



**WE HAVE A VOICE.... AND  
WE USE IT!**



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## SARAH REFLECTS ON THIS YEAR'S CONFERENCE

"...we still have a lot of work to do to turn membership around, improve finances and rebuild our union so it's here long after any of us have retired, but together we absolutely can do it, by trying new things and working together.."

sarah.woolley@bfawu.org

### We Came Together – Now We Rise Together

AT THIS YEAR'S BFAWU Annual Conference, something powerful happened.

From every corner of our movement – from bakeries to production lines, kitchens to canteens, from fields to factories – we gathered not just to reflect, but to *organise*. Not just to speak, but to *act*. Whether you were a first-time delegate stepping up to the mic or a long-standing rep offering hard-won insight, **Thank you**.

Thank you for showing up. Thank you for standing together. *Thank you for building this union.*

What we created together in that room wasn't just another conference – it was a **statement of intent**.

We came as one union, built in workplaces up and down the country, by workers who know that *Solidarity* isn't a slogan, it's a **lifeline**. And this year, more than ever, that truth echoed through every speech, every vote, every conversation in the hall and in the corridors. We brought with us the struggles and the victories of the past year – and we left with a plan to do more, go further, and grow stronger. The challenges we face are serious – but the strength we've shown **is even greater**.

Over the past 12 months, BFAWU has stepped up – and stood tall. We've supported members through a worsening cost-of-living crisis. We've fought back against exploitation in all its forms. We've negotiated deals that have brought better pay, greater security, and more dignity to workplaces that too often lack all three.

We've defended jobs. We've trained new reps. We've held employers to account – and kept our values of justice, solidarity, and collective action at the centre of all we do.

In a political climate that scapegoats migrants, strips away rights, and treats workers as expendable, BFAWU has been a voice of resistance – and of hope.

We've also seen the true breadth and diversity of our union come to life.

This year we welcomed and celebrated two powerful newish parts of our union family: the **Sex Workers Union (SWU)** and **Solidarity Across Land Trades (SALT)**. Their work is not just important – it's *trailblazing*.

- **SWU** is organising in one of the most stigmatised and marginalised sectors, demanding rights, safety, and dignity. They remind us that *no worker should be left behind* – and that the values of our movement must reach into every workplace, however hidden or unprotected.
- **SALT** is uniting land workers, seasonal labourers, rural food producers, and growers in a sector too often kept out of sight. Their work is connecting the dots between food, labour, and land – and building real worker power in some of the hardest-to-organise corners of our economy.

SWU and SALT aren't just part of BFAWU – they are showing us the future of BFAWU: *inclusive, radical, rooted in class struggle, and unafraid to organise in the hard places*.

But as we celebrate our growth, we must also face the storm clouds ahead.

We're seeing seismic shifts in the food sector – mergers, closures, and corporate takeovers that threaten jobs and communities. The proposed merger between *Allied* and *Hovis*, the consolidation between *Greencore* and *Bakkavor* – these aren't just business headlines. They're *personal*.





**Behind every deal is a worker wondering what will happen to their pension, their shifts, their future.**

We've seen what happens when profit is prioritised over people. *Rathbones* is a clear example. This wasn't about falling demand. This was about finance capital squeezing every drop from a workforce – then tossing them aside. Our message is clear: **our members are not disposable**. And we will not sit quietly while lives and livelihoods are wrecked to boost shareholders' returns.

We've also taken a hit to one of the most vital tools in our movement: **Education**. The loss of the *Scottish Union Learning Fund* is a bitter blow. Access to skills, learning, and training should be a *right* – not a *luxury*. Union learning changes lives – it builds confidence, fosters leadership, and gives our members power in the workplace.

That's why we're doubling down on our commitment to union learning. From digital skills to political education, from literacy to health and safety, we're building a culture where learning is part of how we fight back. We've got brilliant training through the GFTU and others – but we need our members to engage. Sign up. Bring a colleague. **Build a culture of curiosity and strength.**

And through all of this, the heart of our strategy is clear: **we must organise**.

Organising is not optional, it is *essential*. We must grow this union – not just in numbers, but in confidence, strength, and militancy. Every new rep supported, every member encouraged to speak out, every grievance pushed forward – that's how we build power.

***And we saw the fruits of that work at Conference.***

The energy in the room was unmistakable – driven in no small part by the incredible number of first-time speakers. Workers who hadn't planned to take the mic – but did. Who found their voice – and *used it*. If that was you: you already know this. You changed the conversation. You made the union stronger. ***And you belong here.***

To our more experienced delegates: thank you for lifting up those new voices. That's how we build a movement that lasts – not by holding onto power, but by sharing it.

And as we build, we must be absolutely clear: **there is no place for the far right in our union**. Not in our meetings. Not in our social media feeds. Not in our name. We are a union built by migrants, by working-class people of every background, every gender, every faith, every identity.

We know what it is to be scapegoated and silenced – and we will never let hate divide us. **Solidarity** isn't just something we put on banners. It's how we survive. And it's how we win. So, what now?

Now we go home. But not back to business as usual. We go back re-energised. Recommitted. Ready to fight for every member, every workplace, every right.

***Let's tell*** our stories – the wins, the fights, the lessons.

***Let's build*** our branches into places of belonging and resistance.

***Let's organise*** in every corner of our sector – relentlessly, creatively, courageously.

***Let's bring people in*** – not for numbers, but for strength.

***Let's ensure*** our networks – LGBT+, disabled, women, young, BAME – aren't side conversations, but central pillars of our organising.

***And let's remember:*** our union is not its branding or policies. It's our *people* – *Bakers, Packers, Hospitality workers, Farm labourers, Carers, Cleaners, Parents, Fighters, Visionaries.*

This is our **movement**. This is our **moment**. ***Let's go make it count!***

**In strength, pride, and solidarity,**

**Sarah**



## NATIONAL PRESIDENT IAN HODSON

***"We don't need more of their lies. We need homes. We need hospitals. We need safe workplaces, decent pay and public services run for people not for profit."***

**LET'S NOT DRESS IT UP.** What we're living through isn't a political debate. It's class war and we're the ones under attack.

They've scrapped their own promises – they are failing us on insecure work, they gutted their own Employment Bill; watered down zero-hours protections... and when workers demand protection from sexual harassment, what do we get? Lords and politicians laughing it off as 'banter'. The same so-called *'free speech warriors'* who bang on about grooming gangs don't seem to mind when hospitality workers get groped (unless it's their daughter behind the bar).

Now they've gone even further. Climate activists, trade unionists, and anyone brave enough to take direct action is being dragged into police vans under anti-terror laws. That's not democracy. That's dictatorship in a suit and tie.

This isn't just bad policy. It's a rotten system – one that's been decaying since Thatcher flogged off council housing and handed our future over to the market. Now her political descendants, billionaires and media barons are pushing Reform UK as the answer. It's the same poison in a different bottle.

But we know the truth. We've seen it on picket lines, at factories, in foodbank queues.

This system doesn't work for *us* – it works for *them*. And when working-class people begin to rise up, they use fear, racism, and division to shut us down.

*Don't fall for it.* Our enemy isn't your neighbour. It's the *Corporations* making record profits while our wages are squeezed. It's the *landlords* pricing us out of our own towns. It's the *politicians* – red or blue – who sold out our communities and now tell us, "there's no money left".

But there *is* money. Plenty of it. But it's being hoarded at the top by those who've never lifted a finger to earn it.

We don't need more of their lies. We need *homes*. We need *hospitals*. We need *safe workplaces, decent pay and public services run for people not for profit*.

They say socialism failed? Rubbish. The only time this country worked for working people was when we had socialist policies – council housing, full employment, free education, strong unions. That's what built our communities. ***That's what we fight for.***

So let them mock. Let them lie. Let them come after us. Because we are the Trade Union movement and we will not be silenced, sold off, or scared into submission.

### A New Possibility

The recent announcement from **Zarah Sultana** should be welcomed by anyone who still believes politics can serve working-class people.

While it may have taken too long to surface, the possibility of Zarah and **Jeremy Corbyn** building something new together is the most exciting political development in years – not because of the names but because of what it represents: *a clean break from a stitched-up system that's failed us for decades.*

For too long we've been fed the lie that change comes from within the walls of Westminster – as if justice could be something handed down by people who've never worked a shift, never worried about rent, never stood in a foodbank queue.

