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**The  
One Hundred and Sixth  
Annual Conference  
Yarnfield 2025**

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**Annual Report 2024  
and  
Treasurer's Report 2024**



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## **TREASURER’S REPORT**

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# NATIONAL ISSUES

## Membership

**Membership as at:**

Region/Branch	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Annual Difference
1	1606	1661	1687	1497	1532	-74
2	2016	2037	2028	2016	2010	-6
3	3801	3815	3690	3736	3760	-41
4	2683	2659	2650	2664	2500	-183
5	3893	3887	3916	3889	3839	-54
7	378	379	390	357	355	-23
branch 600	170	211	243	243	245	75
branch 601	14	19	24	26	25	11
<b>National</b>	<b>14561</b>	<b>14668</b>	<b>14628</b>	<b>14428</b>	<b>14226</b>	<b>-335</b>

## Membership throughout 2024



- **2413** people became BFAWU members in 2024.
- **1301** members joined our great union using the *online* joining option.

We tidied up our data a lot through the year which has meant that our membership numbers are more accurate, there is less chance someone who has left the union receives a postal ballot form or communication from us they no longer need.

## Reps Training

We have seen an increase in Reps training during 2024, whilst we can't immediately track when reps attend TUC training, we can now with the GFTU.

Between September and December 109 reps and activists applied to attend a GFTU course, from the reps training to the Summer School and everything in between, out of the 109, 12 withdrew from attending which means that 97 BFAWU reps applied to receive training through the GFTU in 3 months.

This number increases when factoring in the TUC, ICTU, STUC and WTUC reps and activist's courses that are available too...



## BFAWU Equality Data 2024

<b>Gender</b>	<b>Age</b>	<b>Ethnicity</b>
<b>Total Membership</b>		
34% Female	6% >25	57% White
60% Male	52% 26–55	37% BAME
06% Other	19% 56+	06% Other
	23% No Data	
<b>Branch Secretary</b>		
22% Female	1% >25	86% White
76% Male	33% 26–55	9% BAME
2% Other	31% 56+	5% Other
	35% No Data	
<b>Health and Safety Representatives</b>		
17% Female	1% >25	55% White
81% Male	46% 26–55	39% BAME
2% Other	29% 56+	6% Other
	24% No Data	
<b>Shop Stewards</b>		
24% Female	1% >25	81% White
73% Male	49% 26–55	13% BAME
3% Other	24% 56+	6% Other
	26% No Data	
<b>ULRs</b>		
24% Female	0% >25	92% White
73% Male	25% 26–55	6% BAME
3% Other	34% 56+	1% Other
	41% No Data	

## Representatives and potentials

This information is based on information we have on our database, collated from Branch Secretary Quarterly Returns. It is important that these are filled in accurately, and that we are made aware when reps leave, retire, change or are elected –as well as the potential for membership in your workplace.

	<b>January</b>	<b>December</b>	<b>Change in 2024</b>
Branch Secretary Numbers	82	96	14
Shop Steward Numbers	424	423	-1
Health and safety Numbers	187	184	-3
ULR Numbers	63	68	5
Green Rep Numbers	0	1	1
How many branches have:			
Shop Stewards	99	98	-1
Health and Safety Reps	61	60	-1
Union Learner Reps	33	34	1
Green Reps	0	1	1
Number of branches	183	178	-5
How many branches have % density info			
under 25%	40	41	1
between 25 & 50%	35	38	3
between 50 & 75%	24	20	-4
between 75 & 100%	15	16	1
over 100 %	8	8	0

## Affiliations/Donations

As a union there are several organisations that we affiliate to, and donations we make throughout the year, we also make payments to members upon receiving appeals on behalf of them to regional councils.

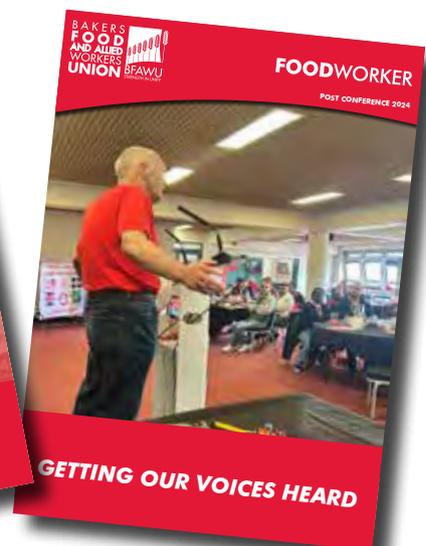
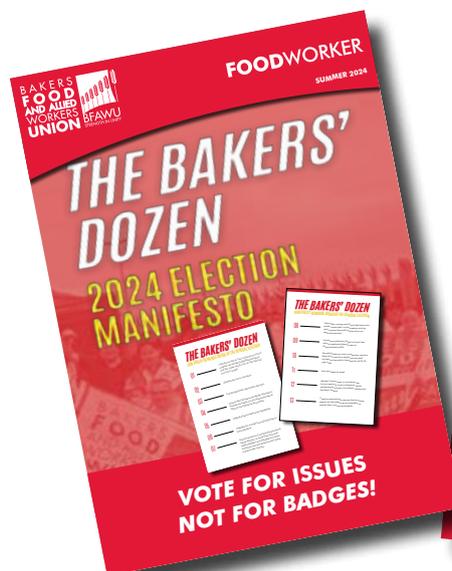
In 2024 the Executive gave out grants to 12 members who applied initially through their regional council for an emergency grant, and were then referred to the Executive Council for consideration too

Affiliation	Donation
National Pensioners Convention	NPC (2X Tickets to conference)
Trade Union Coordinating Group	Calum Baird Tour fundraiser
Campaign for Trade Union Freedom	People apart film fundraiser
Justice for Columbia	Zoes place fundraiser
Unions 21	York Disabled coop Xmas fundraiser
Institute of Employment Rights	Merseyside pensioners fundraiser
Marx Memorial Library	Follonsby Miners appeal
STAMMA	Auchengiech colliery appeal
Labour Research Department	Cardiff Transformed event sponsorship
Nicaragua Solidarity	Bristol cable newspaper appeal
Palestine Solidarity Campaign	War on Want international appeal
Cuba Solidarity	Black Liberation appeal
Campaign Against Climate Change	Show racism the red card appeal
Amnesty International	Durham Miners Gala sponsorship
Stop the War	Friends of Durham miner's donation
Strike Map	Liberation
TUC	Levellers event sponsorship
GFTU	NUM Nottingham fundraiser
IUF	Matchgirls memorial fundraiser
EFFATT	Shut out the light film fundraiser
	Banner Theatre fundraiser
	Hatfield Main colliery fundraiser
	Rhondda TUC hunger march sponsorship

## Communications

### Foodworker

Just the two issues of Foodworker this year.



## Leaflets and Posters

Leaflets and posters help us to portray a message quickly and clearly, they can be used on social media as well as in physical form! Some of our officials and branches have gotten creative adding to the fantastic portfolio of leaflets we have available for branches and regions to utilise!



## Digital comms

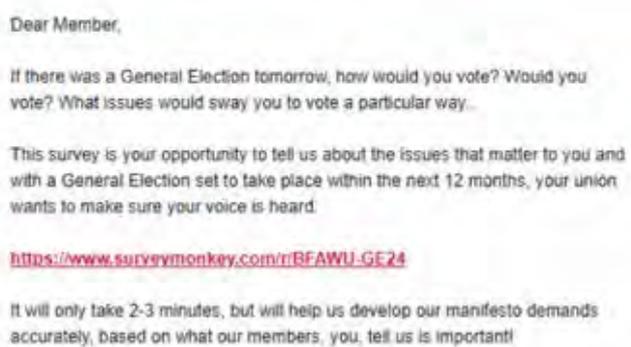
### Mail Chimp

We sent over 25 all member emails out during 2024.

Alongside those, we sent targeted emails to our young members, members who work in McDonalds, Gregg's members, district branch members and attendees of the various Network meetings we run!

We started the year with 12,941 email addresses and ended the year with 14,596.

12,152 of those are subscribed to receive our emails, though we know some of those are old, out of date or bounce back when we send them, so we still have some work to do.



If you aren't receiving our emails, please do make sure you let your branch secretary know your correct email address.

We have a 32.5% open rate, and an average click rate of 1.3% which is slightly down on 2023

**We clearly still have some work to do to ensure you aren't missing out on key information because you aren't opening our emails!**

**BFAWU on X**

Unfortunately, changes made to the platform since moving over to X prevents us from looking into our analytics unless we pay for a subscription which as you can imagine we are reluctant to do due to the owner!

We do still believe that the union should have a presence on the platform, as we have members and potential members on it and would encourage you to follow us if you are on there too!

*National BFAWU X strands*

- [@BFAWUOfficial](#)
- *Green* – [@BfawuS](#)
- *Young members* – [@bfawuYM](#)

We are looking to rebrand the BFAWU learning account and look at creating other equality and reps accounts over the next 12 months.

**BFAWU on Instagram**

We are still getting to grips with scheduling posts on Instagram and working on tying the account to the one on Facebook, but it is and continues to be a work in progress.

We have 509 followers and know that regular content will push that up!

*National accounts:*

[@bfawuofficial](#) is the unions account!

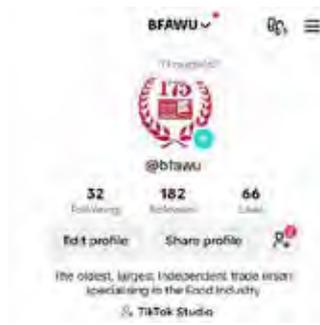
We have created a young members account – [@bfawuyoungmembers](#) – and will be building up and sharing content there as the Young Members Network develops



### BFAWU on TikTok

We are still learning about TikTok and the best way to utilise it (we definitely need more video content!)

Find us and give us a follow [@bfawu](#) and our young members account [@bfawuyoungmembers](#)



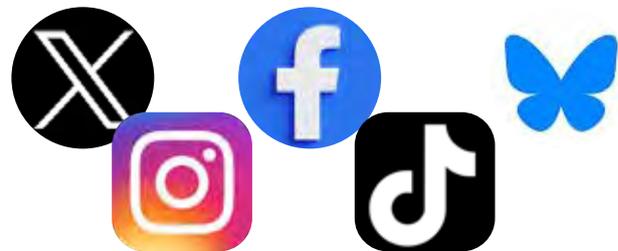
### BFAWU on Facebook

3148 followers of which 61.7% are men and the largest age group is 25–44-year-olds.

There is a potential audience of 48,400,000 to 57,000,000 so *definitely some more work to do!*

#### National Facebook pages-

- Main Union Page – [Bakers Food and Allied Workers Union – BFAWU](#)
- Womens – [bfawuwomen](#)
- Young members – [BFAWUYoungMembers](#)
- Green – [BFAWUGreenstuff](#)
- Greggs – [BFAWUGreggsmembers](#)



### BFAWU on BlueSky

*BlueSky* seems to be the new platform that unions and others have moved over to in order to escape the increasingly hostile platform of X.

Only time will tell if this will become a full replacement or an addition to the range of social media platforms and channels that organisations use to reach out to members and potential members.

We have a national account and a young members one currently and may look to expand into other areas going forwards

#### BlueSkyNational Accounts:

- [@bfawu.bsky.social](#)
- [@bfawuym.bsky.social](#)

There are also branch and regional Facebook pages that you can follow too across all of the platforms. The more that we like and share each other's content the more our amazing work will get out there!



### Circulars

Circulars are our internal mechanism to send information out, these typically go to branch secretaries, full-time officials, the executive council and regional clerical staff.

We sent out 15 circulars in 2024– mainly standard ones relating to conference or legal requirements. This is an increase on the year before and was complemented with all member emails as well as targeted emails to different groups of members.

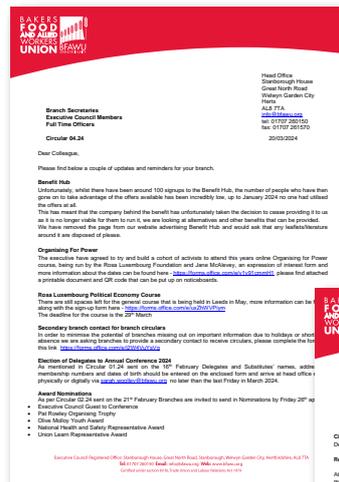
Branches have been asked for secondary circular email addresses to ensure nothing is missed if the branch secretary is on holiday!

We are also going to grow the list so that we can send out circulars to specific reps as well as to the branch so please make sure your health and safety reps, shop stewards and Union learner reps update their email addresses with us

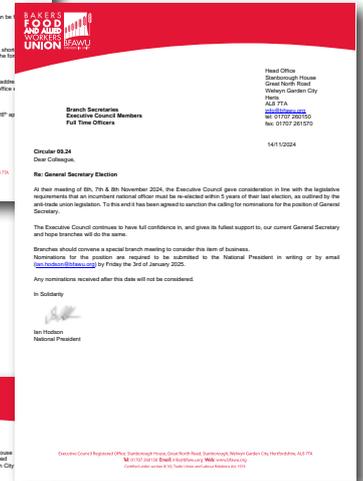
**Circular List**

- 01.24** Election of delegates to conference
- 02.24** Nominations of guest and award winners to conference
- 03.24** Quarterly branch secretary returns and preliminary agenda
- 04.24** Updates and reminders for branches
- 05.24** Political Fund ballot
- 06.24** Updates on training, branch affiliations, financial statement etc
- 07.24** Updated on branch elections, contributions when off sick, racism in the union and reps Code of Conduct
- 08.24** TUC Equality Conference nominations and reminders for branches
- 09.24** General Secretary election call for nominations
- 10.24** R4 FTO election call for nominations (R4 only)
- 11.24** R3 Executive Council position call for nominations (R3 only)
- 12.24** Solidarity with branch 558 and other branch reminders and updates
- 13.24** BFAWU contribution increase notification

**04.24**



**09.24**



**13.24**

**Website**

We have a range of resources and information on our website, including updated reports and blogs from our Partners, all the union events during the year and much more, if you haven't visited the website yet you can do at [www.bfawu.org](http://www.bfawu.org)

Over 19,500 people visited our website in 2024, which is up when compared to 2023, the contact page and membership benefits are the most visited pages after the initial home page – is there anything missing from the website you would like to see on it?

Do you see the blogs we have sent from **PayPlan?**

**WhatsApp**

We are utilising WhatsApp more now thanks to the pandemic. There are a number of national reps groups – *Allied*, *Greggs* and *Hovis*, and each district branch now has a WhatsApp group to ensure we are getting information to as many members as possible.



Get in touch with your Full Time Official if you are a rep and aren't in either a branch, regional or national WhatsApp group and they will make sure you are added.

# CONFERENCE MOTIONS 2024

## Motions Carried

*Carried motions – these are the motions that are voted for at Conference, which means they become part of the Union’s workplan for the following year; change a rule in the rule book or become Union policy.*

### 1 Rule 14.2,14.7,14.8, 14.8L & 15.3

*This conference agrees to amend rules 14.2, 14.7, 14.8g, 14.8L, 15.3 by changing the number of years in office to 5, so that the rules will read elected for a period of 5 years or hold office for 5 years as appropriate for that rule.*

☞ This has been added to the Rule Book

### 3 Rule 15.2

*This Conference agrees to amend rule 15.2 by inserting:*

*If the delegates are elected as the representatives to the national safety committee, the branch may elect a further delegate after*

*For the purpose of RCs’ delegates, the factory and shops membership must be counted separately.*

☞ This has been added to the Rule Book

### 8 Rule 15.2

*Rule 15.2 Branch Delegates*

*This Conference agrees that after the end of the first paragraph of 15.2 add – “whether attending virtual or in-person”.*

☞ This has been added to the Rule Book

### 9 Rule 15.6

*Rule 15.6 Regional Council Meetings*

*That this conference agrees to include after the first line of rule 15.6 that - “The Delegates of each RC may elect a date to hold an annual Health and Safety or Shop Stewards meeting, with the date to be agreed by the delegates of each regional council.*

☞ This has been added to the Rule Book

### 12 Branch 258

*That this Conference agrees to condemn the decision to award a knighthood to Wetherspoons boss Tim Martin for “services to hospitality”, or as I like to call it “services to throwing his employees under the bus at the onset of a global pandemic”. It was only down to the actions of the BFAWU and it’s well publicised campaign that forced a U-turn on the company’s decision to not furlough its workforce during the Covid lockdown, and we as a union should push even harder to organise companies like Wetherspoons to build up our membership there, to guarantee decent contracts with decent terms and conditions for our members.*

☞ We continue to support the 3 branches we have in Wetherspoons and encourage others to join in those workplaces and beyond, as part of the unions plan to embrace the workplace access section of the Employment Rights Act, we are developing a plan of what that would look like and how it would be facilitated.

### 14 Branch 405

*That this conference agrees to embrace the words of Tony Benns Quote “If we can find the money to kill people, we can find the money to help people”.*

☞ We continue to support and affiliate to organisations such as Stop the War and are looking into other ways that we embrace the words.

### 15 Branch 258

*That this Conference agrees to call on the Government to abolish “No Fault evictions” as promised in its 2019 manifesto. It’s now 2024 and so far, nothing has happened.*

*“No Fault” or Section 21 Eviction notices are a major contributory factor to rising homelessness as they allow landlords to evict tenants with only two months’ notice, and with no reason needed to be provided. It beggars’ belief that the Government is now prepared to use cynical delay tactics to go back on their promise from four years ago to ban No Fault evictions, while record numbers of renters are being forcibly removed from their homes without cause.*

☞ We passed this onto our Parliamentary Group but still have work to do to raise awareness and build better links with housing/renters unions

**16 Branch 558**

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*That this conference agrees to challenge companies that target trade union representatives on trumped up nonsense and oppose a bullying upwards campaign. It is a basic human right to challenge wrongdoing and the role of the trade union movement to do so collectively*

- ☞ We have passed this onto our Parliamentary group

**18 Branch 405**

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*That this conference agrees that we support, the work of Law Centres across the country. GM Law have been supporting our union in campaigning and working with members on benefit claims and housing. This essential work means we are able to access justice that would be denied if it wasn't for these fantastic facilities. Law centres give access to justice for communities and means working people are able to seek redress. We ask the EC to look at broader links and supports these essential organisations through affiliation and proof their work.*

- ☞ We have compiled a list of the Law Centres in the UK and what branches would benefit from them locally, the next step is to begin to build links outside of Greater Manchester and look at affiliating where it is possible, donating if appropriate it not and link up the branches with the relevant centre

**19 Branch 432**

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*That this conference agrees that our Union fully supports the Royal Mail Postmasters who were wrongfully accused of stealing money from the post office for their names to be cleared all monies returned to them and compensation paid to them as well. And those responsible for causing this miscarriage, there should be no hiding place and no protection from the establishment.*

- ☞ We have passed this onto our Parliamentary group

**20 Branch 558**

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*That conference agrees to challenge ruthless changes in companies proposed changes to their pension scheme.*

- ☞ We have passed this onto our Parliamentary group and have involvement with the TUC pensions committee as well as keeping up to date with The Pensions Regulator so that we can brief out changes and their impact. We have also encouraged employers to run sessions with their workforce so that the information is relevant to the particular scheme available to them

**21 Region 3**

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*That being a union that represents many migrant workers we should make sure that Leaflets are in different languages.*

- ☞ There are already leaflets in different languages, but we are looking at what else can be done, such as identifying the languages that are needed so any printed can be utilised.

**25 Branch 432**

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*That our union look at restarting the Union Towns/ People's Powered projects in Wigan again*

- ☞ There has been no progress on this to date, though it is in the workplan to look into the feasibility of doing this for the two campaigns

**27 Region 3**

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*That the union lobby to have food workers have sick pay paid at 100 percent from day one. Food workers are essential workers who kept everyone feed during COVID risking their lives to do so, and should be regarded as such.*

- ☞ We have passed this onto our Parliamentary group and have been actively involved in the safe sick now campaign with the Centre of progressive studies, GFTU and other organisations.

**29 Region 3**

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*Repetitive Strain injuries is something that the BFAWU should lobby the government to improve legislation in. We need to improve our health and safety legislation surrounding Repetitive Strain Injuries in the workplace and hopefully this will become a thing of the past.*

- ☞ We have passed this onto our Parliamentary group, and it is on the agenda for the National Health Safety and Environment Committee

**30 Region 4**

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*That the Government should ban the 'emergency' use of bee-harming pesticides in the UK*

- ☞ We have passed this onto our Parliamentary Group and it is on the agenda for the National Health Safety and Environment Committee

**32 Region 4**

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*To give statutory rights to green representatives in the workplace for paid time off for training and carrying out their duties and functions in this role*

- ☞ We have passed this onto our Parliamentary group, and it is on the agenda for the National Health Safety and Environment Committee

**33 Region 3**

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*The BFAWU thinks that our healthcare workers are a national treasure and should not gradually lose pay in real terms every year. This means that the government is pushing healthcare workers to leave the country for better wages and conditions elsewhere.*

☞ We have passed this onto our Parliamentary group

### 34 Executive Council

*That this conference agrees that we should encourage all branches to ask every Shop Steward to take on the role of Safety Rep to enable them to strengthen health and safety in their workplace.*

☞ Branches have been left to organise this themselves, but reminders will be circulated to encourage take up

### 36 Executive Council

*This conference agrees that the recent exposure of McDonalds and its failure to deal with sexual harassment where its CEO admitted to receiving 1 or 2 complaints a week shows the urgency of the need for legislation to protect workers.*

*Conference agrees that the BFAWU should lead a campaign on this, the aim of such a campaign would be to bring into being a new requirement for reporting cases of sexual harassment and violence similar to the need to report accidents in the workplace (RIDDOR) so that employers who are not fulfilling their duty of care towards their employees in this area are held to account.*

*Conference agrees that the campaign should aim to achieve at least the following:*

- *A new reporting line to be set up which takes anonymised details of the incident and forwards the complaint to employer, which generates a reference number.*
- *Once a complaint has been raised the anonymised complaint becomes reportable and remains one of the companies' reporting requirements until both parties agree that the situation has been resolved satisfactory.*
- *That the 3-month less one day rule for such issues be removed to recognise that such cases are often not reported due to fear or some other substantial reason in a particular timeline. We have seen for example in the Jimmy Saville cases, reports have been ignored due to the individual complained about.*
- *That a new, cross-cooperation panel is agreed to overview sexual harassment in the workplace between TUC EHRC and the HSE.*
- *Workers represented by TUs are consulted in such cases and any agreements with employers include representation through the members union or TUC-appointed facilitator.*
- *Workers not represented by TUs can seek support from TUs, with all time funded by employers.*
- *Workers should be trained on a recognised programme agreed via Tripartite EHRC, HSE and TUC to enable them to take part in any discussions.*

☞ We have passed this onto our Parliamentary group and it is on the agenda for the National Health Safety and Environment Committee, this was taken to TUC congress where it was carried and the National President has been working on a campaign End not Defend with the Workers Policy Project

### 37 Executive Council

*Conference affirms that climate change is a class issue and a trade union issue.*

*Conference notes that the:*

- *UN Secretary General has said we are in a new era of global boiling with unprecedented extreme weather impacting every part of the globe with increasing frequency.*
- *International Energy Agency (IEA) states that to stay below the Paris Climate Agreement of 1.5°C fossil fuel use must reduce by 25% this decade and we cannot develop any new fossil fuel sites.*
- *Working class in the UK and globally are already being impacted by the terrible consequences of climate change, through loss of lives, livelihoods, food, access to water, housing and accommodation, forced migration, unbearable working conditions and an intolerable burden on emergency services.*
- *UK government is doing little to safeguard workers or people from the impacts of climate change and, far from it, is advancing a narrative that seeks to make a virtue of weakening its commitments.*

*Conference believes:*

- *We need a rapid transition away from oil and gas to prevent catastrophic climate breakdown.*
- *Failing to take urgent measures to transition away from fossil fuels puts jobs at risk from sudden climate events or their economic consequences and foregoes opportunities to build in a timely way the larger skilled workforce needed across the whole economy without which decarbonisation cannot happen.*
- *Inequality and declining standards of living for working class people are explicitly locked into a fossil-fuelled market economy and austerity policies.*
- *The costs of transition to a decarbonised economy and society must not fall on those least able to pay.*
- *Transition policies must be generated by state investment.*
- *We must resist attempts aimed at using climate to divide working people; this only serves elites and distracts us from our common interest in jobs and a secure future.*
- *Political posturing on net zero policies does not help our class and we must fight for policies that address climate change and environmental degradation rooted in economic and social justice.*
- *Trade unions and workers in all sectors are central to transition plans.*

- *Workers in other countries are our allies.*

*Conference agrees to fight for:*

- *Policies to address climate change and environmental degradation that are in the interests of workers and communities, and a plan for the forms of bargaining and industrial action to achieve them.*
- *Negotiated transition plans that guarantee protection for all workers in all sectors of the economy including across all equality strands, and as a minimum should cover jobs, wages, pensions, training and skills and trade union rights.*
- *Public ownership of key sectors such as energy, water, transport, mail, broadband, education, health and social care.*
- *A fair and progressive taxation system, accessing the wealth of one of the world's richest countries without asking working people to pay for a crisis they did not create.*
- *A National Climate Service to plan, coordinate, fund and ensure education/ training for the workforce necessary to undertake the rapid and wide scale transformation to a decarbonised economy.*
- *Workers and their unions being directly and immediately engaged with government in designing and defining what the decarbonised industries and their workforces of the future look like.*
- *Solutions to the climate crisis that are in the interests of workers and communities, not capital.*
- *Further, conference agrees to build combines within and across sectors, at the level of branches as well as nationally and globally, to develop common industrial strategies that contribute to a 'whole economy' approach to decarbonisation, including engagement with community and climate justice groups.*

☞ We have passed this onto our Parliamentary and it is on the agenda for the National Health Safety and Environment Committee, we have been involved with the Campaign Against Climate change work and PCS on the creation of a National Climate Service and other initiatives like the year of climate too.

