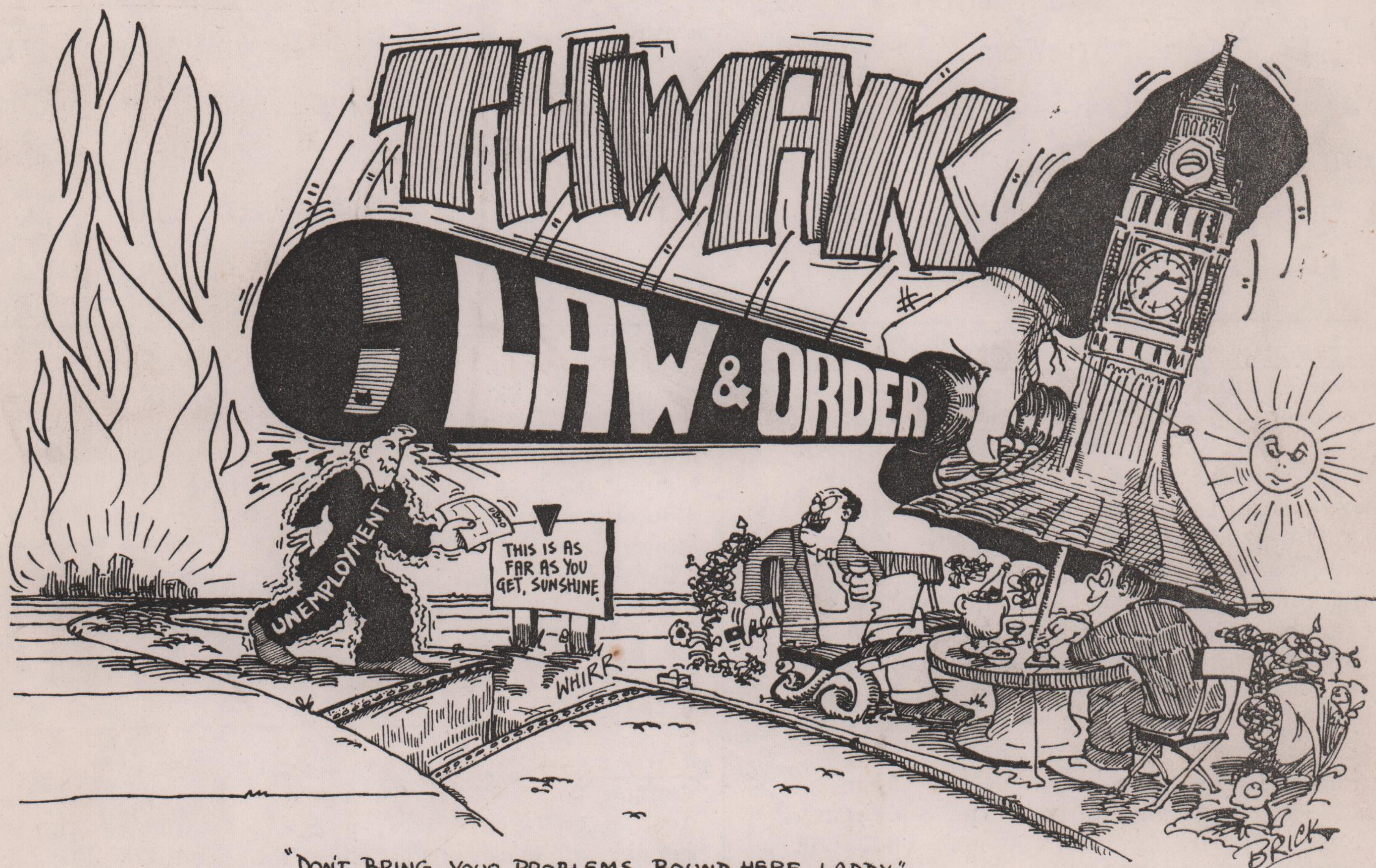


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20p

the long hot SUMMER 81



"DON'T BRING YOUR PROBLEMS ROUND HERE, LADDY."

JOBS - NOT TRUNCHEONS !

To throw a brick is an individual act - but when a neighbourhood explodes and becomes part of a national explosion, a problem exists which clearly has social, economic and political causes. To solve the problem the causes have to be dealt with, NOT covered up by cracking

down with more police repression.

What are the causes? - unemployment, bad housing, a lack of community facilities in an area in which people find living

(continued on Page 3.)

NOTTINGHAM BULLETIN is jointly produced by Nottingham Trades Union Council (T.U.C.), the Nottingham Campaign Against the Cuts, and 118 Workshop. Its columns are open to contributions from people in the trade union and labour movement, tenants and community movement, women's and ethnic minority organizations, and the unemployed.

Articles and contributions should be sent to: NOTTINGHAM BULLETIN,
118, MANSFIELD ROAD,
NOTTINGHAM. (TEL: NOTTM. 582369).

"All initialled articles in this Bulletin are the work of individuals and do not necessarily represent the views of the organizations responsible for its production."

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THE NOTTINGHAM & DISTRICT TRADES UNION COUNCIL which was established in 1890, constitutes a permanent local centre for Trade Unions and exists, amongst other things, to watch over the local interests of labour, and to take part in national and international efforts to promote the welfare of the workers. Registered with the Trades Union Congress (T.U.C.), the Trades Council is its local representative and deserves the full support of ALL local union branches. The Council consists of delegates of local Trade Union Branches in affiliation, which affiliate at a fee they can afford.

For further information on how YOUR Branch can affiliate, please contact the Secretary, Chris Preston, 12, Emmanuel Avenue (NG3 6HF), or telephone NOTTM. 51035.

THE NOTTINGHAM CAMPAIGN AGAINST THE CUTS was established by Nottm. & Dist. T.U.C. in 1977 to aid and co-ordinate the resistance to reductions in socially necessary public spending. Local experience has shown that the defence of public services and the fight for improvements demands that tenants organizations, community groups and unions fight co-ordinated campaigns. The Nottingham Campaign exists to attempt to achieve just this alliance, as it believes that the only way of seriously opposing the cuts is to build and sustain massive and open resistance to them based on strong active struggles in as many areas and sectors as possible.

Affiliation is open to Trade Union organizations (branches, workplace groups,

shop stewards committees, etc.), organizations of the unemployed (such as Claimants Unions), Ethnic Minority and Women's Groups, Tenants and Community Groups, single issue campaigns (such as Save Our Nurseries, Save Adult Education, Child Poverty Action Group, and so on), and political organizations. The Fee is a nominal one of £2p.a.

For further information, please contact the Secretary, Ian Juniper, c/o 118, Mansfield Road or telephone Nottm. 582369.

