

**GOVERNANCE STRUCTURES  
NATIONAL EQUALITY FORUM (NEF)**

The new voluntary, member led NEF will replace the various equality committees. This twelve member forum will give strategic direction on equality and help GMB to realise its vision for equality and inclusion. NEF members will bring experience of recruiting potential members into GMB, driving equality in the workplace and knowledge of GMB policy and processes. Each member will represent the National union and there will be subject matter expertise in the following equality strands: gender based equality issues, race, Lesbian, Gay, Bi and transsexual issues, disability and migrant worker issues.

NEF will establish outcome focused project teams to engage on the delivery key tasks.

This structure will be reflected in the Regions as well.

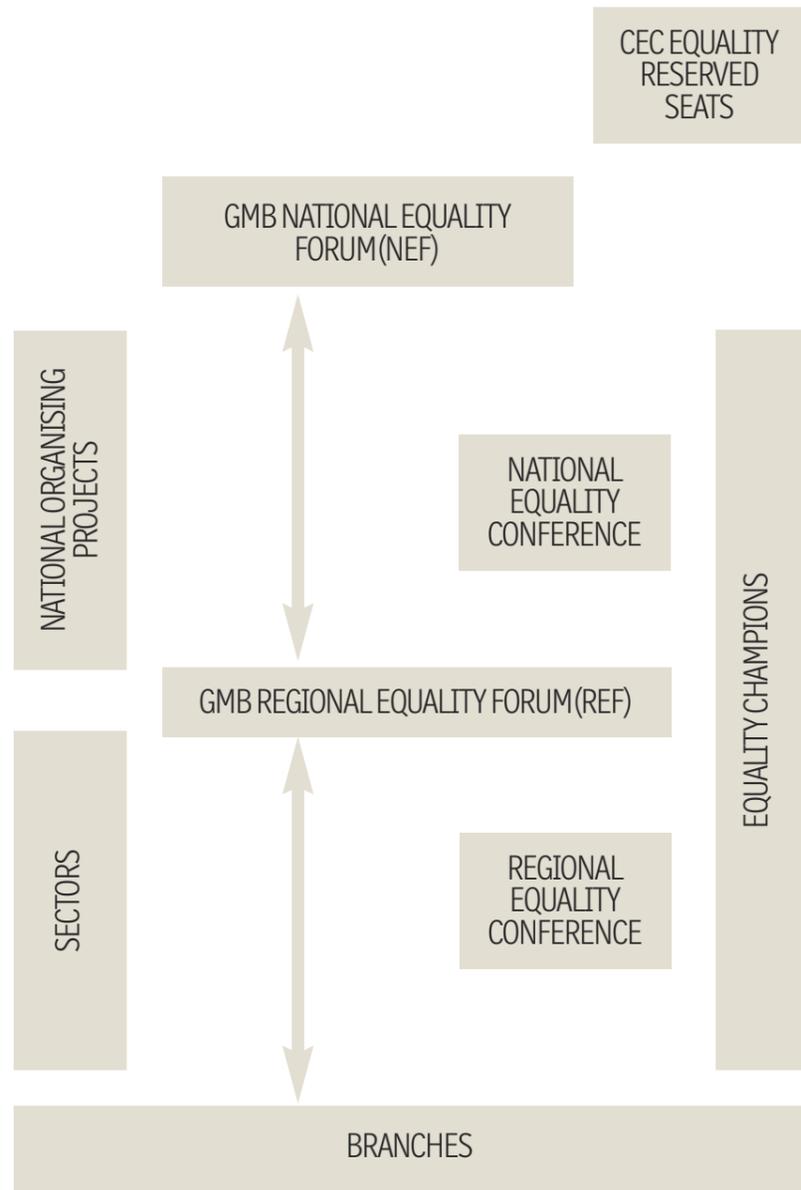
**GRAB Equality Champions Network**

A new network of staff and officers with responsibility for equality will be established to act as a channel for communication, implementation of policy and drive for results in the regions and the sectors.

**Representation on Central Executive Committee (CEC)**

To ensure representation on the CEC, the equality based reserved seats will continue.

**GMB EQUALITY & INCLUSION STRUCTURES**



**EQUALITY THROUGH INCLUSION  
THE GMB STRATEGY**



‘GMB exists to recruit, organise and represent all workers, to improve wages and conditions at work, while challenging, through collective action and solidarity, all forms of discrimination and poverty. Here is our strategy to deliver equality in the workplace, in society and in GMB. At the heart of this strategy is a focus on organising, bargaining and membership participation. It is based on the principle of ‘inclusivity’ – everyone has a role in delivering equality.’

Paul Kenny,  
GMB General Secretary.

## BACKGROUND

The British economy is dominated by the service sector, with increasing penetration of the private sector in the delivery of public services. The labour market is characterised by greater workplace insecurity, increasing participation of women, migrant workers and an aging pool of labour.

## THE VISION

We want GMB to be recognised as the lead trade union in driving equality at work and in our society, while reflecting the make up of our members and potential members at all levels of GMB and unleashing their potential.

## STRATEGIC PRIORITIES

This strategy builds on GMB’s successes in the past of driving equality.

The key to success will be in aligning equality to the core aims of GMB and moving equality from the margins to the centre of all GMB activities.

In order to deliver the GMB vision for equality, there are five strategic priorities that have been adopted:

1. Increase membership
2. Drive the equality and inclusion bargaining agenda
3. Campaign on equality and inclusion
4. Enhance profile
5. Drive organisational equality and inclusion

## GMB IMPLEMENTATION STRATEGY

All the strategic priorities are interlinked and supported by key projects. These projects include:

