ending the 40 year illegal occupation of Palestinian territory.

The US abstention was apparently the result of sustained international diplomatic effort. Perhaps the

evidence of innocent bloodshed has become too great to suppress any more, and is affecting public opinion in the west.

Reportage and Justice

Last weekend, while many thousands of us protested against the assault on Gaza around the world, a group of Israeli protesters in Tel Aviv was part of that international cry for justice. In a quick trawl around the online press next day, the only place I found a report of that Israeli protest, with pictures of people being arrested in what looked like very heavy-handed policing, was on the Al-Jazeera website. These are brave people, treated by their own state as traitors, whose raised voices are a threat to the relentless and far-reaching Israeli propaganda machine.

A major problem for Palestinians has been that major US news agencies give overwhelming precedence to Israel's version of events in the region, and the situation is not vastly better in the UK. After the breakdown of the cease fire in November, following an Israeli incursion which killed several Palestinian fighters, the resumption of ineffectual Hamas rocket launches into southern Israel with the occasional Israeli casualty received relentless coverage in the British press, in a way that the preceding 18 months of

Israeli siege did not, in spite of the hundreds of deaths attributable to that siege.

In the past few days, since Israel moved ground troops into Gaza, they have banned the international press from going into Gaza. Listening to UK news coverage, you might be forgiven for thinking this is less of an issue than, for example, when **Robert Mugabe** recently banned foreign journalists from Zimbabwe. Then, journalists justifiably attacked the move as a reprehensible attack on the right of Zimbabweans to have their voices heard. The Israeli state has imposed the same ban on someone else's territory, which they illegally occupy.

This ban is not just about minimising international coverage of what is happening to the Palestinians: The ordinary people of Israel receive profoundly biased reporting of what is being done in their names, with a few honourable exceptions in the quality press. Last year, we met representatives of Israeli organisations committed to working for an end to the oppression of their Palestinian neighbours, and there are many others we did not meet. Some are motivated by a strong sense that what is being done by their state is inconsistent with Jewish moral values.

Another spur to action is the realisation that this is no way to build a sustainable future for Israelis in the region. Relying on resources and arms supplied from abroad in order to terrorise and build walls is not security. Such a state is always vulnerable to the day the sponsors decide that the benefits of a strategic presence in the region do not justify the financial and political costs.

What is to be done?

We are now at a stage at which the state of Israel cannot be allowed any longer to claim victimhood as it continues the physical destruction of Gaza, and perpetrates a massacre upon its citizens.

What is happening in Gaza will be the first real test of **Barak Obama's** commitment to change. At the time of writing, his silence is still deafening. This carnage must be ended now. America must stop bankrolling the military superpower that is Israel.

The European Commission has condemned the current attack as "completely unacceptable", but Israel has dismissed a call from EU foreign ministers for a ceasefire.

An EU-Israel Association Agreement is being stepped up to "gradually integrate Israel into European policies

From the diary of **Mohammed Ali**, a researcher for Oxfam who lives in Gaza City. (al-Jazeera, 7 January 09)

The air, the sea and the earth in Gaza City are now occupied by the Israeli military. They occupy Gazans' minds, nerves and ears too.

In a bid to stop my children twitching, jerking, trembling and waking at every sound of an attack during their few hours of sleep and their many waking hours, I put cotton wool in their ears - it has not worked.



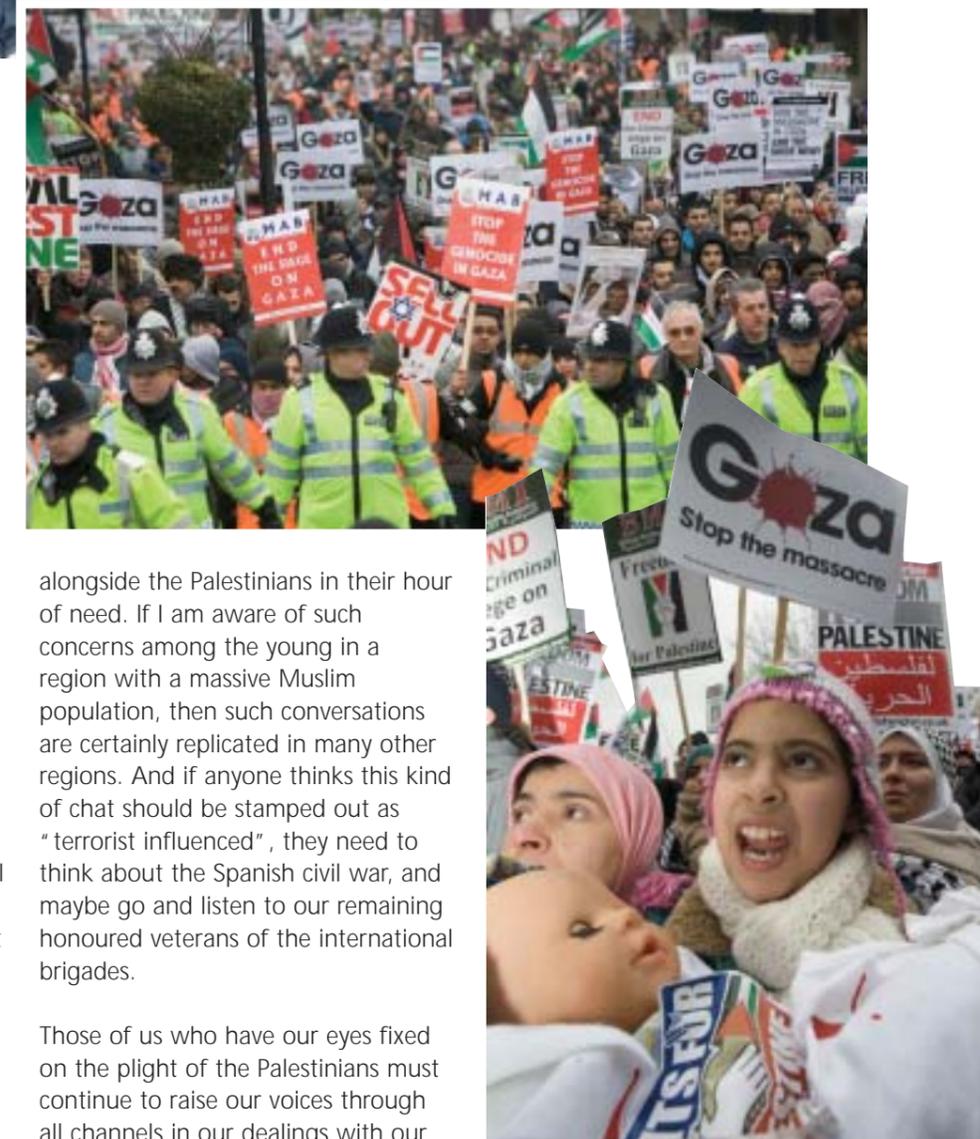
Pictures on p9 by Mark Thomas

and programmes", according to the EU Commission.

Under the deal, Israel is eligible for almost £13 million in EU "financial cooperation" in the next seven years. A few days ago, a coalition of UK aid agencies including Oxfam World Vision, Muslim Aid and Christian Aid, say such plans must be halted until there is a "comprehensive" ceasefire in the Gaza offensive.

Much more than that is required, though. The entire Israeli occupation of pre-1967 Palestinian lands must be ended, and the future security of the Palestinians guaranteed. An international UN peace-keeping force could be put in place to oversee the disengagement, dismantle the apartheid walls, free people from the ghettos. Those Palestinians forced into exile must be allowed to return. The Palestinians will need international assistance to rebuild their shattered infrastructure, particularly in Gaza, but also in the west bank, where their economy has also been decimated. The process of annexation the Israeli state is driving forward in Jerusalem must be halted and reversed.

The plight of the Palestinians is a tinder box in world politics. One can now commonly hear conversations among young muslims in South-East Asia about whether the right thing to do now is to go to Palestine, to stand



alongside the Palestinians in their hour of need. If I am aware of such concerns among the young in a region with a massive Muslim population, then such conversations are certainly replicated in many other regions. And if anyone thinks this kind of chat should be stamped out as "terrorist influenced", they need to think about the Spanish civil war, and maybe go and listen to our remaining honoured veterans of the international brigades.

Those of us who have our eyes fixed on the plight of the Palestinians must continue to raise our voices through all channels in our dealings with our Government to demand a secure, peaceful future for the Palestinians. Only by this means is there a chance of a secure, peaceful future for anyone in the region, including the Israelis.

I wonder what damage is being done to my children's tiny hearts. Theirs are not as big as mine, they can cope less with the stress that is being put on them.



Voices from Gaza and the Galilee (January 15, 2009)

Sawt el-Amel is in utter disbelief: disbelief at the scale of suffering unleashed upon the people in Gaza, disbelief at the overwhelming support Israel's war continues to enjoy among the Jewish Israeli public, disbelief at the reluctant stand of the international community – including most Arab states – in the face of such indiscriminate killing.

Due to the war, Sawt el-Amel has put its legal-aid project for Gazan workers on hold and shifted its activities to coordinating humanitarian aid from the local Arab population in the Galilee (northern Israel) to families in Gaza. Contributing to immediate relief action in solidarity with the people of Gaza was the major concern expressed by Sawt el-Amel's members in the current situation. Therefore, activists in several Galilean towns and villages are now preparing

"emergency baskets" to be delivered to Gaza in cooperation with local organisations – namely al-Ahali Center in Nazareth, Bab ad-Dar in Majd el-Krum, and PARC (Palestinian Agricultural Relief Committees) and Medical Relief Committees from the West Bank – and with UNRWA. Sawt el-Amel has further decided to continue the relief action in the medium term, in the form of a solidarity project from Galilean to Gazan families.

On January 14, 2009, activists of Sawt el-Amel's Women's Platform organised a demonstration for mothers and children in the village of Majd el-Krum. The approximately 300 demonstrators held a candlelight vigil for the children of Gaza.

Being a grassroots organisation of Arab workers and unemployed, Sawt el-Amel's aim is to carry the voices of its members and activists to our international colleagues and friends. The following quotations are a representative summary of the numerous opinions Sawt el-Amel collected from its members from the Arab community inside Israel, its field worker in Gaza and from Gazan workers it represents in Israel's labour courts.

We would like to let their voices speak for themselves.

VOICES FROM THE GALILEE:

"We hear in the media that the public in Israel is almost entirely in favour of the war. What about the 20 per cent of us who are Palestinian? None of us supports Israel's atrocities."

"Foreign Minister **Tzipi Livni** said recently that in the framework of a two-state solution, Arab citizens of Israel will have to find their national home in a future Palestinian state. So why is the government now outraged that we demonstrate in solidarity with our people in Gaza?"

"I am Palestinian, and every time I see the death and destruction in Gaza on television, I feel I have lost a cousin or a brother."

VOICES FROM GAZA:

"I'm a carpenter, and I'm waiting for the day I set eye on a piece of wood, or at least a screw. There is nothing left here to make a living off."

"I support Fatah [President **Mahmoud Abbas**' party] while two of my brothers are officials in our [i.e. Hamas] authority, and our families are sheltering in the basement of the same building."

"The people who are worst off are those seeking refuge in the UN schools. Here in our houses, at least we still have blankets to cover up against the cold. In the UN facilities, they have nothing."

