

### In this newsletter

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All branch members can contact officers and Reps by the emails listed in this newsletter; the general branch email address is [ucu.swest@gmail.com](mailto:ucu.swest@gmail.com) and members are welcome to contact us anytime.

General meetings.

We do not think it feasible to hold on-line general meetings for our branch members; too many of the requirements listed would be too difficult to meet.

Summary: we are not considering scheduling any face-to-face branch meetings at present.

Tony Staunton chair SWRMB

### 1. Next Branch meeting? We don't know.

*Democratic continuity: advice for branches, regions/devolved nations HO advice received 30.4.20.*

Minimum requirements.

Having read the guidance document our initial feeling is that our branch can meet the Minimum requirements. We keep in regular contact with our members by email and have informed you of the results of our recent AGM together with much of the business of the March OGM.

Branch officers and delegates are email contact as and when needed.

We doubt that on-line meetings for all members of our branch exec & delegates would be possible.

### 2. Welcome to members new to this branch since the previous newsletter.

B. Byrne; B Critchley; E. Smith; E. Webb; R. Musgrove; M. Edmunds; T. Dicks; J.H. Musgrave; A McKinley; G. Crozier; G. Cleave; P. Foster; A. Kilpin; M. Farmer.

This is a welcome new feature suggested by a member. If you have any suggestions for the newsletter we are happy to hear from you.

Newsletter: A termly newsletter for retired UCU members is sent to all branch members for whom we have email addresses.

Email addresses: UCU encourages us to use our home email when we retire.

For more information please contact:

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or contact the officers below:

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**SW NPC D/C** Liza Sentence [lizasentance@hotmail.com](mailto:lizasentance@hotmail.com)

### 3. National Pensioners Convention

Some of you will already be individual members of the NPC.

<https://www.npcuk.org/join-us-and-get-involved>

In this branch we are affiliated with Western NPC and Devon and Cornwall branches.

The NPC website is <https://www.npcuk.org/>

*The NPC's main objective is to promote the welfare and interests of all pensioners, as a way of securing dignity, respect and financial security in retirement. The NPC organises rallies and lobbies of MPs, leads delegations to parliament and makes*

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*submissions to government on policies affecting older people.*

### Are you getting all the info?

If UCU HO has your email you should also receive regular updates on campaigns from UCU head office as well as occasional branch emails.

If this is not the case let us know and we can check with the H.O on your behalf.

*The NPC represents around 1.5 million members in over 1,000 different organisations across the UK. The NPC campaigns for both today's and tomorrow's pensioners, and uniting the generations in defence of the welfare state and public services is an important part of our work. Unsurprisingly the NPC Annual Convention 2-4 June 2020 in*



*Southport has been cancelled.*

The following link came to our notice from NPC: Professor Prem Sikka on the state pension being in the firing line from think tanks, when it is already one of the lowest state pensions in the OECD.

<https://leftfootforward.org/2020/04/the-state-pension-is-in-the-firing-line/>

Prem Sikka is Professor of Accounting at University of Sheffield and Emeritus Professor of Accounting at University of Essex.

**Left Foot Forward** describes itself as the home of political news and comment for UK progressives.

<https://leftfootforward.org/about/>

*"As a leading political outlet, we provide hard-hitting evidence-based analysis of British politics, policy, and current affairs."*

Your branch delegates to NPC are

Ruth, Barbara and Liza

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#### 4. May Day. Bring out the Banners.

We normally feature some of the International Workers' Day marches in our area with their union banners; this year there were some on-line International events.

This is a local contribution:

<https://youtu.be/P55ZRQQFc0E>

Rosie MacGregor is the secretary of White Horse (Wiltshire) TUC, a retired local government officer, long-standing UNISON activist, one time chair of the South West TUC and who for many years has helped to run a successful folk club from a Trowbridge pub.



Her opening remarks on the video refer to 2013 when Rosie sang at the Bridgwater TUC Centenary Rally where a guest speaker was Bob Crow.

