



PEOPLE'S ASSEMBLY NATIONAL DEMONSTRATION AND FESTIVAL 20 JUNE

Demand an alternative to austerity and Tory government policies that only benefit those at the top. Assemble 12 noon at the Bank of England (Bank tube). March to festival. For latest details go to: www.thepeoplesassembly.org.uk

Newsletter of the Camden Unison Branch



www.camdenunison.org.uk

Number 32 ● May 2015

As the Council begins a new wave of cuts, figures obtained by Camden UNISON demonstrate that compulsory redundancies are avoidable.

Over the last four years while the Council has made nearly 450 compulsory redundancies it has hired over 2,100 new staff, but only redeployed 78. To get the Council to change course will take pressure from UNISON members.



Compulsory redundancies are unnecessary & we need to fight them

Official Council figures show that from 2010 up to March 2015 the Council made £93 million of cuts, involving 448 compulsory redundancies, at an average cost of £16,500 each. But from April 2010 up to April 2014 alone the Council hired over 2100 new staff. Shamefully it only redeployed 78 workers at risk of redundancy.

It means that for every 28 new posts created or recruited to, only one current employee got redeployed while six were made redundant.

There are also a significant number of agency workers deployed in the authority, 240 alone in Housing and Adult Social Care. 12% of the total salary spend went on agency staff in HASC for the year ending February 2015.

Overall the borough spent £12.5 million making redundancies. The Council has now approved a further savings target of £73 million over the next three years which it estimates will mean a reduction of 600 posts. This is fewer posts than have been cut in

the last four years.

Over the last four years, nearly five times as many new people have been recruited as those made compulsorily redundant. Better than sacking experienced staff, at great expense the council should use its funds to train them for vacancies elsewhere in the Council. With the behaviours framework and our new generic job capsules management is acknowledging that we have transferable skills and experience. However this is not being taken into account in reorganisations.

UNISON has successfully persuaded management to take action to mitigate against compulsory redundancies so far, in many individual restructures. Management has agreed to advertise all new posts internally for eight days prior to going out to advert.

This is a positive step, but alone this will not be enough to protect all members' jobs. However we advise people to sign up to the job alert e-mails on Essentials. While we believe we have the arguments to demonstrate that

even if the cuts go through, compulsory redundancies are unnecessary, management still intend to sack people. So if we want to stop them, and ensure we can be redeployed to alternate roles, we need to get organised and show we are prepared to take action.

Members at our Annual General Meeting voted unanimously in favour of organising shop meetings and an indicative ballot for industrial action against compulsory redundancies.

STOP PRESS: Following UNISON deputation to a full Council meeting on 13 April management has agreed to talks about a proposal to avoid compulsory redundancies in line with the 'job promise' recently negotiated by Sandwell Council in the West Midlands with UNISON and the other recognised unions (<http://www.sandwellunison.co.uk/smbc-jobs-promise/>)

● If you're not yet a member, why not join today? You can at www.camdenunison.org.uk

Angry special conference over-ruled leadership on pay



For only the second time in UNISON's 22-year history, delegates gathered for an extraordinary conference in central London on 24 March. The topic was the

disastrous end to and fall-out from last year's National Joint Council (NJC) pay campaign, which had apparently tied the vast majority of local government workers to a miserable pay deal set to run until 31 March 2016. The conference had been requisitioned by branches, led by Manchester, representing well over 25% of UNISON's local government membership

To the surprise of many of the 600 plus delegates the union's general secretary Dave Prentis was in attendance throughout as were four of UNISON's assistant general secretaries. If they had been expecting a stage-managed event to endorse, however reluctantly, the conclusion of last year's NJC pay dispute they were in for a rude surprise.

By the day's end, delegates were voting overwhelmingly in favour of motions that the top table had either opposed or 'supported with qualifications'. Crucially, more than 60% of votes cast backed a motion that effectively called for UNISON to submit a pay claim for the financial year about to start on 01 April 2015 and to push for the reopening of

negotiations with the local government employers' umbrella body.

In what proved the longest and most bitter debate, Manchester branch secretary, Evelyn Doyle, moved the resolution for kick-starting a renewed pay battle by branding arguments for the status quo as 'spurious, negative and defeatist'. Camden's branch secretary also spoke for the motion, saying that adopting it would send 'an absolutely necessary signal to the Labour Party that our passive support can no longer be taken for granted, especially at a time when its parliamentary leadership continues to embrace the key planks of the austerity programme.'