"We keep breathing in gas from the white clouds of smoke. I have no idea what it's doing to my children."

"Of course we want the bombing to stop. But if they [the Israelis] don't lift the siege, they might as well continue the bombardments."

Diary of a new Student Rep

Dear Rapport,

Day 1 - Student conference, Wortley Hall

I signed up today – so glad I went to the student conference. Over the last 3 days I have felt really engaged with the whole process – the people, the speakers and the content of the event left me (very tired) but very motivated to get involved. (PS the building, accommodation and food all fabulous). I look forward to talking to the other youth and community students and sharing the things I have learnt so far, the student charter, issues for the service, history of trade unionism in youth work.

Day 3

I logged on to Facebook to check out the CYWU student group, good to see lots of familiar faces from the conference are already on there. I checked out the photo gallery and the discussion boards, it's a great way to keep in touch and share ideas would be good to see people using it more.

Day 14 - Public Sector Conference, London

With a little help from some new friends I found myself attending the Public Sector Conference. A lot of the content I have to admit (especially the pensions talk) went over my head but it was great to experience a Unite



committee. I had plenty to say (and so did everyone else) so it was not long and arduous as I might imagine any 'committee meeting' could be, rather it was short and sweet. I was sad to leave before I really felt I had made the most of the aforementioned biscuits, but I am confident that the student branch has hit the ground running.

Day 25 - JNC Grading Seminar, Esher - Surrey

conference. I especially enjoyed listening to the Union reps getting up and speaking so passionately on behalf of their colleagues. Everyone has been so friendly and supportive; I even got interviewed for Union TV that was a bit of a surprise – does this always happen?! There have been photographers at both the events I have been to now, snapping away, note to self – CYWU events are not a good time to have a bad hair day or wardrobe malfunction!

Day 19 - Transport House, Birmingham

My first student committee meeting today – I was delighted to observe a very adequate pile of chocolate biscuits mid table! The first point of discussion was the student conference, which was all in all a great success and we enthusiastically began plotting the next one! The main agenda was to set motions for the annual conference this included issues around recruitment, placements and also some research tasks for the

On all points this conference did not disappoint, the standard of sessions, discussion, hand outs and biscuits were yet again quality! This conference was draining though – perhaps my own fault for trying to also cram in assignment writing, but the content of the JNC grading Seminar linked perfectly to my essays so in fact I was very lucky and I am sure they are better for it. We went through the JNC report, Neo Liberalism, grading structures, and more – there was also plenty of time allocated to healthy debate as you might expect. It was useful to me for many reasons; the fact that I can go to my workplace now and properly explain JNC to my placement is great, Networking was also fab once again I met some lovely people and was made to feel extremely welcome, have made links to my local branch too. Not to be cheesy but I have added so much value to my learning already by being part of CYWU, I'm a very happy bunny!

I better get on with my essay, oh the joys of being a student!
Kelly Hockley

Student conference comments



CHARLENE J BURNS – CYWU count me in!

DIANE AYOTUNDE – Fantastic. I feel included



DAN AITCHISON – conference has been awesome. It's so informative, yet so laid back. Definitely worth it.



SARAH CANDELAND – I loved meeting old and new friends. Another cracking conference.

GAVIN LLOYD – politically challenging, but at the same time socialising was fun!



GILL RAMSEY – Great Stuff!

RICHARD HARRIS – Fantastic to meet and work with the future of the sector and the union



LOUISE DOWER – Empowered



CHRIS JOHNSON – that last bottle of newky brown was a mistake!



MUHEBO AHMED – I feel empowered



TONI JONES – I found the whole experience so inspiring, a real eye opener!



REBECCA DAWSON – Opportunity



STACEY HESFORD-HOLGATE – Inspired - 'nuff said!



HOODA – CYWU Rocks!



JESSIE – I am revolutionary



KELLY HOCKLEY – massive learning opportunity

CYWU HISTORY – PART FOUR

1997 - 2008

The road to a new and stronger union

“Protecting you at work” was Rapport’s January 1997 headline above a report on casework, which one third of members would need in the coming year when the Casework Committee fought 14 industrial tribunals and gained hundreds of thousands of pounds for members.

With the election of a Labour government after 13 long Tory years, things were looking hopeful. Youth affairs Minister **Kim Howells** promised legislation to place the youth service on a “more specific statutory basis”. The government consulted the Union about its youth service audit, and the Council for Local Education Authorities’ conference backed a



statutory youth service and JNC terms and conditions.

However, optimism was to prove short lived. By November Rapport was headlining “High hopes, deep cuts” and complaining there were no youth work specialists on the DfEE’s key advisory committees and no mention of youth work in its White Paper Excellence in Schools.

“We are being ignored again,” wrote General Secretary **Doug Nicholls**. “We are being marginalised.”

The Tories had taken £50 million from the service, but more cuts lay ahead and in January 1998 Rapport warned: “Youth service reeling under more cuts.” The front page in March featured three photos of a march by

members in Shropshire who were taking action against cuts of £500,000.

The Union celebrated its sixtieth birthday with the first ever international youth and community workers’ trade union conference, and published its first Student Handbook.

The National Youth Audit confirmed what CYWU already knew about cut backs in expenditure and the patchiness of provision around the country. The Union warned that unless the government honoured its pre-election pledge to pump-prime, “the next audit of the youth service will be more like an autopsy”.

During 1999 CYWU in Northern Ireland and in Wales, as well as the Officers and Managers section of the

Union, were making progress. Campaigning continued on part-time workers, health and safety and lifelong learning. Rapport featured a detailed article on anti-racist youth work following the **Stephen Lawrence** inquiry, and another on the dilemmas of young Asian women facing forced marriages.

At the TUC conference the CYWU took the government to task on its failure to act on the youth service and joined forces with the Transport and General Workers’ Union to oppose Britain’s entry into the Euro.

In 2000 members in Southwark were involved in a major dispute over pay and conditions, while the Union produced its part-time workers’ handbook and launched a brand new website. Rapport featured articles on disability rights, trade union history, and globalisation.

There was a bright start to 2001 when the Wales Assembly announced a doubling on the youth service budget and the creation of 300 new JNC posts.

When the government set up the Connexions service, creating thousands of new jobs – including mentors, personal advisers, youth justice workers, and school support staff – CYWU held a major conference and issued a joint policy statement with UNISON calling for the retention of separate professional identities.

Rapport began 2002 with the headline “Anger, Hope, Action”. There was

anger at the lack of progress in JNC pay talks and at the lack of government policy development and investment.

There was hope that the Youth Work Act in the Republic of Ireland would expand the profession and that the NEC’s plans would carry the Union forward. The action was re-invigorating the Union.

The NEC stated: “We now organise across five countries and at least five occupation groups that require a stronger professional voice and better terms and conditions... To get into a better position we need more members thinking more like trade unionists.” The Union moved from its loose caucus structure to strong branches and national leadership.

With race attacks and rioting in northern cities, CYWU issued a card to all members to raise awareness of the issues and how to deal with them.

Changing job patterns meant increased stress and a powerful article in Rapport “Death by Commitment” challenged the service culture of massive overwork.

In November Rapport changed from a colour tabloid to a black and white magazine.

In 14 critical years when youth and community services faced destruction, the Union more than doubled its membership and had won a massive expansion of services. Rapport headline declared: “CYWU

campaigning bears fruit.” But, as General Secretary **Doug Nicholls** has written: “The problem was that the Union was not a big enough basket to bear the harvest.” The Union needed an alliance with a larger organisation to provide the support members required.

Rapport started 2003 boldly with the headline “Raise standards, raise aspirations”. Over the next three years CYWU’s membership reached nearly 5,000.

A CYWU motion produced unanimous TUC support for Cuba against the US blockade and paved the way for links between the TUC and Cuba’s unions.





The Union focused more than ever on pay, with Rapport headlining "United Union fighting for pay", while special conferences were held.

In January 2004 a national rally called for the first ever national ballot for strike action over pay. A special Rapport accompanied the ballot. Initially action meant withdrawal of good will, but strike action followed with over 90 per cent of members actively involved.

At CYWU Conference delegates agreed a joint working arrangement with the Transport and General Workers' Union, which declared support for the CYWU on pay and the JNC.

In 2005 CYWU's General Secretary addressed the T&G Conference on the importance of youth and community work and rebuilding trade unionism. CYWU Conference overwhelmingly carried a motion to merge with the T&G after full discussion in Rapport and in branches.

In 2006 members took strike action in Liverpool and held a huge march through the city when JNC terms and conditions were attacked.

The Union united the TUC in opposition to the Iraq war, and for the first time its senior official was elected to the TUC General Council. Members were balloted on the T&G merger, on pensions and on JNC pay.

Dramatic changes were taking place in the delivery of services. The Union pointed out that four thousand more

posts were needed to reach the staffing ratios advocated in the government's major report of December 2002 Resourcing Excellent Youth Services, but the government instead brought together all young people's and children's services.

When Tory-controlled Northamptonshire County Council proposed to sack all of its full-time staff and commission out its services, the Union fought back. It organised the county's biggest ever trade union march and rally, won the arguments, but lost the battle. As the editor of Rapport wrote: "When the going gets tough..."

A CYWU representative took part in a trade union study visit to Colombia to help expose the murder of trade unionists there.

On January 8th 2007 CYWU became a section of the Transport and General Workers' Union and Rapport announced: "New Union. New Resolve". On May 1, the T&G and Amicus merged to form Unite, the largest union in the UK with over two million members throughout the public and private sectors. CYWU became a national section of the new union.

A highlight of the year was the national rally against the privatisation of youth services with speakers from the TUC, the NUT, UNISON, PCS, and T&G as well as CYWU.

The Union revamped Rapport which became an attractive four-colour 36-page magazine with a bright layout and substantial contributions on trade union, youth work, and international

issues.

"Aiming high for workers" was how Rapport announced 2008, the Union's 70th anniversary, which was celebrated in a mood of optimism. In the first six months of 2008 CYWU recruited 600 new members – the fastest rate of growth in its history.

Conference had 38 per cent first-time delegates and seven new branches were formed during the year.

CYWU commissioned a Labour Research Department study on local authorities fund, staff and manage their youth services, published a youth work manifesto in England and Wales, and produced its first DVDs on the dangers of overwork and on the Union's history.

In August Unite the Union created a new industrial sector – Community, Youth Workers and Not For Profit – with more than 60,000 members.

As the new Unite-CYWU website says: "When ten women workers in the voluntary sector formed our union in 1938 they could not have imagined that one day the fruits of their labour would be available on a website throughout the world.

"Times change. As a modern union interested in the highest standards of delivery in youth, community and play work and personal advice work we have changed a great deal, but the core interests of our union in professional standards and the fair treatment of staff and constructive partnerships with employers remain as essential as ever."