## 41 Region 5

*To lobby the government to prevent Green King from allowing their employees to wage stream their wages and charging them for the privilege. Wage stream is just another name for pay day loans. Please support.*

☞ The executive put a statement together raising concerns about the use of Wage Stream, which was in all conference delegates packs and will continue to research and raise issues to try and dissuade any more employers from implementing it.

## 42 Executive Council

*This conference agrees that an employer expects you to work from day 1, why should we not then have employment rights from the same day. No worker should be left behind, we call on the BFAWU to ensure it campaigns to ensure that all workers are protected from day 1 of their employment.*

☞ We have passed this onto our Parliamentary group

## 43 Region 5

*This Conference agrees that we should encourage the Government to provide financial support to families that are separated whilst going through the process of obtaining the relevant paperwork to enter and stay in the UK*

☞ We have passed this onto our Parliamentary group

## 44 Branch 582

*This conference agrees that the present 25% discount for single occupancy tenants should be increased to 50% to bring it in line with other groups that are entitled to a reduction in council tax.*

☞ We have passed this onto our Parliamentary group

## 45 Branch 580

*That this conference agrees absent parents have some kind of legal support so they can see their child/children no parent should be stopped from seeing their child because they cannot afford to get a solicitor*

☞ We have passed this onto our Parliamentary group

## 48 Branch 390

*Around 1.52 million people worked in the adult social care sector in England in 2022/23. This is more than in the NHS. Around a quarter of the workforce were on zero-hours contracts, including 54% of home care workers. The concern is that care workers are not paid enough for their hard work. Using their personal car and phone to work is not considered when they get paid. The mileage given is far less than what petrol costs to drive from house to house. The time given to drive to house to house is also not enough. Each visit to a service user's house is paid for by the minute. If all tasks are complete workers must stay until all the time is up for the call. For example, if a visit is for 30 minutes and the tasks completed takes 15 minutes, workers must wait until the extra 10-15 minutes in order to get paid the full amount. This conference agrees that this state of affairs is not good enough. Zero hours contracts should be banned, as per previous conference motions, and the time taken to travel between clients should be paid. There should also be a mileage allowance that covers both fuel and vehicle depreciation at market rates.*

☞ We have passed this onto our Parliamentary group

**50 Branch 582**

*That this Conference agrees that a national tariff should be set for all taxi fares to provide a fair and transparent standard price per mile.*

☞ We have passed this onto our Parliamentary group

**51 Branch 459**

*That this conference agrees that parking charges at N H S Hospitals should be abolished across the country please support.*

☞ We have passed this onto our Parliamentary group

**52 Branch 459**

*That this conference agrees that inconsiderate, and potentially dangerous, parking around many schools is increasingly causing problems outside the school gates, placing the safety of children and public at great risk. We demand that the Government should legislate that local councils and police authorities should work together to enforce stricter action to provide a far safer environment for everyone concerned.*

☞ We have passed this onto our Parliamentary group

**53 Branch 580**

*That this conference agrees LED lights on motor vehicles need regulating they are very dangerous for oncoming traffic*

☞ We have passed this onto our Parliamentary group

**54 Branch 459**

*That this conference agrees that drivers who park on pavements blocking pedestrians and the excess for mobility scooters should be fined please support.*

☞ We have passed this onto our Parliamentary group

**55 Branch 580**

*That this conference agree cyclist electric or peddle should by law have highly visible clothing when on the roads or the paths as this is dangerous to other users*

☞ We have passed this onto our Parliamentary group

**56 Region 3**

*The BFAWU is against the authoritarian measures the government is due to take against benefits claimants.*

☞ We have passed this onto our Parliamentary group

**57 Region 5**

*This Conference agrees that any family of legal workers who have settled or pre-settled status in the UK shouldn't have any further restrictions on entering the UK and joining their family other than providing passport, marriage, and birth certificates.*

☞ We have passed this onto our Parliamentary group

**58 Region 5**

*President, Platform, delegates*

*I ask that this union lobby the government to begin to take to task, the job of looking after the people who they represent.*

☞ We have passed this onto our Parliamentary group

**59 Region 4**

*To promote Healthwatch within their branches. Healthwatch is an organisation in every local authority which helps people with any grievances that the public has with any health services.*

☞ We invited Healthwatch to conference and will do so again, and work on raising more awareness about the organisation and what it has to offer members and their families.

**60 Region 5**

*This Conference agrees that understanding the basis of everyone's right to be safe in society and to be treated with dignity and respect, and the many challenges that people face in modern life which threaten these rights, needs to be included in the school curriculum at the earliest age to educate and empower our children.*

☞ We have passed this onto our Parliamentary group

**61 Region 3**

*That the Bakers union should lobby the Government for more funding towards providing ESOL classes for our migrant comrades.*

☞ We have passed this onto our Parliamentary group and it is on the National ULR committee's agenda to source provisions for ESOL in the areas where our branches are asking for it.

**63 Branch 390**

*This conference agrees that union literature and forms should be gender neutral, words such as chairman should not be used.*

*Any instances should be notified to head office and then be rectified as soon as possible. The Executive are reviewing all literature currently in circulation to ensure gender neutral language is being used, and resolving any issues that may be highlighted*

**64 Branch 390**

*This conference agrees that the state pension should be tax exempt. This will allow those pensioners who have paid into an occupational pension scheme to receive more income before they start to pay tax. We will instruct our parliamentary group to lobby for this.*

☞ We have passed this onto our Parliamentary group

## 66 Region 3

*The union should lobby the government against the changes to the UK visa system. We declare to raise the threshold to £26,200 is not only racist but vindictive against migrant workers that have given so much to the UK economy and society.*

- ☞ We have passed this onto our Parliamentary group and have fed concerns to the work the TUC are doing in the area; we have also raised concerns along with other unions at the TUCG AGM so it is part of the work plan for that organisation too.

## 67 Executive Council

*The BFAWU endorses the social model of disability, which was developed by disabled people to identify and act against oppression and exclusion.*

*The social model of disability holds that people with impairments are disabled by barriers operating in society that exclude and discriminate against them. For example, barriers can be social and cultural attitudes, organisational and/or physical barriers that prevent equal access. The social model advocates for a “nothing about us without us” approach in which disabled people should have choice and independence, and meaningful input into any decisions being made about us.*

*Words and phrases that reflect negative, outdated historical and medical or pitying views of disability are stigmatising, offensive and harmful. It's important that our conference reflect this, so we encourage you to use the language of the social model when drafting motions. For example:*

- *Use the term ‘disabled people,’ ‘disabled workers,’ in education, ‘disabled pupils/students’ (not ‘people with disabilities,’ ‘workers with disabilities’ or ‘pupils/students with disabilities’). An exception: use ‘people with learning disabilities’/ ‘people with learning difficulties’ [as chosen by this group of disabled people.]*
- *Use ‘non-disabled’ people (not ‘able-bodied’ people) to describe people who are not disabled.*
- *Use ‘impairment’ to describe an individual’s physical, sensory, or cognitive differences. ‘Disability’ is what is caused by the barriers in society.*
- *Avoid ‘suffering from’. Use ‘person with’, ‘person who has or ‘person living with’ an impairment. e.g., a person who has Long Covid.*
- *Use ‘invisible impairments’ (not ‘hidden disabilities’).*
- *Use ‘wheelchair user’ (not ‘wheelchair bound’).*
- *Avoid describing people as ‘vulnerable’. Be more specific. Why are people in this group more at risk? Are they disabled? Are they from disadvantaged backgrounds? Are they more at risk due to poverty or isolation? With regards to Covid, use people ‘at higher risk of infection,’ for example.*

- *Use ‘access needs’ or ‘access requirements’ (not ‘special needs’).*
- *Use ‘inform’ to describe someone telling their employer about their impairment (rather than ‘disclose’).*
- *Use ‘mental distress,’ ‘trauma’ or ‘mental health conditions’ rather than ‘mental illness’ or other terms that pathologises mental distress.*
- *Use ‘neurodivergent person’/‘autistic person’/‘dyslexic person’ (not ‘person with autism’ / ‘person with dyslexia’).*

*Notes: Motions may refer to the Equality Act which doesn’t use the social model; however, it may be appropriate to refer to people as being ‘considered as disabled under the criteria set out in the Equality Act’.*

*There is no such legal category as ‘registered disabled’ (although local social services may hold voluntary registers for e.g., sight-impaired people).*

*Further reading: Social model of disability: Interactive guide for union reps:*  
<https://www.tuc.org.uk/resource/social-model-disability>

*Trade Unions and Disabled Members: Why the social model matters*  
<https://www.tuc.org.uk/sites/default/files/socialmodel.pdf>

*The Social Model of Disability*

<https://www.inclusionlondon.org.uk/about-us/disability-in-london/social-model/the-social-model-of-disability-and-the-cultural-model-of-deafness>

*The Executive are reviewing all literature currently in circulation to ensure social model language is being used and resolving any issues that may be highlighted and learning from the TUC disabled workers committee about what we can improve on and do better in this area.*



**68 Branch 390**

*This conference calls for an immediate ceasefire, from all sides, in the Palestinian conflict. We condemn Israeli aggression and the forcing of Palestinians to leave their homeland. We demand that the building of Israeli settlements in West Bank stop, and existing ones be given back to the Palestinian people.*

*The United Nations needs to call a meeting in which a new resolution is passed to ensure Palestinians are given back their land which has been taken by the Israeli government by force. We also demand that all Palestine refugees from neighbouring countries should be able to return to their rightful homeland. Justice should prevail for lasting peace in which both Muslims and Jews live side by side as they were living before for centuries.*

- ☞ The Executive has published statements, supported the work of *Palestine Solidarity Campaign* and others who support a similar position and are looking at how we communicate the importance and relevance of this issue to the wider membership.

**69 Region 3**

*The BFAWU is in total agreement and stands in solidarity with the South African government in its case against Israel in the International Court Justice*

- ☞ The executive has signed letters of support and worked with other organisations who are acting in solidarity in this area

**71 Region 3**

*That the BFAWU places its support and solidarity in the Boycott Divestment and Sanctions movement against Israel because of the apartheid regime it operates against the Palestinians.*

- ☞ We have been involved in the BDS campaign since the motion to support was passed a couple of years ago, whilst not always able to attend the meetings we have the minutes and when any actions are needed, we take part to support the campaign

**74 Region 3**

*The BFAWU disagrees with any Free-market trade deals that includes Bilateral investment treaty with an Investor State Dispute Systems and say they are an anathema to democracy. We as a union should lobby any Government to withdraw from such treaties and do not negotiate any new ones that contain such parts to future trade deals.*

- ☞ We have passed this onto our Parliamentary group

**75 Executive Council**

*The BFAWU pledges:*

*To challenge harmful and divisive language by.*

- *Calling out the use of words that alienate and demean migrants and refugees.*
- *Standing up and challenging language which encourages division and harms migrants and refugees.*

*Conference notes that there has been an increase in hostile language which is fuelling tension and hostility towards migratised and racialised groups in the UK, including migrants and refugees.*

*At the Bakers Food and Allied Workers Union, we have been leading the way in challenging the narrative around migration for some time.*

*We understand that language forms the foundation of how people navigate global immigration systems and how they are treated.*

*Conference agrees that we run a dedicated campaign to exploring the ramifications of certain language and show solidarity to migratised communities by standing up against harmful narratives.*

*We want to campaign for a society in which the migrant experience is respected and valued.*

*The recent events and inflammatory language used by the media and politicians shows us the time to defy the status quo is NOW.*

*Conference agrees that we would also call on politicians, charity sector organisations, the media and individuals to recognise that their words matter.*

- ☞ We have passed this onto our Parliamentary group but still need to do more work to put this into practice in terms of signing the pledge publicly and raising awareness of why it is so important.

**76 Executive Council**

*Conference notes that the Morning Star is a reader owned cooperative, a unique socialist voice in a world dominated by corporate media. It is the world's only English language socialist daily newspaper reporting our stories and giving us a voice.*

*Conference understands that there are a number of Morning Star Readers and Supporter groups around the UK in geographical areas.*

*Conference agrees that it would be great to have a BFAWU Morning Star readers and supporters' group. Which would be a means of connecting BFAWU members committed to increasing readership, raising funds and spreading the reach and influence of the Morning Star with each other and the wider membership.*

- ☞ This has been set up with the first meeting being held in January and the others being held along with the network meetings through the year

## Composite Motions

### Composite 2 (Motions 26 and 35)

*That conference agrees the Conservative government has demonstrated through its actions of issuing new licenses for gas and oil, which it admits now will have no impact on reducing energy bills, will risk further damage to our climate.*

*Furthermore, the decision by the Labour Party to dump the much-needed £28 billion investment package to protect all of our futures shows neither party is serious about protecting us from the risks associated which the climate crisis.*

*If politicians don't protect us, we must organise to defend ourselves.*

*Scientists predict that temperatures in the UK will rise to 40 degrees every other year. Neither party likely to form the next government has a plan.*

*We call on all employers in our industry to act and introduce a plan that includes meeting the reasonable demands of our established 'Cool It' campaign to ensure their employees don't face any financial burden due to politicians' failure to perform their duties and protect their citizens.*

*Failure of the employer to act means we, as a union, will have to act to protect our members.*

*This is why we support the call by Rapid Response to take action when the weather exceeds 36 degrees and agree with the Heat Strike call when the Met Office issues a severe weather warning concerning hot weather.*

*We further call on the trade union movement to provide resources and organise a collective response to stop employers from passing on the burden caused by the failure of politicians to act by campaigning for a furlough scheme to be introduced for all workers at such times.*

*Conference also agrees to lobby for a legal limit on workplace heat and a commitment from government via constitutional law that this is carried out.*



- ☞ We have passed this onto our Parliamentary group and it is on the agenda for the National Health Safety and Environment Committee, this was taken to TUC congress where it was carried and the National President has been working with the Heat Strike Campaign as they develop the campaign further

### Composite 3 (Motions 46 and 47)

*That this conference agrees That the Bakers Union Offers support to Kim Johnsons MP, Joint Enterprise Significant Contribution Bill and give continued support to JENGBA's substantial injustice private members bill.*

- ☞ We have been supporting the work since the first JENGBA that was passed a few years ago, though could do some more work to raise awareness internally within the union.

### Comp 5 (Motions 11 and 38)

*This conference agrees that the tory government's Strikes (Minimum Service Levels) Act 2023 is an attack on our right to withdraw our labour as a tool to improve our working conditions.*

*As such we should, at national and branch level, raise awareness of this legislation and the responses to it, including that of the TUC.*

*Conference also agrees to repel any anti trade union laws and supports the right to strike.*

- ☞ We have worked with other unions to push back on the Act, supporting action, signing petitions and feeding into the work of the TUC, TUCG and others

### Emergency 1

*Recently with the rejection of Narendra Modi at the Indian election with the BJP losing to majority it is time this country needs to take stock of its relationship with the worlds largest democracy. With Modi being weakened we have an opportunity to support those who stand for human rights against racism and islamophobia*

- ☞ We have supported organisations who have sent messages of support and solidarity to workers in India, there is some scope to raise more awareness in the union about what is happening

### Emergency 2

*That this conference agrees that Kevin Sinfield is awarded a knighthood due to his tireless campaign for raising awareness for MND for his fallen teammate Rob Burrows*

*This we believe is the biggest act of nobility seen by the working class in recent history and has the trademark of true shivery*

- ☞ We have passed this onto our Parliamentary group

## Remitted Motions

**Motions Remitted** – this means that the mover is asked to take back the to resubmit, usually due to the wider impact it can have on the union, they will either bring the back the year after or the Executive will do some work around the content of the motion.

### 24 Region 3

*The BFAWU should provide promotional materials for Roadshows e.g. pens, badges etc for roadshows that are suitable for that site.*

- ☞ We have looked at what could be available to branches in terms of pull ups etc, and what can be purchased by branches through **TC Branding** though this is ongoing

### 31 Region 3

*There should be materials in dealing with mental illness in the workplace.*

- ☞ A piece of work is being started Feb 25 to look at what is available and what can be sent to branches, a webinar was put on by the National Health, Safety and Environment Committee and Andy's Man Club on Mental health too

### 40 Region 5

*That this conference agrees that when cyber-attacks happen on individuals' personal data concerning employment issues that this trade union acts swiftly to defend the member.*

- ☞ We are looking at what information is available and what information can be put together for members and branches

### 49 Branch 459

*That this conference agrees that Dentists should be able to charge a fee for patients who do not turn up for the planned appointments please support*

- ☞ Work is outstanding on this remitted as charges and the impact of privatization and number of NHS dentists versus private ones has not been looked into yet

### 62 Branch 405

*That this conference agrees to use the legislation for Union Learning Representatives (ULR) which gives them the same rights as a Health and Safety Representative, giving them paid time off for these union duties.*

- Using the National ULR's to go around the region that they are in to help set up bakery's learning agendas and to set up learning committees within the factories.
- Using the ULR's to engage with management on learning, discussing what is required on sites.

- ☞ We have held a workshop style committee meeting to look at the priorities of the committee for 2025 which included engaging branches and regions with learning and supporting ULRs with information and resources they need to be able to perform their role

### 65 Branch 390

*This conference agrees that increasing the age at which the state pension is paid has been a disaster for workers in our industry. The stress, strain and general wear and tear on our bodies is a lot worse than in other, less manual, industries.*

*As such we want the state pension to revert to being paid at 65 and will instruct our parliamentary group to lobby for this change.*

- ☞ Work needs to be done on this remitted motion, in terms of encouraging branches to run body mapping exercises to give us evidence and case studies to enforce our argument.

### Composite 4 (Motions 70 and 73)

*That this conference agrees the BFAWU is to lobby the government to end all arms sales to Israel and to ask our parliamentary group to work to stop all sales of weapons made in this country or abroad, to anyone.*

- ☞ We have passed this onto our Parliamentary group and supported the work of Palestine Solidarity, Stop the War and other organisations who are working on this



# CAMPAIGNS/PROJECTS/REPORTS

## Campaigns

On top of our ongoing support to campaigns such as *Stand up to Racism*, *Palestine Solidarity*, *Disabled People Against Cuts*, *Orgreave Truth and Justice* and many others, during 2024 we supported a whole host of other campaigns, some of which are shown here:

### End Sexual Harassment



Campaigning for stronger laws to stop employers defending perpetrators of sexual harassment.

### Safe Sick Pay



A coalition of organisations and individuals advocating for reform to the UK's sick pay regime.

### Stop the Squeeze



A coalition of civil society groups who are calling on the government to tackle the cost of living crisis by guaranteeing affordable essentials, boosting incomes, and raising taxes on wealth.

### SAVE Ron Todd House



A campaign to raise funds to save Ron Todd House and ensure it is still able to support trade union members in the future

### Solidarity with workers in Bangladesh



### Heat Strike Workplace Temperature & Climate Justice



### The Trade Union Clean Air Network (TUCAN) Indoor Air pollution



### Black Lives Matter



Black Lives Matter UK is a national, member led, anti-racist organisation fighting to end systemic racism.

### Can't Buy My Silence



The Executive has signed up to the campaign pledge not to use NDAs to silence those who are being discriminated against, bullied or harassed.

### Community Wealth Building



**Zero Hours Campaign**



Supporting the Climate & Nature Bill as part of helping bring about a workers-led just transition to a fairer, greener future

**Defend the Right to Strike**



To utilise the strength of the union movement to build a group of local government employers that refuse to implement work notices as part of undermining the implementation of the Minimum Services Level (MSL) legislation.

**Living Wage Foundation**



During 2024, we became an accredited **Living Wage Employer**, whilst we haven't done anywhere near enough shouting about it, we felt it was important that when challenging employers to pay the real living wage, we should hold ourselves to the same level.

**Make Equality Real Campaign**



**Aims:**

- *To build and empower a mass movement throughout our society to oppose austerity.*
- *To seek the adoption of the socio-economic duty to be added to the Equality Act 2010 as part of stopping future austerity policies.*

**Narrative**

**The Equality Act 2010** is now 14 years old. An enormously important bit of legislation, uniting 116 previous pieces of law under one statute. When originally drafted by the outgoing Labour Government, the Equality Act included a section 1, that outlined the *socio-economic duty* (SED) of public sector bodies.

**These 47 words would have made the then incoming Conservative Liberal Democrat coalition austerity plans *unlawful*.**

Section 1 was removed before the Equality Act 2010 became law.

This means the equality act has always been missing something, we need to make equality real. Since then, the UK has become one of the richest and most unequal countries in Europe, a direct result of austerity.

The salaries of CEOs of the FTSE companies are now 109 times more than the average worker at their company and has risen 16% between 2021-2022. At the same time, the pay of the poorest 14 million in our country has gone down 7.5%.

According to **the Equality Trust**, the political programme of austerity has massively re-funnelled money upwards in our society. From the poorest to the richest. We now live in the fifth richest country in the world, but within the OECD we are the sixth most unequal in pay. We remain the second highest unequal country in Europe.

Inequality of this scale has consequences for our society, including lower life expectancy, lower education attainment, higher infant mortality. In short inequality is an issue to both the social health of society and fabric of community.

We have seen the benefits of SED when applied locally to a community. In Scotland the adoption of these measures has meant child poverty is 5% lower now than the rest of the UK in the years 2019-2022.

We recognise that across Europe, trade unionists are taking the fight to all types of governments and authorities to demand an end to austerity, like the campaign by the European Public Service Union. We aim to unite with sister unions, federations of unions and campaign groups at home and abroad to make this a clear campaign for all workers of all lands

To build a successful campaign and positive alternative to stop austerity, we will need to highlight the devastating impact of austerity politics, this means all of our society, including those that are currently regarded as leave to remain status.