The conference effectively agreed that UNISON must be 'prepared to take strike action to secure fair pay no matter which Government is elected in May 2015'. After a speech by branch co-chair Phoebe Watkins, delegates also backed by a two-to-one margin a Camden branch motion, which was strongly critical of an industrial strategy that seemed to consist of nothing more than a one-day protest strike. A motion, devised by Assistant Branch Secretary, John Shepherd, for the use of Survey Monkey to boost turnout in consultation exercises received overwhelming support as well.

What happens to the fight over pay remains to be seen, but the conference itself showed an unprecedented degree of cooperation

between regions, especially London and the North West, which augurs well for the future.

Pay Claim lodged but too low for London

As instructed at the Special Conference UNISON has now lodged an additional pay claim for this financial year with the Local Government Employers.

The claim calls for the 'Living Wage' (£7.85 outside of London, £9.15 in the capital) to be the absolute minimum wage on the local government pay scales and for an equivalent flat rate rise for all other workers already paid above the level of the Living Wage. A problem immediately arises, however, for London local government workers. At present, the minimum hourly rate including London Weighting stands at £9.02, just 13 pence below the London Living Wage (LLW), which makes the national claim look derisory from a Londoner's perspective. Only six of the 32 London local authorities are not already paying at least LLW to their own directly employed staff. Of course, the employers' side may try to brush aside any new UNISON claim, but in the meantime it's crucial for London branches to push both their elected representatives and paid officials to ensure that there is a revised claim for a really significant pay increase for London members.

George Binette,
Branch Secretary



In March 2015 over 20,000 people, overwhelmingly young, demonstrated in London to demand action on climate change. This December, world leaders will gather in Paris to strike a new deal for the climate. The *Time to Act* campaign will be working alongside other groups for large scale mobilisations in the UK and Paris. There will be a mass lobby of parliament on 17 June with other activities on the day and a climate bloc on the 20 June Peoples Assembly demonstration against austerity.

More at www.campaigncc.org

The Emperor's New Clothes, a documentary film by Russell Brand and director Michael Winterbottom, had its debut screening on 21 April at a packed Hackney Picturehouse. Branch Secretary, **George Binette**, along with several other Camden UNISON members, was there

Russell Brand strips bare the austerity con

'All of us were both entertained and moved by this accessible, shamelessly populist indictment of what not just five years of austerity but nearly four decades of 'free market fundamentalism' have done to British society and indeed much of the world.

Brand doesn't pretend that he and his collaborators are saying much that is new, but he does present a convincing case that a combination of tax cuts for the rich, deregulation of the banking sector and outsourcing/privatisation have dramatically increased inequality, especially in Britain and the USA. He visits his hometown, the aptly named Grays, Essex, highlighting the growth on the local high street of betting shops, pound shops and pay-day loan operators (not to mention the emergence of food banks), while providing some insight into the weekly struggles of lone parents working full-time for salaries of under £25,000 a year.

The film contrasts the assembly-line 'justice' meted out to looters stealing trainers and juice cartons during the August 2011 riots with the impunity enjoyed by bent bankers, whose frenzied gambling triggered the 2008 economic crash.

Brand and Winterbottom deploy guerrilla film-making tactics with repeated attempts to interview banking

executives thwarted by security guards at skyscraper entrances. More successfully, with the covert aid of a firefighter, there was an ascent by ladder to place a poster at the mansion of the hereditary peer and tax-avoiding publisher of the Daily Mail, Lord Rothermere.

The film would be better if shorter and more focussed. But one of its strengths is that it gives an all too rare voice to working class people, whether they are simply struggling to make ends meet, fighting back against ruthless property developers (Hoxton's New Era estate) or wage-slashing bosses in social care (UNISON members at Your Choice Barnet). After the screening there was a Question & Answer session with Brand and Winterbottom. Helen Davies, chair of Barnet UNISON, used it as an opportunity to speak about their careworkers' fight and the looming strike action by some 700 members in our neighbouring branch.

Brand posed for photos afterwards with members from Barnet. It was shocking to think that Russell Brand seems to have done more in practice to support our fellow UNISON members there than the national leadership of our union.'