CYWU TIMELINE

1997-2008

1997	One third of members need casework CYWU campaigns for Labour government to fulfil pledges on increased funding for a statutory youth service
1998	Shropshire members strike against 26% budget cut First international youth and community workers' trade union conference
1999	National Caseworker Negotiator appointed
2000	First motion to TUC on play work and community work
2001	CYWU wins recognition in Connexions service Statutory youth service agreed in Wales and Republic of Ireland
2002	Association of Play Workers ballots members to join CYWU First JNC meeting with Minister on pay CYWU agrees to restructure Union Rapport returns to magazine format Transforming Youth Work – Resourcing Excellent Youth Services – first major government report since Albemarle
2003	CYWU motion wins TUC support for Cuba against US blockade Special Conferences on pay
2004	First ever national strike on pay involving 90% of members CYWU and TGWU agree joint working arrangement
2005	CYWU General Secretary addresses TGWU Conference CYWU Conference votes for merger with TGWU
2006	CYWU membership reaches nearly 5,000 Liverpool members strike over JNC terms and conditions Union unites TUC against Iraq war General Secretary elected to TUC General Council Members vote for merger with TGWU
2007	CYWU becomes a section of TGWU TGWU and Amicus merge to form Unite the Union CYWU becomes a national section of Unite Rally against privatisation of youth services
2008	Union celebrates 80th anniversary Unite the Union creates 60,000 strong Community, Youth Workers and Not For Profit industrial sector

OBITUARY

Don Grisbrook

Died 8 November 2008, at Foxton Grange, Nursing Home, aged 79.

In the late nineteen seventies Don succeeded **Tom Wylie** as Professional Adviser to the In-Service Training and Education Panel (INSTEP), based at the National Youth Bureau (NYB) in Albion Street, Leicester. The initial remit of INSTEP was to promote the staff development of professional youth workers and to endorse in-service training courses. Through, "Guidelines to a Staff Development Policy" and "Guidelines to In-Service Training", written by Don, INSTEP quickly gained a reputation for professional relevance and academic credibility. Under Don's leadership the team and the role soon expanded. From initially four members staff it grew to twelve and the remit evolved to include the Initial Training of professional youth and community workers and the accreditation of training for part-time youth and community workers under the new title of the Council for Education and Training in Youth and Community Work (CETYCW, pronounced cet-e-q). Don remained at the helm of CETYCW throughout the nineteen eighties only retiring at the merger of CETYCW with NYB in 1991 to form the new National Youth Agency (NYA).

While working at CETYCW Don made his home in Leicester and developed a circle of close friends. After his retirement it got to be something of a competition to get to see him as his diary was full of visits to the theatre, concerts or the opera and that's if he wasn't off globe trotting or writing for one of the Rough Guide guides. If all else failed there was one place you could be sure to find him and that was having dinner at the Rise of the Raj on Evington Road.

Don will be sadly missed by his many friends and colleagues; for the support he gave to colleagues to achieve their potential through their work, for his dogmatic insistence on a systematic approach to learning which frustrated so many and the snippets of art and other cultural insights which he would slip into conversations which enriched all our lives and endeared him to so many.

TERRY CANE
(former CYWU NEC Member)

The play strategy for England

By CHRIS MARTIN

In December the first ever play strategy for England was launched, the culmination of years of campaigning and lobbying by the play and playwork sector. It follows in the footsteps of the national Play Policy for Wales (2002) and the Welsh Assembly Play Policy Implementation Plan (2006).

The Strategy itself follows a consultation document released earlier in the year, and since the headline statements were already included in the Children's Plan, offers few surprises. The strategy is primarily aimed at children playing outdoors in the public realm, and it makes the connection between play and sports, health, youth, education and other strategies and services.

The strategy has been well received by those in the play and playwork sector, especially since it is based on the idea that play is 'children and young people following their own ideas and interests, in their own way and for their own reasons, having fun while respecting themselves and others', although the last phrase about respect is more politically motivated than one any playworker would recognise! In addition, the glossary definition of 'playworker' is grammatically incorrect as well as inaccurate – however there is a new definition that will be included in the next electronic version. Playworkers work to the Playwork Principles (www.playwales.org.uk), they facilitate play rather than lead it, and protect and enhance play spaces.

The strategy offers only short term (but significant) funding, mostly capital, including providing £235m to local authorities to spend on play areas and a commitment to training and professionalising the workforce, although there are not enough resources committed through this strategy to make the kind of impact needed by the playwork profession. The real benefits however may be in the long-term goal of embedding the play and playwork in local authority planning processes and children and young people's services. One of the ways it is doing this is through a training programme currently being developed for planners and officers dealing with neighbourhood issues, as well as guidance for Chief Planning Officers. Links with community policing are also included, as are the usual suspects such as schools.

Children's Trusts are seen as key, and there is a new national indicator being launched designed to measure children's satisfaction with play areas. There is also a huge range of different guidance materials being written, backed up with seminars and information sessions organised by the Government's delivery partners, Play

England. It would be useful for branches to put pressure on their employers to become members of Play England to help guide Play England Policy and ensure employers are on top of the guidance – which does contain a commitment to professionalizing playworkers! The CYWU itself is currently a member.

The strategy covers a lot of ground and it will take time for all the implications to become clear. In the current economic climate the government does seem to want to get it all moving as soon as possible. There are a large number of statements made about working with various government departments to make it easier for exciting child and community-led projects, and there are various smaller voluntary and community strands in the strategy.

One area that all workers need to be aware of is a new approach to risk management, which talks about the need for children to take 'good risks', which are essential to help them learn and develop. It is at the cutting edge of new thinking about play and safety, and should be essential reading for those involved in play and playwork. It is very much in line with the approach identified in the Government's 'Staying Safe' documents, but is at odds with the 'safety at all costs' approach.

The strategy talks about professionalising the workforce, and although it 'talks the talk', it still remains to be seen what impact this will have on the ground. The key elements in the strategy are the achieving of level three qualifications in Playwork by 4000 workers, the



development of a sorely needed qualification in leadership and management, and research into how a graduate core could best be set up and utilised. The Children's Workforce Development Council (CWDC) is managing these three areas, even though their expertise does not cover playwork, and they are not part of the Sector Skills Council whose remit covers playwork qualifications.

All three programmes are successfully underway, although there may well be obstacles faced by the training programme, since the majority will be taking

the Government's preferred NVQ route, which is suffering from a lack of occupationally competent playwork assessors as taught courses have become significantly more popular.

The strategy also makes it clear that playworkers will be expected to play a greater role in children's services teams, and will need to engage more with the Common Assessment Framework. This also runs through the latest incarnations of the Children's Workforce Strategy, the latest of which is out for consultation. Pay and conditions have not been touched upon in the

strategy, although it is not realistic to expect playworkers to take on increased levels of responsibility without reward.

This is an area that branches could continue to engage with, by monitoring new playwork positions, recruiting and working towards JNC terms and conditions for playwork posts.

Once the capital money has been spent, it will be up to the skills and status of play staff to keep play on local agenda, and here all parts of the union have a role to play. The national leadership needs to keep

playworkers on the national agenda, standing committees need to fight for national terms and conditions, increased levels of qualifications, including all playworkers, and involving students, and branches play an essential role in recruiting and building an active playworker membership.

The play strategy for England is an extremely important step forward in legitimising child-led play and promoting the value of playworkers, and the union should welcome it for its contribution towards making England a better, more child-centred nation.

Paul Boskett reports on new union energy

2009 has started with a renewed sense of economic despair for CYWU/Unite members, as even more High Street names are closing down in every town or city, and outsourcing/restructuring of Youth Services continues to unfold at a pace. Yet, in the middle of all this, thousands of Youth, Community and Play Workers are quietly going about planning and delivering high quality services that engage and empower young people to make decisions that affect their quality of life.

CYWU/Unite members are an amazing example of trade unionists being part of the solution to getting the country back on its feet, now that virtually every household is reeling from the effects of unregulated capitalism!

The economic climate may be bleak at the moment, but am I writing this to make us all feel worse? In the words of my well respected predecessor, "Au contraire !"

There is much going on at all levels

within the union that is worth celebrating:

- CYWU's active role within the Trade Union Movement over the past 70 years, and the future consolidation of that tradition as part of the UK's largest trade union, recognised by virtually every Local Authority.
- New Branches and members will be attending our National Conference for the first time when we gather in Newcastle in April 2009. CYWU acknowledges and pays tribute to all those lay officers who are working to hold existing branches together and recruit new members, despite the best efforts of some politicians who are seemingly, committed to off-load any responsibility for the provision of quality public services to the private sector in order to 'save' money.
- CYWU/Unite continues to lead the

negotiations with the Employers at the National JNC and has taken the principled stance to go to arbitration in response to the members expressing their feelings by an indicative ballot to not accept the 2.45 per cent offer on pay.

- Another very successful National Student Conference has raised awareness of the relevance of effective trade unionism among Youth and Community Students. CYWU continues to support the student convenor and student committee in playing an active part in the union.
- CYWU/Unite is playing a major role in workforce strategy development and will be hosting a key seminar in January, chaired by Lifelong learning UK.
- CYWU is involved in working closely with colleagues from the T&G and Amicus

sections to ensure that

our members have a significant voice and representation in the emerging Community, Youth Workers and Not for Profit Trade Group. (Already acknowledged as the fastest growing Industrial Trade Group within Unite with over 100.000 potential new members working in the sector.)

There remains much to be done by all trade unions to recruit new members, to represent, train and encourage more existing members to serve as lay officials at branch, regional and national level. CYWU is committed to making sure the collective voice of the membership is always heard, loud and clear, by employers, politicians and civil servants, as we confidently continue the ongoing struggle to improve the terms and conditions of our members as they apply their training and skills in working to improve the quality of life of young people and Communities.

CYWU/Unite members can hold their heads up! Happy New Year!

PAUL BOSKETT
President

Save Wolverhampton jobs

Marie Taylor recently wrote to the leaders of Wolverhampton City Council to set out the Union's opposition to job cuts.

CYWU/Unite are opposed to the proposals to cut the Youth Service budget by an unprecedented 24.1 per cent. We urge you to reject this proposal. Wolverhampton has traditionally been proud of a well-resourced, professional service to young people, supported by both Labour and Conservative administrations in the city for some twenty years.

This level of budget reduction will severely impact on front line delivery of a key service to young people in the City. Youth Workers were told quite clearly in a briefing this week, that the budget reduction would result in the deletion of 26 posts. With seven vacant posts, this will mean 19 full time equivalent redundancies will have to be made. This represents almost half the full time workforce of the service, many of whom have been loyal employees of a stable service in Wolverhampton with significant length of service.

The trades unions were informed that the recommendation had been supported by consultants KPMG, who advised the level of expenditure per head exceeded statistical neighbours of Wolverhampton. CYWU would respectfully advise you that this does

not convey the whole picture and consider it poor advice. Government targets detailed in Transforming Youth Work, were for spend per head of £100 in 2003. With inflation increases, Wolverhampton are meeting Government targets. The service should not be unfairly penalised for doing so. Those statistical neighbours who are failing to invest in young people to this level have been criticised. Recommending a cut in expenditure for these reasons represents a dive down to the lowest common denominator and should not be a basis for determining quality and resources of services in Wolverhampton.

CYWU/Unite is concerned that the proposed cuts will leave the City Council in a position where it will be unable to deliver its statutory requirements as detailed in the Education Inspections Act 2006, particularly paragraph six and the union will pursue this point through formal negotiations with the authority and take appropriate legal action, should this be required.

We believe the Youth Service has been unfairly singled out to bear the brunt of savings. In part, this is due to the service recently being managed by

Senior Managers of Children and Young People Service who are from a formal education background with little knowledge and experience of the informal education methods of the Youth Service. Indeed, Chief Officer **Sue Coleman** admitted she was not from a Youth Work background and advised staff that 'the Youth Service is not well regarded across the piece'. Again, this is no basis for cutting the service. Inspections of the Youth Service – JAR, CPA and Ofsted, as well as an internally commissioned inspection of the service have been favourable and the service was considered value for money.