This includes creating ‘fronts’ to highlight the negative impact of austerity politics, these include; Conditions relating to the housing crisis, Impact of austerity cuts to public services, fuel poverty, child poverty and the growth of inequality in the UK.

The adoption of the SED into the Equality Act 2010 as law is not the end of the problem. We believe a campaign and full engagement of our society, communities and trade unions is vital to the success of the SED in addressing the outcomes of austerity, as well as preventing future austerity programmes by central and local Governments.

We must build a mass movement of trades unions, campaign groups, community activists to ensure the new Labour Government delivers its promise for the commencement of the socio-economic duty with the strong involvement of our coalition and this includes ensuring we see a delivery of policies that make a difference to challenging the inequalities in our country and dealing with the damage 13 years of austerity has delivered.

### Strategy

Through uniting our communities, trade union members, we can build a mass movement which challenges Westminster politicians to reject austerity and seek the implementation of section 1 of the Equality Act, the socio-economic duty, on public sector bodies.

This means lobbying politicians, undertaking workplace meetings of union members to commit and participate in a campaign for the adoption and implementation of the SED.

Through highlighting the negative impacts of austerity politics as part of a negative campaign through targetable case studies, we would seek to build coalitions across the

labour movement, progressive campaigners, and community activists to ensure that we have a say in the local delivery of anti-austerity programmes and local delivery of the SED, as part of the solution, the positive campaign.

### Five strategic fronts

- **Increase of those living in poor conditions of housing:** Social Workers Union found that two-thirds (61%) of children’s social workers witnessed young people living in conditions with excessive levels of mould.
- **Destruction of our public services:** In 2022 the waiting list in England for non-urgent care in hospital had reached a new record high of 7.2 million people
- **Rise in fuel poverty:** Child Poverty Action group has said by January 2023, over half of households in the UK (15 million) will be in fuel poverty – spending over 10 per cent of net income on fuel.
- **Increase in child poverty:** the *No Child Left Behind* campaign has said 3.9 million children – 8 pupils in every class of 30 – living in poverty. *And it’s only getting worse.*
- **Growth of inequality in the UK:** the Office for National Statistics (ONS) has said the gap between the richest in society and the rest of the population has widened over the 10-year period (from 2010); the income share of the richest 1% increased from 7% to 8.2% between FYE 2011 and FYE 2020.

We believe this should include:

- Promoting the participation and role of ‘Equalities’ trade union representatives within our trade union and bargaining structures across our economy.

- Incorporating public participation and meaningful engagement with those closest to the issues as a key principle for SED implementation
- Appropriate funding of the Equality and Human Rights Commission to provide a regulatory framework for the SED.
- Development of strong, clear and supportive training of policymakers throughout society to understand and utilise the SED.

### Since 31 May 2024, we have had:

- 1,153 individuals sign our petition
- 464 letters sent to MPs asking them to sign our Early Day Motion (EDM)
- 298 candidates sign our campaign pledge during the general election.
- 30 MPs from 8 different parties in 3 countries sign our EDM.
- 17 National Unions, Campaign Groups and Community groups join the campaign.
- 6 MPs met by the campaign and formed a campaign group in Parliament
- A campaign action day on the anniversary of the first austerity budget.
- A Letter sent and response from the Prime Minister.
- A Letter sent and response from the Minister responsible for the socio-economic duty.
- A virtual MP briefing and sent a written MP briefing.
- A campaign call for all supporters.
- A meeting with the equalities framework team (cabinet office)

## The Food and Work Network

The **Food and Work network (FAWN)** is a coalition of academics, trade unionists and community campaigners working together to build a shared understanding of the connections between structural food inequalities and working conditions in the UK.

The network was created on the back of the BFAWU's involvement in the *Right to Food* campaign as it was recognised that all the different people working on the campaign, the impact of poverty on people and those supporting people access food were all working in their own silos.



What, how and where we consume food is structured by working patterns, welfare support, pay, terms and conditions.

The focus of FAWN is on the right to food for working people in UK cities, towns and rural areas. We want to build a shared understanding of the causes of food poverty to help inform collective action for the right to food in communities where household food insecurity is on the increase.

FAWN's work is strongly informed by the experiences and views of workers in the food sector, as well as those who care and feed in the household.

Food workers across the supply chain are critically important to the UK labour force, and their efforts during the pandemic ensured that there was enough food available for everyone else.

Yet many experience in-work poverty and now struggle to access the food they need. Household reproductive labour is also essential but remains under recognised and poorly rewarded.

FAWN is using this focus to help shape and support radical political interventions into our broken food system through a combination of academic research, democratic campaigning, and labour organisation across workplaces communities, and households.

Like many campaigning and advocacy organisations and food activists in the UK, FAWN believes that access to enough affordable, safe, nutritious, and diverse food every day is a basic human right.

To tackle food insecurity effectively, FAWN believes that there needs to be a major structural change to the UK's broken food system.

What would that mean in practice? Improved public provisions like all-year universal school meals. And progressive procurement. with procurement rules that follow labour and environmental standards and prioritise community wealth building. These are all part of the structural change we want to see.

The right to food is closely interconnected with access to health, housing, transport, education and skills development in our workplaces, communities and households.

The UK is a deeply unequal society where health and income inequalities arise from a complex

interaction of many factors. These factors include housing, income, education, social isolation, poor transport and disability. The lower your social and economic status is the more likely you are to experience health and income inequality and are at risk of household food insecurity.

FAWN believes that the organisation, value and reward of labour time (including household work) are essential in achieving food security for those people who experience the starkest health and income inequalities.

The Food and Work Network (FAWN) brings together academic specialists, community activists, senior trade union officials, policy researchers, advocacy campaigners, and elected politicians from central government, devolved administrations, and regional and local authorities. We involve people affected by food poverty within and outside the UK food sector.

The conversation that is often missing in discussions about food insecurity is the central role of work—both paid and unpaid, as well as its absence—in conditioning what and how the nation eats. FAWN's coalition of academics, community activists, and trade unions aims to fill that gap.

FAWN includes food industry workers because their importance has been overlooked. They supplied us with food during the pandemic yet they often work in exploitative conditions on low pay and are priced out of the products they work so hard to produce.



Underpinning all of our work is our central proposition that working time - how it is organised and rewarded - is critical to understanding and addressing food inequalities and food insecurity.

Through 2024 the Network hasn't met like it did in 2023, however that hasn't stopped work from continuing!

FAWN coordinated an Open Letter calling on Keir Starmer's new government to adopt radical measures to end Food Bank Britain. Trade union leaders, campaigners, football fans, MPs and several leading academic experts from our network signed the letter, which was published in various outlets, including *LabourList*.

At the TUC Congress a motion tabled by the British Dietetic Association was passed calling for the establishment of a minister for food and legislation for a 'statutory right to accessible, affordable and nutritious food'. This forms part of the ongoing universal free school meals campaign, which our colleagues at the National Education Union (NEU) are taking around the country this month.

**FAWN continues with its ambition to act as a venue for discussion on and organisation of food workers across the supply chain.**

Lots of academic work has been produced under the FAWN banner during 2024:

- The first article by FAWN members Dr Hilda Mulrooney and Dr Ronald Ranta on '*Food, Poverty and Work*' has been published in the Journal of Poverty and Social Justice.
- Coverage of the call for a reintroduction of '*National Restaurants*' in a report by Nourish Scotland.

- Megan Blake's work on Food Ladders and has produced a research briefing on '*Food Insecurity in Rich Countries*'

FAWN has from the beginning sought to focus on the right to food across household, workplace and community.

The Community Benefit Society in London's Somers Town Life after hummus, has produced an important report on ultra-low food waste zones.

FAWN has teamed up with Dr Jasber Singh from Coventry's Centre for Agroecology, Water and Resilience to organise a Saturday workshop on Agroecology and the Labour Movement.

Jasber, Fateha McDaniel (a BFAWU member) from Cooperation Town and other FAWN members talked through the ways in which cooperative urban food production can be linked to the labour movement, and to social and environmental justice more widely.

In order to take the Right to Food Campaign forwards we are hoping to work with the Food and Work Network and others to launch a new Independent Commission, an expert panel from academics, health professionals and community practitioners.

This would encourage organisations to make written evidence submissions and hold oral evidence sessions with expert witnesses; produce a report evaluating the merits and impact a Right to Food would have and a set of practical recommendations; host a major national public conference to disseminate the findings, and use this to as the basis of practical campaigning tools to press for legislative change

***This work will be ongoing throughout 2025!***

## Project Updates

### Region 3

The purpose of the Region 3 project was to build structure in the branches in the region, develop reps and the processes around electing and inducting them and bring reps in the region together, thus enabling Officers to concentrate on organising, negotiations and last stage appeals.

The project took a little longer than planned to get off the ground as branches weren't structured in the region, so the project had to start from scratch. The National President at the beginning of the year was having weekly meetings with the Officers in the region and on the 26th of June there a Shop Steward's conference was held to set the region's agenda, with 5 elements to it:

H. Rashid covered the new structure, L. Bemka facilities agreement, G. Atwall the role of rep in your workplace A. Hussain was ill so couldn't attend but would have spoken about reps on shifts and L. Pepper spoke about how things have changed within Warburtons, regular meeting of reps and improved terms and conditions

Alongside the conference was a piece of work trialling a new method of electing reps which includes sending a letter to the office in the region then an officer will set up a zoom meeting with the new reps.

L. Pepper will then induct them using the pack, so they get a basic understanding of the role and structure of the branch.

A new WhatsApp group has been created for the region too to share specific information to the reps in the region.

## Finsbury Foods



This project has been quiet over 2024, the Organising Core group agreed in its meeting back in October 2023 that they wouldn't meet again until all Finsbury roadshows taken place. Unfortunately for one reason or another not all branches have held engagement events which has held the project up and the Executive are keen to reignite this through 2025.

### District branches and retired members

#### Free card/retired members

422 letters were sent out to retired and free card members at the beginning of 2024, with a brief explanation of why we were contacting them and a checklist to be returned in the free post envelope checking address, phone number, email and whether they wanted to be added to WhatsApp groups and/or receive a Foodworker.

We were expecting a handful of responses, but had 177 up to the 19th of April (deadline was the 12th)

- 118 asked for Foodworkers
- 50 want to be added to WhatsApp groups
- 99 added an updated phone number and 86 emails
- 2 family members responded that the member had passed away
- 1 responded that it was the incorrect address.

We then contacted the regional clerks and FTOs to check whether those who hadn't responded were still in contact with them, if not we removed them from our system, so they don't receive ballots etc.

#### District branch members

WhatsApp groups were set up for all of the district branches at the beginning of the 2024, where there was already one in place, such as 405, or 701 links were obtained from the admins of the groups and members have been signposted to those.

There is a steady stream of members joining the groups as there is an email out to them every quarter, inviting them to join and asking them to fill out a short survey of their experience of the union and what support they might need to organise their workplace.

### Interested in being a rep?

The link has gone out a couple of times about being interested in being a rep over the first part of the year, we didn't have much take up, so we haven't sent it out since, though we may look to do something in 2025

### Membership cards/online joining

During 2024 we updated the membership card to include a QR code to the website, it is also now more sustainable as is made from recycled plastic and can be recycled again too.

We are working on a booklet that can be added to the membership card letter which will cover some of the benefits of joining and will encourage the new member to sign someone else up – the QR code to the join us page will be embedded in that.

We have tweaked the online joining to collate more equality information and added in a who signed me up section in the hopes that we will be able to celebrate the person who has signed up the most people between conferences.

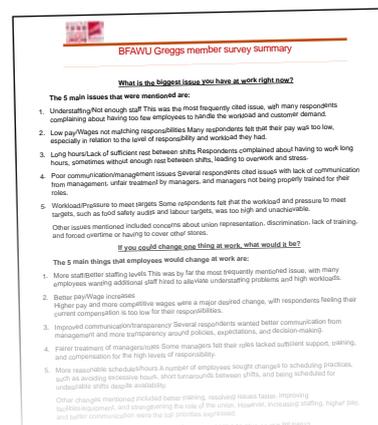
### Would you recommend BFAWU?

We added a line to the bottom of all Mail Chimp emails that go out asking people if they would recommend the BFAWU. We have had 70 responses so far with the majority of responses saying yes they would *which is great!*

## Greggs



A Greggs members survey was run at the beginning of 2024, which produced some interesting results.



A follow-up email went out with the responses and the work being done in Greggs, locally and nationally.

We began the job of updating the agreement, which certainly in retail is now allowing us more reps – one per area manager group, which will help with comms. We are moving towards a structure where the reps take ownership of their patch, set up WhatsApp groups and feed into the group information from the union and back into the reps group issues that are put into them from members to raise at JCCs, GNC, health and safety etc. similar structures would be in place in the supply side too, though it is easier to talk to people face to face in the bakeries. This is still a work in progress as we are short on reps.

The monthly membership summary we receive for the whole of the UK has been broken down into area manager group, BFAWU regions identified as well as the company's and a traffic light system in place in order to help the reps focus on the shops with lower membership figures when planning their days out, this is quite a task to complete so is being done twice a year for the reps, though they get the general figures monthly.

A National driver WhatsApp group has been set up which is open to all BFAWU driver members, but majority are from Greggs in there.

Online joining with the ability to choose check off is making it easier for people to join, the stickers and QR code cards are being utilised and the reps are talking to each other on the groups and supporting each other.

There is still an issue in some areas around how retail reps are being nominated and 'elected' but we are working through a digital process for this to ensure members are actively involved in the process. This was trialled with the Retail GNC elections through the year, which highlighted how many emails we were missing or that were outdated in the membership, but did allow us to get a nomination and ballot link out to members (via WhatsApp if not email) so that votes could happen.

We have worked on getting an up-to-date list of reps collated together, which has been no easy task, there are still some errors on the back office in terms of wrong phone numbers, but it is much more accurate than it has been in recent years, so it is a start.

We have set up a Google Doc on the reps WhatsApp group to encourage sharing of JCC points that can then be escalated to national level as they were getting lost in the group when raised previously and now have all JCC minutes sent through so we can ensure issues are being raised at national meetings that are national issues.

The next steps are to run some online sessions with the reps about JCC content and mapping their patches so that we can be as efficient as possible going forwards. Alongside this a huge piece of work in the background tidying up the data we have on Gregg's members, as they pay by checkoff in the main, we don't always know whether someone has left, gone off sick or is on maternity leave. We have had a clear out of the members who haven't been paying for a significant amount of time which won't impact our quarterly figures (as they aren't paying) but will mean that our data is tighter, and we can confidently send out emails and ballot forms going forwards. The clerks will support twice a year having a clear out as it is more difficult in the Greggs shops currently keeping on top of joiners and leavers, though as we build up the rep's numbers it will become their responsibility to keep on top of it and report into the branch secretary as looking over 20 shops is a lot easier than 400!

### Samworth Brothers



The campaign to unionise Samworth Brothers has been a focus in Region 3 during 2024. A new leaflet centred around health and safety issues was created, and there were A6 leaflets also created around £15 an hour. During Hearts Union week, a huge card was purchased, and people of Leicester were encouraged to sign it like a petition, calling for the owners to love their workers and recognise the BFAWU, this was then delivered to the company.



There has been a 12-week plan drawn up during the year to provide focus for the campaign and have held online meetings with workers to discuss the issues they are facing at work, in order to help develop the campaign and literature used within it.

Down in Cornwall, R. Woodland has been active at the **Ginsters** site, holding events and organising sessions, even getting Grace Blakely down, who signed up as a BFAWU member as a result!



### **Organise Now!**

Through 2024 Organise Now has supported the *Rosa Luxembour* courses by encouraging coaches and supporting those in unorganised workplaces to be coached.

A **chat bot** has been created (which is under the General Secretary's name) which is a boost to the BFAWU by way of advertising for being the first union to support – it's already working, providing round the clock organising tips and ideas. Up at STUC a group of the young members asked the GS about the BFAWU, where we were organising and what they could do to support, after realising she was the person the chat bot was named after.

The work with **NUS** is well underway, which will see Organise Now and the supporting unions (BFAWU and ASLEF) having a presence in *all students unions*, the NUS website and offering training around organising up and down the country – this is huge as it will mean even where we can't get in as a union due to size and resources, we will have a presence via our logo... starting that process of seeing something 7 times.

Towards the end of the year the steering group launched a campaign to organise at **Gails**. Three online meetings were held regarding the Gails project, an initial one for area leads to join and a more open two to talk to workers and potential volunteers. These were followed by *a week of action* at the end of November.

Gails reached out to have a meeting with their HR Director to discuss how we can work going forwards which is interesting, though in the meeting itself it was clear they think unions are 'great' but that Gails doesn't need one! There are around 3000 staff in the retail side, with over 150 stores now, mainly in London and the southeast but also in Manchester and Sheffield too. No other unions have been near, so *there is huge potential here for growth in 2025*.

### **MOWI**



There was a plan put together at the beginning of the year supported by Unity Consulting, which was supported by us receiving some additional funding from the STUC under the umbrella of the Union Modernisation Fund. This meant that there was a focused plan to attend the site in Rosyth to talk to workers, encourage them to engage in the survey we were running, holding drop in events nearby and building a presence both in person at the site, but also in local news and building political pressure.

Through the year we have been in contact with a sister union in Norway who have a recognition agreement with MOWI over there as well as having contact through Scottish Hazards with the widow of a worker who died at work at another MOWI site. Workers continued to engage with us at the gates through the year but there is still a lot of fear and misunderstanding about the union, led by the company.

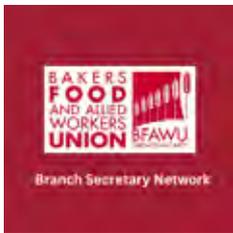
The BFAWU motion at STUC congress in April which called for the STUC to support our organising work at MOWI was carried, and led to several conversations about it, including from the local trades council who said they would support by having feet on the ground to leaflet, and a couple of delegates who had friends working at the site were going to go away and talk to them about joining.

- M. McHugh reached out to **EFFAT (The European Federation of Food, Agriculture, and Tourism Trade Unions)** after they contacted us about MOWI but unfortunately didn't hear anything back.
- Unity Consulting created a newsletter which was given out at the site, covering some of the key issues, the difference in their T&Cs to those in Norway and the importance of joining the union.
- Scottish Hazards worked with us to raise awareness about the health and safety issues at site and workers' rights too and a report has been drafted covering issues such as the RIDDOR figures, the common injuries people are experiencing, the lack of seats in the canteen at break time and the serious lack of toilet facilities for workers.
- The company have ramped up their union busting tactics on site through the year, but it has only created more engagement on the WhatsApp group!

The company has tried to build a structure of appointed reps on health and safety etc and are really pushing that workers don't need a union, the reps have applied for courses to build their confidence up and plans are developing with Unity to keep engagement building at the site, identifying other sites and look at organising at a smaller one to force recognition as well as getting MPs, STUC and the local trades council involved.

We have drafted a letter to MOWI regarding health and safety concerns from a recent FOI request and M. McHugh is working with Scottish Hazards to keep the pressure up.

## Network Meetings



### Branch Secretary



Summary of meetings throughout 2024:

- **Payroll Issues:** The ADP payroll app remained a major concern throughout the year, with discussions elevated to national and parliamentary levels.
- **Membership & Engagement Challenges:** Struggles with member retention and participation in meetings persisted, leading to discussions on newsletters, digital communications, and QR code recruitment strategies.
- **Employer Misconduct:** Increased disciplinary actions as cost-cutting measures were identified and challenged.
- **Mental Health & Support:** Growing need for resources to support both workers and reps dealing with mental health issues.
- **Visibility & Organising:** Creative ways to increase BFAWU's presence in workplaces were explored despite employer resistance.
- **Workplace Rights & Agreements:** Continued focus on securing better terms and conditions, preventing erosion of benefits, and strengthening union recognition.
- **Community & Advocacy:** Engagement beyond workplaces, including political lobbying and international support initiatives.



### BAME Network



Summary of meetings throughout 2024:

- **Workplace Discrimination:** Efforts to document and challenge racial bias in promotions, treatment, and disciplinary actions.
- **Union Leadership Representation:** Push for greater BAME involvement in union leadership at all levels.
- **Strengthening Anti-Racist Policies:** Development of standardised guidelines and greater visibility of anti-racism initiatives.
- **Member Education & Engagement:** Focus on ESOL courses, cultural awareness campaigns, and online blogs to foster inclusivity.
- **Combating the Far Right:** Addressing the increasing spread of far-right ideologies within workplaces and trade unions.
- **Celebrating BAME Contributions:** Plans for highlighting BAME activists and their union involvement, particularly in 2025.



### Green Reps



Summary of meetings throughout 2024:

- **Lack of Green Rep Representation:** Many branches do not have Green Reps, limiting union influence on workplace sustainability policies.
- **Environmental Training & Education:** Stockport College's 3-day training program was a success, with plans to expand online access for broader participation.
- **Sustainability Policy Accountability:** Companies publicly claiming to be sustainable often fall short in reality. Call for greater transparency and best practice sharing.
- **"Green Foodworker" Expansion:** Commitment to featuring environmental issues in every edition.

- **Workplace Challenges:** Some sustainability measures have unintended negative effects on workers (e.g., increased workload from carbon reduction policies). Companies charging employees for EV charging was challenged.
- **Stronger Collaboration:** Calls to engage with external environmental organisations (e.g. MEEN).



Summary of meetings throughout 2024:

- **LGBTQ+ Workplace Challenges:** Many LGBTQ+ workers feel unsafe being out at work. There is a lack of trans-inclusive policies which remains a significant issue. Employers often fail to enforce their EDI policies.
- **Union & Allyship Efforts:** The union should provide resources on LGBTQ+ rights at work. Allies must be actively engaged in challenging discrimination and supporting policy changes.
- **Education & Awareness:** Real-life experiences should be used to educate members rather than impersonal presentations. Early education is key to reducing long-term discrimination. *The legacy of Section 28 still impacts LGBTQ+ rights today.*
- **Addressing External Threats:** Far-right narratives are infiltrating workplaces, leading to increased discrimination. A BFAWU-led training program should be looked at to equip reps to challenge far-right rhetoric.
- **Improving LGBTQ+ Network Engagement:** The union must increase its presence during Pride and LGBTQ+ History Month. A newsletter, briefing notes, and social media engagement should be considered to boost visibility



Summary of meetings throughout 2024:

- **Lack of Employer Support:** Most employers do not fund worker education, requiring the union to find low-cost or free alternatives.

- **Strengthening the ULR Role:** Many ULRs struggle without external funding, highlighting the need for better internal support structures.
- **Rebuilding Learning Culture:** Many workers lack confidence in their skills, and the stigma around learning must be addressed.
- **Leveraging Regional & National Funding:** TUC funding is still available in some regions, but England faces significant gaps.
- **Improving Access to Training:** Collaboration with Trades Councils could help secure better attendance for funded courses.
- **Updating Resources & Learning Agreements:** ULR Handbook and learning agreements need revisions to remain relevant and accessible.
- **Expanding Outreach & Surveys:** A survey will be launched to better understand members' learning needs.



Summary of meetings throughout 2024:

- **Retirement & Pension Inequality:** Many women face financial insecurity due to rising retirement ages and state pension restrictions. The care system forces working-class families into financial hardship.
- **Sexual Harassment & Workplace Protections:** Employers failing to update policies despite new legislation—union must educate and pressure for change.
- **Encouraging Female Leadership & Activism:** Many women lack confidence to take on leadership roles, despite having the necessary skills. Barrier's like childcare, cost, and biased hiring must be addressed. Women's History Month 2025 campaign to showcase female union leaders.
- **Alternative Economic Models & Community Support:** Corporation Towns as a model for economic justice – potential union collaboration.
- **Worsening Workplace Conditions & Economic Hardship:** Toxic work environments and job insecurity increasing. Zero-hour contracts leaving workers financially vulnerable. Austerity's impact on women's financial independence.