***But this is different.***

This is ours to build. A movement rooted in trade unions, communities, and class politics. A party that speaks in the language of workers not lobbyists. A chance to put dignity, equality, and solidarity back at the heart of national life.

It won't be easy. They'll smear it, ignore it, and try to crush it before it can grow. But that's how you know it's a threat to their cosy little club.

***Let's be clear: this isn't just another electoral project. It's a call to organise. To unite. To fight.***

***Because if we want politics to work for us, it has to come from US.***

### A Conference to Be Proud Of

This year's Conference was one of the most passionate and determined we've had in a long time.

Delegates came with purpose, spoke with conviction, and left with a renewed commitment to making sure the oldest trade union in Britain continues to fight for everyone working in the food industry.

There was a real sense of unity throughout something many visitors commented on. Whether in the debates on motions, the friendships formed over a cup of tea, or the late-night conversations about the future, the atmosphere was one of collective strength and shared belief.

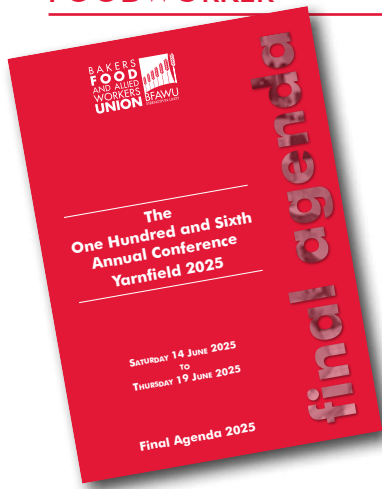
Every motion passed was more than just policy it was *a statement of intent*. We're not just *reacting* to events, we're *shaping* the future. A future that we, the members, will build together.

This Conference didn't just reflect where we are, it reminded us who we are, a union reinvigorated, focused, and ready to grow.

***Strong, united, and proud to be BFAWU.***

Ian





# CONFERENCE: MOTIONS CARRIED

The full list of motions debated by Conference can be found in the **Final Agenda 2025**. Motions lost, withdrawn or 'Out of Order' are not included here, but some motions were *remitted* for debate on a future occasion.

For a copy of the Agenda, please visit the website ([www.bfawu.org](http://www.bfawu.org)) and search for **Conference Documents – Agenda** is first on the list.

If you can't find it, email [info@bfawu.org](mailto:info@bfawu.org) to request a link.

## Rule Changes and New Rules

### 9 New Rule 14.8 (m) EXECUTIVE COUNCIL

Equality representatives shall be elected from the members of the Branches. The duty of Equality representatives is to implement changes on sites, promote equality and tackle discrimination. They shall forward best practice to the EC for discussion.

Equality representatives are to stand for re-election after five years' service, and their credentials should be progressed through the Regional Council.

### 10 New Rule 14.8 (n) EXECUTIVE COUNCIL

Branch Organisers shall be elected from the members of the Branches. The duty of Branch Organisers is to increase membership within the branch by recruiting new members and increasing engagement. They shall forward best practice to the EC for discussion.

Branch Organisers are to stand for re-election after five years' service, and their credentials should be progressed through the Regional Council.

### 12 Rule 22.20 EXECUTIVE COUNCIL

Remove Rule

## General Motions

### Union Policies

Motions 14 and 16 *Remitted* (see page 8)

### Safety, Health and Environment

#### 17 Branch 503

##### *Demand Universal Free, Nutritious School Meals*

Conference notes the outrageous levels of child poverty in Scotland – about 25% of all kids – and the simultaneous epidemic of obesity and ill health.

Whilst calling on the Scottish government to help address this through measures like universal, non-means tested child benefits, we specifically also call for universal free, nutritious school meals for all children, from pre-school and nursery, through all primary school years and throughout secondary school years.

Conference welcomes the partial introduction of free school meals to Primary 1-5, as a result of long-running campaigns, but condemns the 2024 decision by the Scottish government to halt its roll-out to Primary 6-7.

Conference furthermore calls for this to be a universal provision – including at secondary schools – to remove the stigma of the means-tested system, and provide at least one healthy, warm, nutritious meal a day that will help improve learning outcomes and health amongst our young people, in a period of escalating poverty and deprivation in the population, and the growing educational attainment gap

#### 18 Branch 452

That the government enforce that bicycle manufacturers sell bicycles with front and rear lights already fitted at the point of sale.

#### 19 Branch 258

This Conference agrees that we need to nationalise social care in the UK. Nationalisation would mean establishing a publicly funded National Care Service (NCS), like the NHS, with care provided free at the point of need. The NCS could improve the quality of care for older and disabled people as well as working age adults. The NCS could address the shortage of care workers by providing better pay, T's and C's and training. It could also end the current reliance on profit making private companies who trade profit over quality service provision

#### 20 Branch 503

##### *Public Ownership of all forms of Energy*

Conference condemns the increased loss of skilled workers' jobs in the North Sea industry, Grangemouth oil refinery, and other sectors of the fossil fuel industry.

Conference fully accepts that the science proves the urgent need to end fossil fuel production, to combat the climate catastrophe, but completely rejects the idea that workers in the sector should pay the price, in the same way coal miners and their communities did in the 1980s.

Conference has no faith in private capitalist corporations tackling the climate crisis that they were instrumental in creating, despite all their greenwashing, nor do we accept that nuclear power is a clean form of energy production.

Privatised ownership of renewables, such as the growing wind power sector in Scotland, has not led to green job creation – the number of Scottish jobs in wind power fell by 4,000 in the past year – and highlights the need for the Scottish government to develop an industrial strategy centred on public ownership and control, to make a rapid green transition benefit workers, communities and the planet. Reliance by the UK and Scottish governments on private energy companies has been a disastrous failure.

Conference calls for democratic public ownership of all forms of energy – including Grangemouth, North Sea operations, and renewables – as the foundation for a rapid transition to green energy

production, without loss of jobs or conditions, through alternative plans of green production drafted by experts in the field, including energy workers themselves.

A Socialist Green New Deal based on democratic public ownership could create tens of thousands of skilled jobs and apprenticeships in Scotland, slash heating bills, and help reverse the environmental damage done by decades of production for profit by the fossil capitalists.

## 21 Branch 452

That the BFAWU lobby the government to ensure that the wearing of cycle helmets is made compulsory.

## 22

## Branch 432

That this Conference agrees that companies employing cyclists to deliver their food orders that they insist they wear proper safety gear Helmet, Lights Hi visibility clothing etc.

## Workplace

## 23

## Branch 582

That this Conference agrees that there should be a legal right to paid time off for the death of a dependant in the UK.

## 24

## Branch 503

### *For a 4-Day, 30-hour Week, on 5 Days' Pay*

Conference condemns the outrageous system where millions of workers on zero hours and short hours contracts cannot get enough work and wages to live on, while millions of other workers suffer physical and mental ill health from overwork and long hours.

Conference recognises the trade union and socialist movement has a long, proud history of campaigning for a shorter working week without loss of earnings, including May Day strikes and marches for the 8-hour day from the 1880s, and mass strikes and struggles for the 40-hour week around 1919.

However, for decades we've seen very little progress in the reduction of the working week, despite unprecedented advances in technology.

Conference agrees to campaign for a 4-day week on 5 days' pay for all workers.

Conference notes that every experiment with a 4-day week has been popular with the workers involved, improved productivity, cut down sickness and absenteeism, and improved the work/life balance of workers and their families.



However, the BFAWU does not believe a shorter maximum working week should result in pay cuts, nor in 5 days' workload being jammed into 4 days, nor in the same number of hours being worked over 4 days instead of 5.

Conference instead calls for a 30-hour maximum working week, based on a 4-day week on 5 days' pay – cutting hours, not pay, jobs or conditions.

That measure would reduce drudgery, stress and ill health; improve workers' leisure time; create jobs and additional hours for workers currently suffering underemployment and unemployment by sharing out the work; and could be easily organised with all the massive advances in technology.

Conference agrees to produce campaign materials in favour of this measure; raise it as a policy in the wider trade union movement; and include this demand in pay negotiations with employers

## 25 Branch 582

That this Conference agrees that the free period products provided to girls and women in their place of study be expanded to all women in their place of work across the UK.