Whilst we recognise the financial position of the Council, no other service is facing proposals to reduce its budget by almost a quarter and to reduce full time staffing levels by almost half. We urge you to reject this proposal and instruct Senior Officers to consider alternatives with less impact on front line service delivery.

Yours sincerely

M. J. TAYLOR
CYWU/Unite
Wolverhampton Branch

CYWU SECTION TIMETABLE

January

- 13 NC Meeting - Birmingham
- 14 Education & Training Committee - Birmingham
- 15 ACTS
- 16 P&C Committee - Birmingham
- 20/21 Workforce Development Seminar
- 27 Equal Rights Committee - London
- 28 Voluntary Sector Lead Group meeting
- 28/29 Unite Executive Council

February

- 3 London & Eastern Activist Meeting
- 12 Officers' Group meeting - Birmingham
- 14 National March and Rally - Coventry
- 19 FGPC

March

- 4/5 Activist Event
- 9 Deadline for amendments to motions
- 11 Full JNC Meeting - London

FIRST HALF 2009

- 12 NEC Meeting - Birmingham
- 18/19 Executive Council
- 25 Deadline for Conference Bookings

April

- 2 ACTS
- 7 E&T Meeting - Birmingham
- 8 P&C Meeting - Birmingham
- 9 OG Meeting - Birmingham
- 18/20 GFTU
- 23 FPGC
- 23 - 26 National Conference - Newcastle



CWDC Youth Workforce Reform Board DEVELOPMENT OF COMMON APPRENTICESHIPS FEASIBILITY STUDY

Cwdc and the Children's Workforce Network have commissioned Atkin Associates to carry out a feasibility study into the development of a common apprenticeship for the youth workforce.

The feasibility study will test the demand and options for a common approach to apprenticeships across all sectors of the youth workforce. This includes the statutory, voluntary, private and independent sectors who are engaged in the delivery of integrated youth support services.

The study will explore the:

- current use of apprenticeships across the youth workforce
- demand for apprenticeships
- need for a common or sector specific apprenticeships
- funding and infrastructure requirements of any scheme
- information and support needs for employers, trainers and apprentices.

How to get involved

The project has been designed to ensure we get a wide representation of respondents. We are especially keen to hear the views of employers, trainers, qualified and unqualified staff, volunteers, and young people.

There are a number of ways you can contribute;

Web Based Survey – we are running a survey until 20th February. The survey will take approximately 10

minutes to complete. For further details please see the Cwdc website or click on this link.

http://www.surveymonkey.com/s.aspx?sm=yJeMVXmGq4PZluCu1B4_2flg_3d_3d

We would like to hear the views of young people who are trainees, apprentices young leaders, or volunteering in the youth workforce.

A young people's survey is now running until 20th February and can be accessed by clicking on this link. http://www.surveymonkey.com/s.aspx?sm=_2bolrYn8S_2fUSYxK4ClhpfDg_3d_3d

Workshop Groups are being held in the following locations

Leeds	26th January	2-4pm
Durham	27th January	1-3pm 4-6pm Young People's event
Birmingham	28th January	11am-1pm
London	29th January	11am-1pm
Liverpool	2nd February	4-6pm Young People's event

Who should attend?

The workshops are aimed at employers, trainers and workforce development leaders who have experience of delivering apprenticeship schemes and in-service training programmes. It is also relevant to those who are interested in developing apprenticeships.

Two of the workshops are for young people under the age of 25 who are trainees or apprentices currently; or who would like to train in the youth workforce.

The aim of the workshops is to explore views on:

- demand for apprenticeships in the youth workforce
- need for a common apprenticeship
- barriers and opportunities of apprenticeship schemes

Workshops will be run as interactive focus groups and will last for 2 hours. Payment of expenses is available to those who are working in voluntary organisations, volunteers or young people willing to take part in the focus groups.

To register for a workshop please click on the link below

http://www.surveymonkey.com/s.aspx?sm=PPCIfC77_2fDbwEqOTsbO7w_3d_3d

Research

Atkin Associates will also be carrying out research by:

- Identifying and reporting on examples of successful apprenticeship schemes. Good practice will be identified and the success criteria shared.
- Carrying out telephone interviews with a range of employers, strategic national and regional policy makers, training providers and voluntary sector organisations to identify possible models for the common apprenticeship programme and to capitalise on best practice and learning points.
- If you would like to be involved in any of the research please contact Atkin Associates.

History of Youth and Community Conference

6th - 8th March 2009

We would like to take this opportunity to invite you to the forthcoming History of Youth and Community work study Conference.

Organised, like the previous five, by the editorial board of Youth and Policy.

Like earlier gatherings this will include a mix of plenary sessions, workshops and 'surprise' events. Amongst the plenary speakers will be **Gabriel Eichsteller** on the history of social pedagogy and **Catriona Kelly** (Oxford University), author of two major books on the Pioneers and growing up in Soviet Russia. There will be a number of workshops on the Albemarle Report published fifty years ago and at least one to mark the fortieth anniversary of the launch of the Community Development Programme.



At the heart of each conference are the workshops. Usually numbering around 20. The breadth is always impressive covering an enormous range of topics linked to the history of youth work, adult education and community work. As before some will focus on the historical development of practice in countries outside the UK. A feature of this conference is that around half of those attending deliver a workshop. This is a relaxed gathering of enthusiasts keen to talk to and learn from each other. Amongst those already promised are workshops – youth work as social medicine revisited; on the anarchism and informal education; **Robert Owen** and the origins of the community school and community work; youth work with girls and young women; and the history of the Community Development Projects.

If you are planning to attend we do hope you will consider offering a workshop. If this is not feasible simply come along and enjoy the wide variety that will inevitably be provided by participants.

The conference takes place in Ushaw College near Durham.

Designed by Pugin the college, set amidst beautiful countryside on the outskirts of Durham, is amongst the most architecturally significant buildings in the north of England. If you would like more details please write or e.mail **Tracey Hodgson** at the above address.

Yours Sincerely,
TRACEY HODGSON and
TONY JEFFS

HISTORY OF YOUTH AND COMMUNITY WORK

Interest in the historical development of youth and community work has grown considerably in recent years. Yet still there remain few opportunities for those interested in this topic to get together to share their knowledge, ideas and research. Youth and Policy with the Dept of Youth Development, University of Minnesota is therefore sponsoring this eighth study conference.

The weekend will comprise an eclectic mix of plenary talks, workshops and happenings. We expect to offer over 20 workshops. If you are willing to lead a workshop we would be delighted to hear from you. Advance notice is required so we can finalise the programme.

The conference bookstall will sell new and second hand stock. Please bring any items you would like to sell on. The location is the historic Ushaw College situated in beautiful countryside on the outskirts of Durham.

All who attend will receive a complimentary copy of the latest volume of essays on the History of Youth and Community Work published by Youth Work Press, price approx £15.99.

The conference runs from 17.00hrs Friday to 14.00hrs Sunday. Fifty rooms are now en-suite and we have a number of doubles available.

Nominations for national positions 2009

Please note that the following members have been nominated for the vacant national positions in the Union, but at the time of publication some nominations are subject to verification.

Unless otherwise indicated all candidates have been elected unopposed for positions.

Nominations were incorrectly sought for some positions for which we received valid nominations from serving members. In these cases the next election date for these positions is given.

President

Paul Boskett, Cheshire Branch.
Nominated by: Birmingham Branch, Devon Branch and Wolverhampton Branch.

Pete Johnston, Essex Branch.
Nominated by Essex Branch.

Elections to be held at National Conference following hustings.

Chair of Pay and Conditions Committee

Ben Cochrane, Birmingham Branch.
Nominated by: Birmingham Branch, Devon Branch and Wolverhampton Branch.

Chair of Education and Training Committee

Ian Richards, Lincolnshire Branch.
Wolverhampton Branch.

Chair of Equal Rights Committee

Julie Siggers, 2009.

Editor of Rapport

Kev Henman, Devon Branch.
Nominated by: Birmingham Branch, Devon Branch and Wolverhampton Branch.
Elected unopposed.

Youth Work Convenor

Andy Driver, Walsall Branch.
Nominated by: Birmingham Branch, Devon Branch and Wolverhampton Branch.

Community Work Convenor

Steve Poole, Wolverhampton Branch.
Nominated by Wolverhampton Branch.

NATIONAL STANDING COMMITTEES

Pay and Conditions Committee

Paul Boskett, Cheshire Branch.
Nominated by: Pay and Conditions.

Angela Evans, Coventry Branch.
Nominated by: Pay and Conditions.

Eren Weekes, Leeds Branch,
Nominated by: Pay and Conditions.

Tracey Quinn, Luton Branch.
Nominated by Pay and Conditions.

Jo Piper, Essex Branch.
Nominated by: Pay and Conditions Committee.

Terry Mattinson, Lancashire Branch.
Nominated by Pay and Conditions.

Kulbir Kaur, North Yorkshire Branch.
Nominated by Pay and Conditions.

John Muir, Wolverhampton Branch.
Nominated by: Wolverhampton Branch.

Education and Training Committee

Helen Welch, Leeds Branch.
Nominated by: Leeds Branch.

John Mayhew, Essex Branch.
Nominated by: Essex Branch.

Dave Ireland, Cornwall Branch.
Nominated by: Cornwall Branch.

Mike Weedon, Nottinghamshire Branch.
Nominated by: Nottinghamshire Branch.

Pat Thornhill.

Claire Holcombe, Somerset Branch.
Nominated by Somerset Branch.

Equal Rights Committee

Kevin Donnelly, Leeds Branch.
Nominated by: Leeds Branch.

Wyn Anderson, Coventry Branch.
Equal Rights Committee.

Catherine Gabriel Lovell, Lambeth Branch.

Keith Johnson, Lambeth Branch.

Stuart Parkinson, South Wales Branch.

Peddyr Prior, Cornwall Branch.

Andrea Oswin, Nottinghamshire Branch.
Nominated by: Nottinghamshire Branch.

Motions to Conference 2009

1. LINCOLNSHIRE BRANCH Proposal of crime busting role on some local government workers?

Town Hall staff given new crime busting powers
Security guards and town hall workers are being armed with police-style powers. For a few hundred pounds, state and private sector employees can receive Home Office accreditation. This allows them to hand out fines for a raft of offences, from dropping litter to riding a bike on the pavement. They can also stop cars to check their tax discs, seize alcohol from underage drinkers and demand people's names and addresses. The hope is that they will free up rank-and-file police officers from having to perform these unpopular tasks.
(Source: Telegraph p1, Times p5, Guardian p10- August 2008)

- 1 Conference is concerned that Detached/Street Based Youth Workers could be asked / instructed by local councils to become accredited and directing workers to take on some of these tasks.
- 2 Conference calls on the National Committee to make representation to the Deputy Office of the Prime Minister and/or the Local Government Office to ensure that anyone working with young people must NOT be tasked or accredited to take on any of these duties.

2. LINCOLNSHIRE BRANCH Accreditation

- 1 Conference notes that conference 2007 passed a motion on this subject which asked the union to look at how accreditation figures are recorded to the National Youth Agency.
- 2 CYWU/Unite supports the engagement of young people through accreditation and therefore conference asks the National Committee to:
- 3 Talk to the National Youth Agency to ensure that young people are not prevented in taking part in a range of accredited activities which will continue their development and count for each award.

3. NORTH WALES BRANCH Tackling and opposing casualisation in our sector

- 1 Conference opposes the casualisation of employment in our sector. Employment insecurity blights our sector, bringing with it inefficiency, disruption to services, inequality, and personal stress with staff feeling disposable, vulnerable and undervalued.
- 2 Conference believes the union should negotiate and campaign to build-upon the existing legislation and agreements that limit the use of temporary contracts.
- 3 Conference believes that permanent contracts should be the norm and are most appropriate to our members.
- 4 Conference believes the use of fixed term contracts should only be used when strictly managed within an agreed framework.

- 5 Conference urges the Union to further negotiate and campaign against casualisation. Conference calls for the Union to develop and promote best practice policies and model agreements that enable the transfer of fixed-term staff to permanent contracts, that prevent abuses and casualisation, and that ensure the use of permanent contracts as the norm.

- 6 Conference urges the Union to continue challenging the root cause of casualisation of employment such as local authority under investment in our services, inadequate core funding of our services, and insecure short-term public funding.

4. NORTH WALES BRANCH Maintaining and strengthening the sessional working week

- 1 Conferences opposes attempts by local employers to undermine and dismantle the sessional framework including the sessional working week, sessional pay and the maximum sessions to be worked.
- 2 Conference condemns local employers who are exploiting staff who work unsociable hours by cutting sessional pay, who are replacing the sessional framework with hourly frameworks, and who are 'burning-out' and 'wearing-down' staff by pushing staff to work 8 evenings per fortnight as a norm and not viewing this a maximum.
- 3 Conference urges the Union nationally and locally to help reassert through Union publications, negotiations and campaigns the basic standards and principles about the professionalism of the sessional framework.

5. NORTH WALES BRANCH AND CYWU THE NATIONAL COMMITTEE The union and youth service in Wales

- 1 Conference welcomes the initiatives undertaken by members in Wales to prioritise the Youth Service in meetings with Ministers and at the Wales TUC.
- 2 Conference further welcomes initiatives taken by Unite in Wales to engage young people more effectively within the Union.
- 3 Conference notes the persistent under funding of the service in Wales and the need to provide more qualification training for a new cohort of professional youth workers. Conference condemns the dilution and understaffing of the Assembly's Youth Work Strategy Branch, this shows a lack of a valuation and lack of central support for youth work in Wales.
- 4 Conference condemns the undermining, dilution, underfunding and undervaluing of youth work provision that is universal, community-based and informal.
- 5 Conference will welcome future Union delegations to follow-up these key issues with the Minister.
- 6 Conference calls for a national conference of members and supporters in Wales to develop our youth service manifesto and attain the funding the service needs. Conference agrees to open this conference to potential recruits and key partner organisations.

6. NORTH WALES BRANCH North Wales

- 1 Conference condemns the appalling bullying behaviour and culture of fear used by some members of Youth Service Management across North Wales to intimidate staff and to railroad through unilateral changes.
- 2 Conference pledges continuing support to our members there.

7. HAMPSHIRE BRANCH – JNC

- 1 Conference is aware that many employers are challenging the relevance of JNC and wish to impose on youth workers, alternative conditions of service and pay.
- 2 Conference believes that every effort must be made to retain JNC and refute all attempts to impose other conditions and pay.

8. HAMPSHIRE BRANCH Integrated Youth Service

- 1 Conference recognises the development of integrated youth service structures and urges recognition of the value that high quality youth work can make in these settings.

9. Coventry Branch Attack on JNC terms and conditions

1. This conference notes with concern that the roles and skills of all JNC professionals, working within multi-disciplinary teams, are not recognised and therefore, valued in any respect. The consequence is a threat to JNC at every level, and the attack on our terms and conditions (disestablishing posts and offering re-deployment opportunities on NJC), zero hour contracts for part-time staff etc.
2. Conference believes that we must fight these changes and support branches on a national level, so that the core values and principles of children's, youth & community work, is not only preserved but embraced as the way forward in making a positive difference in people's lives.
3. Conference therefore instructs all members to support those braches under immediate threat with local and national support.

10. COVENTRY BRANCH Effective and Sustainable Childrens Work

1. This conference notes with concern that opportunities to work with children, young people and families, on a long term strategic basis are being sacrificed in order to work with targeted users on a short term basis only.
2. Conference believes that true and meaningful prevention and early intervention work will be lost. By attempting to solve problems in only one area (i.e. social care agenda) others are created. This is a cost cutting exercise and a knee jerk response under the guise of improving services and the Every Child Matters agenda.
3. Conference therefore instructs all members to fight for the core values and principles of our work – long-term visioning and not short-term responses, not only ticking the box and fixing nothing.

11. COVENTRY BRANCH Safeguarding homeless 16-18s

1. This Conference notes with concern that Young People aged 16 - 18 who present as homeless are often not recognized by Social Care as being a safeguarding risk or as a vulnerable young person under Section 20 of the Children Act 2004.
2. Conference also notes that these young people are further discriminated against when seeking appropriate housing and the finances to support them.
3. Conference believes that young people are being put at risk by such practices and are in danger of becoming prey to those who would bring harm to them and are at risk of falling out of mainstream education, employment and training.
4. Conference therefore instructs the National Committee to lobby government to eradicate the discrimination that these young people experience.

12. COVENTRY BRANCH IYSS and the demise of Youth Work

1. This Conference notes with concern that despite excellent JAR and Ofsted results some authorities are not protecting the work of the Youth Service in their areas and in fact are actively pursuing the disestablishment of youth work as a profession under the guise of Integrated Youth Support Services
2. Conference also notes that authorities are using the amalgamation of Services as an opportunity to undermine JNC terms and conditions. Threatening staff with redundancy and those remaining with zero hour contracts and new contracts on NJC terms and conditions.
3. Conference calls on the National Committee to engage in urgent discussions with the Dfes., the Association of Directors of Children's Services and the LGA to attempt to prevent these developments continuing unchecked to the detriment of both youth work and young people. It also calls for the National Committee to engage in discussions with other Trades Unions and organisations, which share this concern to build alliances to restore high quality social educational youth work and effective Youth Services across England, in line with the developments in other countries of the British Isles.

13. COVENTRY BRANCH 'Value for Money' processes

1. Conference notes with concern that local authorities are commissioning at significant cost the services of private sector organisations [PWC] in evaluating services to communities and then dictating what work should be done and what the cost of this should be.
2. Conference calls on the National Committee to lobby relevant bodies to stem the tide of public monies being spent on organisations who do not understand the work Services to Communities and who it would appear know the cost of everything and the value of nothing.

14. COVENTRY BRANCH Facilities time – under threat

1. Conference notes that the local negotiation of Facilities time is an inefficient process. Exposing branches to the whims of

public officers on an annual basis. The facilities time is often assessed on the level of membership not on the amount of work that needs doing and as a consequence the smaller unions do not fare well.

2. Conference calls on the National Committee to audit the facilities time currently offered across the country against what is actually necessary and to come up with a facilities agreement that would benefit all branches.

15. BIRMINGHAM BRANCH AND THE NATIONAL COMMITTEE Threats to JNC Pay

- 1 Conference reaffirms existing Union policy and agrees that in the event of JNC pay and conditions being threatened in one employing organisation that a major national campaign will be launched and that all members will be expected to participate in this and attend rallies and meetings as appropriate.

16. PAY & CONDITIONS COMMITTEE AND THE NATIONAL COMMITTEE JNC Pay.

- 1 Conference condemns the employers lack of imagination and flexibility in negotiations for the last two years and their attempts to offer youth and community workers lower offers than comparable groups.
- 2 Conference further condemns their lack of argumentation and justification for their low offers and rejects their only stated reason of 'affordability'.
- 3 Conference recognises that a significant pay rise for youth and community workers would cost very little and that local authorities and voluntary organisations and society generally cannot afford to lower youth and community workers' pay and reduce the quality of local services.
- 4 Conference congratulates Unite on keeping the pay fight in the public sector alive and calls on all public sector unions to work together tactically and strategically over the coming period.
- 5 Conference recognises unfortunately that industrial action including strike action over a long period of time may be the only way of moving the employers beyond their current commitment to pay restraint. Conference calls on all members to participate in the campaign to restore proper pay levels and recognises that by valuing the workforce we give the best value to the work we do.

17. PAY & CONDITIONS COMMITTEE AND THE NATIONAL COMMITTEE Workforce Development

- 1 Conference notes that since Resourcing Excellent Youth Services in 2003 in England and before that Extending Entitlement in Wales and in 2007 Moving Forward in Scotland there has been a great deal talked about workforce development in youth work but little done that has made any improvement to the working lives of youth workers.
- 2 Conference therefore congratulates the National Committee in taking a lead in 2008 with the workforce development manifesto and the initiative to bring the main players together to establish policies and statements and action throughout the nation and Ireland.

- 3 Conference notes that progress remains slow and that significant weaknesses for the youth work workforce still exist, therefore conference recommits the Union to winning:
 - A A license to practice.
 - B An end to discriminatory student placement funding.
 - C A code of ethics.
 - D An entitlement to in service training.
 - E Protection of name youth worker.

- 4 Conference recognises the increasing workload and responsibilities being undertaken by staff and the key role played by members in integrating new service provision.

- 5 Conference recognises that the JNC qualification and validation system provides a good model and basis for the development of further qualifications in the youth sector.

18. PAY & CONDITIONS COMMITTEE AND THE NATIONAL COMMITTEE Integrated Youth Support Services

- 1 Conference notes the findings of the Union research into the newly formed Integrated Youth Support Services.
- 2 Conference recognises that the professional financial and organisational developments within new delivery mechanisms are constantly changing and calls on the Union to update this research in 2009 through the Union's research department.
- 3 Conference condemns all attempts to integrate professional formation, deskill, undermine professional distinctiveness, blur methodological boundaries, develop target focussed provision at the exclusion of universal voluntarily available services and diminish the role of specialist youth service managers and staff. Conference agrees to support all Branches in opposing various ways of disintegrating the youth service.
- 4 Conference remains aware that there is no evidence to suggest that generic professional intervention such as lead professionals benefits young people.
- 5 Conference is concerned at the scale of youth unemployment still, the prevalence of serious youth on youth crime,
- 6 Conference believes new strategies and resourcing should be developed based on an expansion of youth work and the provision of at least four thousand new JNC qualified youth work posts.

19. DEVON BRANCH Workforce Development

- 1 Conference reaffirms its commitments to ensuring that the youth work workforce improves its professional status and in doing so protects the workers as well as the young people it works with.
- 2 Conference applauds the work led by CYWU/Unite in bringing key agencies together to create the workforce manifesto.
- 3 Conference instructs the National Committee to continue to demand a Licence to Practice.
- 4 Conference instructs the National Committee to continue to fight for an appropriate Code of Ethics for the profession.
- 5 Conference calls for a sustained increase and improvement to in-service training.

- 6 Conference instructs the National Committee to resist any dilution of the Youth Work profession.

20. DEVON BRANCH Privatisation

1. Conference notes that Ofsted have privatised the inspection regime for Early Years Services.
2. Conference condemns this move and deplores the notion that companies should make profit from inspecting public services.
3. Conference undertakes to oppose any such moves to privatise inspection arrangements for Youth Work and/or allied professions.