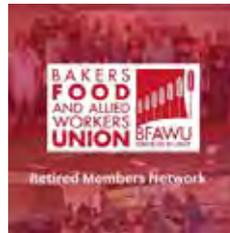


## Young Members



Summary of meetings throughout 2024:

- **Engagement Struggles:** Many young members are unaware of union opportunities. Branches often fail to pass on information. Limited paid release time is a barrier to conference attendance.
- **Raising Young Representation in the Union:** More young members need to attend and participate in conference. Proposal to allow young members to introduce speakers at the next conference. Potential motion to raise the young member age cap to 30.
- **Providing Better Resources:** Printable rights guides and housing information proposed. Young Members YouTube channel to explain union roles and activism would be better than relying on printed material alone. Newsletter and annual report to showcase achievements.
- **Building Stronger Networks:** Regional young members' groups should be developed. Plan to survey young members on how they want to engage.
- **Visibility & Social Media Expansion:** Union social media presence must be rebuilt. Young Workers Month campaign planned for 2025. We need to make sure we are where our members are, and adapt ourselves as young members come through.



## Retired Members



Summary of meetings throughout 2024:

- **Retired Members Are Engaged & Want to Stay Involved:** Over 100 members actively responded to outreach efforts. Quarterly meetings planned to maintain engagement.
- **Financial Hardship Among Pensioners:** UK pensions do not provide a liveable income. Winter Fuel Payment removal will worsen pensioner poverty. Even small private pensions can disqualify retirees from benefits, forcing many into financial distress.
- **Need for a Stronger Retired Members' Voice in the Union:** Proposal to increase motions on pensioners' issues at conference. Idea for a Retired Members' Fringe Session on financial planning and support.
- **Growing Concern Over Political & Media Bias:** Members feel misled by mainstream media on global conflicts. Discussion on biases in reporting and how narratives change based on political agendas.
- **Rise of the Far Right & Its Impact on Union Membership:** Concern that union members are being drawn into right-wing rhetoric. Discussion on how to counteract misinformation and maintain trust in the union.
- **Pre-Retirement Support Initiative Proposed:** Development of a pre-retirement guide to help members navigate financial and lifestyle changes. Retired members' experiences could provide valuable insights for those approaching retirement.



# Reports

## National Health, Safety and Environment Committee

The current Committee members are:

- Region 1:** Tatiana Rees and Vince Payne
- Region 2:** Tony Mansell and Vicky Bassett
- Region 3:** Michael Blundred
- Region 4:** John Owens (Chair)
- Region 5:** Mark Dickens (Vice Chair)
- Region 7:** George Hoy

We have some gaps on the committee which need to be filled – contact your full-time officer if you would be interested being on the National Committee!

### Key Issues discussed for the next 12 months

#### *National Safety & Health Mapping Initiative slip trips and falls*

Encouragement for all workplaces to conduct assessments and visually highlight danger zones. Mapping Initiative Suggestion for mapping out high risk areas using floor plans to improve safety awareness.

#### *Workplace Absence Policies*

Concerns raised that companies are issuing warnings indiscriminately, without considering medical or personal circumstances. Reports of bereavement leave being included in absence review meetings, despite legal protections. Call for companies to ensure managers use discretion and follow a well-being-focused approach rather than punitive measures.

#### *Drug & Alcohol Policies*

Concerns raised that drug and alcohol policies are not providing genuine support, but are instead being used punitively. Discussion around the lack of proper rehabilitation and support mechanisms for employees with addiction issues. Reports that employees were gifted alcohol at Christmas and subsequently tested for alcohol soon after. Concerns that companies are more concerned with insurance liability than actual employee welfare.

#### *Workplace Temperature and Heat Stress Campaign*

Support for *Heat strike July* campaign advocating for:

- Maximum workplace temperatures (*Cool it Campaign*)
- Furlough scheme for extreme heat conditions, preventing workers from having to use annual leave.

- Special workplace considerations for menopause and heat-sensitive conditions.

#### *Fire Safety Concerns*

Multiple sites reported issues with fire safety compliance, particularly failure of emergency doors and alarm systems. Call for increased fire drills and employer accountability in maintaining functional evacuation procedures.

#### *Actions & Next Steps*

- 1** Push for employer accountability on discretion in absence reviews, particularly regarding bereavement leave.
- 2** Monitor and challenge punitive drug and alcohol policies, advocating for genuine support structures.
- 3** Support the Heat strike July campaign and explore additional actions on workplace temperature safety. Invite Heat strike representatives to the next meeting for campaign planning.
- 4** Encourage sites to implement high-risk mapping for slip, trip, and fall hazards.
- 5** Escalate concerns regarding fire safety systems and require timely resolution from employers.

The Committee has also put together a survey on Mental health and Workplace stress for members to fill in.



## National ULR Committee

The current Committee members are:

- Region 1:** (vacant)
- Region 2:** Chris Hucker
- Region 3:** Karen Plasom
- Region 4:** John Fox
- Region 5:** Katarzyna Damek and John Wake
- Region 7:** (vacant)

We have some gaps on the committee which need to be filled – contact your full-time officer if you would be interested being on the National Committee!

## Workshopping ideas for the next 12 months

The Committee at their January meeting spent some time looking at what it would like to achieve over the next 12 months and more long term regarding getting learning back on the agenda within the union.

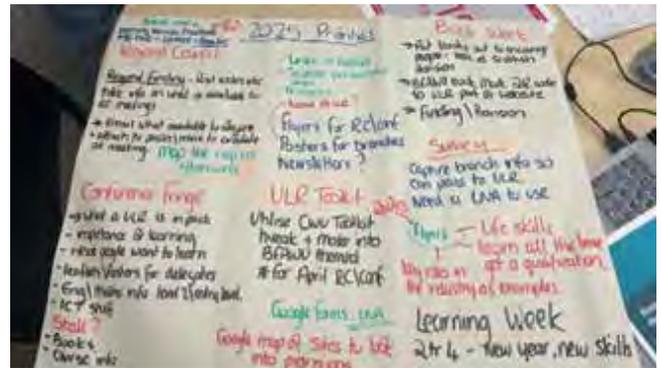
This included discussions on:

- **Life skills:** People learn things naturally without realising, how can we highlight this to remove some of the anxiety and ease people's worries about learning.
- **TikTok and social media:** How we reach out to people about learning, the union and the link between the two. We also need to reach young people where they are looking and channels such as TikTok and other social media platforms are where we need to be to do that, not just on the learning side, but the union generally too.
- **Book Week:** Looking at provisions around the nations, encourage members to bring books into work so that they can be shared and reading encouraged
- **Regional Councils:** including a briefing specifically about the importance of learning, having information about what provisions are available and where
- An updated **ULR handbook** is needed, after looking at other unions versions it was agreed that the CWU style of a toolkit was great and that we could create something similar to use within the BFAWU for reps to understand the role and responsibilities
- **Surveying members** to identify learning needs is something we could do nationally initially, but ensuring that members can identify their branches so that data can be passed onto ULRs is important otherwise the ULRs cannot perform their function efficiently.
- Having a **fringe** at Conference felt important so we can engage with delegates about the importance of learning and getting it back on the agenda
- Having a **Learning Week** was felt to be a good opportunity to utilise social media, showcase what is available for member, where there are projects these can be highlighted and call out for members to become ULRs too

## Key priorities to work on:

- 1 Mapping out provisions for learning in each of the regions, starting with mapping where members are based at work so that provisions can be sought out that are relevant.

- 2 Develop a flyer and workplace poster about learning and the ULR role
- 3 Use the CWU ULR toolkit as a good practice example of creating a BFAWU toolkit for ULRs.
- 4 Survey BFAWU members around their learning needs and inform ULRs where relevant.
- 5 Look into developing a Learning Newsletter
- 6 Develop a conference fringe around the importance of learning/what people want to learn
- 7 Look at a learning week in the December quarter



## Learning Services Wales



In Wales, the BFAWU have an established learning project in place which helps hundreds of individuals each year by providing access to training courses.

Funding for the project comes via Welsh Government and is known as the **Wales Union Learning Fund (WULF)**.

The BFAWU learning project Wales, has a proven track record in the promotion of education and understands the importance that upskilling and education plays, both formal and informal, in the lives of our members at work as well as in their family and social lives.

2024 was a busy and productive year for the project, during which a wide variety of online and classroom-based courses were completed by learners. The project attended various meetings with companies and was able to make connections with new providers offering additional funded opportunities the project can utilise to expand its offering, including sector specific apprenticeships.

These additional funding routes were invaluable in helping the project plug the gap created by the mandatory budget reduction that were imposed on all WULF projects at the start of year 3 by the Welsh Government.

April 1st, 2024, saw the BFAWU *Inspiring Achievement* project move into the 3rd and final year of the current funding round, and in total during 2024, the project was able to directly provide training opportunities for 377 individuals, who between them completed an amazing total of **753 courses!** ..... This was despite the mandatory budget cut!

Training undertaken was made up as follows:

- 34 accredited qualifications
- 350 non-accredited courses
- 54 digital literacy courses
- 315 online courses

Some of the most popular courses during 2024 were:

- Digital Literacy – Microsoft Excel
- Wellbeing and Mindfulness courses
- Mental Health First Aid (MHFA)
- IOSHH Managing Safely
- Difficult conversation training

During the final quarter of 2024, Welsh Government released the new WULF prospectus that outlined their aims and expectations from WULF projects going forward for 2025–2028. This became a very busy period, with the BFAWU project writing and submitting a new bid to Welsh Government that aligned with the prospectus. ***I am pleased to report that the application was successful, and funding was awarded to the BFAWU project to cover the period of 1st April 2025 – 31st March 2028.*** In addition to this, following the budget in December, the project received additional notification from WG that funding for year 1 of the new project would be restored to the old rate (an increase of 13%). The project was required to adjust and re-submit expected expenditure and targets for year 1, following which, it was successful in obtaining the additional funding for 2025-2026.

Also, during 2024, the BFAWU project renewed its *online platform licence* which allows registered individuals access to over 800 courses. Online learning remains popular amongst learners, allowing individuals that may otherwise be excluded from learning, a flexible way to study a wide variety of subjects that range from quick ‘bitesize’ and awareness courses, through to more in-depth learning with competence assessments to complete.... *something for everyone!*

## Case Study: Daria

This is written by an employee of **Celtic Cold Stores (CCS)**.

*“My name is Daria, I was born in Poland. I first came to the UK in 2009 where my journey started in Coventry, I stayed there for a few months where I was employed to work in a fruit and veg factory as a packer.*

I then moved to Glasgow and stayed there for around 3 years where I worked in a cash for clothes shop before I finally moved to Merthyr Tydfil in Wales where I now live.

When I first arrived in Merthyr, I started to work in a meat factory but was there just for few months as it wasn't the job for me. I then started working in a local shop and stayed there for 5 years, but as I did not feel appreciated, I left and then started working on the production line in a dip and sauces factory.

When I had been working there for around 2 years, I found out that I'm pregnant and 9 months later I become a mother.... and for the past 5 years, I'm now a single mom to a crazy little boy – Apparently, he gets it from me...

When my son was almost 2 years old, I decided to go back to work and in November 2021 I started working as a packer for *Celtic Cold Storage* in Merthyr. It's been an amazing journey for me as my bosses seen my potential and have let me grow in the business and I had the chance to become a supervisor here at CCS. In this job I'm responsible for packing frozen goods, doing all the paperwork, organising staff here and making sure all goods in & out are correct and there is no damage or defects to it.

As my amazing bosses seen the potential in me and wanted to help support me with my learning, they introduced me to **Claire James** from BFAWU in October 2022 who come to meet with me and told me about the online course process and how they work. After the meeting, I was able to spend some time deciding which of the courses me and Claire looked at would be good for me and I emailed Claire to sign up for few.

The courses I chose with Claire were courses that would help me with parts of my job, some of my most useful ones were - communication barriers in the workplace, organisation skills for administrators, how to effectively motivate employees and advanced English spelling.

## Scottish Learning Report

### Johnstones

With the support of ULR on site we speak with main factory manager regards lack of respond from company representing to meet with BFAWU learning project and discuss future learning plans for this site.

Despite the current difficult situation with this employer, we still take initiatives to actively promote education through a number of engagement events. They organized a total of nine engagement events. We are trying to build an external cohort of workers who will devote their time and will continue their individual development along the educational path.

### Engagement events

At both Johnstones and Warburtons we have been able to host engagement events on a regular basis. On the topic of promoting individual self-education methods through the use of available online tools, benefits of membership of BFAWU and other unions, including Credit Union.

### Book Week Scotland.

As every year, the project and ULRs actively promoted Book Week Scotland. This is a continuation of last year's campaign. We took Book Week resources and made them available to workers on the shop floor.

In particular, this has had a positive result, especially in a workplace like Johnstone where it is a multicultural workplace.

### Warburtons

At Warburtons there are changes to the shift pattern again. This is a welcome change as it changes the shift pattern from two to three. Due to the current changes all activities will be suspended. However, the project manages to organise Engagement events and promote Book week Scotland on site. Another Steering Group Meeting scheduled on 8th January.

At the beginning of February 2025, two Neurodiversity is planned to be delivered on site.

### Precarious workers

As part of the educational project, we continue to support workers with uncertain professional status. As in the previous quarter and this quarter, we successfully conducted specialized ESOL programs. Thanks to our activities, we have provided courses for workers in this vulnerable group among our members. In the next quarter, we plan to continue the ESOL specialist course.

After I had done these, I decided to then speak with Claire again and she helped me with funding from the project to attend 2-day *Core skills for team leaders* course which was so good because it was the extra things I needed for me to learn more about being a supervisor. I have also done more learning with WULF project and have even got a certificate in operating a pallet mover at work!

I have gained so much doing all the courses, I'll be forever grateful for this opportunity. Learning how to cooperate with my bosses and colleagues and motivate staff and how to self-motivate me, how to stay safe at work and how to keep everyone around safe as well. Accessing all the courses online it's super easy, everything it's clear and understandable and when Claire has been to site to visit, I can speak with her to ask questions and book more courses.

More recently, Claire has worked with us to arrange sector relevant apprenticeships for us at Celtic Cold Storage, and in December 2024 a number of us completed the enrolment tests to start our new qualifications – I have started an 18-month apprenticeship for Team Leaders in the Food Industry which will help me even more with my day to day job and help my future career.

*I love being a part of CCS and thanks to BFAWU project I can grow, learn and be better every day using the skills I have gained. Thank you."*

Daria x

### Contact us

Working in partnership with many of the largest training providers and colleges in Wales, the BFAWU project has access to a wide range of courses, both formal and informal.

If you are interested in gaining a qualification to further your career and would like to find out more or would like to know how to access any of the training courses available, please contact **Claire James**, Project Development Manager on the following:

Email: [Claire.james@bfawu.org](mailto:Claire.james@bfawu.org)

Tel: 02920481518 opt:4

Mobile: 07896550460

Or visit [bfawulearning.wales](http://bfawulearning.wales)

...and complete the enquiry form.

As a union, we welcome interest from members and their family members, as well as employees of companies the BFAWU works alongside.

## Organising

Support for precarious workers through the project opens up opportunities for these workers and motivates them to actively engage in their own development. Effectively promoting learning is an organisational tool that builds a stronger image of BFAWU. By organising Engagement events within the project were aimed to reach to new members and supporting our branches and our ULRS in sites where we recognise trade unions.

We continue on the organisational path of MOWI in Rosyth, whose membership continues to grow. We continue to pursue growth and target BFAWU recognition for this company. Not forgetting other parts of Scotland where we are also seeing activity and membership growth.

## Development Fund and Learning Fund 2023-2025

As every other year, we have submitted applications for the *Development Fund and Learning Fund 2023–2025*. Unfortunately, the BFAWU Learning Project has not received further funding for its activities. This is a huge disappointment that is difficult to describe, and a serious blow to the continued functioning of BFAWU in Scotland.

I do not hide my great disappointment with this situation, especially since I feel that both the process and the support of individual unions have fallen far short of the principles of fairness and equality.

Nevertheless, I would like to thank everyone with whom during these 9 years the Project had the opportunity and pleasure to work both individually and at a business level. In particular, I would like to shout out *SUL, Training Concept Tom Brown, AmLingua Agata Marczak, Civicos, Larder, Unity Consulting and FCA*.

As for the people from the BFAWU structures, the greatest thanks go to our wonderful members in all the branches with which the project could cooperate. All the representatives and above all the ULRS who directly supported the project and were always an invaluable support for the project. It is with you and thanks to you that we experienced many wonderful moments, unforgettable moments as well as falls from which we returned wiser and stronger.

As a Learning Scottish Organiser, I want to express my huge thanks to the National Officers and Region 5 Sarah, Jit, and Lizzie for their support and help when it was needed. To our wonderful ladies Victoria and May who helped more than once to sort out the chaos that I myself caused more than once. And last on the

list but not last, I would like to thank Mark McHugh for mentoring, support, faith and showing me another better way to develop not as a great manager, father but above all as a person. I do not say goodbye but forgiveness because I think that our paths will cross again. During the 9 years of the project, we delivered 55 courses, which lasted a total of 1,367 hours. 2,221 students took part in them. I would like to thank you for all these years - it was an extraordinary adventure, during which I met wonderful people and experienced many unforgettable moments.

Thank you all for your commitment and cooperation!

## STUC Helen Dowie Award for Lifelong Learning Helen Dowie Award 2019

Chris McGill with First Minister Nicola Sturgeon and Grahame Smith, General Secretary of STUC a BFAWU Union Learning Rep at Warburtons in Bellshill.



During the 9 years of the project, we delivered 55 courses, which lasted a total of 1,367 hours. 2,221 students took part in them. I would like to thank you for all these years - it was an extraordinary adventure, during which I met wonderful people and experienced many unforgettable moments.

## Rafal Obrebski

Union Learning Organiser



## Women's EC member Report

### Womens network meeting 17/1/24

A discussion around menopause and a motion that was passed at conference 2022 took place. The impact of the menopause in the workplace, linking it to the Cool it Campaign, no access to toilets, and empowering women to feel confident raising issues around the menopause were all topics that were discussed. This also tied into period poverty and how access to sanitary products in the workplace should be free.

L Graham shared a policy that she had put together on domestic violence and abuse, it was suggested that it would be helpful for the union to adopt it as an employer first and then used as a template for branches to use.

Sexual harassment, dignity at work, foraging were also topics that were discussed.

### WASPI



WASPI, *Women Against State Pension Inequality*, have been fighting for the injustice of unfair state pension increase without proper notification.

The ombudsman has already concluded that there was official maladministration in relation to those in the Women Against State Pension Inequality campaign, who were not properly informed about changes to their state pensions.

**John Penrose MP** has raised this issue in parliament saying that *"we have been waiting for a further report on whether this has caused injustice to victims. I understand that a provisional version of that report is now written, with a final version imminent. Given most people expect that there will have been an injustice in many cases and given the scale of redress that will be required where it is found, can the Leader of the House confirm that the Government are aware of these provisional findings and let us know when ministers will bring forward details of a redress scheme for Parliament to debate and properly approve?"*

WASPI Chair **Angela Madden** was also interviewed on TALK TV and radio Suffolk, so its still being talked about in the media.

### Changes to childcare support.

From April 2024 working parents can access childcare for 2 year olds, then from September the scheme will extend to 9 month olds, and this is for 15 hours. Then from September 2025 it will increase to 30 hours free childcare a week.

Although this is an issue that effects both men and women, childcare is still largely left to women. In theory this idea is very much welcomed as it will help address the barrier of work, the type of jobs and the hours worked because of having children and being a parent.

One issue with this that has been discussed by people within the childcare industry is how these are delivered. For example, how much more funding will providers receive to run the extra childcare, or invest in bigger premises, or train extra staff. As it stands it has been suggested that currently there wouldn't be enough places available for the expected uptake of this. One downside to this scheme is that it is only for families where parents are working, it still wont fully address not being able to work at all because of a lack of childcare as you would need to be in employment first to qualify for the scheme.

### Government.

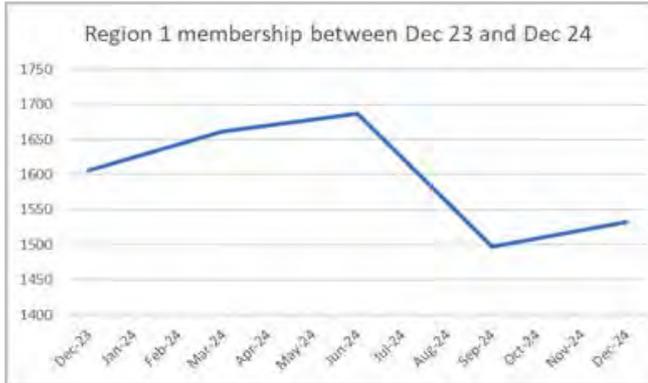
The Health Secretary has announced new women's health priorities for 2024. Speaking at a Women's Health Summit in London, the Health and Social Care Secretary has named problem periods, women's health research and support for domestic and sexual abuse victims among the government's priorities for women's health in 2024. This all sounds good if acted upon. However given this governments track record I'm not holding my breath that anything will be done quickly by them on these matters.

### Rachel Mullen

Women's EC member

# REGION BY REGION

## Region 1



### Frank Loveday Regional Officer

*Comrades,*

The years seem to go by faster, this being probably my penultimate annual report. Each year we set out with an agenda and goals we aim for; some are successful, and some are slower than what hoped for and some just don't work out. With regards to what I call core membership, that being the recognised branches, the Region in general has had another satisfactory year with a couple of branches excelling.

***This is the positive which we need to take and continue to nurture to sustain and grow in 2025***

After sorting out the glitch in online DD members that were being recoded but not removed when they have left or failed to pay, this gave us an inaccurate membership number for a long period hence when sorted it made it look as though we had lost a large number of members, members we never had.



*Region 1 Delegates at Annual Conference 2024*

As we get back on track and enthusiasm and proactive energy is channelled into recruitment, I am delighted to see the last quarter show a growth of 35 and reducing the annual loss which was not a real loss given the online membership figures were wrong throughout several years. But as they have been recorded as such, we can only work with them until we surpass the incorrect figures by 12 months.

I am pleased to see that a number of reps new and old continue to sign up to courses and develop their knowledge and skills for the benefit of their members as well as their own personal development.

I have been to the recognised sites through the year to speak to all the workers and help with recruitment, dealing with dismissal appeals and grievances, most of which have been fair outcomes. However I never like to lose a case and I find that sometimes no matter what it can fall on deaf ears and common sense does not prevail and a hard line approach is the intention irrespective of any mitigating circumstances.

Maybe I am getting older more cynical or just that I am wise to as to who is who, and will be. But It will not deter me from challenging them and outing them for what I believe.



*Peter Pyne speaking at Conference 2024*



*Chris Read, first-time speaker at Conference 2024*

I would like to thank all the Hovis, Allied and Warburtons reps for their continued support and commitment they have all be tremendous and looked after their member and myself whenever I am onsite.

I have been amazed and privileged to present some 40 year membership awards within Hovis alongside Ian Hodson on occasions.

I must give a special thank you to Mandy Ambrose who has stepped down as branch secretary at Enfield after many years and has done a great job taking care of this site, I am sure you will all wish Mandy well for the future, and congratulate Mandy's successor Abs Choudry well for the future. Abs will be assisted by several well-seasoned reps in Kabbir and Mo to name a few, and I believe will do a sterling job for the BFAWU.