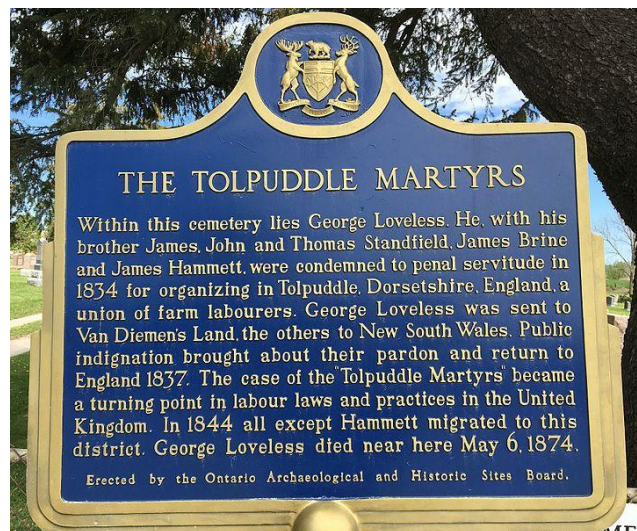
**Dave Chapple SW TUC**

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#### 5. Tolpuddle Festival cancelled

Although it will disappoint many, no one will be surprised that we have decided to cancel this year's Tolpuddle Martyrs' Festival.

We particularly want to reassure the local community at this difficult time.



We are planning an online event and will announce more on this soon.

We hope to see you in 2021.

We shall find other ways to honour the memory of the Tolpuddle Martyrs and celebrate the role of trade unions which are working so hard right now to support and protect people.

Tolpuddle also represents the value of solidarity, of joining together for the common good, something we all need to see us through this crisis.

<https://www.tuc.org.uk/tolpuddle-martyrs-festival-and-museum>

**SWTUC**

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## 6. Meet our new chair, Tony Staunton.

We asked our Tony Staunton, recently elected branch chair, to tell us something about himself.

Thanks to Jo for asking me to explain myself! Quite a daunting ask when knowing I am talking to a group of people, all highly qualified renowned specialists and seasoned academics. You see, I'm a life-long practitioner and only latterly involved in University life as an associate lecturer to bridge gaps in their offer of praxis.

As a social worker since 1973, beginning in my home town of London, I studied at Bristol University before specialising in therapeutic group work and the identification and treatment in child sexual abuse in families. As part of this I worked with Alan Brown teaching groupwork at Plymouth Uni, and, 30 years later ended-up as the Child Protection Manager for Plymouth Children's Services, suit-and-tied, overseeing adherence to Safeguarding Procedures across all agencies.

There were highs and lows (not a healthy thought to work non-stop in Child Protection for 40 years), and I left social work in the late eighties to train as a teacher (at Bristol's UWE) and became an FE lecturer in Early Years child development. But the pull of practice yanked me back into a wonderful job in Plymouth in the mid-90's designing and running community family centres. Inevitably that pulled me into management and finally strategic development work, chairing regional multi-agency Committees and publishing on issues of Child Internet Safety and

Domestic Abuse. And that's how the University lectures evolved until retirement.

The strange, probably dialectical, relationship between professional and personal politics has had me walk fast on both feet and chew gum at the same time. I'm a lifelong socialist and trade union activist, always trying to be a Marxist, seeking to learn historical materialism and apply the Method to real life as well as ideas whilst dancing on a knife's edge to remain employed and employable! I've attended just about every working class demo across my lifetime! I was party to building the first shop stewards group in Nalco in the mid-'70's, wrote for the radical social work "Case Con" magazine, helped to lead the Residential Workers strike for decent pay and conditions. I chased the National Front at Lewisham, was secretary of the local Anti Nazi League in Bristol, organised TU coaches to the solidarity days at Greenham Common, and coordinated a local Anti-Poll Tax Group.