21. DEVON BRANCH Play Work

1. Conference calls on all members to prioritise recruitment of Play Workers to this union.
2. Conference welcomes proposals for the development of a passport for Play Workers and a Play Work Institute.

22. DEVON BRANCH Pay and Conditions

1. Conference notes the Governmental push for increased weekend and school holiday provision for young people, including the delivery of programmes such as 'midnight football'.
2. Conference notes that youth and community workers already work more weekends and school holidays than other professions working with young people in their communities.
3. Conference therefore urges the National Committee and the Pay and Conditions Committee to push for improved pay and conditions that more properly reflect that commitment to working hours that others consider to be unsocial.

23. WOLVERHAMPTON BRANCH Support of the work and terms & conditions of qualified Community Development Workers

1. Wolverhampton Branch notes that over time, there has been an erosion of the work done by Community Development Workers. Local Councils nationally have encouraged this by creating posts across a wide breadth of the spectrum of so-called community work, even community development work, which has led to de-professionalisation of community development workers and a subsequent erosion of terms and conditions. This is also happening in the voluntary and third sectors as well.
2. Posts are developed, though not named as Community Development Workers but similar. For example, community capacity building, individual & group developmental work and general community support of a community action group. These post holders are now doing a lot of the work a professional community development worker but are unqualified staff on poorer terms and conditions.
3. At the same time, local authorities have placed wider work remits on some qualified community development workers without the rewards that go with these posts. One example of this is community workers who are doing neighbourhood

managers jobs. Carrying out similar work without any of the resources a Neighbourhood Manager would have at their disposal. With then little to no time left in their working day to fulfill their job description of that of Community Development Worker.

4. Wolverhampton Branch calls upon the national union to:
 1. Campaign vigorously around Community Development work and to refocus it's efforts on maintaining the link between JNC.
 2. To raise with the national JNC that those organisations signed up to JNC recognise Community Development Workers and similar posts should be employed on these terms and conditions and to honour this part of the JNC
 3. To Coordinate a National Conference to consider issues affecting Community Development Workers nationally.

Wolverhampton further calls on all branches to link into the campaign by:

1. Recruiting Community Development workers in their area
2. Making Community Development work an agenda item at each branch meeting
3. Ensuring Community Development work issues are included in all JNC local negotiations and consultation meetings.

24. WOLVERHAMPTON BRANCH Supporting Workers at a time of 'credit crunch'

1. Wolverhampton Branch is dismayed at the recent downturn in the economy internationally. This has been caused in part by the greed of capital and international banks and finance conglomerates. We note that the Brown Government has bailed out finance institutions in Britain, whilst failing to safeguard manufacturing in the same way.
2. We condemn the Government for imposing unofficial pay cuts, particularly on the Public Sector workers in Britain, driving down wages and failing to support workers against fluctuating oil prices, and increasing food and mortgage costs. The temporary reduction in VAT providing little respite in the circumstances. The Conservatives of Cameron are showing their true colours and advocating a 'do nothing' policy whilst workers live under the threat of redundancy and rising unemployment rates and Brown 'does not enough'.
3. We note that in negotiations with employers the 'credit crunch' is cited as a reason for needing to make redundancies. However it is difficult to see at the current time how the 'credit crunch' is responsible and we urge all those involved in such local negotiations to scrutinise figures proposed carefully. We suggest that the Credit Crunch has little effect on these particular budgets but that this is being offered as an excuse for reducing public sector finance and for pushing through a separate political agenda
4. We call on the CYWU/Unite to continue to campaign with the wider union and appropriate partners and organisations such as TUC, Local Trades Councils and others to support workers in their struggle for a living wage, decent terms and conditions and without the fear of the threat of redundancy.

25. WOLVERHAMPTON BRANCH Need for protection of the public sector

1. Wolverhampton CYWU/Unite Branch condemns the Government policy of creeping privatisation into our Public Services. We are appalled by the ever-increasing market driven approach to funding that leads to fragmentation of services

provided; poorer quality for those who rely on public services and poorer terms and conditions for those people who deliver public services.

2. We call upon CYWU/ Unite to campaign with the wider union of Unite and other appropriate partners and organisations, such as Public Service Not Private Profit and Keep NHS Public as well as others to oppose:
 1. the fallacy that the privatised service is more efficient
 2. the fallacy that the privatised service has more quality
 3. that the privatised service is the service of choice and flexibility and to strive to maintain publicly funded and publicly delivered Local Government and National Health services.

26. EQUAL RIGHTS COMMITTEE

1. Equal Rights Committee calls on the President within his role to update all committees and branches on their accountability and actions towards motions from conference, including those passed or lie on table.

27. EQUAL RIGHTS COMMITTEE

2. Conference calls on the NC to review, and ensure the sustainability and effectiveness of casework support taken on within the CYWU/Unite structure, especially while many are going through restructuring and jobs are being lost.

28. STUDENT COMMITTEE Arranging Placements

1. Conference recognises the difficulties and obstacles students have with regard to Professional Development placements on their courses.
2. Conference believes placement arrangements should be made by Higher Education Institution's for all first year students, particularly for those who may not have established networks in an area (people new to the sector or moving into a community from elsewhere, including overseas) attending to the needs of students so they can develop at an appropriate level.
3. Conference believes it is important to the development of the Community and Youth Work students to have at least one placement over the study period with a JNC qualified supervisor.

29. STUDENT COMMITTEE Curriculum

Conference calls upon the related Sector Skills Councils and the various ETS Committees of the UK and Ireland to standardise certain curriculum elements, with some elements being compulsory before students embark on their first Placement, including:

- Safeguarding Child Protection training.
- Conflict resolution training.
- Protective behaviours training.
- Understanding professional identity and boundaries.
- Financial / resources accountability.

30. STUDENT COMMITTEE Monitoring of Courses

1. Conference believes quality monitoring by ETS and JNC should incorporate Student feedback through the participation of a Student Branch Member and that results of Course monitoring

should be circulated widely so that potential students can access this information and use it to make an informed decision about the quality of a course at the outset of their Professional Training.

2. Therefore Conference urges the Education and Training Committee to work towards Student Involvement in Quality Monitoring via the various ETS Committees of the UK and feedback progress to next years Student Conference.

31. STUDENT COMMITTEE Placement Standards

1. Conference calls upon the Student Branch, E+T Committee and the wider Union to develop a set of Placement 'Standards' (including supervision) with stakeholders and present a proposal to next year's Student Conference for debate.

32. Student Committee Post Graduate support package

1. In the current climate of financial uncertainty and change there are likely to be people considering this sector as a viable career pathway, Conference recognises the need for an appropriate Post-graduate student support package (financial support, including paid placements and signposting to other support).
2. Conference urges the Union to campaign for an attractive Post graduate Student support package as one of the methods for ensuring the future of the sector.

33. STUDENT COMMITTEE Resources

1. Conference is concerned with the number of students in sessions on Community, Youth and Play work courses with varying class sizes, ranging from 10 – 50+. Conference believes class sizes should be limited and follow the guidelines for Staff to Student Ratios as laid out by the National Youth Agency for JNC qualifying courses.
2. In addition Conference also urge use of the most appropriate environments and resources for learning to enable students in Community, Youth and Play work to gain their qualifications and start their careers in the most appropriate way.
3. Conference therefore tasks the Student Committee to undertake some research into resourcing on courses and present their feedback and recommendations to next years Student Conference.

34. STUDENT COMMITTEE Safeguarding the Profession

1. Student Conference calls upon the whole Union to take action during the coming year to ensure that the professional Identity and Integrity of Youth and Community Work is protected in light of the threats of IYSS and creeping privatisation so that there is a valued, recognised profession for the next generation of students to enter in line with a revocable license to practise (Resolutions 12/04, 16/04, 32/04 & 25/05, 20/08).

35. STUDENT COMMITTEE Student Charter

1. Conference calls upon all Higher Education Institutions to embrace the latest version of the Student Charter.

- 2 Conference urges the Student Branch to report back to next years Annual conference those HE Institutions that have signed up to the Charter and those that have declined to do so and then subsequently publish a list in Rapport and Student recruitment materials to demonstrate progressive Institutions and those that need further encouragement to Improve or embrace the Charter.

36. STUDENT COMMITTEE Student recruitment and politicisation

- 1 Student Conference calls upon branches and Unite regional offices to be visible and engage with students as potential members at HE Institutions and bridge the gaps between different year groups and courses and urges the Union to develop a student recruitment strategy offering links between HEI's and branches, Trade Unions in the classroom, Political education and the JNC becoming a mandatory element of the Youth, Community and Playwork curriculum.

37. STUDENT COMMITTEE Student support and entitlement

- 1 Conference is concerned about the welfare of Student's, especially those working in substantial posts and part time and the need for further support to study, especially during a time of significant upheaval within the sector.
- 2 Conference calls upon the union to campaign with students for more support with learning needs. For example a specific support package for YCW Students gaining a JNC recognised qualification, i.e; childcare support, IAG/CEG, Dyslexia and other barriers to learning, skills fade for mature students etc.

38. STUDENT COMMITTEE Student's access to Libraries and learning resources

- 1 Students on Youth, Community and Playwork courses often have limited access to key texts in their learning institutions, despite lengthy course reading lists availability is very limited.
- 2 Good practice could include providing key-text's via a Virtual Learning Environment (VLE) or downloadable from a CD or website, to save money.
- 3 Conference therefore calls on the Student Branch, Education and Training Committee and all stakeholders to review the quality and quantity of resources available to Students via HE Libraries for YCPW students to be able to successfully complete their chosen training pathway.
- 4 Conference calls upon the union to use the information gathered to ensure HEIs provide adequate resources for 'all student's' (not one at a time) and meet the standards that are required for students to complete their training.

39. STUDENT COMMITTEE The Union in University's

- 1 Conference believes the Union should be more visible within Higher Education Institutions (HEI's).
- 2 During Induction / Fresher's week the Union should have a presence to raise the profile of the Union amongst Community, Youth and Play work (CYPW) students and should explore the benefits of establishing clusters of students, local branches and HEI's to come together to interact, develop etc.

- 3 There is also a need for specific resources – developing an Identity for the Union on courses and of Students within the Union.
- 4 Conference asks the E+T committee to work with Higher Education Institutions to make the provision of information regarding Trade Unions an essential element of the course induction week and for the E+T Committee, broader Union and Unite Regional Offices to support Student reps by providing up-to date information about the range of opportunities across Community, Youth and Play work to maximise the recruitment potential.

40. LANCASHIRE BRANCH Information gathering

- 1 There is increasing concern by young people about the levels of personal information being gathered about them, for what purposes this information is being used and just who can gain access to it. This Branch requests that the National Committee protect the interests of young people by calling for restrictions in the amount of information being gathered.

41. LANCASHIRE BRANCH Clerical support

- 1 This Conference believes that Youth Work staff need a substantial increase in clerical support to input the increasing amounts of data onto Management Information Systems, in order to release staff to concentrate on their face to face delivery with young people.

42. NOTTINGHAMSHIRE BRANCH Declaration of National Committee Voting Positions at National Conference

- 1 Conference agrees that the voting position taken by the National Committee on each motion or amendment to motion will only be formally declared to Conference between the end of the debate on it and before the relevant vote is taken.