## 26

## Branch 582

That this Conference agrees that there should be 2 days paid pet bereavement leave in the UK.

## 27

## Branch 582

That this Conference agrees that full pay should be granted for 39 weeks of statutory maternity leave.

## Household

## 28

## Region 4

That this Conference agrees to fight for the right that foster carers get the same rights as parents in the workplace

## 29

## Branch 503

### *Abolish the Council Tax – for a Progressive, Income-based Scottish Service Tax to Double Funding*

Conference condemns decades of underfunding of local government, causing crises in every service.

The unfair, regressive Council Tax adds to inequality, with the maximum differential between bills on a millionaire's mansion and the poorest home of the lowest-income family being just over 3:1. Conference calls for vastly improved Council Services and rejects both a Council Tax freeze – which adds to council cuts, and disproportionately boosts the incomes of the richest minority – or increased Council Tax bills, which disproportionately hammers the working class.

Conference notes the fully researched alternative, the Scottish Service Tax (SST). This tax is based on income, on ability to pay. It involves six income bands and progressively rising taxation rates. The Scottish Service Tax would be deducted from pay, with the first £12,000 zero-rated; the income band £12-30,000 taxed at 4.5%; that between £30,000 and £50,000 taxed at 10%... culminating in a 20% Scottish SST on all income above £100,000.

Overall, 75% of people would pay less than they do in Council Tax, but higher taxation of the very rich would double funds for Scotland's councils – from £2.7bn to £5.3bn for the year 2021/2.

This measure is entirely within the powers of the devolved Scottish government. It would help redistribute wealth from the rich to the rest of us, whilst boosting council funds to not only avert every penny in cuts, but to invest in life-improving measures, including council housebuilding, public transport, social care, and green energy production.

Conference agrees to support the progressive, income-based Scottish Service Tax; produce campaign materials explaining it; argue for this alternative to the relentless cuts and inequality

exacerbated by the unfair Council Tax in the wider trade union movement; and demand the Scottish government implement this redistributive tax without further delay

## Political

32

Branch 405

That this Conference agrees to lobby the government to put a cap onto all Politicians expenses of £866.32, as this is the cost of a bus pass to get them around their towns for the year. This will also help with the UK's Carbon footprint.

33

Region 2

This Conference notes the Employment Rights Bill moved by the new Labour Government

We welcome any improvements to workers' rights and conditions This includes the promise to repeal some of the more recent Tory anti-union legislation, such as the Minimum Service Levels Act 2023 and the undemocratic industrial action ballot thresholds enshrined in the Trade Union Act 2016

However, this Conference believes that most of the improvements set out by the Employment Rights Bill are to individual rights of workers rather than collective ones

A key part of this is leaving most of the Tory anti-union laws intact, including the right for workers and unions to take solidarity action There is also insufficient strengthening of collective bargaining, a key element in improving workers' rights after decades of erosion under successive governments



This Conference believes that the Bill leaves loopholes that bosses will exploit regarding 'fire and rehire' and 'zero-hour contracts' We also believe that there is unacceptable delay in the implementation of the Bill, especially regarding the repeal of anti-union legislation This Conference calls on our Executive Council to:-

- Demand that the TUC implements TUC 2024 Congress policy to call a special congress to review the Bill and demand its strengthening
- Draw up a list of workers' rights as amendments to the Employment Rights Bill
- Ensure that this includes the immediate repeal of all the Tory anti-union legislation. As a minimum, the promised repeal of the Minimum Service Levels Act 2023 and the undemocratic industrial action ballot thresholds in the Trade Union Act 2016 should be separated from the Employment Rights Bill and immediately voted through parliament as fast-tracked legislation
- Ensure that the list of amendments also includes: the total abolishing of 'fire and rehire' and 'zero-hour contracts', for a £15/hour minimum wage with no age exemptions, collective bargaining for all workers

- Table this list of amendments to the parliamentary group of our union, and which should involve Jeremy Corbyn and the Independent Alliance MPs and the 7 currently-suspended Labour MPs, to be moved in parliament
- Raise at the TUC and with all other unions that this workers' manifesto, along with opposition to any austerity measures proposed by the Labour government, should be the basis for a national campaign by the union movement, including potential industrial action 12

34

Branch 405

That this Conference agrees to ask the Authorities who did the Public Enquiry into the Post Office Scandal: Why did they not do a separate Public enquiry into the company "Fujitsu", Why did they have back doors into the program they developed? And if they filtered off any proceeds through this?

35

Branch 405

That this Conference agrees that we lobby the government to have a public enquiry into the exploitation of the covid crisis, which we believe was fraud from the top down, in giving public money to companies and individuals, and was awarded contracts of millions of taxpayer's money, that was either Unfilled or used poor quality products.

36

Branch 405

That this Conference agrees through our Parliamentary group, to pursue the previous government on the scandalous Track and Trace App, and the Conservative party to refund the £37 Billion that this app cost to build. As the Country was offered several Track and Trace apps for free.

## Community

37

Branch 503

### *Free Public Transport – Combat Poverty, Pollution, and Social Isolation*

Conference calls for democratic public ownership of all forms of public transport, made free at the point of use for people of all ages, to combat poverty, pollution and social isolation.

The escalating climate crisis is damaging human health; causing mass deaths through flooding, mudslides and wildfires; creating millions of climate refugees, who then suffer rising levels of scapegoating and racist attacks by the far right.

A major source of pollution is road traffic, also causing cancers, respiratory and coronary diseases.

If governments are serious about reducing car usage and traffic pollution, they need to make public transport financially and physically accessible, reliable, vastly expanded, integrated, and powered by green energy.

Conference condemns the above-inflation fare increases on trains and buses; peak train fares, (a regressive tax on workers); and annual government subsidies to the profits of privatised bus companies, who cut services and staffing levels, with no public control.

Conference rejects proposals agreed by the Scottish government and some councils to introduce workplace parking fees, which would do nothing to reduce emissions, but would drastically slash workers' disposable incomes.

Conference calls for a public transport service under the democratic control of elected representatives of workers, communities, local councils and national governments – and free at the point of use, in the same manner the NHS was originally founded to be.



Free public transport for people of all ages on all modes of transport would cut poverty and social isolation, slash pollution, and create hundreds of thousands of skilled, unionised jobs and apprenticeships (70,000 in Scotland alone).

Conference agrees to help publicise this policy – already practised in over 100 cities, regions and states across the world – argue for it in the wider trade union movement; and demand the UK and Scottish governments urgently plan for free public transport

#### **38 Branch 582**

That this Conference agrees that the Labour party plans to build up to 1.5 million new homes over the next 5 years should not be an attack on weakening green belt regulations.

#### **39 Branch 432**

That this Conference agrees that this Government look at supporting the Football Supporters Association campaign on Football Clubs exploiting loyalty amongst its fans with high ticket prices and attacks on concessions for children and pensioners

#### **40 Branch 582**

That this Conference agrees that tougher sentences are imposed on those who manipulate and coerce minors to commit illegal crime for financial gain.

#### **41 Branch 582**

That this Conference agrees that parking bays are widened to accommodate the width of modern vehicles as the current standard, does not appear to be fit for purpose anymore.

#### **42 Branch 432**

That this Conference agrees the Government look at putting in stiffer sentences for those carrying knives illegally and the use of knives in a violent manner. And better education in the dangers of carrying and the use of knives in a violent manner and broadly published the consequences

### **Equalities**

#### **43 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 60 and will instruct our parliamentary group to lobby for this change.

#### **44 Branch 711**

##### ***Addressing Violence against women.***

That this Conference agrees to support and develop actionable strategies to combat violence against women, locally, regionally and globally. Violence against women is an issue that affects millions of women worldwide, including but not limited too sexual harassment, domestic violence and online abuse. Any form of violence against women undermines women's fundamental human rights, wellbeing and equality. There is a need for a unified voice from our union, our union reps and our members to support and amplify the rights of women and calling out all forms of abuse, harassment and violence, in whatever form it takes. We call on all branches, regions and the NEC to work together to develop materials that will help highlight the important discussions needed in workplaces and communities and in the long term, we need materials provided that shows the BFAWU supports an end to all forms of violence against women.