118 WORKSHOP is a Resource and Research Centre for Trade Unions and Community Groups in Nottingham, and was formed by the merger of Nottingham Workshop and the 118 Resources Centre in 1979. It exists to provide research, information and printing facilities, and concentrates on issues of poverty, health and safety at work, employment and the local economy and public services.

By asking groups using the 118 WORKSHOP to pay an affiliation fee for the services they receive, groups can show their support for the WORKSHOP and ensure that it stays in business. All affiliates are entitled to use the services of the 118 WORKSHOP and to receive one copy of the Nottingham Bulletin, Workshop publications and reports, and minutes of meetings.

For further information, please contact the Secretary, Nigel Lee at 118, Mansfield Road, or telephone Nottm. 582369.

Jobs - Not Truncheons!

conditions so intolerable that a sentiment has existed for a long time that the place should be knocked down anyway.

On top of all this, a widespread resentment at police harassment of black (and white) in the area among the youth.

Socially deprived areas by their very nature generate petty crime and vandalism as a small scale response to unemployment and poverty, and in the absence of recreation facilities, kids skateboard, cycle and play around the flats. All these generate tension within the community which the police are expected to deal with. The hatred for the police is generated from their continual repressive intervention in the social divisions and tensions against exuberant young people. People who live in leafy suburbs like Wollaton and the Park, may say 'we have the best police in the world' - those at the blunt end know and experience the police in a different fashion.

HANG 'EM, FLOG 'EM AND BIRCH 'EM!

There is currently an ideological hurricane from the 'law and order', 'hang 'em and birch'em brigade. Repression will only succeed in increasing the bitterness, the injustices and the strife. Far from police action stabilising things, it is building up a store of bitterness for the future - proposals and explorations for the use of CS Gas and water cannon push us further down the Northern Ireland road, and will most likely lead to an escalation on the side of the rioters with increased bitterness and anger.

'CONVEYOR BELT JUSTICE'.

Furthermore, the aftermath of the riots has seen a variation of 'conveyor belt justice' brought in, which in practice means no justice at all. Physical repression on the streets is being complemented by the denial of legal and constitutional rights to those people taken into police custody, and the meting out of harsh sentences to despatch people to detention at Her Majesty's pleasure with as little ceremony as possible.

FIVE THINGS ARE NECESSARY:-

1. That the Government enormously increases its expenditure on unemployment, jobs and community facilities in a national reconstruction process

that particularly encompasses and draws in areas like Hyson Green.

2. That this money be channelled in and used in ways which involve and encourage the participation and decision making of these communities through tenants associations, local projects, ethnic minority groups and other organizations yet to be developed.

(If the young smash up an area it is because there is nothing in that area that is anything of theirs that they have built up or have any hope in.)

3. That there be immediate compensation for those whose property and homes have been damaged.

4. In this more constructive context, the community must find its own solutions to the problems that have divided it rather than simply bring in a yet more heavy police presence.

5. A review of the Role and Accountability of the Police. At the present time, the Labour Party run G.L.C. is attempting to create an authority which will have the power to scrutinize the day to day affairs of the police force - and the Vice-Chair of the recently set up G.L.C. Police Committee says 'we will not be bought off with an authority which is as toothless as those outside London have proved to be'. The accountability of the police to the public must be re-examined.

Furthermore, the new G.L.C. Police Committee has set up two inquiries into vandalism and into racial harassment and attacks, which will be conducted by panels of committee members. The Metropolitan Police and other relevant bodies will be invited to give evidence to both inquiries and it will be open to Constituency Labour Parties, community groups, tenants associations or individuals to do so if they wish.

Both written and oral evidence will be accepted, and the reports of these inquiries, with recommendations, will be published by the G.L.C. and debated in the Council.

There is a clear need for similar policies in Nottingham.

THE FUTURE.

It is doubtful that these policies will be adopted. The Government's intention is to smash the trade union and working class movement with unemployment and to smash with police any explosive outbursts which are a direct result of the

Jobs - Not Truncheons!

policies of the Government. It should be said that on the social and national scale its policies are the direct cause of the riots.

There is no escaping the equation:-

Monetarism = Unemployment = Social Tension
= Riots.

The blame should be pinned where it really lies and the really constructive response found.

This statement is not a statement of policy on behalf of the organisations involved in the production of this Bulletin, but is designed to stimulate a discussion around the recent events in Hyson Green and across the country.



Nottingham Safe Energy Group

15, Goosegate, Nottingham. Tel. Nottm. (0602) 582561

Safe Energy

Sun Wind & Water

The Safe Energy Group was formed about three years ago to campaign against nuclear power.

NUCLEAR POWER-NUCLEAR WEAPONS THE CONNECTION

DAY CONFERENCE WITH SPEAKERS
AND DISCUSSION

SPEAKERS:

Prof. ROTBLAT

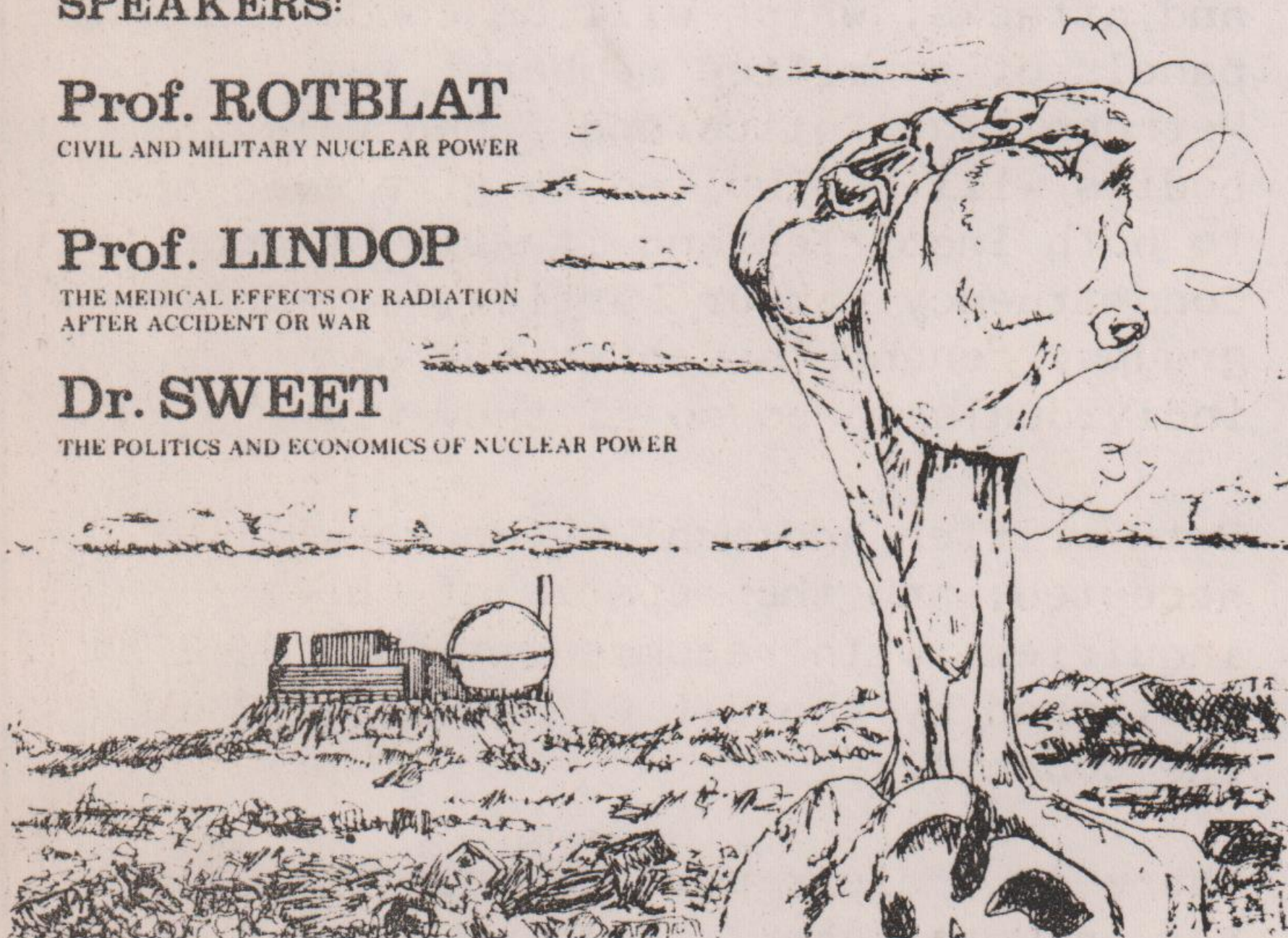
CIVIL AND MILITARY NUCLEAR POWER

Prof. LINDOP

THE MEDICAL EFFECTS OF RADIATION
AFTER ACCIDENT OR WAR

Dr. SWEET

THE POLITICS AND ECONOMICS OF NUCLEAR POWER



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10.15am till 5.00pm

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NOTTINGHAM

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CONTACT: SAFE ENERGY GROUP 15 GOOSEGATE NOTTINGHAM TEL: 582561

AIMS OF THE SAFE ENERGY GROUP

- * To inform the public of the risks associated with nuclear power and it's environmental, social and political consequences.
- * To oppose any expansion of the nuclear power industry.
- * To press for a vigorous energy conservation programme and cleaner, safer and more efficient use of fossil fuels.
- * To work for the redirection of resources into the implementation of long term energy strategies based on renewable resources.

We produce a bi-monthly newsletter and have a formal membership meeting on the last Wednesday of each month. The more people that join the group, the stronger it will be - even if many of these people do not actively participate. It is important therefore for each member to try to encourage others, eg. family and friends to join.

Newsletters and further details can be obtained from the address above.

**Better Active Today
Than Radioactive Tomorrow**

FIGHTBACK against PRIVATE

MEDICINE

FIGHTBACK, the national campaign set up in 1978 to support and co-ordinate action taken against the cuts in the Health Service and to fight for better health for all, is launching a major campaign against private medicine and the decline of the National Health Service. The campaign is intended to back up the trade unions' commitment to oppose the extension of private medicine and is fighting for an efficient, expanded N.H.S., freely available to all at time of need, paid for by general contributions and democratically controlled by those who work in and use it.

To launch the Campaign, a Conference which was attended by 73 delegates and 22 observers, was held in June and a pamphlet is being produced to be "of direct use to trade unionists and the labour movement in the workplace and in the community". The Conference, which was attended by a delegate from the Nottingham Trades Council and N.U.P.E. delegates from Nottingham, was designed to both present the facts of private health care, and stress the direct links between the current underfunding of the NHS and the rapid growth in private medicine; and to draw up a Plan of Action for fighting both.

PRIVATE MEDICINE - A CANCEROUS GROWTH

The Campaign has been launched at this time because the development of private medicine is threatening the very exist-

ence of a National Health Service. The stated aim of the present Health Minister Dr Gerard Vaughan, is that 25% of health services should be provided by the private sector and policies adopted within the NHS are actively fostering this growth.



The Tories' strategy to run down the NHS and develop private medicine has been fostered in several ways over the past two years (against a background of successive government cuts in spending on health, persisting inadequacies in the NHS which were there when it was set up, and the acceptance of the existence of private medicine from the start):-

- Abolishing the Health Service Board which had controlled the numbers of pay beds
- Relaxing constraints on building private hospitals
- Changing consultants contracts to encourage all of them to spend time on private patients
- Co-operation between the NHS and Private Sector - forms currently proposed are sharing staff, beds and services, and contracting out of medical, para-medical and ancillary services. This would provide the private sector with cheap back-up facilities.
- The 1981 Budget has allowed tax relief on private health insurance for those earning under £8,500p.a. (most people!)
- Charges to see a GP or for hospital treatment are under serious consideration
- Proof of Residence. Another of the racist attacks being mounted is that immigrants will have to provide proof of permanent residence for 3 years in Britain to entitle them to NHS treatment. Patients may have to produce work permits and passports.

Now there is also the prospect that the basis of NHS funding may be changed. In 1980 the law was changed to allow hospitals to raise money by charity and run lotteries. Already charity is being used as an alternative to government funding to patch up a second-rate NHS.

Consideration is now being given to changing the financing of the NHS from a tax-based to an insurance-based system (where those who could afford to, could opt out into the private sector). Meanwhile, the private sector has concentrated on increasing private health insurance as the way to expand the market for private health care in this country.