43. NOTTINGHAMSHIRE BRANCH Moving of a Motion of No Confidence

1. Conference notes that it isn't appropriate to move a motion of no confidence in relation to the conduct or behaviour of any elected officer or delegate if the alleged offence is a matter of discipline.
2. Conference confirms that in any such instances the course of action shall be to follow the appropriate disciplinary procedures.
3. Conference therefore agrees to amend clause 12.03 as follows:

"A motion of no confidence can be moved in relation to any elected officer or delegate, except in the case of an alleged disciplinary offence, in which case the appropriate disciplinary procedures shall be used."

44. NOTTINGHAMSHIRE BRANCH Female representation

1. Conference notes that the National Section Standing Orders require representation on the National Committee, working committees and outside bodies to be at least 50% female.
2. Conference also notes that the membership hasn't been

- informed of any audits on the extent to which there has been compliance with this policy in recent years.
3. Finally, Conference notes that the current prescriptive approach to increasing female representation has been impracticable and ineffective.
 4. Conference therefore agrees to change the National Section Standing Orders as follows:
 - 8.20 Representation on the National Committee and working committees should aim to be at least 50%.
 - 8.21 Representation on outside bodies should be by female members whenever possible.

45. NOTTINGHAMSHIRE BRANCH Conference minutes

1. Conference notes that the draft minutes of Annual Conference are circulated only to those branches attending the following year's Annual Conference and that it's received by delegates only in the weeks leading up to that following year's Annual Conference.
2. Conference believes that it's important for all branches to receive copies of the draft minutes of Annual Conference and that they should be circulated to them within three months of Annual Conference. This can assist branches in formulating motions for the next year's Annual Conference.
3. Conference therefore instructs the National Committee to ensure the circulation of the draft minutes to all branches within three months of Annual Conference having taken place.

46. NOTTINGHAMSHIRE BRANCH Image of youth workers projected by the media

1. Conference notes that the image of youth workers projected by the media sometimes badly misrepresents them.
2. Conference calls upon branches and the National Committee to challenge and complain about all such misrepresentations in the media whenever and wherever they occur.
3. Conference reaffirms the importance of having a national youth work council in terms of getting the media to project images of youth workers which more fairly reflect the professional nature of the work they do and the training they're required to undertake.

47. NOTTINGHAMSHIRE BRANCH Gang culture and youth work

1. Conference notes the huge public concern there is about teenagers and gang culture.
2. However, Conference also notes that throughout the UK youth workers are working with gangs of young people developmentally, encouraging them to reflect on their 'culture', whether they should change their values, attitudes and behaviours, and how they might do so.
3. Conference appreciates that the effectiveness of youth work is based very largely on two factors which distinguish the youth worker from other groups of professional workers who work with young people:

- young people can choose whether or not they wish to have a relationship with a youth worker; and,
 - the youth worker's main method of working with young people is through groups.
4. Conference regrets that the Government seriously under-appreciates and under-estimates the distinctive role and positive contribution that youth work is making and can make in addressing gang culture
 5. Conference therefore calls upon branches to lobby their local MPs and make them more aware of:
 - how youth workers do actually work with gangs of young people in a developmental way; and
 - how the effectiveness of their work may be undermined if their professional identity is undermined or submerged.

48. ESSEX BRANCH Community Workers

Union membership embraces Youth, Community Playworker amongst others. It has been noted at past conferences that Community workers have expressed the feeling "What about Us" and called attention to their Pay and Conditions. It is noted however that no Community Work Convenor has been nominated or elected for some considerable time. Conference calls on the NEC to make every effort to fill this post or show otherwise that the voice of Community Workers is being heard.

49. PETERBOROUGH BRANCH Boycotting Northampton Youth Services Posts

- 1 Conference recommit to the previous decision to ask members to boycott Northampton Youth Service after the Commissioning out of its service in 2005.
- 2 Conference informs the union to renew the campaign to members about boycotting Northampton posts.
- 3 Conference instructs the National Committee to provide clarity to branches on what action to take if a member applies for a post.

50. PETERBOROUGH BRANCH Establishing an Eastern region of Unite the Union

- 1 Conference notes the differences between the Greater London area and the Eastern Region in their political and demographic construction.
- 2 Conference believes in the importance of regions within the new Unite structure to support branches and members within those specific areas.
- 3 Conference instructs the National Committee to advocate to the wider union the formation of two new regions for London and Eastern areas instead of a singular region currently proposed as Unite Region One.

51. EDUCATION AND TRAINING COMMITTEE Academic Benchmarks and the National Occupational Standards

- 1 The Education and Training Committee applaud and welcome the work that has recently been undertaken to develop a meaningful set of Academic Benchmarks for the sector and look forward to them being used to drive the standards of Education and Training up. For this to happen there needs to

be a clear link between the Benchmarks and the recently re-worked National Occupational Standards.

Conference calls on:

- 1 The Education and Training committee to produce a briefing sheet for members on the key features of i) the Academic benchmarks and ii) National Occupational standards.
- 2 The Education and Training committee to meet with the Secretariat of the Training Agencies group for Youth and Community Work to develop an Assessment tool for the Academic benchmarks and National Occupational standards.
- 3 The Education and Training Committee to report back to next years Student conference and to the National Conference on how effective the Academic benchmarks and National Occupational Standards are and to make recommendations for their improvement through a motion.
- 4 The Student committee to undertake the role of 'critical friend' through the embedding of the Academic benchmarks and National Occupational standards, using the Assessment tool described in bullet point 2 to assess the impact on training.

52. EDUCATION AND TRAINING COMMITTEE Apprenticeships

- 1 The Leitch report in 2007 reported that "Our nation's skills are not world class and we run the risk that this will undermine the UK's long term prosperity." and that "the case for action is compelling and urgent...there is a consensus that we need to be much more ambitious."
- 2 In light of the historic under-resourcing of the sector and the ongoing recruitment and retention challenges Conference calls upon the Education and Training Committee to:
 - a. Lead a debate on the benefits of Apprenticeships in youth, community and play work.
2. Recommend a campaigning strategy to build on the Leitch report recommendations for training in the Youth, Community and Playwork Sectors.
3. Gain support from Lifelong Learning UK, Skills Active and other relevant Sector Skills Council's whose footprints have an impact on our work.
 - a. Gain the support of other stakeholders across the sector.
4. Take an active part in supporting or running an Apprenticeship pilot project to establish an apprenticeship route into the sector.
5. National Committee Should monitor this work closely and be fully engaged in it and report back on the Project's success to a future National Conference.

53. EDUCATION AND TRAINING COMMITTEE Playwork Graduates

- 1 Playwork is an emerging profession that is still struggling to find its place in the children and young people's workforce. Playworkers currently suffer from low status and have to struggle to win respect from other professionals. This is not helped by the fact that most playworkers have vocational qualifications, and other professions are graduate led.

Although playwork qualifications are well developed and based on a sophisticated set of principles and National Occupational Standards, there are few Higher Education programs available, and historically there have been few jobs that demand graduate qualifications.

- 2 With the increasing profile of play and playwork, and greater awareness of the benefits and contributions, there is increasing pressure on playworkers to perform at a higher strategic and operational level. This is providing opportunities and more highly paid roles, but the lack of playwork graduates means that many of these posts are being filled with non-playwork graduates, who are then responsible for managing playworkers.
- 3 Conference therefore calls upon the National Committee to:
 1. Campaign for playwork to become a graduate-led profession. This includes lobbying funding bodies to financially support playworkers to obtain qualifications.
 2. Lobby employers to actively seek out playwork graduates for leadership roles. Where they cannot recruit playwork graduates to these posts, they should:
 - a. Support playworkers to obtain HE qualifications, or
 - b. Support graduates in other fields to obtain a post-graduate diploma in playwork

Conference calls upon branches to:

3. Support playwork members to take up opportunities to obtain graduate qualifications

Conference also calls upon the Student Committee to:

4. Actively seek out playwork students and encourage them to become involved in union activities

54. EDUCATION AND TRAINING COMMITTEE Play Work Principles

- 1 Playwork qualifications and practice is based on the playwork principles, which establish the professional and ethical framework for playwork. The principles describe what is unique about play and playwork, and provide the playwork perspective for working with children and young people. They are based on the recognition that children and young people's capacity for positive development will be enhanced if given access to the broadest range of environments and play opportunities. Playworkers describe play as a process that is freely chosen, personally directed and intrinsically motivated.
- 2 Conference welcomes the increased amount of funding being made available for children's play and the adoption of play strategies by local authorities in England, as well as the ongoing national work taking place in Wales to embed play and playwork in the community.
- 3 Conference believes however that qualified, professional playworkers are essential for the success of any play initiative, and is concerned that the shortage of qualified playworkers will result in unqualified staff being employed in playwork roles.
- 4 Conference calls upon the National Committee and branches to:
 1. Support playwork members in working to the Playwork Principles
 2. Put pressure on local authorities to prioritise recruitment of qualified playworkers for playwork jobs. Where employers are unable to appoint workers with playwork qualifications, they must train and qualify these workers in playwork within the shortest period of time practical.

55. EDUCATION AND TRAINING COMMITTEE Playwork, The Early Years Foundation Stage, and Ofsted Inspections

- 1 The EYFS establishes a statutory framework and new register for working with children in England up to the August 31st following their 5th birthday. It includes both welfare requirements and a set of early learning goals. Children in the early years make up a minority of those attending playwork settings, such as adventure playgrounds and out-of-school clubs.
- 2 Although the EYFS Statutory Framework does not say how the early learning goals should be delivered, many Ofsted inspectors interpret this to mean that playworkers should be planning a curriculum, delivering educationally based play activities, and recording learning outcomes. This contravenes the playwork principles which underlie playwork qualifications and best practice, causing stress and uncertainty in the workplace. In addition, many inspectors who inspect play settings do not have knowledge and awareness of playwork.
- 3 Conference therefore calls upon:
 1. The National Committee to communicate these concerns to Ofsted and press for:
 - a. Mandatory training in playwork for inspectors
 - b. Clear guidelines for inspectors on the professional boundaries of playwork
 2. The National Committee to investigate the situation in the other nations, and act appropriately in lobbying and working with inspection authorities in all nations.

56. THE NATIONAL COMMITTEE Rapport

- 1 Conference welcomes the continual improvements in Rapport and the organisation of a training day for contributors.
- 2 Conference calls on all Branches and members to see Rapport as their own and provide more photographs, articles and news about professional and trade union issues.

57. THE NATIONAL COMMITTEE Unite the Union

- 1 Conference believes that the formation of the new union and the development of a new industrial sector called Community and Youth Workers and Not for Profit, gives a generational opportunity to build and grow amongst a largely unorganised workforce.
- 2 Conference believes that the new union will need to dedicate organising resources to this and calls on the National Committee to publish a national organising plan within 2009.
- 3 Conference believes that every member and every Branch must seek to ensure that every worker in play work, community work and youth work is in the union and that all staff in the voluntary sector are unionised also.

58. THE NATIONAL COMMITTEE New Branches

Conference warmly welcomes so many new Branches into the Union and calls on the National Committee to identify further areas for growth in 2009.