I also would like to make a special thank you to all the reps at Kettle Foods in Norwich, who have gone from strength to strength as a Branch, as well as growing in membership. I am lucky to be working with some really wonderful people who work as an exceptional team delivering first class support to their members in all aspects and I look forward to 2025 and the pay negotiations which will again be very challenging.



*Kettle Foods – discussing pay ballots and recruitment*

2024 has been a year with an increase in the use of virtual meetings and a huge asset enabling more work to be done safer and easier on the environment whilst helping to reduce the cost to the union.

Greggs EDC has been a vocal point for many reasons and again I thank Peter and Ian for their non-stop work they do in every aspect and congratulate them on the annual increase in membership

Greggs Enfield and Allied Walthamstow are two sites that will need extra help in 2025 as we seek replacement Branch Secretaries along with recruitment drives.

Greggs Retail has finally started to show some signs of growth again and a new concept for Region 1 will be unrolled in January involving the few reps we have to become more proactive in organising. We have seen some new Reps like Sue, Gemma and Jeff who I am hopeful will ignite a real surge in membership in 2025.

Allied Stevenage my gratitude to Vince Payne and Norris Bobb for their return and constant commitment. Vince has gone to great lengths to secure a successor when he retires at some point later this year and train the reps to deliver the best for its members

As always, I would like to sincerely say a big thank you to all our members for being part of this union. All of the branch reps I value them equally even if they have not been mentioned as they make my job smoother, Mela my clerk who assists me with grace and humour. Head office and clerks around the Regions, the National officers and, of course, Adrian. I wish you all good health and success throughout 2025 as we collectively strive to ensure the growth and safety of our independent Union .

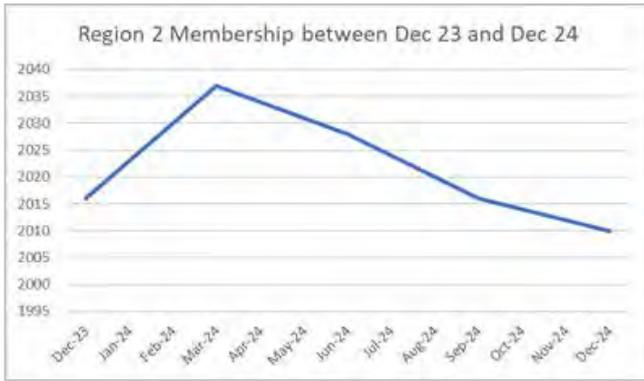
## Objectives for 2025

- To continue to support all branches and help develop the branch reps, assist with continued recruitment
- Address branch secretary replacements and membership growth at Gregg's Enfield and Allied Walthamstow
- Help to continue the growth in Gregg's Retail membership throughout 2025
- Aim for an increase in membership year on year.



**AB Walthamstow – the Branch Secretary poses with the noticeboard (even better than last year!)**

## Region 2



### Gary Johnston Organising Regional Secretary

In 2024 I visited all the shops in my area with many done more than once. I am lucky to have reps who come out with me around the shops to help with recruitment and helping with members issues and membership within the shops has held up well.

#### Carol Webb

Carol has been a rep for well over a decade and at the end off 2024 Carol has finished with Greggs. Carol covered west Wales and was the assistant branch secretary since it came in. It is a big loss to the union and me personally and I wish her all the best future

I have also done many disciplinary's and grievances around Greggs and also other companies when needed

- I also attended as many JCC meetings in both the Central and South regions.
- I attended all Regional council meetings in No 2 region and Annual Conference
- I have also done some work on our FTO Course with Shrewsbury Collage

I would like to think all my reps and work colleagues for all the help and support throughout 2024.

### John James Organising Regional Secretary

Nothing changed in 2024 in relation to wage claims from that of 2023. Companies still continue to put profit before anything else and struggle to maintain differentials, which is important to attract members to the higher roles within the business. We all face increases in the cost of living and companies tend to use this excuse while at the same time stating that it is difficult to get increases from the supermarkets and expect members to take less wages, so the company can maintain profits.

Members on consolidated rates are currently being unfairly discriminated against as the nearer to the living wage they get to, the more they are losing long held benefits of being on the consolidated rate. With the increase in the National living wage announced by the government of 6.7% (77p per hour) applicable in April 2025, the onus again this coming year will be on maintaining the differentials between grades without losing terms and conditions. Other rates have increased, with apprenticeship and 16/17 year olds rate being the highest at 18%. The government further announced a change in National Insurance contributions by employers from 13.8% to 15% from April 2025 with the added burden of the threshold being decreased from £9100 to £5000.

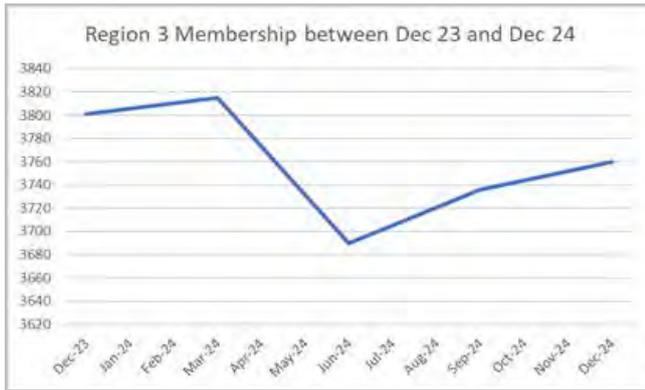
So 2024 saw a change of government with a landslide victory for Labour with promises galore to change the way we are being governed. Time will tell whether Labour is a friend of the working classes or whether they renege on their promises made to get into government. Not being a supporter of Starmer, I await with bated breath.

Organising is always at the forefront of the union and engagement days are the way in which we communicate with members and non-members. This is becoming more difficult as employees are now using social media or other mediums during break and becoming harder to talk to. It is not impossible, but since covid, there has been a definite change in how employees spend their break periods. After discussion with the union solicitors, the solicitors will attend engagement days to promote free wills to members and their other services. In Wales, we are also able to promote the learning services to members.

In 2024, we said goodbye to two Branch Secretary's in Mike Maguire from Burtons, who has retired from work and is now living abroad and got married. We also say goodbye to Dorian Jones who finished at Greggs Treforest due to health issues and I would like to thank both for their support and contribution. Finally, Carol Webb who was assistant Branch Sec at Greggs shops, who worked closely with Gary Johnston. Mark James has taken over from Mike and is doing a really good job. I look forward to working with Mark more closely and whoever takes over from Dorian.

Looking ahead to 2025 and organising will continue to be at the forefront of activity and look to increase membership throughout all branches. This will be achieved by working will branches to look at how best to increase membership in each individual branch. We all have a part to play and it will be this focus that will drive the year ahead.

## Region 3



### George Atwall Regional Officer

Region 3 have discontinued the majority of the campaigns under the instructions of the Executive Council. The FTOs will concentrate on existing branches and maximise membership at these sites building up union structures. The exception to these greenfield site campaigns has been our attempts to unionize Samworth Brothers. This has been taken over and led by Ian Hodson and the peace and justice project.

We must thank the National President **Ian Hodson**, and **Artin** from the *Peace and Justice Project* for their hard work.

### Heart Union Week

Heart Union Week 2024, organized by the Bakers, Food and Allied Workers Union (BFAWU), was a vibrant celebration of solidarity and union activism. The week saw branches across the country rallying together to promote the importance of union membership. Members enthusiastically showed their support by taking photos with "I ♥ Union" cards, creating a powerful visual campaign that highlighted unity and collective strength.



Union Heart week allowed FTOs to visit the branches and engage with members!



### Aviagen

Another campaign that has been put on hold, following instructions that we received from the EC and the National Officers. Before the temporary hold that placed on the campaign, we visited the site several times and handed out literature to the workforce and discussed the benefits of union membership with them. The results we had appeared to be positive, and we see potential in growth at this site. It was Douglas Johnstone, Lukasz Bemka, Ian Hodson, and Haroon Rashid that made these visits. Again, we thank Ian Hodson for his support of the campaign. George Atwall again represented members and organised the social media posts.

**Pukka Pies**

Although this is a campaign we have put on hold in previous months, the visits we have had in the earlier months in which we have been able to discuss the benefits of the union membership to workers have been positive. These have been carried by Douglas Johnstone, Lukasz Bemka and Haroon Rashid. Again, we have to thank the national President, Ian Hodson for his support.

George Atwall has represented members at disciplinaries, grievances etc. and continued to organise the social media posts. The company Halloween and X-mas advertisement allow us to piggy back on their ideas. We again must thank Artin Giles from the PJP for his support.



**Geary's bakery**

Another temporary suspended campaign, although during previous visits it appeared to have less potential for growth at the Leicester site than others I have listed on this report. We have since received some information from sources within the company that there will be a substantial growth in the Leicestershire area for the company and they be taking on additional staff approximately 600 more workers. Hence, we see the potential for growth in membership when we restart the campaign.

Douglas Johnstone, George Atwall and Lukasz Bemka carried out these visits to the sites and would like to thank Ian Hodson for his support. George Atwall again has been keeping the social media pages up to date on top of representing members.

**Samworth Brothers Campaign**

A campaign that has been run in conjunction between region 3, 2 and the Peace and Justice Project following a 12 week plan. Since completing the plan we have begun to set out another one that we will follow.

During the previous plan Douglas Johnstone, Lukasz Bemka, Haroon Rashid, George Atwall, Kumuran Bose and the National President Ian Hodson visited all of the Samworth Brothers Sites in Region 3. We were able to hand out literature inviting all the workers to two online meetings on zoom. George Atwall and Lukasz Bemka had represented members at various sites on top of keeping the social media pages up to date.





We also were able to promote an online poll for workers that had been constructed by the Peace and Justice Project. This was a survey that asked the workers about their troubles regarding Health and Safety especially Repetitive Strain Injury, (RPI.). All of the materials were then collated by the Peace and Justice Project and shared with the union so we would be able to review any difficulties that workers were having and how the union could help.

The campaign is supported by **Claudia Webbe**, local MP at the time of the campaign. Unfortunately, the online meetings were not successful, but we will attempt to carry out another meeting at the end of our next 12 weekly plan. We wish to thank Artin at the PJP and Ian Hodson the National President for all the support of the campaign.

### **Everest Dairies, Vulcan Business Centre, Leicester**

Due to the impressive hard work (all carried out in his own time) George Atwall the Regional Officer in Region 3 has been able to make contact with part of the vibrant food group, Everest Dairies. After representing some workers there, he held some meetings with the management to discuss a recognition agreement. The management were quite approachable and amenable, so we have been able to apply for a voluntary agreement through ACAS. Hopefully we will be able to sign the recognition agreement in the new year, and then build up a branch structure afterwards. This gives the union a potential of growth for 150 new members who work at this site.

### **Hotel Workers Network**

Adrianna Kara has been able to recruit new members in the hotel industry, keeping a vibrant social media presence alongside George Atwall. She has made sure the union had played an integral part in Birmingham Trade's Council.



One of this year's activities was the *Polish Heritage Day* and the BFAWU stall at the event, here being managed by Adrianna.

### **KFC and Mcdonalds**

Adrianna Kara, George Atwall and Ian Hodson have been organising, keeping the social media up to date. George would like to thank the Full Time Officials for representing workers in the region.

### **1 day organising course for reps**

On June 26, 2024, the Bakers, Food and Allied Workers Union (BFAWU) held a highly engaging 1-day Shop Steward Organising Course at the Polish Millennium House in Birmingham. The event saw an excellent turnout, with many new faces joining the session, showcasing the growing interest in union involvement and representation.

The course provided an invaluable opportunity for participants to learn about the key responsibilities of a workplace representative. Topics included understanding the role of a union rep, effective recruitment strategies to grow membership, and a primer on basic workplace policies. Through interactive discussions and activities, attendees explored practical ways to support their colleagues and strengthen the union's presence within their workplaces.

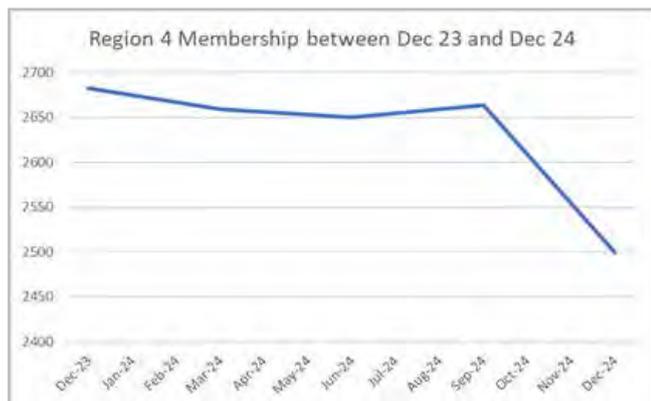
The enthusiasm and participation from attendees highlighted the importance of equipping new and aspiring stewards with the knowledge and tools to represent and advocate effectively.

### **Conclusion**

#### **[Douglas Johnstone, Regional President]**

I would like to thank all the Branch Secretaries, Presidents, shop Stewards, and lay officials. I would also like extend my thanks to the regional clerk for all her hard work in keeping the region running. Additional thanks go out to the National officers, Full Time Officials, Executive Council in supporting our region and hopefully we will achieve our goals in the coming year.

## Region 4



### Roy Streeter Regional Officer

#### Organising And Recruitment

We continue to build our organizing structure within Greggs (retail). We attend sites who ask for 'Engagement Events' and promote both the Union and the Credit Union. We have also continued to encourage members to stand as onsite Representatives and undergo training.

#### Shop Steward, H & S Representatives and ULR Training

Training for Reps has been very difficult. TUC courses only run in certain areas and sessions are cancelled if there aren't enough applicants. Some courses also run for 10 days with some available online. At present, it is proving very difficult to encourage members to become Representatives, even though GFTU training has now become available. However, we have been able to use Regional Council meetings, Regional Shop Steward meetings and Regional Health and Safety Conferences as a vehicle to give advice and guidance.

#### Industrial Relations

As with 2023, industrial relations in 2024 have been extremely challenging, as many companies continue to try and erode terms and conditions in order to cover 'living wage' increases. Our attempts to always maintain pay differentials and protect agreements have placed a significant strain on relationships with several companies in the region.

#### In Conclusion

*With this being my final report, I would like to thank all my colleagues, representatives and members for their support and friendship over the last 27 years.*

### Geoff Atkinson Organising Regional Secretary.

#### Branch 404: Beeches Chocolates

There has been an issue at this branch this year regarding the recognition agreement as it has not been signed this agreement has been in place before I became an organizing regional secretary the issue was not about the union being recognized but down to members and non-members complaining how much time away from the workplace the branch secretary was having I attended site had a discussion with the management team and the issue was addressed as all the time away was not due to union business or activities

#### Branch 405: Preston branch

Over the last year I have represented members in this branch and advised on grievance issues they may have these members are not currently in recognized branches they are in places such as David Woods Bakery which used to be the old Peter Hunts branch we have tried over the years to build this branch but they get threatened with the sack if they join when we are outside trying to recruit new members , we also have members who work in hotels which over the last year has had some issues but these have been addressed through successful grievances

#### Branch 414: Tangerine

I have held many engagement events at this site over 2024 this was also to carry out the communication of the company pay offers again which was rejected on a number of occasions which seems to be the normal at this site however this year the company would not move and I was at the stage that I would have had to conduct a postal ballot for industrial action even after being told the members would not support due to each rejection being by only one vote I sought guidance from the EC and had to approach the company who implemented the final offer and gave back dated pay to the anniversary date

#### Branch 415: Park Cake Bolton

As a committee we gained a pay offer of 9% across all grades an increase in the first aid pay and also an increase in the number of first aid people across the site , I attended long service awards that covered both the Bolton and Oldham sites with service of nearly a thousand years combined in the room and a number of our members with 40 years' service – congratulations to them all.

The site manager **George Walsh** retired at the end of this year and took the Branch Secretary, Branch Chair and I out for a meal to thank us for how professional we had been in his time at site. We hope to have the same relationship with his replacement.

#### **Branch 417: Hovis Wigan**

No issues in 2024 I would like to thank the branch secretary for his assistance over the years as he retired halfway through the year, we have now got two new representatives, and I wish them both well in the role and will source courses asap in the area if possible

#### **Branch 418: Warburton's Bolton**

An issue that keeps occurring with this company which is very concerning is how members who have mental health issues are treated it has now become apparent that the only way they deal with this is to dismiss the member for the slightest reason this year I gained a settlement agreement via ACAS for one of those members .

#### **Branch 420: Fox's Biscuits**

A difficult start to the year with pay award as the membership had asked for 10% and would not move as the company removed everything else from the submitted claim saying that the new owners would not alter any other terms and conditions at any of its sites in 2024 we eventually settled for a back dated 6% across the board increase , the branch secretary sent me a txt to tell me he was retiring early and would be leaving giving me two weeks' notice I thank him for his assistance over the years and wish him well in his new life living abroad we now have a new branch secretary in place however he is due to retire in mid-2025 and the other stewards are night workers which may cause a problem when replacing

#### **Branch 424: Sayers the Bakers**

No issues at the bakery site

Over the last year there have been one or two issues in the shops where the manager has not been giving staff the correct contractual hours and not wanting to pay them. This has been resolved via advising members to submit grievance which has led to the hours being corrected

#### **Branch 429 Warburton's Burnley**

I have attended site on a number of occasions over 2024 due to long term absence with a member this has been concluded with the member being refused the benefit of PDB which is a company run benefit he has however been paid his full entitlement.

#### **Branch 433: Region 4 Fast food**

I have attended a McDonalds in Liverpool as the management had been making a sixteen year old work until midnight and later he had also made threats to her mother by way of banning her from the store. When I attended he would not let us in the meeting room so I addressed him in the restaurant which he did not like but reversed the Rota to keep the young lady under midnight finishes.

I've been assisting a manager from a McDonald in Southport. This has been ongoing since 2023 as he has been suffering with mental health issues and been off long-term sick.

#### **Branch 452: Park cake Oldham**

Attended site a number of times over the year for disciplinarys which have been successful by way of none leading to dismissal. I have attended long service awards as with the Bolton site earlier in this report , the company have issued a health benefit scheme for all members of staff at both the sites for anyone with more than one years' service this covers dental, optical and other benefits which they hope to continue to provide going forward

#### **Branch 459: Greggs**

Over the year I have attended a number of shops with different disciplinary issues none of which have led to dismissal.

I advised and attended a shop in Lancaster with a grievance of bullying by the shop manager and this was successfully addressed, allowing our member to return to work in the shop instead of being moved to another in the area with the use of mediation ,

I've found over the last year that even though we have been the recognised union with the company for many years employees are wanting to join the union only when they have issues or are in trouble. This has led to me refusing on many occasions to attend those shops but have given advice to those that have joined when they have issues explaining my reasons to them

#### **Shop Steward, H & S Representatives and ULR Training:**

We have held shop steward and health and safety regional meetings at sunshine house this year.

I have supported the new stewards and branch secretaries at two sites over the year due to the retirement of the old branch officials

I've also advised them of courses that have been available to them when I've been notified both TUC and GFTU

## Region 5



### Mark McHugh Regional Officer

2024 has been a tough year in so many ways, regarding building the membership in region 5. Throughout the report I will talk of the successes, the challenges, the things we need to do better in the region.

#### Rathbones, Wakefield

It is only fair that we start with Rathbones in Wakefield where we lost 300 jobs at the site despite the collective efforts of all branch officials, Jit Singh FTO, and Sarah Woolley, Gen Sec.

As Bro Sean Molloy states below in the last branch report of 2024 on what the state of play was on site, it is clear to see that this capitalist greed has been driven by a private equity firm, trading off the back of years of loyal service by the workforce.

As previous reports from branch have indicated the site has announced a mass change in business structure and the cease in bread production on site which ultimately has put 420 on site in a position of redundancy.

- The business is to propose the salvation of 130 jobs in the new build concentrating on crumpets, pitta and morning goods
- The recognised trade on site along with the general secretary and the sites FTO are currently negotiating improved redundancy packages
- The sites representatives have been stood down from their working roles to engage with one to ones and the fallout from the news
- However, morale on site seems to have increased since the redundancy illustration has been put forward to the membership alongside the BFAWU working partner Clayton Dubliner & Rice.

- The salvation of 136 jobs is not union endorsed, and the general secretary has put in a massive effort in raising the sites situation both publicly and politically

Another piece of bad news came in the form of the Scottish Union Learning bid application for funding for 2025 – 2027 period, being unsuccessful. We submitted a robust application outlining the need for further learning based around protection of precarious workers, building branch structures and membership through learning, and cementing the need for fully skilled and trained operatives in the food industry. This funding is crucial to smaller unions in ensuring a level playing field across learning in Scotland.

#### Union Learning

Please find below a report from **Bro Rafal Obrebski**, union learning organiser.

*“As the Learning Organiser, I want to express my huge thanks to the National Officers, the Region 5 FTOs Jit, and Lizzie for their support and help when it was needed. Finally, I would like to thank Mark McHugh for the mentoring, support, and faith he showed in me. Giving guidance when needed, and all done with the aim of making me better a person.”*



*“During my 10 years of running the project, we delivered 55 courses, which lasted a total of 1,367 hours, with 2,221 learners taking part.”*

I am sure I speak for all the region, by thanking Rafal for all the work that he has put into the learning in Scotland. Not forgetting the great work, he has done in bringing so many migrant workers to the BFAWU.

#### Scotland

In Scotland we also finished up with the **Union Modernisation Fund** in October 2024. This was a small, short-term funding initiative which we were lucky to get funding for.

Thanks to **James Cushley** for running the fund which primarily focused on organising at MOWI Rosyth.



Often James was at the gate leafleting and talking to members in some of the worst weather conditions although we obviously caught him when the sun was shining!

### Organising

Throughout the year we have continuously tried to build membership up in MOWI Rosyth. This has been an ongoing campaign and will continue into 2025. The General Secretary has written several times to the CEO of MOWI in Norway requesting meetings and highlighting several H & S breaches at Rosyth (with the help of Scottish Hazards, Unity Consulting and local MSPs). We have built up a small base of activists on site to increase membership, but with the high turnover of staff, it is an ongoing challenge

Other sites that we have organised at in 2024 with varying degree of success have been ABP Perth, Dominos Factory, Glasgow, UIN Foods, Glasgow



Jit continues to try and build up the membership at Valeo Snackfoods in York. He has covered all the shifts over a period. It has proven a bit of a task with low uptake little engagement from workers and management, despite being present at wage negotiations.



Greggs Balliol/Gosforth, North Lakes & Yorkshire  
Greggs Balliol, Gosforth, North Lakes & Leeds.

Another challenging year, recruiting members and reps. The cards with the QR code on re-signing up to the union is a massive help with recruitment. Congratulations to **Joanne Henderson**, Supervisor from Gosforth and **Ruth Stevenson**, Team member from Leeds being elected to the GNC to represent shops nationally.

Thank you to outgoing GNC reps **Joanne Wilson** and **Gail Simcox** from Gosforth for all the work they have done. Congratulations to **Malcolm Newton**, new branch secretary at Balliol, thank you to outgoing branch sec **Lee Burns**. Thanks to **John Martin** for all his work at Gosforth which now includes members from BNDC, separate JCC's working well. It would be great if we could have reps in all depts/ area manager groups – something for us to work on together.

Lizzie continues to support membership growth across all the Greggs sites in the region with the help of the reps in each of the workplaces.

This also covers off some of the new sites that were targeted in 2024. This may have come from a tip off from an existing member or from the online joiners where there are a cluster of workers joining from the one workplace.

The officials in the region met in the Pudsey office in September to discuss among other things, organising and the challenges in the region to increase membership. We talked of the opportunity in established branches to increase membership through engagement events, credit union days in the workplace, some regional learning opportunities in W.Y, however we need help to do this from within the factory membership.