In short I've had a life in the trade union movement. I was there at the mass protest in the Caledonian Road when the imprisoned Pentonville Five Dockers were released, at the pickets at Grunwicks, Warrington and Wapping, and so on. I ran the Avon Shop Stewards Group in the 1980's supporting the Miners Strike from Bristol and co-ordinating local "Dented Shield" defence of Council funding. I was Bristol's Natfhe district secretary for a while (as well as Natfhe Branch Sec for 6 years), and later Branch Secretary of Devon County UNISON and then Plymouth UNISON which remained the least-privatised local Council during my period of office, despite Tory rule.

I have built and led many strikes, but the fight against privatisation and neoliberalism has been deep and costly, and I finally found myself organising a defensive damage-limitation exercise as Chair of Plymouth Unite Branch at the beginning of the last decade before re-joining UCU just as the managerialism and privatisation of all Higher Education became universal and repetitive of exactly the same higher exploitation suffered by local councils.

I have held various officer posts in Plymouth Trades Union Council for more than 20 years and am currently the Honorary President. Alongside my socialist commitments to anti-racism and women's liberation (indeed all the challenges to oppression) I am a life-long environmentalist, engaged with most Green campaigns over the past 50 years.

I am currently a member of the Campaign against Climate Change national steering group and signed-up to Extinction Rebellion as a trainer and speaker.

I have experienced international campaigning, working with the global anti-capitalist Movement of Movements, attending and speaking at a series of World Social Forums in India, South America and Europe, and taking risks as a participant in one of the first human rights delegations to Colombia during that country's period of totalitarian rule.

Clearly we are all motivated by the events of our times, and I have been a Peace and anti-war campaigner (arrested and tried for organising direct action in Plymouth), Secretary of Plymouth Stop the War Coalition, and an elected member of the

national council of the Campaign for Nuclear Disarmament across decades and up to the present day.

I'm a divorcee, perhaps unsurprisingly, but somehow I've also managed a 20-year relationship with my current partner, Romaine, also a social worker. Together we've been beaten by fascist Police in Genoa, dodged percussion-grenades in Nice, and consumed CS gas in Strasbourg. Between us we have five children, five gorgeous grandchildren and a low-emissions motorhome in which we escaped for the best part of two-years after retirement to tour most of Europe, following the Picasso trail, studying 8,000 years of human history and living wild. We really did live the dream! But now the Lump-Sum's gone and we're in Lockdown!



We live in central Plymouth near the station, overlooking the main railway line. During a personally challenging period of the mid-noughties I jumped over the back wall and started clearing the disused railway sidings of 50-years of residential detritus and stockyard toxins. It's now a thriving set of communal gardens and vegetable plots managed between neighbours. Gardening is the primary love of my life, after my fellow humans of course!

I remind myself of Tony Benn's quip quite often, "I seem to get more left wing as I

get older”, and that is certainly a personal truth. I’m so angry with the way society has gone, neoliberal globalisation so destructive of both Planet and humanity, COVID-19 being just the latest experience of the failed system of Capitalism based upon private profit not human need. Because of that, and alongside a lifelong driven need to do whatever I can to challenge injustice, exploitation and oppression, I’m a member of the Socialist Workers Party.

But now I’m 66 years old and retired. I have memories of being a young trade union militant irritated by old-sage pensioned-grandeeds telling me what to do, and promised myself I wouldn’t do the same if I ever reached retirement. Raised in Inner London, Dad on the railways and mum a typist, I was told not to bother to think about pensions. Times have changed, 60 is the new 40 (so they say although my bones disagree) and I remain active.

I think the point of retired activists is to supply and develop solidarity for those in work (and out of it). I have attended the picket lines in the recent UCU strikes and formally demanded solidarity cash and support from fellow trade unions on the Trades Council. We have a key role to play in exposing the privatisation of education and demand a return to universal publicly owned and controlled schools, colleges and universities. I am well-versed in opposing managerialism, workplace bullying and the inhuman demands of “piece-work” when the pay we receive is for “hours of work”.