### **International**

#### **46 Branch 258**

This Conference agrees that foreign right-wing billionaires such as Elon Musk should stop trying to interfere in UK politics. We've got more than enough right-wing nut jobs here, and his public intention to donate vast sums of cash to Farage and his right-wing Reform Party does nothing but further fuel the ever-growing right-wing fascism that's on the rise in Britain. He should stick to playing with spaceships and stop coming across as a wannabe Bond villain – he's one step away from shaving his head and sitting in a swivel chair with a cat on his lap!"

#### **47 Branch 390**

This Conference demands that the Labour government to call for immediate ceasefire from all sides in the Gaza Israeli conflict. 2, To impose diplomatic, trade sanctions, and complete arms embargo on the state of Israel until it withdraws its forces and reverses the settlements in occupied territories. Namely Gaza, West Bank, and Golan Heights. 3, The exchange of Israeli hostages and Palestinian prisoners to be implemented. 4, To enforce the arrest warrant issued by the international criminal court of those responsible for the genocide of Palestinians and the massacre of Israelis on the 7th of October.



### **Remitted Motions**

The following motions were remitted for later discussion in the EC:

#### **14 Branch 601**

Motion to press TUC and GFTU for training opportunities that are accessible to workers who are BFAWU members but cannot get union recognition in their workplaces due to the nature of their sector e.g. SALT. Training needs to be in the evenings or at weekends for us, because paid leave is not possible for our members

#### **16 Branch 601**

Motion to be able to split Conference attendance responsibilities between 2 delegates from the same Branch.

As unrecognised and under-resourced members, SALT Branch 601 would struggle to send just one delegate for the whole Conference, its wildly inaccessible for disabled members to attend for all of the days and a member in full time employment in an unrecognised workplace, would have to use a large chunk of their annual leave to attend the Conference.



# REVITALISING AND ORGANISING YOUTH IS THE FUTURE OF THIS UNION – AND THE LABOUR MOVEMENT AS A WHOLE



FOR ALMOST TWO YEARS I have sat on the Executive. I have tried to build a network of young members in order to build a solid foundation for future growth, and to keep communication and organising flowing. I have also worked tirelessly so my successor has something to work with upon taking the position.

When I first took my position on the board, I had nothing to work with, and next to no communication with our young members. But with the help of the GS and willing young members who want to be more active within our union, I hope to revitalise the falling membership by communicating and educating with my generation and making them aware of not just the union, but the labour movement and how we can make a change for the better.

I have met some incredible activists throughout the training courses and trade union events I have attended – you know who you are at this Conference. However, the issue nowadays is a majority of the younger generation either don't care for collectivism or are completely unaware that unions even exist. My plan is to approach various academic institutions to promote the labour movement and our union, but *this is a mission I cannot do alone.*

I ask Conference delegates, as Sarah did yesterday, to utilise the availability of sending a young member from their branch to Conference, to give them the access to speak with their voice and understand how the union works in the background.

I attended the TUC Young Members Conference back in march with another delegate from Suma Foods in Region 5, and seeing some of the motions that were discussed there spoke to the main causes of many of our issues as young members, like the cost of living crisis, housing crisis, climate crisis, wealth inequality and the current state of political turmoil. Most of the motions we unanimously voted in favour, and this gave me massive faith in my generation, because we were all on the same page.

---

***I am not surprised my generation is 'pissed' off and have had enough of how the world has been run.***

---

My generation feels more annoyed at the climate catastrophe, cost of living crisis and the housing crisis than others, because we feel the end result a lot more than our older comrades. But this anger needs to be used for the right reasons.

The main issue is my generation has a lack of responsibility, because of the state of the world now. But we have a lot longer to deal with it than our previous generations and having this anger towards them isn't going to solve anything.

Another mission which I have discussed in a few young members' network meetings, mainly between myself and the GS, is the utilization of social media. The right wing have been using it to their advantage since 2008. We are severely lacking and need to use this vital and easy-to-use tool to promote what we do so we don't have a generation who have no idea what a union is, because we are headed down that road. I don't speak for myself but a large amount of my generation lives on social media, and this is air time that we need to take advantage of.

**Curtis Tierney**

Young Member Representative  
on the Executive Council



# BFAWU NETWORK DATES 2025



20th January  
17th March  
9th June  
15th September  
17th November



27th January  
24th March  
23rd June  
22nd September  
24th November



21st January  
18th March  
10th June  
16th September  
18th November



28th January  
25th March  
24th June  
23rd September  
25th November



22nd January  
20th March  
12th June  
17th September  
19th November



29th January  
26th March  
25th June  
24th September  
26th November



23rd January  
20th March  
12th June  
18th September  
20th November



30th January  
27th March  
26th June  
25th September  
27th November



24th January  
21st March  
13th June  
19th September  
21st November



31st January  
28th March  
27th June  
26th September  
28th November

Meeting notes from previous network meetings can be found in the relevant section of the BFAWU website – [www.bfawu.org](http://www.bfawu.org)





National Accounts

Women

Green



BFAWU Learn

Young Members

LGBTQ+



These QR Codes will take you to all the relevant National Social Media Accounts so that you can **like** them and **share** them and the relevant sections of the Website, so you can find out more information!

SOCIAL MEDIA ACCOUNTS QR CODES





I say... hang on there, Robbie. I know it's a great feeling winning the **Pat Rowley Organising Award** (sponsored by Thompsons) but isn't this a bit over the top?

Oh, why didn't you say it's your Sixtieth Birthday too!

**Robbie McCarthy** showing how to celebrate an award.

## OUR AWARD WINNERS 2025



**Les Bramhill** receives the **Dermay Best National Health and Safety Award** from Sarah



(Above) **Andrew Wylie** was the delegate to make the most new members between the end of Conference and the end of 2024. Andrew was also one of the winners of the inaugural **Shaun Welsby Award** – keeping Shaun's memory alive – alongside **Zane Wells** (inset)

And you'll have heard of the little chap below even if you haven't seen him – **The Pewter Baker**



**Peter Pyne** receives his reward for being the first delegate to make 10 new members since the 2024 Conference







**Mike Masters**, a Birmingham Bin Striker who opened Conference for us



**Ken Penton**, UK Advisor to the Fossil Fuel Non-Proliferation Treaty Initiative

## CONFERENCE SPEAKERS 2025



**Rebecca Long-Bailey MP**, Chair of our Parliamentary Group speaking to the group's report to Conference



**Gawain Little**, GFTU General Secretary addresses Conference



**Sarah and Ian** delivering their opening addresses to Conference







## FIRST-TIME SPEAKERS, DELEGATES AND THE US





**QUAL SUSPECTS – MAKING THEIR VOICES HEARD**



# GUIDELINES ON WRITING MOTIONS

## 1 What are Motions?

MOTIONS ARE FORMAL PROPOSALS that are debated and voted on at the BFAWU National Conference.

Motions passed and accepted by Conference delegates become **resolutions** and the policy of the Conference – so:

*Motions need to be worded clearly.*

## 2 Who can submit Motions?

- **Branches** via their December quarterly meeting
- **Regions** via the January Regional Council meeting
- **The Executive Council** via the February Executive Council meeting.

## 3 Writing Motions

When writing your motion, make sure it is:

- **Topical, accurate and concise**  
Check the motions debated at the *previous* Conference before submitting your motion. These are available on the BFAWU website: [www.bfawu.org/annual-conference/previous-conferences/](http://www.bfawu.org/annual-conference/previous-conferences/)  
Also check the BFAWU website to see what has been achieved over the last 12 months and what is being planned for the next 12 months.
- **Likely to prompt good debate**  
Be *original* – Conferences need exciting debates – even if your motion fails, it can still offer Conference a valuable perspective.
- **Clear and logical**  
Be concise and clear – write in plain English, explain any abbreviations, and try not to exceed 200 words.
- Include a **proposal of action** and indicate who is to take this action.  
Your motion needs to include a call for a clear action that the BFAWU/Executive Council can take forward. It also helps to include a *timescale*.
- **Do's and Don'ts**
- **Do** ask for help if you're struggling.  
Each region has a member of the standing orders committee who can support with motion writing, you can also reach out to your Executive Council member or Full Time Official.
- **Don't** Write long, verbose motions or be repetitive or vague.  
Conference votes on the *wording* of the motion, therefore the ask needs to be understandable and clear.