### Online Membership

One of the key areas for growth has been the online joining link. In this year we have managed to get 334 new members join. This has been a great source of membership which has given us links into other sites to organise, and areas we previously had no membership in.

The downside to it I suppose, is some use the online membership to deal with an issue in their workplace and once we have resolved it, they cancel their membership.

### Regional Annual Health and Safety Report by Bro M. Dickens

*“Throughout the year we have consistently discussed several items around health and safety, none more so than drug and alcohol policies. The policy often brings up different scenarios in different workplaces. The administration of the policy, the legal guidelines, the random selection of testing and the validity to the process are a regular a thread running through discussion and debate.*

*There has been little duty of care when someone may be found to have an addiction. Instead of help, in most cases staff have been dismissed without investigating the facts. What happens next is often a societal problem.*

*Severe weather policies should be in place in all factories. Severe weather warnings are happening throughout the year, whether it is severe heat in the summer, or autumn/winter storms with severe weather warnings. In some cases, employers do not appreciate the dangers of expecting employees to come to work when conditions are extreme. A lot of factories have an ageing population. Their fitness level and capability may be at a lesser level, which could mean higher possibility of injury, due to falling etc. There is no clear definition on guidance, the importance of section 44, and employers' adherence to it.*

*First aiders in Greggs have fallen behind in there training. Refresher courses are being discussed. Should a first aider be basically trained in Mental health awareness.*

*Other discussion points we have covered off include the Cool it Campaign, Menopause, Violence in the Workplace, particularly in the retail sector.*

*The promotion by employers, of Grocery Aid, which is essentially a charity, to cover their lack of duty of care, when it comes to sick pay, and the other effects that come with absence.*

*Monthly Health & Safety meetings do not seem to be held on a regular basis in many organisations, and in some cases Union representation, or even general staff are not invited."*

**Bro Mark Dickens**

### **International Workers Memorial Day 2024**



In attendance with **Bro M. Brennan** and **Bro C. McGill**

### **Hazards**

We have worked extensively with Scottish Hazards in exposing many health and safety breaches from MOWI Rosyth. This includes 27 reportable injuries at this one site.



Added to this we have campaigned on the lack of toilet facilities and canteen facilities. This was reported by members and thanks to Ian Tasker, at Hazards, who compiled an extensive report which was sent off to the MOWI CEO. Hazards have also supported us with other campaigns in 2024.

### **Rosa Luxembourg Course August 2024**

Delegates from region 5 attended the Rosa Luxembourg Organising courses in Leeds and Glasgow. Both 3-day courses were well attended and covered off a whole range of activities such as different organising techniques, a historical session of working-class struggles, and how they fit into the struggles of today. In Glasgow there was Radical Glasgow Walking Tour which all attendees enjoyed.



There were also a few social events at night in both Glasgow and Leeds. We even had Hollywood A listers like Alan Cummings gatecrashing our picture!!

### **Parliamentary Group/ Community activism, Campaigns, International Solidarity**



As with last year we have heavily leaned on some external support throughout 2024.

None more so than our comrades from **Unity Consulting** who continually go above and beyond supporting our campaigns. Whether it is organising campaigns, press releases or parliamentary support, they are always there. We have also been fortunate to have parliamentary support from **Monica Lennon, MSP** and **Alex Rowley MSP**. **Chris Stephens** supported from Westminster on several key BFAWU issues, however Chris unfortunately lost his seat in the last election.

The atrocities we witnessed all last year in Gaza and the West Bank were supported by members in Glasgow attending many rallies during this time,

Thanks to all the BFAWU members, and activists who attended the regular rallies against the genocide in Gaza.

### In conclusion

To finish on a more positive note, congratulations to all the members celebrating their 40/30/20-year membership in 2024.

Welcome to all the new members who joined the BFAWU in 2024.

I would like to take this opportunity to thank our clerk, Vicky in region 5 office who keep us ticking over. I would like to extend those thanks to Summer at Head Office, and the clerks in region 2 and 4 for their support of the FTOs in region 5. Its appreciated.

Finally, thanks to Jit and Lizzie for their comradeship and support throughout the year.

*La Lucha Continua.*

## Region 7



### Laura Graham Regional Officer (R4 & R7)

#### Members Pay throughout 2024

Throughout 2024 we did not have as many pay negotiations as normal due to quite a few branches being on a two-year deal. However, this did not stop us contacting employers that were on a two-year deal and discussing the issue of the increase to the National Minimum wage in April 2024. Of all the employers' we reached out to, only Moy Park agreed to increase their second year, which saw a full £1.00 increase to all rates of pay, this was 6% over the agreed 4% for year 2. I also became involved in pay negotiations in Burtons Biscuits Blackpool in May 2024, and these pay talks went on up until October 2024 when we finally got an offer that could be put out to members for recommendation.

Some of the two year deals that were done, when being negotiated in 2023, had been a good deal at the time however the 9.8% increase to the NMW meant that those employers who did not want to enter into any further pay discussions in year 2 got away with an increase that has eroded any differentials in rates of pay over and above the NMW, and branches will remember this going into 2025 pay talks.

#### Region 4 & 7

Throughout the year I have continued to work between both Regions 4 & 7, building relationships with the branches and reps in Region 4 that I hadn't previously worked with. I have been able to engage and work with the following branches in Region 4:

- Kara Foods
- Burtons Biscuits
- Fine Lady Bakery
- Greggs (shops and factory)

Along with the normal work of Region 7, helping, assisting, supporting branches and members, I have enjoyed incorporating Region 4 into my everyday work.



Fine Lady Bakery – Bro M Sugars, Bro M.I Cheema, Sis L Graham, Bro C Egbiyae and Bro M Wheeler



Greggs – Bro B Crowther

**Organising/Engagement in 2024**

Organising in 2024 has not been as successful as our previous year however we have tried to facilitate getting to Finnebrogue and Thompson Teas as often as possible. We still see a struggle with getting enough members to join to request recognition, however this will not stop us from trying! Early in 2024 I also attended Kara Foods in Region 4 to hold an engagement event.

We have also tried to make our materials more engaging each time we attend sites and speak to non-union members.

Below is a selection of pictures/leaflets throughout the year together with an example of some of the leaflets we have produced in region 7 showing the different languages we have tried to accommodate and answer questions that are asked of us.



I would like to thank the reps that have given up their free time to help over the year with organising and engagement events!



**Continued sponsorship of ladies' football team by BFAWU Region 7 Regional Council**



In 2024 our Regional Council members agreed to sponsor the **Oxford Sunnyside Ladies football team** for a second year, and they were delighted to put this sponsorship into a new team kit.



**2024 Summary**

Over the past year I have been involved in a number of compromise agreements for our members, with some of these negotiations taking a fair bit of time to complete. As ever, the main aim is to achieve the best possible outcome for our members and in compromise agreements this year I have personally negotiated in excess of £50,000 for members. In terms of legal services and personal injury claims, the union solicitors have secured a total of £31,972.94 for members within region 7.

2024 has been another very fast year and working between region 4&7 has been very rewarding.

In region 4 I have worked with the Greggs reps to try and build the structure for the shops and while we are not yet at pre-pandemic figures regarding the group of reps, we have been actively recruiting new reps and getting them on training courses.

We also faced challenges at the tail end of 2024, with redundancy and shift changes impacting one of our branches. We worked hard to negotiate enhanced payments over and above statutory redundancy and the shift changes resulted in workers being offered a range of options, with each worker getting their first preference option for new shift patterns. We also negotiated another pay increase due to the changes in shift patterns, which everyone benefited from, even if they did not have to change shifts. This has meant an increase in the hourly rates of pay for 2024 between £1.88 - £1.97.

I would like to finish by thanking all the branch representatives and members that have supported the union and myself throughout the year and thanks to the clerical staff that I regularly deal with, *Renee, Michelle, John and Adrian.*

# YOUR EXECUTIVE COUNCIL

<b>Executive Council Members</b>		Jun 24	Aug 24	Nov 24	Feb 25	May 25
	<b>Region 1 Peter Pyne</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>
	<b>Region 2 Tony Mansell</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>
	<b>Region 3 Imran Hussain</b>	<b>O</b>	<b>O</b>	<b>O</b>	<b>H</b>	<b>P</b>
	<b>Region 3 Michael Blundred</b>	<b>P</b>	<b>P</b>	<b>T</b>	<b>P</b>	<b>P</b>
	<b>Region 4 John Owens</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>
	<b>Region 5 Dave Lawrence</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>
	<b>Region 5 Sean Molloy</b>	<b>P</b>	<b>T</b>	<b>P</b>	<b>P</b>	<b>SD</b>
	<b>Region 7 Kevin Flood</b>	<b>T</b>	<b>T</b>	<b>H</b>	<b>T</b>	<b>T</b>
	<b>Women's Rep Rachel Hart (Mullen)</b>	<b>T</b>	<b>T</b>	<b>T</b>	<b>T</b>	<b>T</b>
	<b>Young Members' Rep Curtis Tierney</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>

**Key:** P – Present Physically    T – Present on Teams    X – Apologies given    SD – Stepped Down    H – Holiday    O – Other

# Executive Statements

*From time to time, when the occasion demands, The Executive Council issues statements describing our position on important issues.* Some follow debates from Conference, others are a response after the event to key issues.




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### BFAWU Statement on the Far Right Fascist Riots

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The Bakers, Food and Allied Workers' Union (BFAWU) unequivocally condemns the recent far-right fascist riots that took place over the weekend. These violent and hateful acts stand in stark contrast to the values of solidarity, equality, and justice that our union holds dear.

We stand in full support of migrants and refugees, who have the right to live in peace and dignity. The BFAWU recognises the immense contributions that migrants and refugees make to our industry, society and the labour movement.

We are committed to defending their rights and promoting an inclusive and diverse community where everyone is respected and valued.

To our members:  
Our union is built on principles of unity and respect for all workers, regardless of their background. Involvement in fascist activities is fundamentally incompatible with membership of our organisation. We urge any member who holds such views to reflect deeply on their position and either renounce such beliefs or leave our union.

We call on all BFAWU members to stand together against hate and violence, to join the counter protests in order to drown out the fascist demonstrations, reach out to local mosques, refugee centers, charities and hotels that are being targeted to offer support and solidarity, and to continue working towards a more just and equitable society for all.




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### BFAWU Statement on Wagestream

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The Executive Council of the BFAWU has serious concerns about a new platform that is appearing in workplaces in the food and hospitality industry.

Wagestream pitches itself as an app that is here to 'make money simple, not stressful by giving you power over your pay'. It tells the world that you need never to be caught out by surprise bills or emergencies or have to rely on high interest credit, that the app allows you to know exactly what you've got coming in with your balance updating every day and that there are personalized money insights and actionable steps to take your financial fitness to the next level, though the Executive aren't quite clear what taking your financial fitness to the next level is supposed to mean.

What it doesn't explain though is what happens when a low paid worker dips into their wages early to make ends meet because they aren't paid enough to get through the month and then must dip into it again and again, month after month as a result, spiraling into debt because they can borrow money from wages earlier than their pay day and aren't paid enough in the first place to cover their bills and survive.

The Executive Council feels that instead of putting workers at risk in this way, wages should be increased to at least £15 per hour so that our members and others wouldn't have to dip into their wages early.

Whilst on the face of the App it looks like it wants to help people, we know that in reality other than looking at what wages are being paid in and what can be borrowed, other elements of it are unlikely to be used, for example how is a low paid worker, who is having to dip into their wages early going to have spare money to put aside to save.

There is a 50% upper limit on what wages can be taken early, whilst it is positive there is a limit, 50% is far too high and can lead to workers struggling to pay the bills at the end of the month leading to yet more financial problems and it is not clear on the website what happens if someone is absent from work due to sickness or maternity/paternity leave for example.

When you look at the Employer section of the website, the stats are interesting – the 22% increase in hours worked stands out, it makes no wonder that employers are signing up to it as a way of paying their staff, if it encourages staff to work more for them.

The Executive Council is concerned of the impact Wage Streaming will have on our members financially, decent wages of at least £15 an hour should be the path that our negotiating teams should be pushing for and encouraging members should they want to save money to join the BFAWU Credit Union, which allows them to save and borrow at much better rates than elsewhere.

The Executive Council is also concerned that the company seems to be actively reaching out to employers in the industry with a number implementing the new platform with no consultation with the union even where it is recognized, so concerns are not able to be raised and questions asked. It is also not clear what Wagestream or the employer gains out of this.

Whilst the Executive Council aren't against technological advances in how our members are paid for the work they do, before our members are put at risk there needs to be appropriate consultations with the BFAWU and measures agreed to ensure such schemes don't lead to a spiraling debt




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### BFAWU Executive Council Statement on the Climate and Nature Bill

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The BFAWU Executive Council notes that:

- The window has almost closed on the possibility of limiting the rising global temperature to 1.5C with 28% of plants and animals threatened with extinction.
- The UK is heating at twice the global average and is one of the most nature – depleted countries on the planet.
- The Tory Government pledges to reduce greenhouse gas emissions in line with limiting global heating to 1.5C, and to halt and reverse nature loss by 2030 are not locked into UK law.
- The BFAWU Executive believes that:
- By failing to deliver a just transition to a cheaper, cleaner energy future, the Tories have plunged Britain into permanent crisis.
- No one voted for spiralling energy bills, polluted air, rivers and seas, flooded communities, farmland wildfires, and excess deaths as temperatures soar, which are all consequences of the Tories climate and environmental failures.

The BFAWU Executive Council concludes that:

- Bold climate and environmental action is central to building a new Britain
- There must be a vision of a fairer, greener future must be delivered with a joined-up plan that addresses the climate nature crisis together.
- The next Governments green transformation plan must prioritise retraining and support for workers in the just transition, create green jobs, deliver sustainable growth, restore nature and deliver a zero carbon, nature positive economy that works for everyone.

The BFAWU Executive Council therefore:

- Calls on political parties in their next manifesto to offer a joined up, science led environmental plan to tackle the climate nature crisis in line with limiting global heating to 1.5C and reversing nature loss by 2030.
- Further calls on the next Government during its first term in office, to legislate to lock the UK's international commitments on climate and nature into law, as proposed by the Climate and Nature Bill




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### BFAWU Statement on Palestine

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The genocide war committed by the Israeli occupation against Gaza has now reached 230 consecutive days. The Palestinian people continue to endure a brutal genocide that has escalated into one of the most severe humanitarian crises in recent history. The unyielding assault has resulted in the loss of tens of thousands of lives, with countless more injured or displaced, their homes and communities reduced to rubble amidst relentless bombings.

The BFAWU commends the initiative of Karim Khan, the Prosecutor of the International Criminal Court, who has formally requested the court's judges to issue arrest warrants against Israeli Prime Minister Netanyahu and his Minister of War, Yoav Gallant. This marks a historic step toward achieving accountability for the high-ranking officials responsible for orchestrating widespread atrocities against the Palestinian people. This move by the ICC signals to world leaders that impunity for war crimes will not be tolerated.

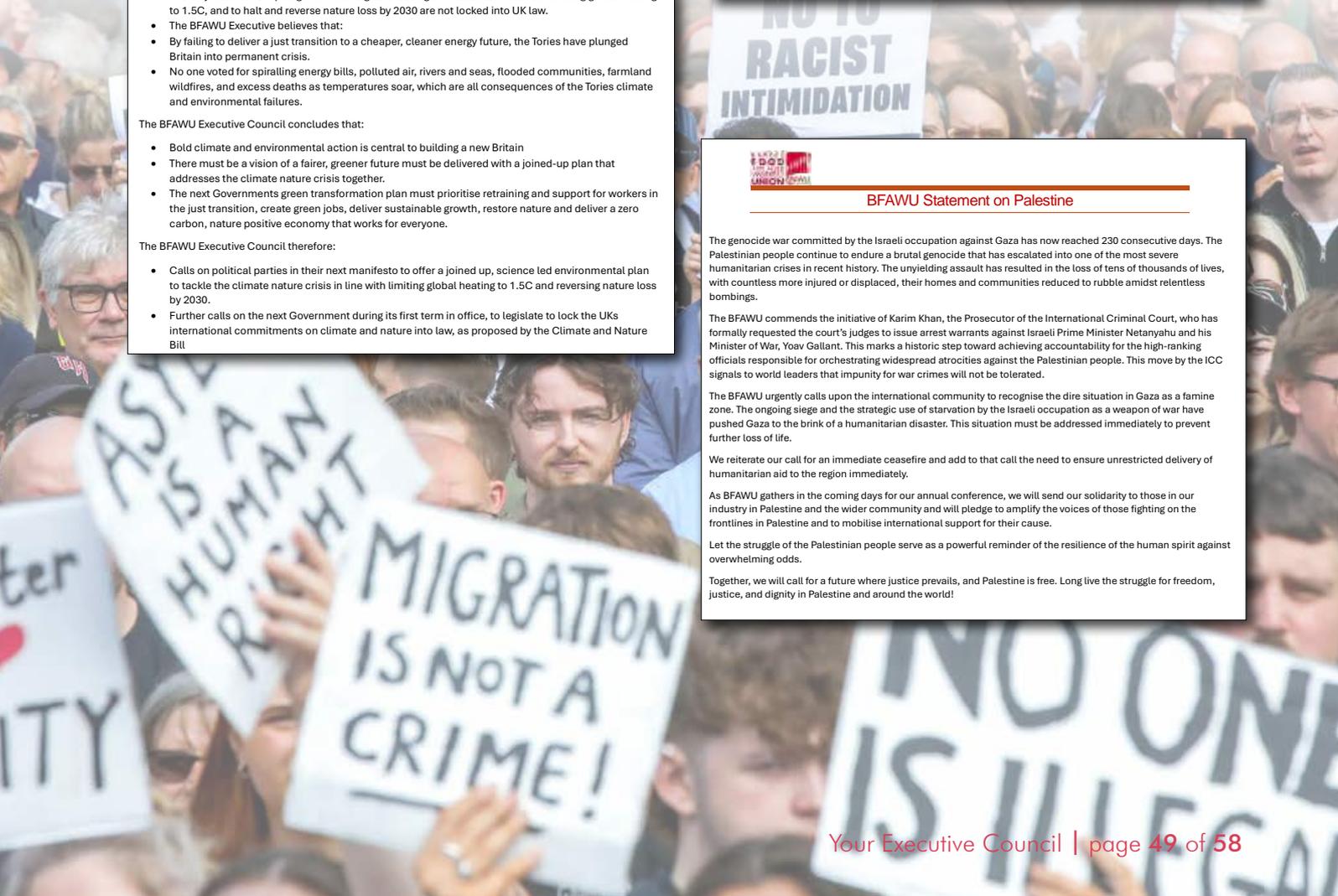
The BFAWU urgently calls upon the international community to recognise the dire situation in Gaza as a famine zone. The ongoing siege and the strategic use of starvation by the Israeli occupation as a weapon of war have pushed Gaza to the brink of a humanitarian disaster. This situation must be addressed immediately to prevent further loss of life.

We reiterate our call for an immediate ceasefire and add to that call the need to ensure unrestricted delivery of humanitarian aid to the region immediately.

As BFAWU gathers in the coming days for our annual conference, we will send our solidarity to those in our industry in Palestine and the wider community and will pledge to amplify the voices of those fighting on the frontlines in Palestine and to mobilise international support for their cause.

Let the struggle of the Palestinian people serve as a powerful reminder of the resilience of the human spirit against overwhelming odds.

Together, we will call for a future where justice prevails, and Palestine is free. Long live the struggle for freedom, justice, and dignity in Palestine and around the world!



## Executive Briefs

Throughout the year the National Executive meets to discuss various things, membership, regional council meetings, campaigns, complaints, finances, correspondence, employee issues and other areas.

These are the briefs of meetings discussions, that are GDPR compliant and are circulated to regional council delegates the quarter after the meeting is held.

### 7–9 August 2024

#### Held at Stanborough House

**Present:** Sarah Woolley, Ian Hodson, Peter Pyne, Tony Mansell, Michael Blundred, John Owens, David Lawrence, Curtis Tierney  
*Online:* Sean Molloy, Rachel Hart, Kevin Flood.

**Apologies:** Dimitru Manole

JO reported that M. Eagan had passed away a couple of weeks ago from region 4, that he had worked at Sayers, and when he was made redundant, he remained active in the union, regional council meetings historically and especially at IWMD events, he said that J. Fitzpatrick worked with him at Sayers so knew him well and that he had known him over 20 years. JO reported that he, J. Fitzpatrick, R. Streeter and I. Hodson attended his funeral.

There was a general discussion around how some regional councils mention the names of those lost in the quarter and others don't and that they should be added to the regional council minutes along with attendees and apologies. These will also be added to the executive council briefs going forwards too.

#### **Minutes of previous meeting, inc. corrections & matters arising**

No points were raised and no matters were raised that weren't already covered in the agenda

**Mover:** D. Lawrence

**Seconder:** K. Flood

#### **Finances**

##### *Quarterly Accounts*

Total contributions seem to be improving, though this is because the rates went up in January, and although it is early days membership seems to be stabilising.

We have not seen any more significant membership loss than normal after subs went up as there is no real correlation to increase and drop, but the margins are not outside the last few years, though we are still down overall on the quarter with more expenditure than income.

A discussion was had over the costs of the Foodworker, there are significantly less being ordered physically now than say 10 years ago, and even if the union were to go fully digital there would still be costs for designing etc, it was agreed to look at A5 sizes and whether that would reduce costs.

**Mover:** S. Molloy

**Seconder:** T. Mansell

##### *Membership Grants*

There were three grants received by the Executive and they all received £150.

##### *Credit Union update*

There was a long discussion about how the new directors are looking at new initiatives and how external factors are driving changes, such as changes to the agreement with one of the solicitors to help with legal fees and the BFAWU server not being used from later in the year.

It was discussed to approach the directors to create a brief/cheat sheet so FTO's and branch secretaries can answer questions and explain the benefits easily and new content is being put together for the website and future foodworkers.

#### **GDPR**

No breaches have been reported this quarter.

#### **Correspondence**

15 pieces of correspondence were considered. Financial ones included reaffiliation to Nicaragua Solidarity and Labour Research Department, small donations to Cardiff Transformed and the Auchengeich Colliery memorial.

Two members have queried their membership length and other requests such as looking at potential opportunities around the edges of the grounds at head office, sponsoring a film, an appeal to support trade unionists in Sri Lanka were noted as well as correspondence from I. Byrne MP and D. Abbott MP.

The executive agreed to raise awareness about the Bangladesh Student Protest, the *No Sweat Burmese* campaign and Pram Depot in London.

## Organising

The main discussion was around the project in Region 3 the National President is working on and how well it is going, the changes that have been made to the initial plan of focusing on specific branches due difficulties getting into the sites to the Shop Stewards conference success and proposal to change how new reps are inducted, utilising the officers in the region and L Pepper to give an overview of the roles, prior to going on courses. Barriers to organising were touched upon which included language barriers and knowledge barriers and it was a concern to the executive that reps don't necessarily understand what resources are available or their workplace agreements and a discussion was had around how we communicate to members and reps, so that they are aware of things available to them. It was also discussed how some branches have become reliant on FTOs to do things like update noticeboards or run engagement events and how that should be the role of the reps..

It was also clear going through the regional documents that we are not shouting about our wins enough locally, telling people what has been achieved through being part of the union is a huge selling point and we should all be doing this more when we have a win.

Region	Total paying	Quarter	Year
One	1687	+29	+61
Two	2028	-9	+21
Three	3690	-125	+61
Four	2650	-9	-31
Five	3916	+29	-93
Seven	390	+11	+10
600	243	+32	+137
601	24	+5	+24
<b>Total</b>	<b>14628</b>	<b>-40</b>	<b>+190</b>

## Safety, Health and Environment

The executive were pleased the motion regarding sexual harassment was passed and that it is going to the TUC as one of our motions, though they were disappointed the Hazards magazine motion was voted against when it is such a vital resource for safety reps to have – it's good to hear S. Asquith speaking highly about the magazine in her contribution to conference.

We are looking at another webinar in September focusing on the Brown Book and the rights of safety reps and committees.

## Political

We have drafted a letter to go out to MPs once they come back from Summer recess inviting them to our Parliamentary group, those who we know share our values and are looking at the possibility of setting up a Scottish Parliamentary group.

## Education

Up to the time of the meeting we have run 3 courses with the Rosa Luxembourg Foundation covering political economy, Organising and the wins of our union and branches. 30 branches have been represented across the 3 courses which includes 7 district branches being represented and branch 600.

In the workplace branches alone, without counting the district ones we have seen a net gain of 168 members with the numbers continuing to rise, showing that up to now the project has been successful, we are now in the process of looking at the future of it as funding isn't guaranteed forever

Between the 13th of July when the new GFTU programme was launched and the 31st July 24 reps signed up to 32 courses, this has since risen to 33 reps signing up to 43 courses as of the 12th August. Which is fantastic, disappointingly the only region not to have signed anyone up is region 4 and we will need to look into what the barriers are preventing them from engaging when all other regions have

## Annual Conference

The feedback from conference has been positive with over a third of delegates giving it 4.6 out of 5 on the feedback form, and verbal feedback at regions 1, 2 and 5 meetings being positive in the main too.

There has been a number of ideas for fringe meetings and stalls for next years conference and should we not be able to get a price under what we pay at the Yarnfield then we would consider returning as it is clean, you have your own space and there is plenty of food choices for everyone.

There was a discussion around the potential of regional themed nights, a race night and others.

## AOB

### *Racism and the Riots*

The executive issued a statement concerning the far right initiated riots and how members should not engage with them, we have seen a worrying rise in reps and members sharing far right and racist content on social media which is simply not acceptable.

The BFAWU rules are clear that we oppose actively all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, colour, class, caring responsibilities, marital status, sexuality, disability, age, or other status or personal characteristic and members sign up to this when joining the BFAWU and reps sign up to upholding the rules when they stand for election. Information will be circulated around this in the coming weeks and months and the Executive will take a proactive approach to ensure our union is Anti Racist.

### ***Certification Officer contact change***

The Certification Officer has advised that we change the address in our rule book to their email address for members to contact regarding complaints, the executive has agreed to make this change along with other rule book changes agreed at the 2024 conference, rather than waiting until 2025.



## **6-8 November 2024 Held at Stanborough House**

**Present:** Sarah. Woolley, Ian Hodson, Peter Pyne, Tony Mansell, John Owens, David Lawrence, Curtis Tierney, Sean Molloy.  
*Online:* Rachel Hart, Michael Blundred

**Apologies:** Dimitru Manole, Kevin Flood

### **Minutes of previous meeting, inc. corrections & matters arising**

It was agreed that the national quarterly membership figures would be added to the regional council packs so that regions could see the national context when discussing organising plans etc.

The importance of including attendees, apologies and obituaries in regional council minutes, as per our rule book and a previous circular reminding regions to do this was discussed, it was again agreed that all regions should have a list of attendees, apologies and obituaries on their minutes without exception

**Mover:** D Lawrence  
**Secunder:** T Mansell

### **Finances**

#### ***Quarterly Accounts***

There was a deficit for the quarter and a discussion on the impact of the National Insurance contributions changes from the budget would have on the unions finances going forwards.

**Mover:** S Molloy  
**Secunder:** C Tierney

#### ***Membership Grants***

There were four grants received by the executive with a total of £650 granted between them.

#### ***Credit Union update***

The financial situation of the credit union continues to be positive

### **GDPR**

No breaches have been reported this quarter.

### **Contributions**

After looking at the finances of the union, membership levels and the impact of the increase in National Insurance contributions as well as other operating costs rising such as insurances, utilities etc, the executive made the decision to raise the subs to £3.75 per week which is £16.25 per month (inclusive of the political fund, but not the Region 5 Benevolent Fund).

## Correspondence

21 pieces of correspondence were considered, financial ones included reaffiliation to Campaign against climate change, Follonsby Miners Lodge, Merseyside pensioners association and York Disabled Coops annual appeal, other areas of correspondence included requests to sponsor a film, further support for the NHS SOS campaign and the National Pensioners Convention and a number of other letters were noted or discussed with a decision to take no further action.

## Organising

There were updates on the Region 3 project, which has now been passed back to the region to run via the officers, the Samworth Brothers campaign, where online meetings were being organised to discuss next steps, Organise Now and the pilot campaign around organising workers at the Gail's bakery chain, the health and safety issues at MOWI, the tidying up of Greggs membership data on our database and next steps to coordinate information around the branches so they can work with each other to build and not in silos and the importance of engaging district branch members, encouraging and supporting them to organise in their workplaces so workplace branches can be built.

The membership figures from the quarter showed that we were up year on year membership wise, but down overall in comparison to last quarter and that all branches should be actively organising in their workplaces, building up membership density and increasing the number of reps so that we can continue to grow and build as a union.

## Safety, Health and Environment

Walkways were discussed after the national committee had a conversation about them, an idea was put to the committee which the executive agreed to was around coloured walkways, highlighting where the biggest risk to slips, trips and falls are because risk assessments should highlight where they are most likely to happen but they aren't necessarily communicated to people clearly, where there is a high risk the walkway should be painted red or flagged generally, clearly if you are entering a high risk area.

Drug and alcohol policies were talked about and safety of members in Greggs shops where there are abusive customers and drivers when there are issues with lorries, an example of a roller door malfunctioning was given and the injury it could have caused.

## Political

The new BFAWU Parliamentary Group has had a meeting. **Rebecca Long-Bailey MP** is the new chair as Ian Mearns MP retired in July rather than restand. The executive thanked him for all his work to support BFAWU members and are looking forward to working with Rebecca.

The *New Deal for Workers* was discussed at length, both at the Parliamentary Group and the executive, concerns were raised about some of the gaps to the proposed legislation namely access to workplaces, zero hour contracts, maximum working temperature, sexual harassment and fire and rehire, the BFAWU has made a submission to the bill committee around this and run a survey to get more information from members that can be used going forwards.

There will be an All Party Parliamentary group on the *Right to Food*, which is fantastic news, and we have pushed for the continuation of the fairness in the supply chain work the EFRA committee had started under the previous government.

## Education

The numbers attending the GFTU reps courses are back to pre-pandemic levels, the executive agreed to 2 more Rosa Luxembourg Courses in 2025, with the possibility of a further three if the outcomes are as positive as the 5 we have run from November 2023 and throughout 2024.

The National ULR committee are meeting in January in person to workshop ideas on how to support members engage with education and build up ULR numbers.

## Legal Update

With regards to cases that Thompsons have supported with up to the end of August there has been 17 Employment related cases, 78 personal injury cases and 7 other cases including settlement agreements and road traffic accidents.

The total amount our members have received is £466,140 which is an average of £4570 per member!!

## Annual Conference

After the positive feedback received regarding conference 2024, and not being able to find a venue that would allow delegates to have their own room, 3 meals a day, unlimited refreshments and free parking, for the same low cost as Yarnfield, despite looking in depth as we did in 2023 prior to re-booking, it was agreed that we would return there and the venue has been booked for arrival Saturday the 14th June and departure Thursday 15th June.

## AOB

It was agreed that there would be a call for nominations for an FTO in Region 4, that the closing date would be the 3rd January and interviews held on the day of the Region 4 regional council meeting, with a ballot opening shortly after.

There would also be a call for nominations for a Region 3 Executive Council seat after one had become vacant, the closing date would be the 3rd January with a ballot opening shortly after.

In line with the legislative requirements that an incumbent national officer must be re-elected within 5 years of their last election, as outlined by the anti-trade union legislation, the executive agreed to the calling for nominations for the position of General Secretary. The Executive Council continues to have full confidence in, and gives its fullest support to, our current General Secretary and hope branches will do the same. The closing date would also be the 3rd January

The National President is also due to stand now, however in line with the same legislation mentioned above he is not going to be re standing again after this period as he will be retiring in 2029, therefore doesn't need a new mandate so there will be no call for nominations for the role.

Thanks to N. Mullen were given by the National President and echoed by the Executive Council after he went above and beyond during a situation where an email was sent that implied it was from the National President.



## 7-9 February 2025 Held at Stanborough House

**Present:** Sarah. Woolley, Ian Hodson, Peter Pyne, Tony Mansell, Michael Blundred, John Owens, David Lawrence, Curtis Tierney, Sean Molloy.

*Online:* Rachel Hart, Kevin Flood

### Minutes of previous meeting, inc. corrections & matters arising

The minutes of the last meeting were agreed.

**Mover:** M Blundred

**Second:** S Molloy

### Finances

#### Quarterly Accounts

There was a deficit for the quarter and a discussion took place around any further savings that could be made by the union without impacting the members experience, costs are regularly reviewed and savings made where they can be.

A list of annual affiliations and donations made will be added to the annual report for delegates to see.

All employers have increased the subs, to date there is no evidence that there has been an increase in leavers since the subs went up.

**Mover:** S Molloy

**Second:** P Pyne

#### Membership Grants

No grants were received by the Executive Council this quarter. A reminder of just how important the grants are to members in time of need was discussed.

#### Credit Union update

The financial situation of the credit union continues to be positive, a briefing note has gone out to reps about the Credit union, there is an article going out in the next foodworker and the information on the website will be updated.

#### GDPR

No breaches have been reported this quarter and no Subject Access Requests have been received.

#### Correspondence

11 pieces of correspondence were discussed, including requests for donations for an international memorial in Salford, towards a James Connolly film, a project with a Ugandan Primary School, Jarrow Rebel Town, Tolpuddle, TUC LESE levy.

We discussed an approach from We are Lions film, We Demand Change Conference involvement, and to support a legal review into practitioners in Anaesthesia. The majority of requests were noted, with a small donation agreed for the legal review, and agreement to be involved in the *We Demand Change* conference and TUC LESE.

### Organising

Discussions were had about the potential of the NPC ruling at McDonalds and what would happen if we were granted access. This led to a wider discussion about the **Employment Rights Bill** access requirements and how we would facilitate both with our structures. There was disappointment that engagement events hadn't occurred in the Finsbury Food sites as per the agreement with the Organising Core Group, in order to move to the next stage of the process, these need to be completed.

Projects including the one in Region 3, Samworth Brothers, Greggs, MOWI and Organise Now were all discussed as well as the importance of making decisions based on data ie how many members are being made. Concerns were raised about the significant drop in membership over the quarter in region 4 (down 164), especially as there hadn't been a site closure and the importance of having organising plans in the branches and regions to turn membership around.

**Membership Analysis**  
**Dec Qtr 24**

	Total	Retired/Unemployed	Free Cards	Shops	Paid In Dec Qtr 24	Paid In Sep Qtr 24	Difference over Qtr	Paid In Dec Qtr 23	Difference over year
Region 1	1,544	9	3	392	1,532	1,497	35	1,606	-74
Region 2	2,079	24	45	540	2,010	2,016	-6	2,016	-6
Region 3	3,860	23	77	66	3,760	3,736	24	3,801	-41
Region 4	2,667	73	94	302	2,500	2,664	-164	2,683	-183
Region 5	4,030	68	123	886	3,839	3,889	-50	3,893	-54
Region 7	465	82	28		355	357	-2	378	-23
	600	243			245	243	2	170	75
	601	26			25	26	-1	14	11
<b>Total</b>	<b>14,914</b>	<b>279</b>	<b>370</b>	<b>2,186</b>	<b>14,266</b>	<b>14,428</b>	<b>-162</b>	<b>14,561</b>	<b>-295</b>

Total Membership Sep Qtr '24	15,069
Difference over Qtr	-155
Total Membership Dec Qtr '23	15,249
Difference over year	-335

Note: As part of the ongoing issues with Greggs, we have received contributions from 29 individuals that we have no record of. These are not included in the above figures.

### Safety, Health and Environment

Concerns were raised about the vacancies on the national committee, especially in the Women's seats. Drug and Alcohol policies have been a hot topic in the regions again this quarter, which is something we will look at this year, is there a rise in use in our industry or are employers just focusing on reducing insurance premiums, where policies are put in place are they supportive or punitive.

A stress and mental health survey has been put together, members are encouraged to fill it in.

Slips and trips are the biggest issue in our industry, the Executive agreed with the national committees recommendation to encourage all workplaces to conduct assessments and visually highlight danger zones, with red colouring on the floor for example. This would involve a Mapping Initiative and the suggestion is that the employer maps out high risk areas using floor plans to improve safety awareness overall and reduce Slips and Trips as a result.

*End Not Defend* was launched on the 15th January in Parliament, there were a number of unions involved as well as the TUC, Hazards and Migrant sector organisations

The EHRC are supportive and there has been a meeting with the Cabinet office, documents are going to be produced and shared to help spread the word about the campaign and encourage employers to do what is needed to stop sexual harassment at work.

### Political

A long discussion about the **Employment Rights Bill**, the positives and the gaps was had, along with the international political situation, with the election of Trump and the continued rise of the far right. There are a number of amendments to the Bill being submitted on our behalf as well as responses to consultations.

### Education

The ULR committee held their workshop day and outlined some key areas to focus on in 2025

- Mapping out provisions for learning in each of the regions, starting with mapping where members are based at work so that provisions can be sought out that are relevant
- Develop a flyer and workplace poster about learning and the ULR role
- Use the CWU ULR toolkit as a good practice example of creating a BFAWU toolkit for ULRs.
- Survey BFAWU members around their learning needs and inform ULRs where relevant.
- Look into developing a Learning Newsletter
- Develop a conference fringe around the importance of learning/what people want to learn
- Look at a learning week in the December quarter

- The Executive discussed the situation in Scotland where the project had not been successful in receiving funding this year, which leaves more branches without ULF funded support.

### Legal Update

The 2024 figures from Thompsons show that 83 of our members through PI, ER and settlement claims received £668,850 between them which is an average of £8058 each!

### Annual Conference

Preparations are underway for conference, stall holders and people to run fringes will be contacted in the coming weeks, as will potential speakers. The Preliminary agenda will be circulated to branches at the beginning of March for amendments to be discussed at their March Quarter branch meetings.

### AOB

The Executive thanked R.Obrebski for his work over the last 9 years and wishes him well in his next role, the Executive also wished R. Streeter a long and happy retirement when he finishes at the end of March and wishes the new officer in the region the very best in their new role, whoever it may be.

The Executive also welcomed I. Hussain onto the committee from region 3, though he wasn't able to attend the February meeting, they look forward to seeing him in May.

Finally, the Executive wished all the members from Rathbones who had been made redundant the best in their new roles, noting a number had moved to workplaces where we are recognised, which was positive.



## 6-9 May 2025

### Held at Stanborough House

**Present:** Sarah. Woolley, Ian Hodson, Peter Pyne, Tony Mansell, Michael Blundred, John Owens, Imran Hussain, David Lawrence, Curtis Tierney.

*Online:* Rachel Hart, Kevin Flood

The NP opened the meeting and thanked everyone for attending, he said that we should note that in between last meeting and this one, Sean Molloy the Region 5 delegate, who worked at Rathbones and was part of the redundancies there, had taken the decision to step down. The Executive thanked S. Molloy for his work on the Executive and wished him best wishes for the future, the NP added that Imran Hussain would be joining us at the meeting, and that he was looking forward to him being on board, finally he welcomed Zane Wells into his new position in Region 4.

### Obituaries

**Region 1** M. Anwan

**Region 4** Z. Sheldon, T. Conlan, A. McCallum

**Region 7** D. McNiece, J. Murphy, D. Runnet

### Minutes of previous meeting, inc. corrections & matters arising

There had been an issue with some Allied branches in that the company had taken £18 out for contributions, despite being told not to backdate the missing contributions that hadn't been increased in January when they should have. After raising the issue with the company they have since reimbursed those impacted which were mainly Region 4 branches.

**Mover:** M Blundred

**Seconder:** T. Mansell

### Finances

#### Annual Accounts

Whilst the annual accounts show a deficit of £148,000 we are heading in the right direction as had the two offices not been sold last year there would have been a deficit of almost £300,000, there has been an increase in membership income, partly due to the rise in subscription costs, but also due to membership looking to be stabilising.

#### Quarterly Accounts

A discussion was had around the potential impact of proposed changes to Political Fund opt in/out rules and that the majority of people still opt in to contribute to the fund.

**Membership Analysis****Mar Qtr 25**

	Total	Retired/Un employed	Free Cards	Shops	Paid In Mar Qtr 25	Paid In Dec Qtr 24	Difference over Qtr	Paid In Mar Qtr 24	Difference over year
Region 1	1,561	9	3		1,549	1,532	17	1,661	-112
Region 2	2,092	25	47	571	2,020	2,010	10	2,037	-17
Region 3	3,849	18	81	71	3,750	3,760	-10	3,815	-65
Region 4	2,697	74	99	305	2,524	2,500	24	2,659	-135
Region 5	3,876	68	123	897	3,685	3,839	-154	3,887	-202
Region 7	450	82	28		340	355	-15	379	-39
600	243				243	245	-2	211	32
601	26				26	25	1	19	7
<b>Total</b>	<b>14,794</b>	<b>276</b>	<b>381</b>	<b>1,844</b>	<b>14,137</b>	<b>14,266</b>	<b>-129</b>	<b>14,668</b>	<b>-531</b>

**Total Membership Dec Qtr '24**      **14,914**  
**Difference over Qtr**                      **-120**

**Total Membership Mar Qtr '24**      **15,350**  
**Difference over year**                      **-556**

Expenditure over the quarter was slightly down on last year which is positive and the deficit over the quarter is significantly smaller than this time last year.

**Mover:** M Blundred

**Secunder:** D Lawrence

### **Membership Grants**

Four member grants were considered with payments being agreed for them all to support with their situations.

### **Credit Union update**

The Executive thanked P. Nazir for her work as secretary of the Credit Union Board and congratulated M. Blundred for taking on the role going forwards.

### **GDPR**

We had one breach, which was not deemed to be reportable when investigated as measures were immediately taken to resolve the situation.

### **Correspondence**

35 pieces of correspondence were considered, including reaffiliating to Justice for Columbia and Amnesty International. It was agreed to affiliate to *Earth Strike* and to raise awareness of the *Status Now Network*, support a Swedish Trade Union officer who has been dismissed due to trade union activity, raise awareness of the Don't buy apartheid campaign and the People's Assembly demo and engage with Union Insurance Services to increase members benefits.

### **Organising**

The impact of automation and AI was discussed, in terms of the changes to the industry, the new skill sets being introduced as a result of both and how we as a union utilise both to ensure we operate as efficiently as possible and don't get left behind.

There was a lengthy discussion around members not engaging with information that is available to them on noticeboards, the website, Foodworker and social media and how we go about changing that as reps work hard for members often behind the scenes. The changing nature of work with regards to people moving from job to job rather than staying in one place long term was also discussed as a challenge to organising, but one that we need to overcome in order to grow the union.

### **Safety, Health and Environment**

There has been a disappointing response to the Mental Health survey put together by the committee, which would help develop campaigns going forwards to support members at work.

Concerns were raised around whether all branches were engaging in health and safety committee meetings with the employer and how we challenge where this is not happening.

The TUC toilet survey was discussed and examples given of the changes made to sites where the survey had been completed and management faced with the results

## Education

Work has begun on the priorities outlined during the January national committee meeting, mapping of the branches has been completed so that mapping of provisions can begin, a ULR toolkit has been drafted along with a number of useful documents, we are in the progress of putting together a poster, conference fringe and developing a learning needs survey

## Legal Update

So far this year we have had 15 members have successful PI claims which has resulted in £368,577 between them and 1 settlement case which resulted in £14,668 being received

## Annual Conference

Speakers, fringe meeting coordinators and stall holders are coming together nicely, Watkins and Gunn have agreed to run the Quiz and Karaoke session one evening which always goes down well. I am looking at doing a Bingo night.

We have at least 20 first-time delegates in attendance out of the 122 delegates, though we have only had 52 responses to the form seeking information on adjustments that may be needed.

Interestingly if every branch sent every delegate that they were able to send, plus exec and standing orders we would have 269, this increases to 455 if every branch brought a young member too.

The preconference Foodworker is being put together, awards nominations have been poor this year, which is disappointing when we have so many great activists and reps doing great work on behalf of our members.

## AOB

### *Hovis Allied Merger*

The executive were disappointed that there had been a lack of correspondence from either company and that as a union we found out through the news, both companies have been contacted and meetings with the branch secretaries arranged to discuss mapping branches and organising so that branches are in the strongest position as possible when consultation starts. There are mixed messages coming from the news and the companies involved, but what is clear is that we need to organise, build our strength and be ready for a fight.

### *Greencore Bakkavor Merger*

The Executive discussed the impact of a merger between the two companies and how currently there is no national bargaining within either, instead a number of unions have individual collective bargaining arrangements in place. A meeting between the unions is scheduled in May to discuss how to work together going forwards through the merger, neither company are rushing to enter into consultations which is frustrating. Just as with the Allied and Hovis merger organising at the sites where we have members, branches and agreements will be important during this process.

### *Region 5 Executive Council Vacancy*

It was agreed that a call for nominations should be put out to branches in Region 5 in order to fill the newly vacant seat on the Executive as the Substitute position had already been used and there is more than 24 months before the next scheduled election.



# TREASURER'S REPORT 2024

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**THE BAKERS FOOD AND ALLIED WORKERS' UNION**  
**GENERAL FUND INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31ST December 2024**

<b>2023</b>		<b>Continuing activities 2024</b>	
<b>£</b>	<b>Income</b>	<b>£</b>	<b>£</b>
2,342,123	Contributions from members		2,488,504
20,000	Administration charge – Political Fund		20,000
18,552	Investment income		2,985
2,743	Rents receivable		2,842
32	Sundry commissions and other income		738
62,215	Increase (Decrease) in market value of investments		78,031
392,172	Profit (Loss) on disposal of freehold property		–
(20,000)	Profit (Loss) on disposal of motor vehicles		–
(15,518)	Profit (Loss) on disposal of investments		15,314
37,849	VAT recoveries		35,629
<u>2,840,168</u>			<u>2,644,043</u>
	<b>Less Expenditure</b>		
71,336	Benefits, Grants and Legal services (per Schedule I)	108,761	
104,489	Trade Unions and other affiliations (per Schedule II)	116,942	
2,552,368	Working expenses and other outgoings (per Schedule III)	2,566,785	
<u>2,728,193</u>	<b>Total Expenditure</b>		<u>2,792,488</u>
111,975	<b>Surplus/(Deficit) for the Year</b>		(148,445)
<u>1,235,850</u>	Amount of the General Fund at the beginning of the year		<u>1,347,825</u>
<u>1,347,825</u>	Amount of the General Fund at the end of the year		<u>1,199,380</u>

There were no recognised gains or losses in either year, other than the surplus or deficit reported above and in the attached Political Fund, Benevolent Fund and the North Eastern Social Fund.

The total recognised gains/losses in respect of the Pension Fund are shown on page 2.