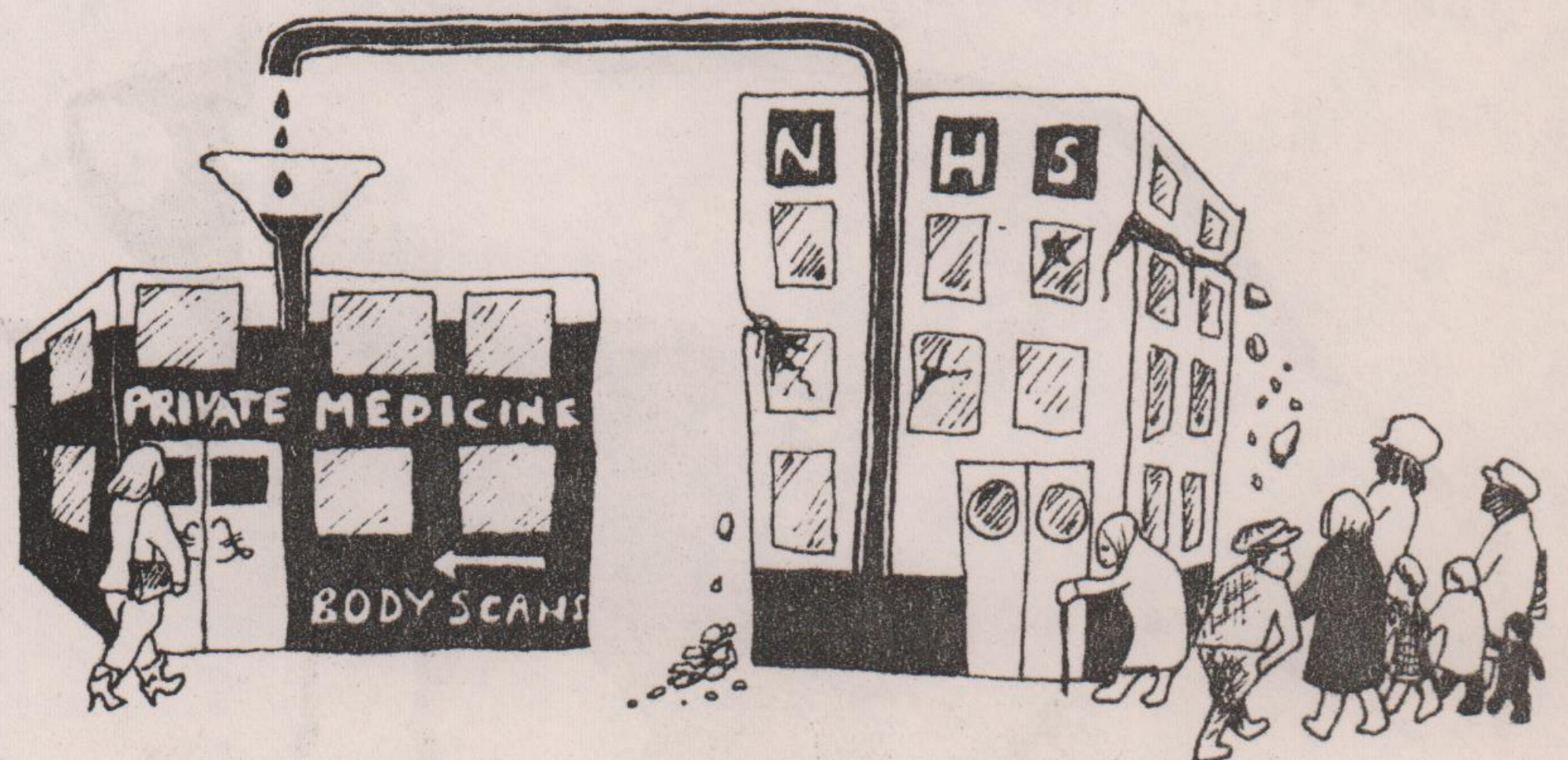
A propaganda campaign has been mounted both by the Government and the private sector to pave the way. By September, 1980, 3.4M. people were covered by private health insurance (a growth of 25% in one year). By the mid-eighties, they intend this figure to be over 5M.

GETTING THE MESSAGE ACROSS.

The direct link between the underfunding of the NHS and the rapid growth in private medicine is that more and more people are forced into paying for treatment because of the lack of facilities under the NHS, and speakers at the Conference were concerned that the ideological battle for the NHS is being lost - the idea of a health service free for all at time of need.

Private medicine is directly exploiting the dissatisfaction which many people feel with particular aspects of the services provided by the NHS. It isn't the case that people are 'dying all over the place' as a result of the cuts that are taking place, but that ordinary routine health care problems are increasingly not catered for (e.g. hip replacement), increasing private misery.

The 'private' emphasis is also on "community hospitals", again reflecting people's frustration with the new big impersonal NHS hospitals which have been built, as the smaller, more personal hospitals have been shut.



As the NHS increasingly became an emergency-only service, there were very practical reasons why people were turning, and being pressured to turn, to the private sector.

A particular cause for concern was that the message wasn't getting across even to sections of trade union members. One of the speakers said that the estimate of 200,000 trade unionists in membership of private insurance schemes was probably on the low side, and that as far as these schemes were concerned, he had encountered the attitude among trade union officials with whom he negotiated with managements in London that "it was up to individuals whether they could pay or not".

The Plan of Action is being drawn up in the light of the discussion at the Conference and is being prepared in a form which can be circulated to organizations which should be involved in the campaign. (It will be reproduced in full in a later edition of Nottingham Bulletin.)

But basically it consists of a Propaganda Campaign against private medicine and against arguments that the country can't afford the NHS; and proposals for concrete Action involving Non-Cooperation

Jenkin sees wider role for private medicine

BY IVOR OWEN

26.12.79

AN EXPAN-
sion role for
the private
sector was
discussed
during the
debate on 1
Bill.

Tory be-
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Mr. Stan-
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admitted
another.

Private health care claims 8m subscribers

BY ERIC SHORT

2.2.79

THE NUMBER of people who would like to have private medical treatment in preference to the National Health Service has doubled over the past three years, Mr. Derek Damerell, chief of the British United

There was also a demand by both blue and collar workers for health insurance to enable them to use private medical facilities. A per cent of BUPA's members were trade unionists.

Demand for private medicine 'growing'

BY ERIC SHORT

2.5.79

A DEMAND that politicians "open their eyes" to the "growing demand" for private medicine was expressed by Mr. David Lock, managing director of Private Patients Plan, at a meeting of the agency to Nuffield Nursing Homes Trust at

He called on the Government, whichever party it was, to stop pay-bed withdrawals, to stop the present limits on the size of private hospitals, and to provide tax relief on health insurance subscriptions.

To help meet the growing demands for private beds to replace those being phased out of the NHS, Mr. David Lock, managing director of Private Patients Plan, announced a loan of £2m by the agency to Nuffield Nursing Homes Trust at a nominal rate of 1 per cent.

BUPA passes 1m mark in record year for health

BY ERIC SHORT

22.1.80

THE THREE major medical insurance companies all reported record new business last year. Membership of the country's largest, British United Provident Association, rose by 17.2 per cent to pass the 1m mark.

Private Patients Plan membership went up to over the 1m, rising 21.2 per cent to 267,000. Western Provident Association membership rose by more than one-third to 60,000.

Much of the growth was due to more employers providing medical insurance as a fringe benefit to staff, and this

benefit was occasionally encouraged by trade unionists. Despite the official TI on joining private insurance schemes.

BUPA's group membership increased by 27 per cent to 40,000 members under management with the Electra-tractors' Association. Membership of PPP rose 39 per cent to 135,000, a scheme negotiated by Mitchell and Burgess, Birmingham-based brokers.

Individual membership

Grc

Private surgeries chain set for launch this year

BY ANDREW TAYLOR

2.6.81

PRIVATE MEDICINE in the Each will house 100 to 200 patients and will have a new ground of whom will have

Bupa opens £4.75m hospital in Manchester

Jenkin boosts private medical insurance

BY IVOR OWEN

19.7.79

DESPITE LABOUR protests, a further aspect to be taken by the Royal Commission on the National Health Service is the government's intention to increase the number of private medical insurance policies.

Use private hospitals, Ministry tells NHS

BY ROBIN PAULEY

21.2.81

MORE NATIONAL Health Service patients should be put into private hospitals and nursing homes at the Government's expense, to reduce waiting lists and make the best use of all available resources, says the Health Secretary.

The Government thinks the extra expense is good value in terms of getting patients treated faster, reducing waiting lists and rebuilding or programmes. It is part of health care circular says.

It could use it effectively to contribute to the health care of patients. Therefore, it is also giving the sector plus NHS.

Midland to fund private hospitals

BY ROBIN PAULEY

30.6.81

THE MIDLAND Bank has taken a share in a private health care development company and will provide long-term loans enabling about 50 private hospitals to be built at a cost of more than £100m by the end of the decade.

Midland Bank Industrial Finance Company (MBIF), a subsidiary of the Midland Bank, has subscribed £325,000 of share capital in the company.

Hutchings, an MBIF director, has joined the Seltahart board. Seltahart Holdings operates in the private medicine field through three companies. Seltahart Clinics is the hospital management company, Marlborough Services provides hospital design and maintenance services, and Seltahart Healthcare Systems is developing and operating computerised patient

Southend, Solihull and Blackpool, bringing the group's total investment to more than £12m. The company is planning to develop its private hospitals on the basis of small community-based clinics with 30-50 beds. They will cost about £2m each. The total cost analysis of about £40,000 per single room plus £10,000 per room for equipment is considerably less than

mium of the British United Provident Association. Seltahart is a British family controlled private company with no immediate plans to go public. Its concept is that private hospitals must have the financial participation of the consultants who use them and they must also be involved in the development and manage-

from the Financial Times

Some Health Service workers have actually received private health insurance advertisements in pay packets - the point was forcibly made that such leaflets should be blacked by any trade union members who might be directed by managements to administer them.

CAMPAIGN ESSENTIAL.

The Conference showed that a campaign against private medicine was absolutely essential and that opposing private medicine is actually fighting for the National Health Service.

A Plan of Action, drawn up by the Fight-back Conference Planning Group, was discussed in depth in workshops and by the whole Conference, which recognized that the fight against private medicine cannot be separated from either an overall fight for better health or defending working class living standards against the Tory Government's attacks.

by NHS workers; Action by other workers through local Trade Union Branches and Trades Councils; and Action in the Community.

A further important part of the Plan of Action is Monitoring Local Developments to establish how private medicine is growing locally and how the Health Service is being eroded.

DEVELOPMENTS IN NOTTINGHAMSHIRE.

At its last meeting the Nottinghamshire Area Health Authority agreed to recommend to the Secretary of State an increase in the Nottingham group authorisation from 20 pay beds to 30 pay beds, after a request made by NHS Consultants in Nottingham.

The Consultants say that the request to increase the Nottingham group authorisation to 30 arises "because the present limit of 20 does not meet demand" and that, since March, 1979, when the Health

Services Board made proposals to reduce the Nottingham group authorisation from 25 to 20, "demand has grown, arising partly from the increasing trend of firms to negotiate private health schemes for their employees".

Regarding private sector facilities in Nottingham, the consultants say the only facility they currently have access to is the Convent Hospital which has 31 acute beds with an average 66% occupancy. The Hospital is planning to upgrade its surgical facilities and to increase its acute beds to about 55. This scheme is expected to be complete by the end of 1982.

The proposed increase in NHS pay bed provision would not jeopardise the use of the increased capacity at the Convent, "since demand is growing rather than static". "There are other small private sector in-patient facilities in Nottingham, but they are not used by NHS Consultants, nor do NHS Consultants have any detailed knowledge of the extent and scope of their activity."

The Consultants further say that "it is extremely difficult to be precise about the effect which private practice has on the NHS since there are so many variables which affect the position over a period of time". But among the factors they say should be taken into account are: "Other factors such as industrial action, staff shortages, temporary closures for maintenance, etc. have a profound effect on the delivery of NHS services and it is difficult to distinguish their impact from the impact of private practice."

The interesting point here is that factors such as industrial action, staff shortages, temporary closures for maintenance, etc. are always cited for their harmful impact on the delivery of NHS services - although there is little prospect of the practitioners of private medicine being branded as murderers, etc. by the media (as happened with trade unionists taking industrial action in the Health Service in 1979), there is an implicit recognition in this statement that the effect private practice has on the NHS is certainly not beneficial.

118 Workshop has started to monitor the scale and growth of private medicine in Nottingham. If you would like to be involved in this area of investigation, or would like more information about the national campaign, please contact Ian Juniper at 118, Mansfield Road (582369).

NURSES' PAY CAMPAIGN.

On the 14th July, 1981, a pay offer of 6% was accepted by the Nurses and Midwives Whitley Council, when the professional organizations out-voted the Trade Unions. This amounted to nothing less than a callous betrayal of nursing staff.

A major campaign on the question of the low pay of Health Service workers generally is to be built up by N.U.P.E. over the following months to produce the impact necessary to obtain a substantial settlement for all Health Service workers as and from 1st April, 1982 (now the common settlement date for all major N.H.S. groups of workers).

A major object of the campaign will be to raise the level of awareness of Nursing Staff to the level attained when they campaigned as successfully as they did in 1974 and won major concessions from the Central Government.

For further information, please contact their Divisional Office at 6, Sherwood Rise (tel; 603522).

JOIN THE PEACE TRAIN

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★ **Sat., 24 OCTOBER** ★

Wage-Earners & Students on grants - £6
Non Waged - £4
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Children under 5 travel free & need no ticket.

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RESEARCH WITH 118 WORKSHOP

Two recent involvements of 118 Workshop are research and reports done with the Mansfield Women's Health Group on the need for a Well Woman Clinic in Mansfield; and preparing a case with Arboretum residents at the Basford, Forest Fields and Radford District Plan Inquiry.