## 5 Examples of writing a motion

***"The BFAWU should ensure all workplaces provide a crèche facility."***

This is **poorly worded** for the following reasons:

- It is a *statement* and therefore *not actually asking for anything*
- The BFAWU cannot 'ensure' this as it is *outside its powers*.
- There are no *timescales* given.
- There are no *reasons* provided.

The following shows how this statement can be turned into a motion:

<b>Motion Start</b>	<i>This Conference believes/demands/request that</i>
<b>Action by whom</b>	<i>The BFAWU</i>
<b>What action</b>	<i>should work with other trade unions and professional organisations to campaign strongly for the provision of crèche facilities in workplaces</i>
<b>When</b>	<i>Immediately</i>
<b>What reason</b>	<i>Particularly in view of the staffing crisis in the food industry and the need to retain staff following maternity leave.</i>

## 6 Amendments to Motions

Motions approved by the **Standing Orders Committee** will be published by *the last Friday in February*.

**At this stage, all branches and regions can review the motions and decide if they want to submit an amendment to any motion.**

This should be an *alternative* or *addition* to the original motion and should not distort or contradict it. Amendments should be submitted to the General Secretary [sarah.woolley@bfawu.org](mailto:sarah.woolley@bfawu.org) by *the last Friday in March*.

If the mover of the original motion accepts the amendment, it becomes part of the main motion, and goes forward to Conference as amended.

If the amendment is *not* accepted, both the amendment and the original motion will be debated and voted on *separately* at Conference, starting with the amendment.

The group proposing the amendment becomes the seconder of the substantive motion as amended.

## 7 Compositing Motions

Where there are multiple motions that are submitted on the same subject, the Standing Orders Committee may decide to *composite* the motions so that they are all combined, debated and voted on together.

Branches would be contacted about this to check whether they agree to their motion being composited and to sign off the final composited motion and to determine movers and seconders.

## 8 Emergency Motions

An Emergency Motion deals with business that has arisen since the final date for submission of motions, *so anything after the last Friday of the January that year*.

Emergency Motions must be submitted in writing (by e-mail) to [sarah.woolley@bfawu.org](mailto:sarah.woolley@bfawu.org).

***Come on everybody – get your thinking caps on and let's get some brilliant motions ready for debate at next year's Conference!***



# GUIDELINES ON WRITING RULE CHANGE MOTIONS

THE **RULE BOOK** is the backbone of our union's democratic structure. It sets out how we operate, make decisions, and protect our members. To keep it up to date and reflective of our priorities, branches, regional councils and the Executive Council can propose rule changes or new rules for debate and decision at our Annual Conference.

Here's how to write and structure a clear, effective rule change or new rule motion.

## 1 Decide the Type of Motion

There are two types:

- **Rule Change Motion:** Changes an existing rule (e.g. amends wording or deletes a section).
- **New Rule Motion:** Proposes adding a brand-new rule.

## 2 Identify the Relevant Rule (if applicable)

If you are proposing a change to an existing rule, quote the exact rule number and wording from the current Rule Book.

Make sure to be **accurate** – this helps the Standing Orders Committee (SOC) and delegates see what you're changing.

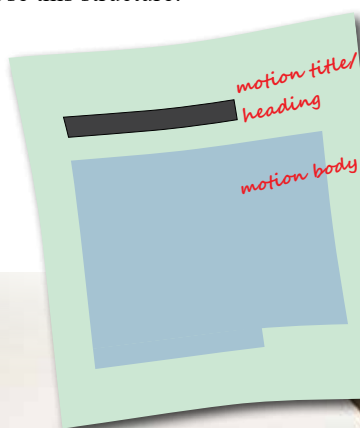
For Example:

**Current Rule 10.2:** "The Executive Council shall meet not less than three times a year."

Make sure that the rule or section of the rule you are looking to change hasn't been amended in the last 2 years.

## 3 Structure the Motion Clearly

Use this structure:



### Title/Heading

Clearly state whether it's a **Rule Change Motion** or a **New Rule Motion** and give it a short descriptive title.

For Example:

**Rule Change Motion:**

**Executive Council Meeting Frequency**

### Motion Body

Use the following format:

- **Current Rule** (if changing one): Quote the existing wording.
  - **Proposed New Rule** (or amended wording): Show exactly what you want the rule to say after the change.
- For Example:
- **Current Rule 10.2:** *The Executive Council shall meet not less than three times a year.*
  - **Proposed New Rule 10.2:** *The Executive Council shall meet not less than four times a year, and at least once in each quarter.*

When moving the motion you should explain the reasoning behind the change or new rule:

*To ensure more regular oversight and accountability throughout the year, especially during periods of industrial activity or political change.*

## 4 Be Precise and Concise

- Use **plain language** – delegates from across the union will be debating it.
- Make only one change per motion where possible. Combining several changes can cause confusion and lead to the motion being ruled out of order.
- Avoid jargon or overly legalistic wording unless necessary.

## 5 Check for Consistency

If your change affects other parts of the Rule Book, state that clearly. For example:

*"This change should also apply to Rule 15.4 where the same meeting frequency is referenced."*

The Standing Orders Committee may also identify knock-on changes if your motion passes, but it's helpful to flag any obvious ones

## 6 Submit in Time and Through the Right Route

Motions must be agreed by your Branch or Regional Council at a quorate meeting and submitted using the proper procedure before the last Friday of January of the year of Conference.

### Checklist Before Submission

- ☐ Have we quoted the correct current rule (if applicable)?
- ☐ Is the proposed wording clear and exact?
- ☐ Have we checked the motion doesn't conflict with other rules?
- ☐ Have we checked the motion hasn't been changed in the last 2 years?
- ☐ Has the motion been approved at a formal branch or regional meeting?

# The UK needs a bold and fair climate plan

Dear Prime Minister,

We write to you as representatives of UK businesses, unions, NGOs and community sector organisations. **In 100 days, your government must produce a new climate plan.** We urge you to make it bold and fair.

We recognise the steps you've already taken on climate action, from keeping clean energy at the heart of government, to attending the United Nations climate talks last year and your recent speech to the Energy Security Summit.

Now, the next step matters more than ever. Your government must produce an ambitious new climate plan by the end of October.

**A bold plan means hitting our climate targets here in the UK and standing by the international climate promises you've made.** It also means positioning the UK government as the global climate leader that you've said it'll be.

**A fair plan means making sure everyone benefits.** Communities already facing the worst impacts of climate breakdown mustn't be left behind. Fairness is essential. Not just because it's the right thing, but because public support depends on it.

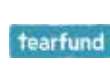
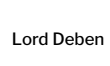
Done right, a bold and fair plan will help deliver what people care about: warm homes, clean air, lower bills, better public transport, thriving nature, green jobs accessible to all and an energy supply that's clean, reliable and secure. It must also be fully and fairly funded – with investments from both government and business – to unlock the UK's full economic potential.

**The public wants to see action:**

- In one recent poll, **almost two-thirds** of those questioned said they worry about the impact of climate change on young people and future generations.
- In another, **over half of people** said the government **isn't doing enough** to protect the environment and nature – including 52% of Labour voters, 47% of Conservative voters and 45% of Reform voters.

The climate plan will help your government deliver economic growth. As the Chancellor of the Exchequer has said: "There is no trade-off between economic growth and net zero. Quite the opposite. Net zero is the industrial opportunity of the 21st century, and Britain must lead the way." Recent analysis by CBI Economics shows that the net zero economy is thriving – it grew by more than 10% from 2023 to 2024.

**We urge you to deliver a climate plan that's bold, fair and fit for the future. One that our planet needs, the public demands and the UK must have to thrive.**



Scan to read the full letter





# THE NEED TO BAN CASTE DISCRIMINATION

IN MAY 2025 the **National Black Members Conference** of **UNISON**, representing over 180,000 Black, Asian and ethnic minority workers, broke new ground by becoming the first UK trade union Conference ever to pass policy on caste-based discrimination.