The level of exploitation of teachers and lecturers is untenable and has to be stopped. The UCU is at the forefront of

this fight at this time and I’m proud to be involved. I’m happy to be the “dog’s body” licking stamps for union correspondence and handing out leaflets for the Branches in dispute.

And for the majority of the rest of my time I will be continuing to act on Green Issues, developing the opposition to all elements of fossil fuel use and focussing on the battle to lower emissions to prevent the coming climate catastrophe.

Oh, and keeping out-of-the-way of COVID-19. Stay safe, everyone.

Tony Staunton SW RMB

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## 7. Campaign against Climate Change.



A 'just transition' to a low carbon economy has long been a demand of trade unions. We believe that what is needed is closer to a 'just transformation', as made even clearer by the COVID-19 pandemic, and the climate and ecological crisis which has not gone away.

In May 2020 the Campaign against Climate Change trade union group began a series of film screenings and discussion to explore the need for this radical transformation in society. These are to be advertised on the website.

Find out more at [www.campaigncc.org](http://www.campaigncc.org).

Follow them on [Facebook](#) and [Twitter](#)

## 8. UCU Equality Conference 2019

This report provides an account of UCU's 2019 equality conference, held in Birmingham at Aston Conference Centre from 21<sup>st</sup> to 23<sup>rd</sup> November. This is an annual event that includes individual conferences for each equality strand (i.e. women, black and minority ethnic, disabled and LGBT members) and a plenary session for all those attending. UCU members who identify with one or more of the equality strands are entitled to attend the conference and they do so on their own behalf, rather than as representatives of branches or other bodies.



The information that follows focuses on the disabled members' conference and the plenary session, with additional comments on the conference venue and the dinner provided for those attending.

### Disabled Members' Conference

Members were welcomed by Elaine Heffernan, Chair of the Disabled Members' Standing Committee (DMSC), who introduced the conference programme and gave a short address. Elaine identified some key developments in UCU policy, which would be later elaborated in the DMSC report. She also mentioned that it had been agreed that the term 'mental health' would be replaced by the term 'mental distress' in

official communications<sup>1</sup>. Elaine thanked the out-going members of the DMSC for all their hard work during the year.



The next session was dedicated to formal conference business. Members voted to adopt standing orders for the conference and the minutes of the 2018 disabled members' conference were accepted as an accurate record.

In the report from the DMSC the chair outlined some of the key issues that the DMSC had taken forward. There had been extensive liaison with other education unions in planning for the 2019 day of action for disability equality, scheduled for 4<sup>th</sup> December 2019. An early day motion had been proposed in the House of Commons, focusing on the barriers faced by those working in post-16 education and on the need for much greater support for disabled staff. Work on motions from UCU Congress had taken place, including on improved support for staff with mental health difficulties, on neurodiversity at work and in producing a Reasonable Adjustment Passport and policy.

The committee had continued work on the TUC's 'Dying to Work' campaign <https://www.dyingtowork.co.uk/the-campaign/>

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<sup>1</sup> Without further explanation this seems confusing, since the term 'mental health' describes a positive state and 'mental distress' describes a negative state.



and on promoting the Disability Confident Scheme. Members of the committee had attended the TUC Disabled Workers Conference 2019 and had participated in a fringe event at Congress 2019 concerning the use of digital media in campaigning for workplace equality.

Nominees for the in-coming DMSC were elected unopposed as their number equalled the number of committee places available. The new members are Pat Roche, Michala Robertson, Marian Mayer, Christine Paine, and Chiara Vassell.

Five motions were proposed and debated:

\*Making the disability confident scheme genuinely inclusive for workplaces. Carried.

\*Survey on pay and progression. Carried.

\*Day of action (on disability) 2020. Carried.

\*UCU response to *Public Sector Bodies ... Accessibility Regulations 2018*. Carried.

\*Inclusion and equality for neurodivergent staff in post-16 education. This motion was proposed by Jon Adams on behalf of the Southern Region Retired Members' Branch and seconded by Martin Giddey. Jon's speech was very positively received and the motion was carried unanimously.<sup>2</sup>

Two speakers presented talks on specific themes. **Fran Springfield** is a medico-legal expert in the fields of disability and gender identity and has a background in nursing. She is also a leading member of Disability Labour<sup>3</sup>, a socialist society affiliated to the Labour Party. This organisation is influential in shaping disability policy within the Labour Party and within government more widely. Fran

gave a most interesting account of the work of the group and as a wheelchair user herself is able to talk from lived experience, as well as from professional and academic expertise.

**Jo Seery** from Thomsons Solicitors focused on reasonable adjustments, the duty of employers and enforcing rights for disabled staff. The talk was structured around key questions arising from the legal requirements of the Equalities Act 2010 and government guidance related to this<sup>4</sup>. This very clear and interesting presentation was enhanced by using mini case studies. The ways in which the requirements of the 2010 act had been shaped and influenced by legal precedent were also examined.

Both talks were followed by lively discussion and questions and answers. The disabled members' conference then closed.

### The Plenary Session

The plenary session brings together members from each of UCU's equality strands to explore issues of common interest, and the programme was introduced by Sue Abbott, chair of the Equality Committee. Sue gave a warm tribute to Helen Carr, the official in charge of UCU's Equalities Department, who has had a leading role in supporting and developing our union's policies and practices. After many years at UCU Helen is moving on to a new role at another trades union.

**Jo Grady**, UCU General Secretary, focused her address on three key issues. The issue

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<sup>2</sup> Appendix 1.

<sup>3</sup> See: [www.disabilitylabour.org.uk](http://www.disabilitylabour.org.uk)

<sup>4</sup> See:

<https://www.gov.uk/government/publications/equality-act-guidance>



of migrants' rights had become a very pressing issue following the EU membership referendum in 2016 and a political culture of hostility to immigrants clearly evident within the policies and discourse of Conservative governments. This had led to a growing problem of denial of legal rights in employment and in immigration status. To address this UCU was establishing a new equalities standing committee for migrants which would meet early in 2020.

Jo said that sexual violence can and does arise in any setting including trades unions, political parties and places of work. UCU was setting up a new task group to develop policy and practice in opposing and preventing sexual violence.

Finally, in relation to transgender rights, UCU supported the right to gender self-identification. There is considerable hostility to transgendered people in the press and other media and official statistics confirmed a large rise in the incidence of hate crimes targeted at transgendered people.

**Michael Braithwaite** is a Windrush campaigner who came to Britain from Trinidad as a child in the 1960's. He has experienced racism in trying to find accommodation and employment. He had been employed for many years as a learning support worker at a primary school, working with children with special educational needs. Although he has a legal right to stay in the UK, the Home Office denied this right and notified him that he would be deported. Now officially deemed to be 'an illegal immigrant' he was not allowed to work and was escorted off the school premises. Everyone at the school was devastated by this and staff, pupils and parents had been

very upset by losing a much valued member of staff. Michael found it very difficult to obtain help and support because of the 'hostile environment' created by the government. The stress and humiliation he experienced took its toll on his health and he became ill. Eventually he received help from voluntary groups and it was only after his case was featured on national television that the Home Office ended the injustice by recognising Michael's right to remain permanently in the UK.

**Sam Hayes** is a PhD student at the University of Essex undertaking research in the area of coping strategies and access to health care amongst transgendered people. As a transgender activist on campus he has achieved much support from the university LGBT society and students generally. Sam identified some of the difficulties experienced by trans people including the lack of recognition of non-binary people and transphobia.

Lack of access to specialist health care was a particular problem and the average waiting time for being accepted on to a NHS transition programme was 5.3 years. Waiting in limbo and often denied help in the meantime resulted in considerable emotional damage and stress. There was a need for much better training of health workers in trans issues and the needs of trans people. Typically there was little recognition of non-binary people within our health and legal systems. Sam was highly critical of the impact of "TERF's", i.e. trans-exclusionary radical feminists who, he said, were waging an increasingly vocal campaign against trans women. Many such campaigners were academics and their influence was undermining the recognition of trans

rights and had underpinned transphobia and the 'othering' of people whose identities should be properly recognised.