Below, we describe these two:-

HEALTH CARE for WOMEN

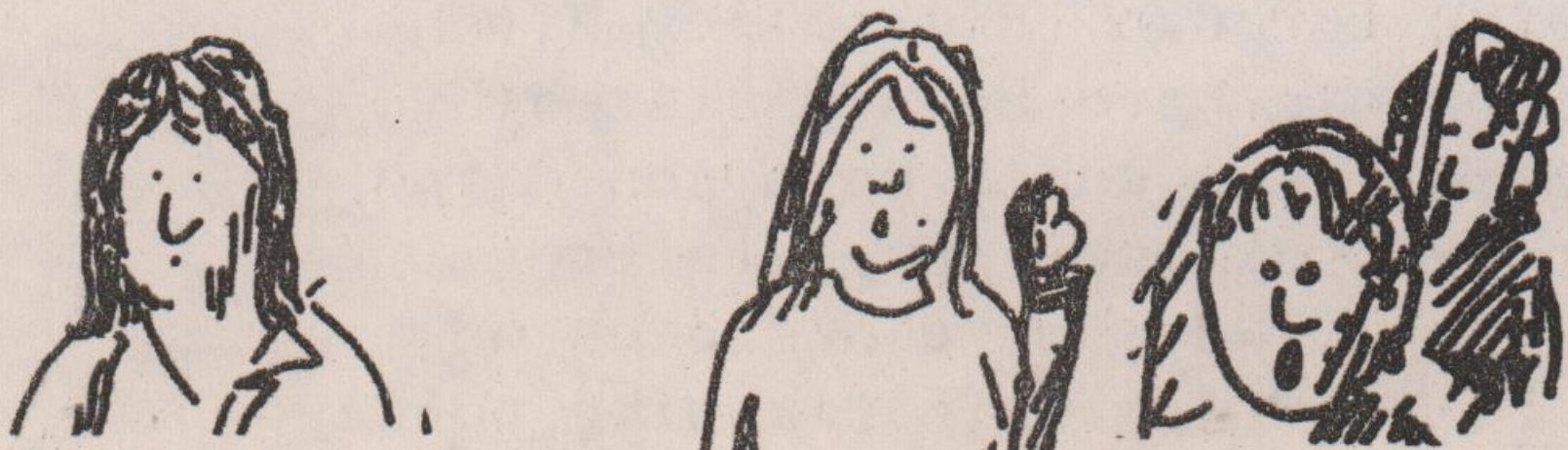
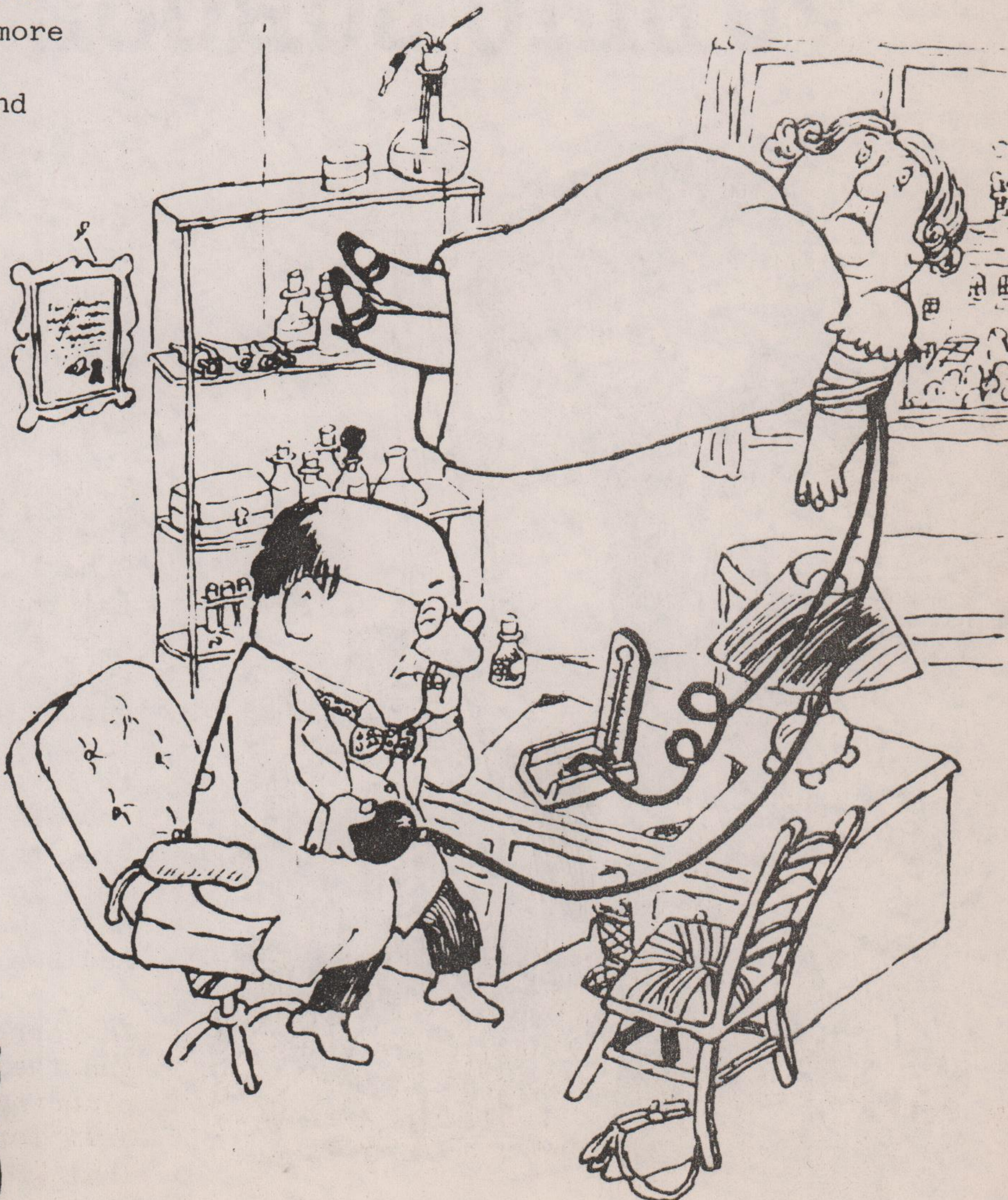
A Well Woman Clinic is a service provided at a local Health Centre or family Health Clinic giving women the opportunity of a full unhurried examination by a doctor, and a nurse or health visitor, plus time to discuss health problems and anxieties. The object of the clinic is to treat the woman as a whole person, attempting to cover the clients' physical, social, emotional and mental needs.

Or that at least is the start of a definition. For the few Well Woman Clinics that have been set up have had a variety of forms. All share a core component involving physical examination - particularly cytology tests (checks for early signs of cervical cancer). But more far reaching concepts of a Well Woman Clinic involve a health counselling and support function and, in particular, a role for women's self help, self-examination and support groups. Another important feature of some, but not all, Well Woman Clinics is that they are staffed by women doctors, nurses and health visitors.