Caste and caste discrimination impact vast numbers of people in South Asia and in global South Asian diasporas, across many different religious communities. They find expression in employment, service provision and education in the UK, with evidence collected and analysed clearly in a range of reports, including from the **Equality and Human Rights Commission**. Both a major source of oppression and a significant line of division between workers, **caste** is nonetheless currently little understood or even noticed by the UK labour movement. *That must change.*

Then UN Special Rapporteur on minority issues, **Rita Izsák-Ndiaye** summarised in 2016: *"Discrimination based on caste and analogous systems is a global phenomenon, affecting more than 250 million people worldwide. This serious human rights violation infringes upon the basic principles of universal human dignity and equality, as it differentiates between 'inferior' and 'superior' categories of individuals because of their inherited caste status... Discrimination based on caste and analogous systems is a major cause of poverty, inequality and social exclusion of affected communities".*

There is growing organising on these issues in a growing number of areas outside South Asia including, notably, in the United States.

**We believe this is an important question for the BFAWU to take up**, both as a progressive campaigning union in general and because these issues also find expression in the industries where we organise.

Campaigning organisation the **Anti-Caste Discrimination Alliance (ACDA)** has taken up cases of workers suffering caste discrimination in a variety of workplaces – including in bakeries. The General Secretary recently met with the ACDA, starting a discussion on how we can cooperate on this.

The BFAWU is committed to supporting **all** workers – and in the first instance *our* members – against all forms of prejudice, discrimination and oppression. We should enrich our policies and practice by integrating issues of caste and caste discrimination and educate and empower members to challenge caste discrimination and demand employers do so. At the same time, we should reinforce this work by demanding a clear legal ban on caste discrimination, as already required by the **Equality Act 2010**.

Following campaigning by affected communities, the last Labour Government (under Gordon Brown), inserted a ministerial 'power' in the **Equality Act 2010**, allowing the government to make caste a 'protected characteristic' under its section on race. In 2013, Parliament changed this to a legal 'duty' on ministers to outlaw caste discrimination in this manner. However successive governments have not acted on this provision, despite pressure from sources including **UN High Commissioners for Human Rights** and the UK's **Equality and Human Rights Commission**.

In 2018 the Tory government said it would repeal the legal duty. However, *it did not do so*, and in June 2025 the duty is still in place.

The policy passed by UNISON Black Members called for the Labour Government to act in compliance with the law and with its responsibility to challenge discrimination by banning caste discrimination. **We believe this is a call our union and the whole labour movement must take up.**

**We will work with the Anti-Caste Discrimination Alliance and those campaigning on these issues in other unions and industries to take this forward, including by developing materials and training for reps and members.**

**EXECUTIVE STATEMENT ON BEHALF OF BFAWU**



# BAME REPORT

CASTE DISCRIMINATION is something everyone in the workplace needs to be aware of. It is often overlooked or not taken seriously but the truth behind the rise in cases is that not everyone really understands it. Below are the major issue and hot spots to look out for.

## What is caste discrimination?

It often a tag or a status given to an individual based on family trade or social status. It is in most cases linked to differences in wealth and power. Caste is major talking point amongst South Asian people and can sometimes lead to heated debate, name calling, bullying or even violence. It is something everyone needs to work to eradicate.

Is it not covered in **The Equality Act** and therefore seeing major updates from a media perspective is non-existent. This gives it less coverage and, most importantly, prevents broadcasting information on how to deal with this new form of discrimination in our workplaces.

Government is being pushed to include caste discrimination under The Equality Act as part of *race* discrimination. It is an issue all unions can push as this would bring much greater awareness nationwide.

## Why it needs to stop

Caste discrimination is another way to divide everyone. As a union, we always use the term '*solidarity*' in our dealings and interactions – and this basically means *unity*. Well, we can't achieve unity unless we stop division and caste discrimination is just another way to divide us.

***I would urge everyone to make this a talking topic in all workplaces.***

Imran Hussain  
BFAWU BAME Network



# HILLSBOROUGH

THE HILLSBOROUGH DISASTER and the subsequent fight for justice stand as a testament to the perseverance of the bereaved families and survivors in their pursuit of truth and accountability against institutional failures and cover-ups.



In our last issue [SUMMER 2025], **John Owens** shared his memories of that terrible day in April 1989 when 97 were 'unlawfully killed' while trying to watch a game of football.

Here, John argues for a new law to prevent these tragic consequences happening in future.

The Hillsborough tragedy represents a monumental miscarriage of justice, where the state's failings were initially covered up, and the victims and survivors were subjected to a prolonged and cruel campaign of vilification. The decades-long fight by the Hillsborough families and survivors ultimately brought the truth to light and secured the official recognition of police culpability.

Despite the lack of widespread criminal convictions at a senior level, the fight for justice achieved *significant victories*:

- The truth about what happened at Hillsborough was officially established – exonerating the fans who were wrongly blamed for decades.
- The 'unlawful killing' verdict provided immense *vindication* for the families.
- The Hillsborough campaign became a powerful example of grassroots activism driving systemic change and inspiring other justice movements.

There is ongoing discussion and advocacy for a 'Hillsborough Law' to prevent similar miscarriages of justice and improve institutional accountability in the future.

The victims' loved ones will pass away without the knowledge of justice and we have to thank the fighting spirit of many people in the fight for justice especially **Anne Williams**.

There have been far too many injustices in this country: *Piper Alfa*, *Orgreave*, *Hillsborough*, *Blood scandal* and the *Post Office scandal* to name but a few.

That's why we need the Hillsborough law **now**

## Key proposals of the Hillsborough Law:

- **A statutory duty of candour:** This would legally require public authorities and officials to tell the truth, act with transparency and frankness, and proactively cooperate with official investigations, inquests, and inquiries.
- **Criminal sanctions for non-compliance:** Intentional or reckless failure to discharge the duty of candour, including misleading the public or media, could result in criminal penalties.
- **Parity of legal funding:** This would ensure that victims of disasters or state-related deaths receive public funding for legal representation, creating a level playing field with public bodies that have extensive legal resources.
- **Establishment of an Independent Public Advocate:** to support victims and families immediately after a major incident and act as a conduit between the government and those affected.

John Owens

**JFT97**

***DONT BUY THE S\*\*  
Hillsborough Law Now!***



# CREDIT UNION AGM MINUTES 2025

Meeting held at the **Yarnfield Conference Centre, 16th June**

**Directors present:** Michael Andrews, John Fitzpatrick, Michael Blundred

**Apologies:** Joe Marino, Pauline Nazir, Marcus McKie

THE CHAIR WELCOMED all to the meeting explaining that there may be questions that can't be answered during the meeting but that we would circulate them afterwards.

**Minutes of the last AGM**

The minutes of last year's AGM were available and it was asked if they were a true representation of the business of that meeting. This was proposed, seconded and voted in favour unanimously.

**Treasurer's Report (see below)**

The Treasurer mentioned that we need to make a decision on the **dividend amount** to be paid this year explaining that the recommendation was 3.0%, up from 2.5% last year. This was proposed, seconded and voted in favour unanimously.

There was then a proposal that **the interest rate charged on loans** be reduced from 21% APR to 20% APR. This was proposed, seconded and also voted in favour unanimously.

**Drive for new members/ membership**

The chair explained that all delegates had received information on the credit union including forms and information on acceptable documents in their delegate packs. They were also readily available at the CU stand at Conference.

He commented that there were more people who joined from the North statistically. It was pointed out that as the CU pays a *dividend*, not interest, that this is deemed to be Sharia compliant which is one reason we have a lot of Muslim members in the CU. But it must be seen as **a really positive benefit** to all BFAWU members.

It was explained that any withdrawal requests are normally processed within 24 to 48 hours. That's from the request being made to the money being in the member's bank account.

**Call for new directors**

A CU director role job description had been produced and was distributed at the AGM.

It was explained that CU meetings were generally held quarterly at head office in Welwyn Garden City but we had recently started using Microsoft Teams to enable directors to join meetings online.

Those present were asked if they would consider joining the team in order to assist in the running of the CU.

**Any Other Business**

*What cover is available for when Viera is out of the office?*

If Viera is only off for a single day we won't provide cover, but will catch up the next day. Generally Branch Secretaries are informed of office closed days.