59. THE NATIONAL COMMITTEE English Youth work inspection

- 1 Conference believes that the dilution of youth work inspections is a further example of the reduction of costs in public services, the turn away from standards and quality and the attempts to melt different forms of provision into generic services in the false name of 'it's good for young people.'
- 2 Conference believes that the role of the Ofsted Youth Work inspectorate over the years has been a positive one and the introduction of a specific youth work framework has been an important driver in improving standards.

60. THE NATIONAL COMMITTEE The impact of community development and learning

- 1 Conference notes the influence of CYWU publications on the importance of play work and youth work and calls on Branches to use these materials more fully.
- 2 Conference further agrees to produce an equivalent publication on community work.

61. THE NATIONAL COMMITTEE Community Work

- 1 Conference welcomes the policy developments that encourage greater active citizenship and requirements to consult community organisations on neighbourhood and local policy initiatives.
- 2 Conference notes the transfer of considerable assets to community organisations, and the intentions of the Government's paper Real Power Real People.
- 3 Conference believes that successful community organisation and development and engagement is enhanced by the provision of sufficient numbers of JNC qualified community workers.

4 Conference further recognises

62. THE NATIONAL COMMITTEE Play work

- 1 Conference welcomes the joint work by the Union and Skills Active to promote the professional position of play work and to develop a strategy for services and the workforce.
- 2 Conference particularly welcomes the proposals for a play work institute, the development of a passport to practice and a strategy for growth.

63. THE NATIONAL COMMITTEE Coventry City Council and Price Waterhouse

- 1 Conference condemns the exorbitant expenditure on a private finance firm in Coventry to produce proposals on how to destroy youth work and the youth service.
- 2 Conference recognises that the attempted move of part time workers on to zero hour contracts represents a significant attempt to deskill and to break up trade union agreements and professional practice.
- 3 Conference therefore calls for continuing support by the whole union for Coventry Branch in its struggle to defend quality provision and youth support worker terms and conditions.

64. THE NATIONAL COMMITTEE Somerset 'lock-in' policy

- 1 Conference believes that the main youth work age range is 13-19 and that extending youth service provision to include 11-13 year olds requires additional resourcing and staffing and activities.
- 2 Conference condemns the lack of such resourcing for an expanded service in Somerset.
- 3 Conference further condemns the attempt by management to stipulate attendance times at youth centres for young people and to get professional youth workers to police this attendance.
- 4 Conference re asserts the voluntary principle of youth work engagement and the professional integrity of staff in making provision and duty of care arrangements.

65. THE NATIONAL COMMITTEE Wrexham

Conference condemns the appalling bullying behaviour of some members of youth service management in Wrexham and pledges continuing support to our members there.

66. THE NATIONAL COMMITTEE Liverpool Youth workers

- 1 Conference condemns the appalling treatment of Liverpool members by their employer and the Employer's Side Secretary in their pursuit of fair grading and the application of the JNC.
- 2 Conference believes that JNC employers and JNC paid staff need to feel assured that any reference to national JNC will be treated with natural justice, fairly and integrity in the name of applying the terms of the JNC report and not the position of the sides.

67. THE NATIONAL COMMITTEE Financial crisis

- 1 Conference notes previous Conference policies which have prioritised the need for well resourced manufacturing industries and for utilities in public ownership and properly funded public services.
- 2 Conference believes that the move away from manufacturing production in Britain, the privatisation of utilities and public services and the encouragement of personal and institutional debt has helped cause an unprecedented economic crisis.
- 3 Conference believes that the unregulated operation of significant financial markets has resulted in gambling and speculation by the finance houses at a new and irresponsible rate and that no amount of public subsidy to the financiers will prevent further problems in the money markets.
- 4 Conference believes that controls on the export and import of capital flows must be reintroduced and that investment must be geared towards the re development of British based manufacturing.
- 5 Conference further believes that greater controls must be placed over pension funds to ensure that they can be invested in long term, stable manufacturing investment in Britain.

- 6 Conference calls on Branches and the National Committee to prioritise through all areas of their influence a debate about plans to rebuild the British economy based on productive industry and the control of the wealth, industries, services, natural resources and utilities needed by the country.

68. THE NATIONAL COMMITTEE Conferences

- 1 Conference notes the increasing concern in the field about the commercialisation of national conferences run by private companies.
- 2 Conference notes that most of these conferences are unaffordable to the main face to face practitioners in youth and community work delivery and training.
- 3 Conference further notes the undemocratic nature of commercial conferences of this sort as they suggest a policy making and opinion forming influence.
- 4 Conference believes that policy within youth and community work is made by elected representatives in government, local government, the voluntary sector, the union and in the range of democratically accountable organisations that discuss and debate developments and make real change and policy.
- 5 Conference condemns the privatisation for profit of policy discussion and professional development.
- 6 Conference therefore welcomes the efforts of the National Committee to organise cost effective and democratic Conferences and encourages members to participate in such events and ensure that the discussions held within them are recorded and developed.
- 7 Conference calls on all partner organisations within the sector to participate in these events.

69. THE NATIONAL COMMITTEE Cuba

- 1 Conference congratulates the people of Cuba in overcoming the most appalling odds in their fifty years of progress.
- 2 Conference believes that the recent developments in progressive youth policy in Cuba and their ways of dealing with young people and anti social behaviour are worthy of examination and agrees to organise an exchange tour in 2009 to look at Cuban youth policies.
- 3 Conference further congratulates Rapport on covering the detail for the Miami 5 cases and agrees to continue support for this campaign.

70. THE NATIONAL COMMITTEE Venezuela

- 1 Conference welcomes the celebration of the tenth anniversary of the Chavez government in Venezuela and condemns the attempts to overthrow the government and the social progress achieved.
- 2 Conference calls on the editor or Rapport to ensure the production of more material concerning the progress in health and education and equality in Venezuela.

71. THE NATIONAL COMMITTEE Bolivia

Conference welcomes the progress being achieved for the people of Bolivia by their popular government and its progressive control of natural resources and services.

72. THE NATIONAL COMMITTEE Colombia

- 1 Conference congratulates the National Committee on promoting solidarity with Colombian trade unionists and notes the continuing difficult situation for trade unionists there.
- 2 Conference wholeheartedly condemns the British government's continuing sale of arms to the Colombian military and calls on the Union to support lobbying and other efforts to reverse this policy.

73. THE NATIONAL COMMITTEE Vietnam

- 1 Conference welcomes the continuing progress being made by trade unions in Vietnam and the continued growth of their education system.
- 2 Conference calls for renewed dialogue with trade unions from Vietnam.

74. THE NATIONAL COMMITTEE Palestine

- 1 Conference calls for renewed effort and education materials within the union to make members and youth and community organisations aware of the suffering the Palestinian people and the need for proper recognition of their territorial, political and social demands.
- 2 Conference calls on the National Committee to continue to work with Palestine Solidarity and to make further contact with the Palestinian General Federation of Trade Unions.

75. THE NATIONAL COMMITTEE China

- 1 Conference notes the superb Olympic and Paralympic Games held in 2008 and congratulates the Chinese people on their efforts.
- 2 Conference notes that provision and policies for young people are developing apace and agrees to encourage greater understanding of youth policies in China.

76. THE NATIONAL COMMITTEE Olympic and Paralympic Games - London

- 1 Conference recognises that youth and community organisations will have a great role to play in the holding of successful Games in London in 2012.
- 2 Conference believes that such involvement will be beneficial but will be best undertaken through the provision of new and special resourcing.
- 3 Conference therefore calls on the Union's representative on the Olympic Committee to ensure that the question of resourcing

for youth and community organisations in East London is examined.

- 4 Conference is further concerned that the holding of the Olympics makes a genuine economic and social improvement strategically to the East London region and that infrastructure and development is undertaken with a view to long term advantages.
- 5 Conference calls on the National Committee to ensure a full engagement with this issue and through discussion with local Branches and relevant agencies.

77. LEEDS BRANCH Trade Councils

1. Conference notes the resurgence of trade union activism locally through the growth of Trades Councils – there are now 142 Trades Councils registered with the TUC.
2. Conference also notes the Trades Councils have been at the forefront in campaigns around key issues such as local job losses, privatisation, social housing and the fight against the far right and the BNP in particular.
3. Conference therefore calls on all branches, wherever possible, to develop closer links with or affiliate to their local Trades Council.

78. LEEDS BRANCH Challenging the Far Right

1. Conference notes with concern the possibility of the growing influence of the far right during this period of economic uncertainty and crisis.
2. Conference therefore welcomes ongoing national campaigning to keep the far right out of both the unions and the European Parliament when the European Elections take place in June 2009.
3. However, since the tactics of the BNP in particular is to campaign locally, Conference urges all branches, wherever possible, to become involved in local activity against the far right organised by Trade Councils, Hope not Hate and other local groups and initiatives

Email
your
email

Please make sure that we have your email address so that we can keep you informed with the excellent information and advice now available through our Unite membership.

Email your email address to:
kerry.jenkins@unitetheunion.com

CYWU SECTION ANNUAL CONFERENCE

April 23rd – April 26th 2009 at the Holiday Inn, Newcastle upon Tyne

Conference 2009 is open to all members of CYWU/Unite. All delegates (branch and individuals) must complete the booking form and return it to: CYWU Section Annual Conference Bookings, Transport House, 211 Broad Street, Birmingham, B15 1AY by March 25th 2009.

Personal Details

Name: _____

Email: _____

Mailing Address: _____

Work phone: _____

Home phone: _____

CYWU Section Member Yes / No (please circle)

To be completed by CYWU/Unite Members only:

First time delegate Yes / No (please circle)

I will be attending Conference in the following capacity (please tick):

Individual Branch Delegate

NEC Member National Committee

Equal Opportunities Monitoring

CYWU/Unite is committed to a policy of Equal Opportunities and the improvement of Equal Opportunities Practice and Policies. This information will remain strictly confidential, please tick appropriate boxes.

African Bangladeshi Indian
 Caribbean Chinese Pakistani
 Irish European (UK)
 Other (please specify) _____

Disabled Lesbian Gay

Employment:

P/T F/T

Local Authority Vol Org Connexions

Other (please specify) _____

Terms & Conditions:

JNC APT&C Single Status

Other (please specify) _____

Accommodation

All Conference business, accommodation and social events will be held at the Holiday Inn.

We are once again offering a conference package which is being offered at a subsidised rate to CYWU/Unite members.

Briefly this consists of an all-inclusive package, Thursday to Sunday of £276 for single occupancy and £240 per person for twin occupancy. This package includes your accommodation plus your evening meal on Thursday, lunch and evening meal on Friday and Saturday and your lunch on Sunday plus timetabled refreshments.

There will also be a number of day packages available for those wishing to arrange their own accommodation. All packages will be based on a first come first serve basis and therefore booking early is essential. Please indicate below if you wish to book the package:

Single occupancy
Twin occupancy Sharing with

Conference Social Events

Please indicate your attendance at the social events taking place during Conference:

Thursday Evening – Welcome Event

Friday Evening – Dinner

Saturday Night – Conference Dinner and live Band

Specific Requirements

Please give details below of any specific requirements that you may have during your time at National Conference or ring 0121 643 6221 and speak to Kerry.

Childcare and Carers' Allowance

The Union is able to reimburse for costs related to caring responsibilities while you are at conference. Please contact Kerry for further details.

Conference Training

We are putting together a package of training events for conference based on the needs identified by Branches and supported by the GFTU and the T&G.