**Zamzam Ibrahim** is currently president of the National Union of Students (NUS).



She is the daughter of Somali parents who fled to Sweden and then to the UK to escape war. As a child she felt that she didn't quite fit in at school and in her neighbourhood. Reading for a degree at the University of Salford she experienced low expectations and received little individual help.

She became active in student politics and became head of the students union at her institution. Following this some of her views and her speeches were publicised in the press and she received a lot of negative publicity, particularly on social media in both Britain and the USA. This negative coverage intensified subsequent to her election as president of the NUS. Zamzam said that she was able to manage the hostility and hatred directed at her, but when this was extended to her family she found it very hard to take.

At the NUS she has worked to develop specific campaigns to oppose racism on campus. Zamzam regards institutional discrimination towards different groups as linked and everyone has a role to play in challenging this. Within the NUS she is also promoting broader aims, in particular arguing for education as a free service to students and for the establishment of a national education service in the UK.

**Jenny Lennox** is a bargaining and negotiating official at UCU and her talk concerned inequalities of pay and how our union is seeking to address pay gaps. It is not easy to obtain an accurate and complete picture of pay gaps in FE and HE. The Higher Education Statistics Agency (HESA) provides useful statistics but these are not broken down to institutional level. UCU is the only organisation collecting and aggregating workforce data in the FE sector. HE institutions have a statutory duty to report on their gender pay gap, but not pay gaps in relation to race, disability or sexual orientation / sexual identity.

Jenny briefly reviewed the causes of gender pay gaps and many of these involved discrimination in relation to pay, promotion and seniority. In negotiating the redress of pay gaps of all kinds locally, branches should develop a strategy and a specific action plan. Some practical actions branches can take were identified. One of the major difficulties faced by both trades unions and employers are problems around self-disclosure of protected characteristics. Staff may be reluctant to self-disclose because they fear that doing so may make them vulnerable to discrimination by managers and employers. UCU is planning to provide more central support for branches negotiating on pay equality.

### Conference Facilities & Conference Dinner

Aston Conference Centre was a good location for hosting the conference. The rooms provided were spacious and comfortable and the audio-visual facilities were good. Induction loops were provided in all meeting rooms and these worked well. Most members attending stayed for one or two nights and residential

accommodation was provided within the same building. There was, however, a specific problem with the conference dinner.

This is summarised in the following quotation, which I included when returning the feedback form sent to all those who attended the conference.

*"The dinner is a great event that allows participants to relax and socialise together. However, for some disabled members it can be really difficult to enjoy. People with hearing impairments (such as myself) can find it almost impossible to hold a conversation at the table because it is such a noisy environment. This is the result of more than 100 people all talking in the same room, together with the clatter of crockery and cutlery. Some neurodivergent colleagues may become overwhelmed by the unrelenting sensory stimuli and, because of this, an autistic member became very distressed at our table and had to leave the dining room and eat alone in the bar. A simple solution for the future would be to provide a table in an adjacent room for those who require a quieter environment to enjoy their dinner. Please give this serious consideration. Thank you."*

Overall, this was a very good conference and I would encourage all UCU members entitled to attend to take part in future conferences.

Martin Giddey Jan 2020.

Equality Officer, Southern Region RMB  
Equality Officer, Southern Region Committee

#### Appendix 1. Motion for the Disabled Members Conference at UCU Equality Conference 2019

Title: Inclusion and equality for neurodivergent staff in post-16 education.  
Proposed by Southern Region Retired Members Branch.

'Conference notes that motion HE41, passed at UCU's 2018 annual national congress, called for a factsheet and training to assist workplace reps in supporting neurodivergent staff. The factsheet subsequently produced announced that a branch toolkit to support neurodivergent members would be available in late spring 2019.