When Viera is off for longer periods, cover and training will be done. As has been stated previously withdrawals will be processed within 24 to 48 hours by **Michael Andrews**.

*Who is the loan officer?*

**Marcus McKie** –he's presented his apologies for not attending this meeting. Loan applications are not automatically approved, he does due diligence checks on applicants.

*How are unpaid loads dealt with?*

We now take all debtors to court to recover the money owed. As such, this is nowhere near as big an issue as it used to be historically.

We have taken the court claims in-house to avoid paying fees to the solicitors we used to employ.

*How soon after joining can loans be taken out?*

This is covered in detail by the new information sheets and literature provided. But the quick answer is that you can apply for a loan after saving for three months.

*What is the total you can save?*

That is set by the Financial Conduct Authority at **£15,000**.

*When, and how is the dividend paid?*

The dividend is usually paid in June, straight into the member's account.

*Can I still pay into the CU if I leave my check off workplace?*

Yes, direct debit/standing order payments can be made. Just ask Viera for a Direct Debit form/process

*I'm retired but have money in an ISA that's paying virtually no interest, can I open a CU account and transfer this in?*

Yes, but to join the CU you have to be a BFAWU member, that is the common bond required by the FCA. Once you are a BFAWU member and have joined the CU, direct bank payments can be made into your account. You must obey the rules regarding regular savings and the maximum savings amount.

*Can I open a junior account for my grandchildren?*

Yes, CU members can do this, it is allowed under the rules. No loans are allowed to junior accounts and the family member opening the account must assign control of the child when they reach the age of 18. Other than that, they operate exactly the same as adult accounts.

*Is there any chance of increasing the loan amount?*

This is under review and the directors will make a presentation to the next AGM to be voted on.

**The chair closed the meeting at 16.00.**

**Treasurer Report Summary**

Account	Balance 10/6/24	Balance 16/6/25	Total difference
Expense	£5,126.76	£5,649.80	+£523.04
Instant Access	£344,354.92	£338,855.30	-£5499.62
Unity Custom	£13,640.36	£5,660.56	-£7979.80
Investments	£600,000	£732,471.04	+£132,471.04
Total	£963,122.04	£1,082,636.70	+£119,514.66

**Membership numbers:** 554, 520 active members, 34 junior accounts

# WE ARE THE LIONS, MR MANAGER!

## The story of Jayaben Desai and the Grunwick Strike



Written by Neil Gore &  
Directed by Louise Townsend

IN 1976, SIX WORKERS walked out of Grunwick Film Processing Laboratory and Factory in Willesden.

They staged a strike against their poor working conditions, demanding the right to join a union.

Less than two years later, those six had been joined by 20,000 supporters in an historic dispute fighting for better rights for poorly treated workers.

Predominantly Asian women, these strikers shattered stereotypes, challenged the establishment, brought a community together to support the rights of workers and changed the face of trade unionism.

On the 50th anniversary of the start of the Grunwick Strike, Townsend Theatre Productions celebrates their bravery, bringing their inspirational story to a new generation with "We Are The Lions, Mr. Manager!", an imaginative and stylish production with songs and music of the time accompanied by an integrated exhibition.

Dates of the tour and available tickets can be found here:

[www.townsendproductions.org.uk/shows/we-are-the-lions-mr-manger/#tourdates](http://www.townsendproductions.org.uk/shows/we-are-the-lions-mr-manger/#tourdates)

# SCOTLAND DEMANDS BETTER

THE MARCH FOR ALL OF US

EDINBURGH - 25 OCT 2025

SCOTLAND-DEMANDS-BETTER.COM

## SCOTLAND **DEMANDS** BETTER

Change for the better happens when people stand together and demand it.

Scotland Demands Better is a march for all of us. It's our chance to come together and demand that politicians make the changes we need for a decent society.

- We demand better jobs for everyone who needs one, with fair conditions and wages that pay the bills.
- We demand better investment for life's essentials - like affordable homes, good public transport, a thriving natural environment, and strong public services.
- We demand better social security so that all of us have a foundation for the future.

SCAN THE CODE TO REGISTER  
FOR NEWS AND UPDATES!



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**Quilter**  
Financial  
Advisers

Approver Quilter Financial Services  
Limited & Quilter Mortgage  
Planning Limited. May 2025.

# 2024 FINANCIAL STATEMENT TO MEMBERS

Under Section 32A of the **Trade Union Reform & Employment Rights Act 1993**, the Union is obliged to give the following Statement of Finances to members.

## 1 Salaries

**Executive Council Members** – In 2024 no payments were made to members of the Unions' Executive Council under Rule 21.1 (p).

**National Officers** – In 2024 the salary paid to the General Secretary was £55,032. Other benefits paid to and/or on behalf of the General Secretary were £20,852.

## 2 Income and Expenditure of General Fund

Total Income in 2024 = £2,644,043

Total Expenditure in 2024 = £2,792,488

## 3 Contributions from Members

Contributions from members in 2024 totaled £2,488,504

## 4 Political Fund

Total Income in 2024 = £26,653

Total Expenditure in 2024 = £26,675

## 5 Benevolent/Social Funds

Total income in 2024 = £5,052

Total Expenditure in 2024 = £2,717

## 6 Auditors Report to Members

### 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. We have nothing to report in respect of the following matters which we are required 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 Union has not maintained a satisfactory system of control over its transactions; 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.

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

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks.

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 GDPR 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
- 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.

### Kreston Reeves LLP

Chartered Accountants/Statutory Auditors  
Springfield House, Springfield Road  
Horsham, West Sussex RH12 2RG  
1<sup>st</sup> June 2025

### 7 Members Complaints:

A member with any concern over, or complaint about these Accounts or the handling of the Union's finances, can avail themselves of the following procedures:

- Under Rule 25.1 members have the right to inspect the Union's books. This can be done by contacting Head Office.

- Members can raise any questions on the Union's Accounts or financial affairs by writing to the Executive Council via Head Office.
- A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct. The member may raise any such concern with such one or more of the following as it seems appropriate to

raise it with: *the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer* (who is an independent officer appointed by the Secretary of State) and *the police*.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

### Conclusion

**Every Branch Secretary has been supplied with a copy of the full, detailed Accounts of the Union for 2024.**

**Any member wishing to avail themselves of these Accounts should contact their Branch Secretary.**

**Alternatively, copies of the Union's Accounts for 2024 are available from Head Office, free of charge to members.**

## STATEMENT TO MEMBERS REGARDING POLITICAL FUND CONTRIBUTIONS

Members who joined on or after the 31st of March 2018 and opted to contribute to the Union's Political Fund are reminded of the Union's Rules in relation to this contribution:

- 1 A member of a trade union who has given an opt-in notice may withdraw that notice by giving notice to the union (a 'withdrawal notice').
- 2 A withdrawal notice takes effect at the end of the period of one month beginning with the day on which it is given.
- 3 A member of a trade union may give an opt-in notice or a withdrawal notice:
  - a) by delivering the notice (either personally or by an authorised agent or by post) at the head office or a branch office of the union;
  - b) by sending it by e-mail to the following email address: [politicalfund@bfawu.org](mailto:politicalfund@bfawu.org);
  - c) by completing an electronic form provided by the union which sets out the notice and sending it to the union by electronic means with instructions by the union; or
  - d) by any other electronic means prescribed under the 1992 Act (as inserted by the 2016 Act).

**Full copies of these Rules may be obtained by contacting your local BFAWU Office or Head Office.**

**Sarah Woolley**  
General Secretary

Legislation requires us to ballot members to renew their commitment to the Political Fund. The last such ballot took place in June 2024. These were the results:

**Report of Voting**

**CES**

**BFAWU (BAKERS, FOOD AND ALLIED WORKERS' UNION)**

**BALLOT ON RETENTION OF A POLITICAL FUND**

**CLOSE OF VOTING: NOON ON FRIDAY 7 JUNE 2024**

**QUESTION: THE RESOLUTION is that the political objects set out in section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992 be approved as an object of the Union. Do you vote in favour of the Resolution?**

RESULT	Number of votes	% of valid vote
Yes	1,736	97.2%
No	50	2.8%

Number of ballot papers distributed:	16,901
Total number of ballot papers returned:	1,793
Turnout:	10.6%
Number of papers found to be invalid (blank/spoiled):	7
Total number of valid papers to be counted:	1,786

The ballot papers will be stored in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended by the Trade Union Reform and Employment Rights Act 1993).

As Scrutineers appointed in accordance with Section 75 of the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended by Schedule 1 of the Trade Union Reform and Employment Rights Act 1993), we are satisfied as to each of the matters specified in subsection 78(2) with regard to the ballot. The following points should also be noted:

- 1) The person appointed under section 77A to carry out the storage and counting of voting papers was Civica Election Services.
- 2) The person appointed under section 77A to carry out the distribution of the voting papers was Civica Election Services.
- 3) A copy of the register of voters (as at the relevant date) was examined in accordance with section 78(2A)(i). The examination took place at our own instance and did not reveal any matter that should be brought to the attention of the trade union.

We draw your attention to sections 78(4), 78(5) and 78(6). 78(4) requires that a copy of this report be published and made available to all members of the union within a three-month period from today. This, however, does not mean that every member must be notified individually.

**CIVICA ELECTION SERVICES**

The Election Centre • 33 Clarendon Road • London • N8 9JW • 020 8305 8909 • [civica@electionservices.com](mailto:civica@electionservices.com) • [support@electionservices.com](mailto:support@electionservices.com)  
To read our privacy policy please visit our website: <https://www.electionservices.com/privacy> | Registered in England, number: 02263262



WORK YOUR BRAIN

WORDSEARCH

How many words can you find?

W	E	S	S	S	N	O	I	L	K	N
K	C	O	N	F	E	R	E	N	C	E
S	I	L	A	C	A	S	T	E	A	T
D	O	I	L	H	T	U	O	Y	T	W
R	V	D	P	O	L	I	T	E	T	O
A	H	A	R	Q	U	T	M	D	A	R
W	O	R	K	P	L	A	C	E	W	K
A	R	I	X	T	R	U	T	H	R	Z
M	O	T	I	O	N	S	D	N	U	F
B	T	Y	T	I	D	E	R	C	L	Q
S	N	O	I	T	U	L	O	S	E	R

WORDS CAN GO IN ANY DIRECTION (inc diagonally)!  
Clue: you will find all of the words in this Foodworker... if you look closely enough!

SUDOKU

Fill the 9×9 grid with numbers so that each row, column and 3×3 section contains all of the digits between 1 and 9

						1		
6	3	8		9	1	5		
		1			8		6	
		3	8				5	6
	5	2	4	7	6	8		1
1		6	3	5		4		7
2			9		3		7	
	7	4						
						3	4	

difficulty: very easy

1 2 3 4 5 6 7 8 9

Prizes to be won!

These puzzles are designed as a piece of fun to keep your brain active and perhaps while away a bit of time on your break. There are, however, prizes to be won!

If you have completed a puzzle, take a picture of your answer and mail it to us at BFAWU Head Office:

[foodworker\\_puzzles@BFAWU.org](mailto:foodworker_puzzles@BFAWU.org)

We will check each entry and will contact you by email if you have won a prize.

Entries must be received by **30th August 2025** and winners will be announced in the next Foodworker.

CROSSWORD

	1		2		3		4		5		6	
	7								8			
9							10					
11			12			13		14				
	15					16	17				18	
					19							
20							21		22			
23					24							

- Across**  
7 Tomb inscription (7)  
8 Crustacean (4)  
9 Italian sausage (6)  
10 Sweet secretion of flowers (6)  
11 Storm (7)  
14 Lake or pond (4)  
15 Rime (4)  
16 Greyish-fawn (7)  
20 Major German port (6)  
21 Security (6)  
23 Heel (4)  
24 "The great grey-green, greasy \_\_\_\_\_ River" (Kipling) (7)
- Down**  
1 Distaff (6)  
2 Pyramid site (4)  
3 Takes fright (6)  
4 Repeat rhythmically (5)  
5 Frozen dessert (3,5)  
6 Injury (6)  
12 Companion of a child (8)  
13 Lowest card (3)  
15 Hard drug (6)  
17 Take for granted (6)  
18 Legal process (6)  
19 Mournful sound (5)  
22 Base (4)

# BFAWU OFFICERS AND REGIONAL ADDRESSES

## Head Office

email: [info@bfawu.org](mailto:info@bfawu.org)

Stanborough House  
Great North Road,  
Stanborough,  
Welwyn Garden City,  
Hertfordshire  
AL8 7TA

Tel: 01707 260150/259450

**Ms Sarah Woolley**— General Secretary  
email: [sarah.woolley@bfawu.org](mailto:sarah.woolley@bfawu.org)

**Mr I Hodson**— National President  
email: [ian.hodson@bfawu.org](mailto:ian.hodson@bfawu.org)

## Also Credit Union

Tel: 01707 259455

email: [admin@bfawucreditunion.co.uk](mailto:admin@bfawucreditunion.co.uk)

## No 1 Region

email: [region1@bfawu.org](mailto:region1@bfawu.org)

c/o Head Office

Stanborough House, Great North Road,  
Stanborough, Welwyn Garden City,  
Hertfordshire AL8 7TA

Tel: 0208 801 0980

**Mr F Loveday**— Organising Regional Secretary  
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email: [frank.loveday@bfawu.org](mailto:frank.loveday@bfawu.org)

## No 2 Region

email: [region2@bfawu.org](mailto:region2@bfawu.org)

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Cardiff Road  
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**Mr G Johnston**— Organising Regional Secretary  
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**Mr J James**— Organising Regional Secretary  
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email: [john.james@bfawu.org](mailto:john.james@bfawu.org)

## No 3 Region

email: [region3@bfawu.org](mailto:region3@bfawu.org)

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**Mr G Atwall**— Regional Officer  
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email: [george.atwall@bfawu.org](mailto:george.atwall@bfawu.org)

**Mr H Rashid**— Organising Regional Secretary

Mobile: 07726 902807

email: [haroon.rashid@bfawu.org](mailto:haroon.rashid@bfawu.org)

**Mr L Bemka**— Organising Regional Secretary

Mobile: 07912 760261

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## No 4 Region

email: [region4@bfawu.org](mailto:region4@bfawu.org)

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Cornbrook,  
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Tel: 0161 872 6621

**Zane Wells**— Organising Regional Secretary

Mobile: 07739 326006

email: [zane.wells@bfawu.org](mailto:zane.wells@bfawu.org)

**Mr G Atkinson**— Organising Regional Secretary

Mobile: 07834 930002

email: [geoff.atkinson@bfawu.org](mailto:geoff.atkinson@bfawu.org)

**Ms L Graham**

Mobile: 07739 326020

email: [laura.graham@bfawu.org](mailto:laura.graham@bfawu.org)

## No 5 Region

email: [region5@bfawu.org](mailto:region5@bfawu.org)

10 Greenside, Pudsey,  
West Yorkshire LS28 8PU

Tel: 01132 565925

**Mr M McHugh**— Regional Officer

Mobile: 07727 907218

email: [mark.mchugh@bfawu.org](mailto:mark.mchugh@bfawu.org)

**Ms L Dinning**— Organising Regional Secretary

Mobile: 07739 326016

email: [lizzie.dinning@bfawu.org](mailto:lizzie.dinning@bfawu.org)

**Mr J Singh**— Organising Regional Secretary

Mobile: 07739 326012

email: [jit.singh@bfawu.org](mailto:jit.singh@bfawu.org)

## No 7 Region

email: [region7@bfawu.org](mailto:region7@bfawu.org)

Suite 105, City East Business Centre  
68–72 Newtownards Road  
Belfast BT4 1GW

Tel: 028 9094 1693

**Ms L Graham**— Regional Officer

Mobile: 07739 326020

email: [laura.graham@bfawu.org](mailto:laura.graham@bfawu.org)

## Branch 600

email: [swu/branch600@bfawu.org](mailto:swu/branch600@bfawu.org)

## Branch 601

email: [saltbranch601@bfawu.org](mailto:saltbranch601@bfawu.org)



## JOIN THE BAKERS, FOOD AND ALLIED WORKERS UNION

If you or any of your work colleagues are interested  
in what the BFAWU can offer, scan the QR code to find out more  
and **Join this Great Union!**