**THE BAKERS FOOD AND ALLIED WORKERS' UNION**  
**PENSION FUND POSITION AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31ST December 2024**

<b>2023</b>		<b>Continuing activities 2024</b>	
<b>£</b>	<b>Change in defined benefit obligation</b>	<b>£</b>	<b>£</b>
7,623,000	Benefit obligation at beginning of year	7,706,000	
93,000	Current service cost	96,000	
364,000	Interest cost	346,000	
115,000	Actuarial (gains)/losses	(615,000)	
(391,000)	Benefits paid	(419,000)	
(98,000)	Other	(35,000)	
<u>7,706,000</u>	Benefit obligation at end of year		<u>7,079,000</u>
<b>Analysis of defined benefit obligation</b>			
<u>7,706,000</u>	Plans that are wholly or partly funded		<u>7,079,000</u>
<b>Change in plan assets</b>			
4,455,000	Fair value in plan assets at beginning of year	4,485,000	
213,000	Interest income	202,000	
(86,000)	Administration expenses	(109,000)	
351,000	Employer contribution	367,000	
41,000	Return on assets excluding interest income	(356,000)	
(391,000)	Benefits paid	(419,000)	
(98,000)	Other	(35,000)	
<u>4,485,000</u>	Market value of Assets at end of year		<u>4,135,000</u>
<u>(3,221,000)</u>	Net Funded status at end of year		<u>(2,944,000)</u>
<b>Amounts recognised in profit and loss account</b>			
93,000	Current service cost	96,000	
86,000	Administration expenses	109,000	
151,000	Net interest	144,000	
<u>(330,000)</u>	Amount charged to P&L		<u>(349,000)</u>
<u>(115,000)</u>	Actuarial gains/(losses) immediately recognised	<u>615,000</u>	
(115,000)	Total pension cost recognised in the Pension Fund		615,000
351,000	Pension fund contributions paid for by General Fund		367,000
41,000	Return on assets excluding interest income		(356,000)
<u>(53,000)</u>	Total gain/(loss) movement for year		<u>277,000</u>
<u>(3,168,000)</u>	Deficit in scheme at beginning of year		<u>(3,221,000)</u>
<u><u>(3,221,000)</u></u>	Funded status of Pension Fund at the end of the year		<u><u>(2,944,000)</u></u>

**THE BAKERS FOOD AND ALLIED WORKERS' UNION**  
**POLITICAL FUND INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31ST December 2024**

<b>2023</b>		<b>Continuing activities 2024</b>	
<b>£</b>	<b>Income</b>	<b>£</b>	<b>£</b>
26,493	Contributions from members		26,653
<hr/>			<hr/>
26,493			26,653
	<b>Less Expenditure</b>		
1,875	Contributions to Labour parties, election funds etc.	3,805	
2,294	Conference and delegates' expenses, etc	2,870	
20,000	Administration expenses – General Fund	20,000	
<hr/>		<hr/>	
24,169	<b>Total Expenditure</b>		26,675
<hr/>			<hr/>
2,324	<b>(Deficit)/Surplus for the Year</b>		(22)
17,810	Amount of the Political Fund at the beginning of the year		20,134
<hr/>			<hr/>
20,134	Amount of the Political Fund at the end of the year		20,112
<hr/> <hr/>			<hr/> <hr/>

**THE BAKERS FOOD AND ALLIED WORKERS' UNION**  
**BENEVOLENT FUNDS INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31ST December 2024**

<b>2023</b>		<b>Continuing activities 2024</b>	
<b>£</b>	<b>Income</b>	<b>£</b>	<b>£</b>
5,106	Contributions from members		5,052
–	Donations		–
<u>5,106</u>			<u>5,052</u>
	<b>Less Expenditure</b>		
2,480	Benevolent grants	1,833	
1,199	Conference guests	786	
300	Charitable donations	–	
91	Postage and other expenses	74	
<u>4,070</u>	<b>Total Expenditure</b>		<u>2,639</u>
1,036	<b>Surplus/(Deficit) for the Year</b>		2,359
<u>21,107</u>	Amount of Benevolent Funds at the beginning of the year		<u>22,143</u>
<u>22,143</u>	Amount of Benevolent Funds at the end of the year		<u>24,502</u>

**North Eastern Social Fund Income and Expenditure  
Account for the Year Ended 31st December 2024**

		<b>Continuing activities</b>	
<b>£</b>	<b>Income</b>	<b>£</b>	<b>£</b>
–	Donations		–
<u>–</u>			<u>–</u>
	<b>Less Expenditure</b>		
70	Sundry payments	24	
<u>70</u>	<b>Total Expenditure</b>		<u>24</u>
(70)	<b>(Deficit)/Surplus for the Year</b>		(24)
<u>2,197</u>	Amount of Social Fund at the beginning of the year		<u>2,127</u>
<u>2,127</u>	Amount of Social Fund at the end of the year		<u>2,103</u>

**THE BAKERS FOOD AND ALLIED WORKERS' UNION****BALANCE SHEET****AS AT 31ST December 2024**

<b>2023</b>		<b>2024</b>	
<b>£</b>	<b>Funds</b>	<b>£</b>	<b>£</b>
1,347,825	General Fund Reserve		1,199,380
	<b>Benevolent Funds:</b>		
13,071	No.3 Region	13,071	
4,287	No.5 Region	4,759	
4,785	No.7 Region	6,672	
<u>22,143</u>		<u>24,502</u>	
2,127	North Eastern Social Fund Reserve		2,103
20,134	Political Fund Reserve		20,112
(3,221,000)	Pension Fund Reserve		(2,944,000)
<u>(1,828,771)</u>		<u>(1,697,903)</u>	
	<b>Represented by:</b>		
	<b>Fixed Assets</b> (per Schedule IV)		
24,958	Freehold property	24,958	
846	Leasehold property	–	
–	Office furniture and equipment	–	
14,756	Computer equipment	5,309	
–	Motor cars	–	
<u>40,560</u>		<u>30,267</u>	
1,131,927	<b>Investments</b> (per Schedule V)		1,113,184
<u>1,172,487</u>		<u>1,143,451</u>	
	<b>Current Assets</b>		
41,065	Contributions receivable	55,280	
252,311	Other debtors and prepayments	160,749	
	<b>Balances at bank</b> (including Benevolent and Social Funds):		
13,071	Bank deposit accounts	13,071	
123,096	Bank current accounts	49,600	
926	Cash in hand	817	
<u>430,469</u>	Carried forward	<u>279,517</u>	<u>1,143,451</u>

**THE BAKERS FOOD AND ALLIED WORKERS' UNION****BALANCE SHEET****AS AT 31ST December 2024**

<b>2023</b>		<b>2024</b>	
<b>£</b>		<b>£</b>	<b>£</b>
430,469	Brought forward	279,517	1,143,451
<b>Less: Current Liabilities</b>			
210,727	Creditors and accruals	176,871	
219,742	<b>Net Current Assets/(Liabilities)</b>		102,646
1,392,229	<b>Net Assets Excluding Pension Asset</b>		1,246,097
(3,221,000)	<b>Pension Asset/(Liability)</b>		(2,944,000)
(1,828,771)	<b>Net Assets Including Pension Asset/(Liability)</b>		(1,697,903)

**S. Woolley** General Secretary  
for and on behalf of the  
Executive Council

12th May 2024

## THE BAKERS FOOD AND ALLIED WORKERS' UNION

### NOTES TO THE ACCOUNTS

#### FOR THE YEAR ENDED 31 December 2024

#### 1. Accounting policies

The following accounting policies have been applied consistently in dealing with the items that are considered material in relation to the Union's accounts.

- a) The financial statements have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland.
- b) Income and Expenditure is accounted for on the accruals basis, provision being made for contributions receivable for the period to 31st December, but not received by the year end and also for other accrued income and expenditure.

- c) Fixed assets are depreciated down to their residual value over their estimated useful life as follows:

<b>Freehold property</b>	<i>Fifty years from the date of purchase or valuation</i>
<b>Leasehold property</b>	<i>Forty years</i>
<b>Motor cars</b>	<i>Two years</i>
<b>Office and computer equipment</b>	<i>Two and a half years</i>

- d) Investments (Fixed asset investments) in listed company shares are remeasured to market value at each Balance Sheet date. Gains and losses on remeasurement are recognised in the income and expenditure account for the period.
- e) Pension costs (see note 6)
- f) Operating lease rentals are charged on a straight line basis over the lease term.
- g) Legal income is measured as the fair value of the consideration received or receivable. Legal income is recognised in the period in which the legal defence and compensation claims are settled in the Union's favour, only at this stage can income be reliably measured. The Union accounts for costs and disbursements as incurred and for refunded disbursements as received.
- h) Government Grants received are netted off against the direct expenditure incurred on each of the projects. In the case of the Union Learning Fund, a grant has been provided to cover the full cost of the project.
- i) Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial assets, financial liabilities.

#### 2. Fixed Assets

All freehold property is stated at cost less depreciation to date.

Movements on fixed assets are disclosed in Schedule IV.

#### 3. Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires the directors to make judgements, estimates and assumptions that can affect the amounts reported for assets and liabilities, and the results for the year. The nature of estimation is such though that actual outcomes could differ significantly from those estimates.

The following judgements have had the most significant impact on amounts recognised in the financial statements:

##### *Pension Scheme*

Values are determined using the actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases are used in calculating scheme assets and liabilities. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the present value of estimated future cash outflows to be required to settle the pension obligations.

**THE BAKERS FOOD AND ALLIED WORKERS' UNION****NOTES TO THE ACCOUNTS****FOR THE YEAR ENDED 31 December 2024****4. Contingent Liabilities**

As at the year end the Union was administering ongoing legal cases on behalf of its members. For cases lodged the Union may receive legal income in relation to cases with a successful outcome, and will incur legal costs in relation to the ongoing cases. Legal costs are recognised only when they can be reliably measured which is usually at the conclusion of each case. Contingent liabilities are not recognised in the financial statements in respect of legal cases still in progress, as the outcome of such cases cannot be reliably predicted and the associated legal costs cannot be reliably measured.

**5. Operating Lease Commitments**

At the Financial year end, The Union had future minimum lease payments under non-cancellable operating leases as follows:

	2024			2023		
	£	£	£	£	£	£
	Motor cars	Office equipment	Land and buildings	Motor cars	Office equipment	Land and buildings
Not later than one year	73,379	39,917	9,414	76,496	23,996	9,414
One to two years	42,631	33,452	4,707	39,059	23,583	9,414.00
Two to five years	15,007	47,294	–	8,311	17,688	4,707.00
The charge against income for the year was	91,411	26,729	9,864	84,147	26,729	20,244

**6. Pension costs**

The Union operates a UK registered trust-based pension scheme that provides defined benefits. For service up to 31 May 2011, pension benefits are linked to the members' final salaries and service up to 31 May 2011 (or date of leaving if earlier). From 1 June 2011, pension benefits are built up on a Career Averaged Revalued Earnings (CARE) basis, where benefits are linked to members' salaries in each year and increased to retirement broadly in line with inflation.

The Trustees are responsible for running the Scheme in accordance with the Scheme's Trust Deed and Rules, which sets out their powers. The Trustees of the Scheme are required to act in the best interests of the beneficiaries of the Scheme.

There are three categories of pension scheme members:

- **Active members:** currently employed by the Union
- **Deferred members:** former active members of the Union and not yet in receipt of a pension
- **Pensioner members:** in receipt of pension.

The Trustees are required to carry out an actuarial valuation every 3 years.

An actuarial valuation of the Scheme was performed by the Scheme Actuary for the Trustees as at 31 December 2021. This valuation revealed a funding shortfall of £3,008,000. Following this valuation, the Union has agreed to pay annual contributions of 19.2% of members' pensionable salaries (less the member's contribution) to meet the cost of future service accrual.

**THE BAKERS FOOD AND ALLIED WORKERS' UNION****NOTES TO THE ACCOUNTS****FOR THE YEAR ENDED 31 December 2024****6. Pension costs (continued)**

The Union has also agreed to pay contributions towards the funding shortfall in the Scheme, expenses and PPF levy of £268,000 per annum from 1 April 2023 to 31 December 2034.

The Union therefore expects to pay £402,000 to the Scheme during the accounting year beginning 1 January 2025.

The results for the most recent formal actuarial valuation as at 31 December 2021 have been updated to 31 December 2024 by a qualified independent actuary. The assumptions used were as follows:

Significant actuarial assumptions	Year ended	Year ended
	31/12/24	31/12/23
	pa	pa
Discount rate	5.50%	4.60%
Retail prices inflation (RPI)	3.15%	3.05%
Consumer prices inflation (CPI)	2.80%	2.65%
<b>Other actuarial assumptions</b>		
Salary increases	2.80%	2.65%
Pension increases:		
Pre 88 GMP	2.30%	2.30%
Pre 1 June 2011	3.10%	3.00%
Post 31 May 2011	2.75%	2.65%
CARE revaluation:		
Active members	3.10%	3.05%
Deferred members	2.80%	2.65%
Revaluation of deferred pensions in excess of GMP	3.15%	3.05%

**Mortality assumptions**

Description	Year ended 31/12/24	Year ended 31/12/23
Mortality (pre-retirement)	As per post-retirement	As per post-retirement
Mortality (post-retirement)	102% S3PMA / 110% S3PFA + 1 year CMI 2023 [1.00%] (yob) (all default extended parameters)	102% S3PMA / 110% S3PFA + 1 year CMI 2022 [1.00%] (yob) (all default extended parameters)

**Life expectancies (in years)**

	Year ended		Year ended	
	31/12/24		31/12/23	
	Male	Female	Male	Female
For an individual aged 65 at the year end	20.20	22.20	20.30	22.10
At age 65 for an individual aged 45 at the year end	21.10	23.30	21.20	23.20

## THE BAKERS FOOD AND ALLIED WORKERS' UNION

### NOTES TO THE ACCOUNTS

#### FOR THE YEAR ENDED 31 December 2024

#### 6. Pension costs (continued)

##### Assets

The fair value of the assets of the Scheme were:

Asset Class	Year ended 31/12/24 Mkt value £'000	Year ended 31/12/23 Mkt value £'000
Equities/Growth Assets	2,823	2,717
Liability driven investments	1,182	1,654
Trustee bank account	12	7
Cash	20	–
Sundry debtors & creditors	40	40
Owed to the Union	(20)	(20)
Insured annuities	78	87
	4,135	4,485

The return on the asset was:

Asset Class	£'000	£'000
Interest income	202	213
Return on assets less interest income	(356)	41
Total return on assets	(154)	254

There have been no amendments, curtailments or settlements over the accounting period

#### 7. Reconciliation of Movement in Members' Funds

The Union is aware of the 2023 ruling in the Virgin Media vs NTL Pension Trustee case and subsequent court of appeal ruling published in July 2024. These ruled that certain amendments made to the NTL Pension Plan were invalid because they were not accompanied by the correct actuarial confirmation. There remains significant uncertainty as to whether the judgments will result in additional liabilities for UK pension schemes and it is possible that the Department for Work and Pensions will introduce legislation to allow changes to be certified retrospectively. A detailed review of historic documentation will be needed to determine whether the changes made by the Scheme were valid (assuming retrospective certification does not become an option), and such a review will take some time to complete. As a result, the Union cannot be certain of the potential implications (if any) in relation to the Scheme and therefore a sufficiently reliable estimate of any effect on the obligation cannot be made at this time.

Reconciliation of Movement in Members' Funds	2024 £	2023 £
Member's Funds Brought Forward (as restated)	(1,828,771)	(1,891,036)
Surplus/(Deficit) on General Fund	(148,445)	111,975
Movement ((deficit)/surplus) on Pension Fund Reserve	277,000	(53,000)
(Deficit)/surplus on Political Fund	(22)	2,324
(Deficit)/Surplus on Benevolent Funds	2,359	1,036
(Deficit)/Surplus on North Eastern Social Fund	(24)	(70)
Member's Funds Carried Forward	(1,697,903)	(1,828,771)

**THE BAKERS FOOD AND ALLIED WORKERS' UNION**  
**SCHEDULES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 December 2024**

<b>2023</b>		<b>2024</b>
<b>£</b>		<b>£</b>
	<b>(I) Benefits, Grants and Legal Services</b>	
2,475	Funeral grants	2,850
3,150	Free card grants	6,750
–	Fatal accident claims	–
10,228	Sundry grants (members and charities)	5,939
35,222	Legal defence costs incurred in period	76,071
20,201	Sickness benefits	17,151
60	Unemployment benefits	–
<u>71,336</u>		<u>108,761</u>
	<b>(II) Trade Unions and Other Affiliations</b>	
31,638	IUF UITA IUL and EFFATT	31,600
17,824	GFTU	18,201
49,446	Trades Union Congress fees	52,753
5,581	Affiliation fees & contributions to industrial committees	14,388
<u>104,489</u>		<u>116,942</u>

**THE BAKERS FOOD AND ALLIED WORKERS' UNION**  
**SCHEDULES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 December 2024**

<b>2023</b>		<b>2024</b>
£		£
	<b>(III) Working Expenses and Other Outgoings</b>	
58,775	Collectors' commission	58,964
88,628	Branch secretaries	83,188
970,097	Salaries and National Insurance	971,407
331,820	Retirement Benefits Scheme contributions	335,972
65,000	Retirement Benefits Scheme admin costs	72,730
126,802	Car costs	134,030
29,348	Organising expenses	20,301
79,204	Rent, rates, light and heat	83,457
64,891	Insurances (including cars)	63,895
40,939	Repairs, maintenance and equipment leasing	47,441
12,082	Cleaning and miscellaneous	17,108
18,798	Telephone	20,373
15,204	Printing, stationery and publications	12,890
24,315	'FoodWorker' printing and distribution costs	29,896
2,333	Promotion	–
5,340	Postage	3,342
145,650	Computer expenses and website	157,199
46,290	Officials' and delegates' expenses	55,211
19,490	Balloting	18,958
5,262	Health and Safety Expenses	5,735
2,868	Training	7,175
80,819	Expenses of Conference of the Union	73,662
60,295	Audit, accountancy and special services	65,783
47,172	Legal and professional expenses (non-member defences)	52,017
14,538	Bank charges and interest	13,777
17,145	Investment manager charges	15,073
12,778	Sickness and health insurance	13,307
121,101	VAT on above expenses	122,454
34,287	Corporation Tax	–
	<b>Depreciation (Note 1c)</b>	
77	Office furniture and equipment	–
10,173	Computer equipment	10,594
847	Amortisation of leasehold property (Note 1c)	846
<u>2,552,368</u>		<u>2,566,785</u>

**THE BAKERS FOOD AND ALLIED WORKERS' UNION**  
**SCHEDULES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31ST December 2024**

	<b>Stanborough</b> <b>£</b>
<b>(IV) Fixed Assets</b>	
<b>(a) Freehold Property</b>	
Cost (Note 2)	
As at 1st January 2024	135,123
Additions	–
Disposals	–
As at 31st December 2024	<u>135,123</u>
<b>Depreciation</b>	
As at 1st January 2024	110,165
Charge for the year	–
Disposals	–
As at 31st December 2024	<u>110,165</u>
<b>Net Book Value</b>	
As at 31st December 2024	<u>24,958</u>
As at 31st December 2023	<u>24,958</u>

The Union has agreed to provide a contingent security in favour of the Bakers, Food and Allied Workers' Union Retirement Benefits Scheme by way of a first legal charge over the Stanborough House property.

**THE BAKERS FOOD AND ALLIED WORKERS' UNION**  
**SCHEDULES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31ST December 2024**

**(IV) Fixed Assets (continued)**

**(b) Leasehold Property**

	<b>Manchester £</b>
Cost	
As at 1st January 2024 and 31st December 2024	33,884
Depreciation	
As at 1st January 2024	33,038
Charge for the year	846
As at 31st December 2024	33,884
Net Book Value	
As at 31st December 2024	–
As at 31st December 2023	846

	<b>Office Equipment and Furniture £</b>	<b>Computer Equipment £</b>
<b>Cost</b>		
As at 1st January 2024	2,930	66,896
Additions in year	–	1,147
Disposals/retirements in year	(2,930)	–
As at 31st December 2024	–	68,043
<b>Depreciation</b>		
As at 1st January 2024	2,930	52,140
Charge for the year	–	10,594
Depreciation on disposals/retirements	(2,930)	–
As at 31st December 2024	–	62,734
<b>Net Book Value</b>		
As at 31st December 2024	–	5,309
As at 31st December 2023	–	14,756

**THE BAKERS FOOD AND ALLIED WORKERS' UNION**  
**SCHEDULES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31ST December 2024**

2023 £		2024 £
	<b>(V) Fixed Asset Investments</b>	
	<b>Quoted Investments</b>	
1,083,522	Market value brought forward	1,131,627
3,671,821	Additions	782,510
(3,685,629)	Disposals	(779,284)
–	(Withdrawals)/deposits	(100,000)
61,913	Increase/(decrease) in market value	78,031
<u>1,131,627</u>	Market value carry forward	<u>1,112,884</u>
	<b>Other Unquoted Loans and Loan Stock</b>	
300	Market value brought forward	300
–	Increase/(decrease) in market value	–
<u>300</u>	Market value carry forward	<u>300</u>
<u>1,131,927</u>	<b>Total Fixed Asset Investments</b>	<u>1,113,184</u>

**THE BAKERS FOOD AND ALLIED WORKERS' UNION**  
**STATEMENT OF EXECUTIVE COUNCIL RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31ST December 2024**

Trade Union law as augmented by the Union's Rules requires The Executive Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Union and of the income and expenditure of the Union for that period. In preparing those financial statements The Executive Council are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Union will continue in operation.

The General Secretary on behalf of The Executive Council is responsible for keeping proper accounting records with respect to the Union's transactions and its assets and liabilities and for establishing and maintaining a satisfactory system of control over its accounting records, its cash holdings and all its receipts and remittances to enable them to ensure that the financial statements comply with the **Trade Union and Labour Relations (Consolidation) Act 1992** (Amended). The Executive Council is also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as The Executive Council is aware:

- There is no relevant audit information of which the auditors are unaware  
and
- The Executive Council have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**S. Woolley** General Secretary  
for and on behalf of the  
Executive Council

12th May 2024

## **INDEPENDENT AUDITORS' REPORT**

### **TO THE MEMBERS OF BAKERS, FOOD & ALLIED WORKERS' UNION**

### **FOR THE YEAR ENDED 31 December 2024**

#### **Opinion**

We have audited the financial statements on pages 1 to 15 of Bakers, Food and Allied Workers Union (the 'Union') for the year ended 31 December 2024. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2024 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the **Trade Union and Labour Relations (Consolidation) Act 1992**.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that The Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of The Executive Council with respect to going concern are described in the relevant sections of this report.

#### **Other information**

The Executive Council are responsible for the other information. The other information comprises the information included in the Annual Report of The Executive Council, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in The Executive Council's report.

## **INDEPENDENT AUDITORS' REPORT**

### **TO THE MEMBERS OF BAKERS, FOOD & ALLIED WORKERS' UNION**

### **FOR THE YEAR ENDED 31 December 2024**

We have nothing to report in respect of the following matters where the **Trade Union and Labour Relations Act 1992** requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of Executive Council**

As explained more fully in The Executive Council's responsibilities statement on page 16, The Executive Council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as The Executive Council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, The Executive Council are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless The Executive Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

#### **Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

##### *Capability of the audit in detecting irregularities, including fraud*

Based on our understanding of the Trade Union, and through discussion with The Executive Council and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the **Trade Union Act 2016** and **Labour Relations (Consolidation) Act 1992** (Amended). We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase income or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements.

Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements forming the bases of significant accounting estimates; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and

## **INDEPENDENT AUDITORS' REPORT**

### **TO THE MEMBERS OF BAKERS, FOOD & ALLIED WORKERS' UNION**

### **FOR THE YEAR ENDED 31 December 2024**

- Reading minutes of meetings of those charged with governance and reviewing correspondence with relevant tax and regulatory authorities; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Obtaining a bank audit letter at the reporting date to verify the cash at bank balances; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by The Executive Council.
- Conclude on the appropriateness of The Executive Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### **Use of our report**

This report is made solely to the Union's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Springfield House  
Springfield Road  
Horsham  
West Sussex, RH12 2RG

**Kreston Reeves LLP**  
Chartered Accountants  
& Statutory Auditors  
Date: May 11th 2024