■ *The Emperor's New Clothes* (certificate 15, running time: 101 minutes) was released at selected cinemas on 24 April.

Knowledge is power

Knowledge is power. Information is liberating. Education is the premise of progress, in every society, in every family – Kofi Annan

New Camden UNISON education officer, **Folora Duang**, writes on her plans for the branch

'I will be supporting and encouraging members to further their skills and knowledge through training events, workshops and conferences with the aim of empowering, inspiring and motivating members to reach their full potential.

'I am in the process of organising a two-day training workshop for all stewards and convenors and also a series of *Lunch Time Lectures* open to all. Ideas for these are welcome.'

■ For more information or if you wish to get involved please contact: **Folora. Duang@camden.gov.uk**

May 2015
CAMDEN EYE

An election thrown away: resistance has to be organised

In Scotland the SNP campaigned against austerity and won 56 of the 59 Scottish seats. The Labour Party campaigned for 'Austerity lite' which for many offered no obvious alternative to Tory policies. Calls for the re-nationalisation of the railways and energy companies could have generated enthusiastic support. Labour failed to rebut the Tory lie that the deficit resulted from its economic mismanagement. An election that could have been handsomely won was abjectly lost.

The strategy of UNISON and other national unions of waiting for a Labour-led government now lies threadbare. The emboldened Tories are determined to attack the welfare state, privatise the NHS and put further restrictions on trades unions.

Unions, community organisations and activists now have to expose government arguments in a forceful and coherent way and provide serious support to battles against cuts and privatisation. But these struggles must, as far as possible, be linked together centred on a common theme and providing an alternative vision, such as housing for all. The Tories have a slim majority and are not popular. Effective serious campaigns with leaderships intent on winning, rather than posturing, can start to turn the tide.

What has the union ever done for us?

These are just a few of the things we have achieved in the past couple of years. For more, see the success section of our website camdenunison.org.uk/tag/success

The more members we have and the more active and involved members are, the more we can achieve. So if you're not in UNISON, join today on our website. And if you are, why not become a rep or get more involved in UNISON activities?

- ★ Won the 2015/16 2.2% NJC pay award for all eligible workers
- ★ Got all new jobs to be advertised internally before going out to advert
- ★ Won pay increases of up to over £4000 per year plus backdating worth up to over £6500 for around 30 family support workers
- ★ Won PRP pay increases and bonuses for members who had been denied them by HR
- ★ Prevented the sacking of around 60 school workers who were due to be dismissed due to issues related to their qualifications
- ★ Won pay rises of up to £2100 a year, plus backdating of up to £2400 for around 30 children's social workers
- ★ Won qualification payments of £1500 per worker for over 100 school support staff for getting level 2 qualifications in maths and English
- ★ Secured up to a year's sick pay for an outsourced cleaner battling cancer
- ★ Ensured craftworkers received a backdated pay award which they had not received
- ★ Got back pay for Contact Camden out of hours workers who didn't receive Easter enhancements
- ★ Won pay increases for hundreds of school support staff, with backpay averaging £800 per worker and future increases of up to nearly £2000
- ★ Won regrading for children's centre administrators, increasing their pay grade up to nearly £2800 per year
- ★ Won PRP increases for members in ICT during a restructure who were being denied them
- ★ Won a pay increase plus £5000 backpay for an agency worker who was being paid less than permanent colleagues
- ★ Won £11,000 backpay for a children's social worker who was not permitted to return to work for some time following illness
- ★ Got a bike pump installed for staff use at the Crowndale centre
- ★ Got Camden to sign up to the ethical care charter, with the living wage plus paid travelling time for home carers
- ★ Got big improvements to agile working arrangements including getting laptop risers, keyboards, backpacks, wheeled suitcases, bigger laptop option and 60% of desks at 5PS having external monitors
- ★ Stopped compulsory redundancies and pay cuts of nearly £5000 a year each for youth offending service workers
- ★ Got prices in the 5PS cafe cut, with further discounts for staff members
- ★ Successfully defended a social worker disciplined for coming to work outside of standard hours to support the family of a child who died
- ★ Won thousands of pounds compensation for dozens of casual/zero hour contract workers who weren't receiving holiday pay, as well as dozens of contracted workers doing additional hours
- ★ Helped prevent dozens of members from having to reinterview for their own jobs in restructures
- ★ Won implementation of the London living wage for outsourced school meals worker.