In early 1979, the Central Notts. Community Health Council, along with many other C.H.C.'s throughout the country, responded to considerable interest shown by women after publicity given to Islington's 5 Well Woman Clinics. A meeting was called and a women's health group, based mainly on Mansfield, was formed to continue pressing for a Well Woman Clinic. The group now runs a health counselling service for women in Mansfield after training and the development of counselling skills. This runs from C.H.C. offices and the group has a member on the C.H.C.

A WELL WOMAN CLINIC FOR MANSFIELD.

As one way of continuing to push for a Well Woman Clinic it was decided last year to write a report that argued the case for a pilot Well Woman Clinic in Mansfield and 118 Workshop was asked to assist in the research for and writing of this project. It is difficult to summarise the range of issues and points but briefly the report describes different forms of Well Woman Clinics and puts forward the type which the Mansfield group wishes to see and their justification for this. This includes women staff and a proper counselling and support service.



The report was supported by a survey of women's health needs in the more deprived areas of Mansfield. This proved difficult to organize but a sample of interviews was sufficient for 'indicative' results. The survey suggested, among other things, that it was older women who were not having cytology tests.

SURVEY RESULTS.

As far as examinations for breast cancer are concerned, there is clearly an unsatisfactory situation. 41% of women hadn't been shown how to examine themselves and had not been given any leaflets on the subject. 49% of women had never been examined by their doctor for lumps in the breast. When it came to the various screening tests, a large proportion, probably a majority of women, would prefer them to be done by a woman doctor.

(31 of 63 women said they would be more likely to go for tests if done by a woman doctor. 56 out of 63 women thought that more of other women would go for tests if done by a woman doctor.)

Another question was: 'Are there any health worries that you would like to talk to your doctor about but you find you can't - for example, because the doctor doesn't

have time to listen?' 15 out of 63 women said 'yes' (24%) - and a number suggested their doctor was unsympathetic and dismissive.

PRESSURE ON THE N.H.S.

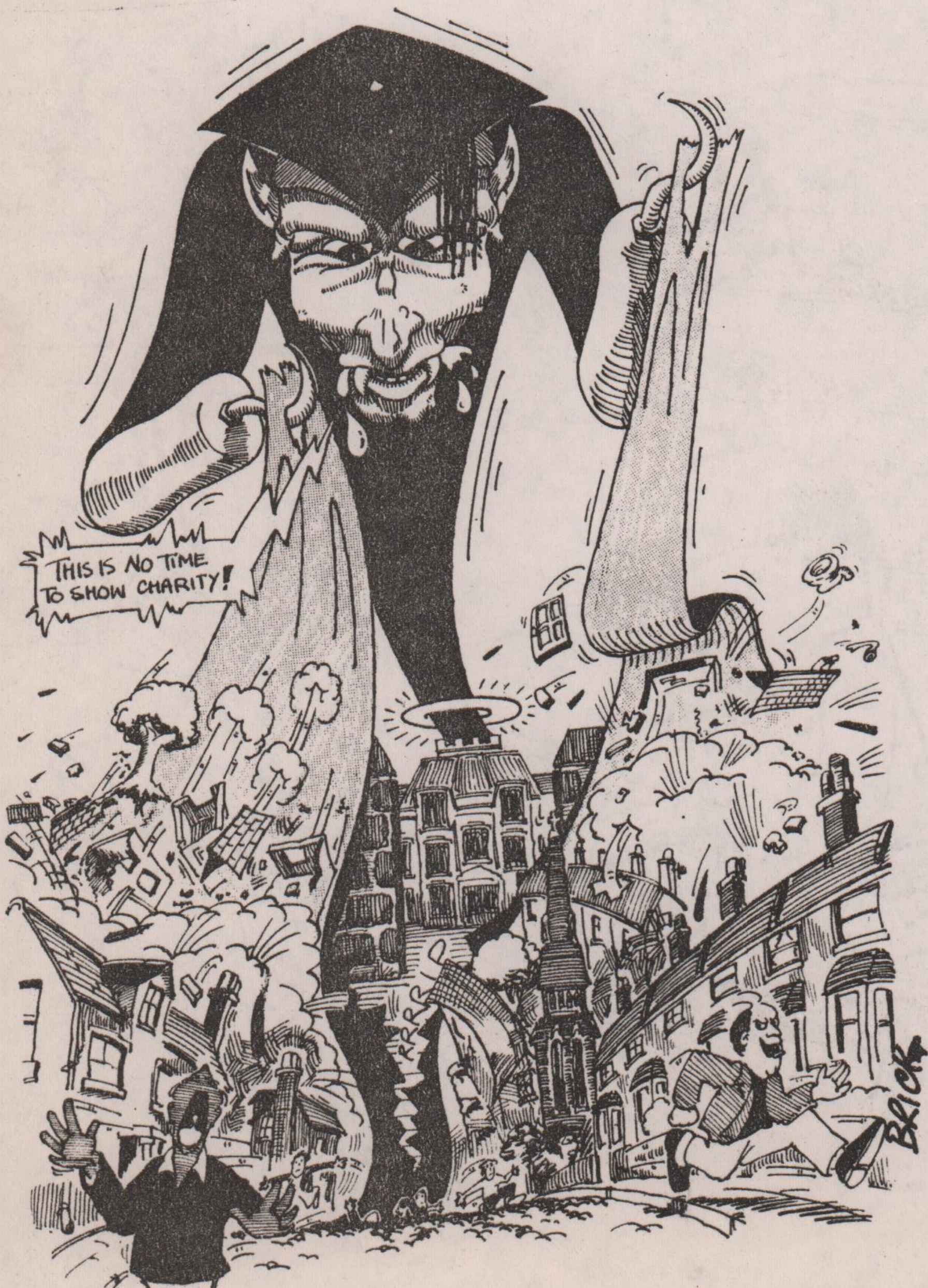
The Report has now been put to the Community Health Council, who received it enthusiastically and have given it their official backing. The C.H.C. is now pressing the Area Health Authority and District Management Team, to provide a Well Woman Clinic in the district. However, no firm decision is likely to be made before September, when the A.H.A. will disappear to be replaced by the new District Health Authorities in 'shadow' until next April, when the D.H.A.'s take over officially.

Meanwhile, the Women's Health Group, hopefully with the C.H.C., has decided to hold another public meeting in September to organize public support for Well Woman Clinics and thus to influence the N.H.S. decision-making process.

B.D.

Copies of the Report are available from 118 Workshop.

PUBLIC SCHOOL RIP-OFF!