In relation to this, conference requires that

- \*All UCU materials and activities related to neurodiversity must be developed and delivered with the active involvement of neurodivergent colleagues.

- \*The first draft of the factsheet, which contains some inaccuracies, should be withdrawn and subsequently re-written.

- \*The branch toolkit should be produced and publicised without further delay.

- \*A programme of training, based on the toolkit, should be made available in every region and in every branch that requests this.

- \*The DMSC reports on progress made on points 1-4 (above) at UCU's annual equality conference in 2020.'

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## 9. Book Corner.

### **'Becoming' by Michelle Obama.**

In the final chapter of 'Becoming' Michelle writes "I grew up with a disabled dad in a too-small house with not much money in a starting-to-fail neighbourhood, and I also grew up surrounded by love and

music in a diverse city in a country where an education can take you far. I had nothing or I had everything. It depends on which way you want to tell it.” Michelle became one of the most intelligent, determined and compassionate First Ladies. She is candid about her doubts, fears and vulnerabilities. She is not modest but this is a vital part of her story and what she very much wishes to share with others: use your voice and exploit your talents.



Every woman (and some men) will find something in 'Becoming' that resonates with them. This could be about achieving the elusive work life balance, but doing everything perfectly, despite having a partner who is absent much of the time. Barack is a devoted husband and father but definitely part time. There is romance but also the need for relationship counselling. With a young family and full-time job, Michelle has to learn to run the household and its routines regardless of Barack's presence. Malia and Sasha are not going to grow up believing life is about waiting for daddy to come home. The first part of the book could be essential reading for any young people who doubt their abilities or do not 'get' the value of hard work.

It is an entertaining read. There are descriptions of the inevitable contrasts in her life: the joy of making a cheese toastie for herself or opening a window; seeing the Presidential cavalcade (at least 20 vehicles) for the first time at Reagan National Airport; or having to alert the Secret Service if she wanted to have a cup of tea on the White House balcony so roads could be closed and tourists moved away.

I hoped the book would include some hints that Michelle might consider her own role as a politician. You are left with no doubts that this will not happen. She really dislikes the cut and thrust of politics. Michelle loves the opportunities to know people, to make a direct difference, to be liked and respected for her successes and the 'Am I good enough?' question permeates her story. Her need to be able to say 'Yes I am' placed her under immense pressure during the 2008 Presidential campaign. The Republicans, via the right-wing media, distorted her messages and activities cruelly. "I could see how the opposition had managed to... feed me to the public as some sort of pissed-off harpy. It was, of course, another stereotype, another trap. The easiest way to disregard a woman's voice is to package her as a scold."

Early on Michelle recognised the challenge of being in a relationship with a man so exceptional that she could be swallowed up – a good job given her future role as First Lady. Barack is encouraging and he gives her the courage to take leaps into the unknown in relation to her own career moves. She reluctantly supports his run for the Presidency because she thinks he can't possibly win.



Reading about the campaign is fascinating but Michelle's campaigns as First Lady are impressive. She excels at preparation, marshalling support from a wide range of people and organisations, setting ambitious goals and building relationships and networking – all the skills that made her an immensely successful working woman in her own right.

Michelle is generous with her admiration for and thanks to all the people who loved, educated, supported and influenced her. It is a diverse and fascinating group but, perhaps most telling are the words that come in the preface: "My father, Fraser, taught me to work hard, laugh often, and keep my word. My mother, Marian, showed me how to think for myself and to use my voice."

How do you tell the story of how you became?

Alison Delyth Bristol

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**My Pension Online** is the Teachers' Pension online portal designed to help you manage your pension more efficiently.

<https://www.teacherspensions.co.uk/members/faqs/my-pension-online/my-pension-online.aspx>

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## 11. Editors Note.

Contributions to the newsletter are welcome.

Jo Corke SW RMB

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Credits:

<https://www.npcuk.org/>

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