Camden NSL workers made over £24 million profit for Camden Council last year and contributed to NSL's £18 million plus profits for the same period. **John Mann**, Branch Organiser, outlines why they are now embarking on balloting for strike action

Three percent of very little is not enough

Back in 2012 UNISON members who work for NSL – Camden's parking enforcement contractors – took strike action in pursuit of better pay and conditions. Those strikes achieved a three year settlement with annual pay increases of over 3%. However 3% of very little is not enough to lift you out of poverty so this year we submitted a claim that would take basic pay from £8.92 an hour up to £10.50. After months of exchanging offers and counter offers we have reached an impasse and once again our members are considering the need to take strike action.

The final offer made by NSL is to pay CEOs (Civil Enforcement Officers, the new name for Traffic Wardens) 12p above the current rate of London Living Wage which currently stands at £9.15 thus placing the lowest paid staff on the Parking Contract on £9.27 an hour.

As a compromise in order avoid the need to take industrial action we offered to settle at £9.50 an hour with a view to gradually increase the LLW 'plus payment' over subsequent years. This offer was rejected by both NSL and Camden so we have now started the process of balloting for strike action.

Working as a CEO is a hard and dangerous job. You work in all weather conditions and have to put up with regular verbal abuse and all too often physical attacks. In return you are paid badly and receive very little support or respect from your employers or members of the public. CEOs have to gain qualifications which cover the intricacies of parking law and the other requirements of the job. They rightly feel they deserve to earn more than 12p above the current minimum wage needed to survive in London.



UNISON Branch Secretary George Binette hands a branch cheque for £100 to striking Glasgow Homelessness Caseworkers, Jennifer and Leslie, who spoke at the April Housing Adult and Social Care (HASC) stewards meeting. The workers are on 'all-out strike' over their grades which are lower than comparable workers. The strike is 100% with strong picket lines. A collection raised £73. The meeting passed a motion of support, which will be sent to the Trades Council and also asked the Branch Committee to donate a total of £250 to the strike fund.

Appraisals: we all deserve five!

Considering how we are all doing so much more with less after four years of cuts, Camden UNISON believes we all deserve an appraisal rating of 5. So get your UNISON appraisal sticker from your local rep or the branch office for your desktop, laptop or locker. In addition, Camden UNISON continues to oppose the appraisal system and Performance Related Pay (PRP). At our AGM, over 100 members unanimously condemned it as unfair and institutionally racist.

New figures from appraisals in 2014 show strong evidence that performance related pay continues to detrimentally impact on BME (black and minority ethnic), average and low-paid, older and disabled staff. However having previously promised to provide the full figures of appraisal ratings to UNISON like they did for 2013, senior management is now refusing to provide these figures and has also rejected our Freedom of Information request.

The lengthy report published by management on Essentials earlier this year leaves out the information which showed up the biggest discrepancies in the system in 2013; namely in the awarding of ratings nearer the bottom or top of the scales which either block pay progression or attract bigger pay rises – worth up to over £3000 for senior managers.

Amongst other things, the figures for the previous year showed that those earning over £60k were 33 times more likely to receive an exceptional rating (of 5) than those earning under £20k, and white staff were 350% more likely to be rated as exceptional than black workers.

Camden's report omits this level of detail, instead only including averages. But even these averages show an ongoing detriment to those on middle and lower salaries (£40k and below) and to BME staff members as well as the other groups mentioned above. We have complained to the Information Commissioner's Office against the rejection of our FOI request and our appeal.

Many senior managers privately admit the system does not work, and are exploring alternate models. We should be involved in any discussions around these and will keep members updated.

Good LGBT conference

So they want me to tell you about a conference; specifically the last Lesbian Gay Bisexual Transgender (LGBT) conference which was held last November in Blackpool. North West region gave us a fine social evening on the Saturday, hiring part of the Blackpool Winter Gardens to throw a cèilidh. We also had a good range of external speakers.

The venue was the Blackpool branch of the Hilton chain. It was to the north of the town, some way off from the gaggle of bars and restaurants around the north pier (which even at this late part of the year seemed busy with very lightly dressed stag & hen parties). The Hilton was a not very distinguished pile of modern red brick and glass. It seemed rather staid compared to the town

around it. I don't know how many of you have been to a union conference before but they are very odd things. If you are an Official Delegate you get issued a card (with a picture of a hand on it) to wave in the air to indicate your vote. You also get stern instructions to hand it back in at the end of conference. As per usual it was largely a matter of people getting up and passionately exhorting the assembled delegates to vote for a motion, whereupon the motion would be passed unanimously (usually). There was a brief moment of

debate, acrimonious debate even, on the Saturday when a motion on organising to Kick Out The Tories(!) at the next General Election came up. The language of the motion was operating around the assumption that the only way of doing this would be to enthusiastically get behind the Labour Party. Strangely some of the Scots delegates were less than impressed with this idea and it turned into a scrap between the bits of the union that believe in the worth of Labour affiliation and those that do not. The motion was carried in the end though. We did work through all the outstanding

business this year. The only motions not passed were either withdrawn by the movers or dropped for purely procedural reasons. They spanned a wide range of issues, from campaigns to boost recruitment, particularly increasing visibility at Prides and other LGBT community events, through to combatting attempts by groups like UKIP to try to win some of the LGBT vote and items on various community health issues. This year we are going to Brighton. If you are LGBT and want to get a sense of the wider union I would heartily recommend attending.

Shaun Murrant



Epilepsy in the workplace

The Trades Union Congress has produced an excellent 24 page booklet: 'Epilepsy in the workplace', written for it by Epilepsy Action. It covers amongst other issues what epilepsy is, myths and facts, making workplaces epilepsy friendly, using the right language, resources and useful websites, a guide to the law and suggestions for what unions can do. It stresses that people with epilepsy should be involved in any discussions and decisions about them.

To download a copy go to www.tuc.org.uk and search for 'Epilepsy in the workplace'.

Hidden disabilities

A good many people at work suffer from hidden or invisible disabilities. Blood disorders such as sickle cell anaemia and thalassemia are medical conditions which are invisible to non-sufferers. They predominately affect black people, mainly those of Mediterranean, African, Afro-Caribbean, Middle Eastern, Indian and Asian origin. Lupus is another hidden disability and was discussed at this year's National Black Members Conference. Lupus is an autoimmune disease that causes the body's immune system to become hyper-

active and attack normal, healthy tissue, causing inflammation, swelling and damage to joints and internal organs. These conditions have far reaching effects and can cause severe pain and major organ failure. It affects different ethnic groups, but predominantly affects black women. Sufferers also have to endure the suspicion that they are 'trying it on' from both employer and colleagues as they often have to take time off work for medical appointments or to manage their symptoms. They can feel they are being discriminated

against because of their disability. The Conference voted for the National Black Members Committee to:

- raise awareness about lupus and its symptoms;
- place information on the UNISON website and in relevant UNISON journals;
- research affected members' experiences of gaining time off work to get treatment;
- work with the National Disabled Members Committee;
- establish how UNISON can best support such members in their workplace and make them aware of their rights.

Large & lively

With over 700 women in attendance, this year's UNISON women's conference was the biggest ever. Key themes were economic austerity, the general election and fears about the possible success of UKIP. Many discussions stressed the need to elect a Labour government. Key note speakers were Yvette Cooper (shadow home secretary) and also Dave Prentis (UNISON general secretary). Both speakers were warmly received when they criticised the Tories but equally when delegates spoke of the need for Labour to offer more this drew

large applause. When speakers from the floor urged the need for union activists to campaign and challenge UKIP's vile racism this drew an enthusiastic response. The issue of the 2014-5 pay campaign drew sharp criticism of the union leadership for not seeing the campaign through and accepting a poor deal in local government. There was a real mood for UNISON to use its influence to pressure the Labour Party as many women were inspired by the newly elected anti austerity government in Greece. As a first time observer, I was im-



pressed by the quality of debates which covered issues directly relevant to women as well as issues affecting all members such as low pay and racism. Overall, I enjoyed the opportunity to sit with women activists from all over the country and I got a real sense of the

strength and potential the union has with so many experienced union reps.

I liked the way any first time speakers were applauded and the atmosphere was friendly and supportive. Having said that, I did think that many of the motions were lacking firm demands so limiting the influence they could have in the wider union. I feel that the women's conference should aim to have a stronger influence at national conference. I would like to thank Camden UNISON officers for giving me the chance to attend and would really encourage others to go.

Teresa Brennan

March for Homes

On Saturday January 31, a very cold and wet day, over 4000 angry people marched on Boris Johnson's City Hall headquarters demanding homes for all. It was a lively and very young demonstration reflecting how it has become impossible for young people starting their lives in London to be able to find affordable secure good quality homes. The demonstration bought together campaigners and unions from across London seeking to build pressure on politicians to take the issue for housing for working class people in London seriously. Central to the march were campaign groups such as New Era Campaign in Hoxton and E15 Newham who fought back against the eviction from their homes and attempts to sell off their homes to developers.

With the election of a majority Tory government we shall need to build on this spirit of resistance. Whether the Tories go ahead with the right to buy of Housing Association homes remains to be seen but one thing for sure we know they hate any idea of public housing and want to wipe Council Housing off the map. Our job will be to link up with any battles to defend public housing

Maddy Cooper HASC
Steward



Tenants and Housing summit

Defend Council Housing has called a Tenants and Housing summit event on 13 June 11am to 4.30pm at Bloomsbury Baptist Church Hall in central London.

Sessions on What Next for March for Homes, the Tenants Manifesto, Anti Benefit Cuts campaigns, trade unions and housing, private renters and rent control, and the fight for council housing - against demolition, sell off and privatisation.

More at www.defendcouncilhousing.org.uk

Join UNISON today

● You cannot defend your terms and conditions on your own. You need to join a union. With over 3,000 members Camden UNISON is the largest union in the council. Join online or access PDFs of application forms at:

www.camdenunison.org.uk/join

If you are already a member why not ask your colleagues to join?

There's strength in numbers.

● UPDATE DETAILS

Have you moved or changed your job/workplace recently? If so please update your membership at: www.camdenunison.org.uk/update

● Visit the branch website: www.camdenunison.org.uk

● CONTACT Camden UNISON Branch Office, 59 Phoenix Road, Brill Place, London NW1 1ES Phone: 020 7974 1633 Fax: 020 7387 1599

Camden Eye

Newsletter of Camden UNISON

Editor - Pete Ainsley, Finance

Newsletter team - Pete Ainsley, George Binette, Tsui Tsang, Phil Lewis, Vinothan Sangarapillai & Marilyn Bramble-Litchmore

● Want to get involved? We need writers, cartoonists, photographers.

● email pete.ainsley@camden.gov.uk

● Copy date next issue: 4 July 2015

● The views expressed in this newsletter are not necessarily the views of Camden UNISON, but the branch will defend the right of members to express those views.



Recruitment success

Nearly 540 people joined or rejoined

Camden UNISON last year, making 2014 the single best year for recruitment since 2006 when the branch saw 570 join its ranks. The figures for 2014 are all the more remarkable in the light of the continued decline in employment across the lead employer, Camden Council, which still accounts for some 75% of total branch membership. Camden's current workforce is about 15% smaller than in 2010.

Of course, no single factor explains our

relative success, but there's little doubt that the branch's high profile campaigning around the National Joint Council pay dispute was a key driver, reflected by a peak month in the immediate run-up to the 10 July strike.

Indeed, the recruitment figures over an 11-year period show a strong relationship between national action over pay and pensions and branch growth. In three of the four years when recruitment topped the 500 mark there were national strikes. The London Living

Wage campaign among Caterlink workers providing meals in Camden community and Voluntary Aided schools was another important factor, with the branch's membership among these workers more than trebling over the course of 2014. The imminent closure of the Council's two remaining residential care homes and the transfer of another 50 workers to Shaw Healthcare also spurred people to join Camden UNISON. With the next round of restructures and job cuts across the

Council already underway maintaining high levels of recruitment will be a challenge, but the first quarter of 2015 showed encouraging results with 138 joining the branch. More than ever it's vitally important to be a member of Camden UNISON if you work for the Council or one of its outsourced contracts, both for advice and representation, and to be part of a branch that will be central to any campaign to halt the massive cuts hitting public service workers' jobs and living standards.



21 March UN Anti-racism day

10,000 people marched in London joining others demonstrating in Glasgow and Cardiff to give a collective 'no' to racism, Islamophobia, Anti-Semitism and Fascism. The demo saw a vibrant, diverse crowd from all walks of life and heard important speeches from Parliamentarians, Trade Unionists, LGBT Groups and others. Student activists join people from all walks of life in what was the biggest anti-racist demonstration of the year.