Two local public schools, both of them charities, have been operating in the land market to the cost of a local residential community. Nottingham City Planning Department policies have been supporting this process. This is the nice pot-pourri of issues and concerns that led recently to the formation of R.A.T.S. - Residents Around The Schools.

The schools in question are the Boys High School and the Girls High situated close together on the northern edge of the Arboretum. Both schools share the same estate agent John E. Mitchell and, in particular, they have had a close connection with Sydney Mitchell who has been on their Board of Governors and is the person who has attempted to organise and supervise the systematic purchase of all property in an area bounded by Forest Road East, Waverley Street, Arboretum Street, Addison Street.

In carrying through this policy Mitchell and the schools have been assisted by planning policies which have zoned the area for 'educational purposes' for the last 20 years. Now there has been an attempt to reaffirm this planning policy

in the Basford, Forest Fields & Radford District Plan.

.....AFTER PUBLIC PARTICIPATION!

In the very last draft of this Plan, at the stage after the public participation exercise, and with no previous mention, 2 paragraphs appeared saying the local authority would give favourable consideration to planning applications from the schools in the area. When they found out, local residents formed an association - RATS - to object and to take the issue to a planning inquiry.

RATS' case has had several different components. Some are more powerful than others - though what, if anything, of our case has impressed the Inquiry Inspector yet remains to be seen. Our argument about expanded schools causing more traffic problems fell very flat - due to falls in the standards of traffic flow to road width brought in by the last Labour Government that we didn't know about (due to the hurried preparation of the case). More powerful was our presentation of an analysis of what has happened in the area as a result of the 2 schools' policies.

EXODUS.

This was compiled by drawing together statements made by individual residents who have lived through a process of the schools buying up and demolishing houses which undermined confidence in the area and produced a self perpetuating process of residents moving out, schools buying the houses becoming available, the move in only of short-term residents, growing dereliction and failure to maintain existing houses.

This process has caused much unhappiness. Local residents have lost friends. As a community becomes older and therefore less mobile it becomes more important to have friends near at hand. For those who have remained, many of them elderly, streets of houses and gardens where friends and neighbours once lived, have instead been replaced by car parks, rubbish skips and wasteland.

We argued that with the paragraphs in the plan, this would hold the options open to the schools - even though they have been obliged to make no definite public statements as to their intentions in using the land. And this would be holding the options open at the expense of local residents who do have clear plans - namely to continue to live in the area.

DECLARE FOR A CONSERVATION AREA!

Another part of our case was that the

Arboretum and its surrounding buildings are of a character where at least a 'prima facie' case exists for the declaration of a Conservation Area. This is both due to the nature of the buildings - but not these alone, also the inter-relationship of the area's buildings as a whole, set in the context of the Arboretum.

Whether this case is successful remains to be seen. My own feeling from the Inquiry and the preparation of the case is how powerful moneyed interests can destroy and break up a community and how this proceeds without any consideration whatsoever of the needs and interests of local residents. RATS asked the Boys School to meet and disclose their plans. They refused. At no stage were residents collectively consulted as to what they wanted. This is the arrogance of power as displayed by local 'charities'. It seemed to me that planning policies had assisted this process and may assist it in the future.

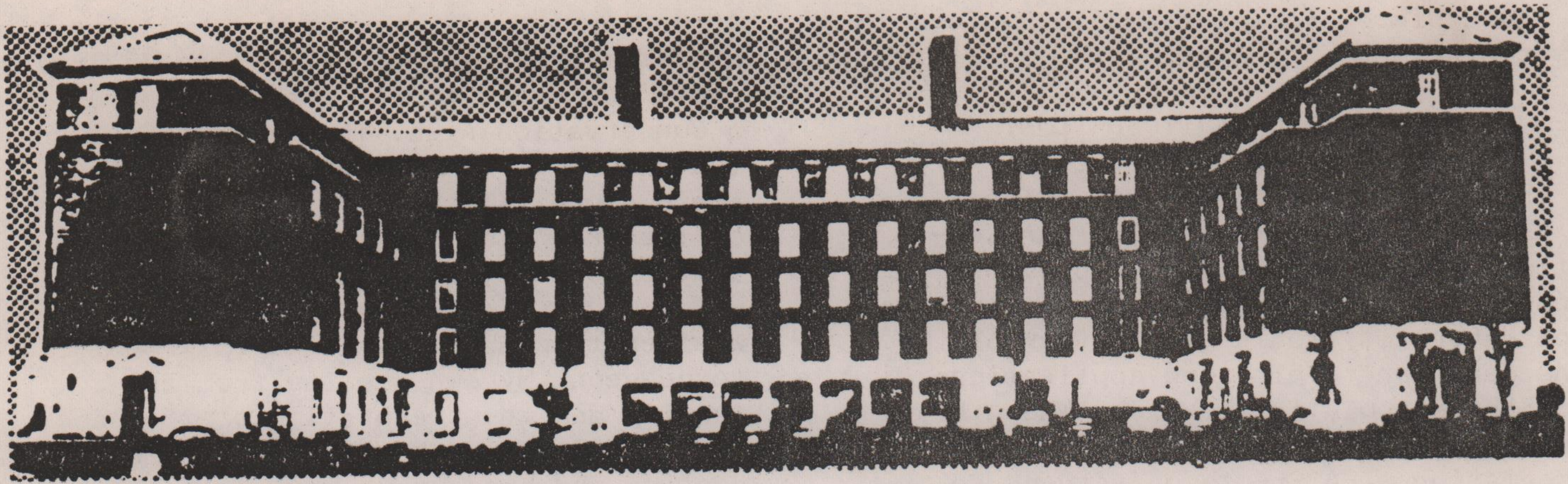
THE OUTCOME TO FOLLOW.

If our objections do carry the day - and I doubt it - it will be because there happened to be in the area someone from 118 Workshop able to work on this as part of their job, a lecturer in Town Planning and a trainee solicitor and a few activists able to organize a response. What about the thousands of similar cases where not even this exists?

B.D.

Did You Know ?

- ★ The number of racial attacks in Britain is now averaging 50-60 a week, though this is an underestimate since, increasingly, attacks are not reported to the police because of a lack of confidence that the police will do anything.
- ★ In the year to March 1980, the Plessey Co. donated £34,000 to the Tory Party - the fourth largest gift last year.
- ★ This year, the total payment to the Royal Family is £4,355,000, with £3,260,020 to the Queen and none to Prince Charles, who as Duke of Cornwall, probably receives some £300,000 a year tax-free.
- ★ Ten a day; that's the number of nuclear incidents in the U.S. during 1980, with one reactor alone recording 238 incidents.
- ★ R.V. Giordano, Managing Director of B.O.C. International received a wage of £271,400 in 1980.
- ★ One in four teachers experience such severe stress that their health is affected, according to the International Labour Office.

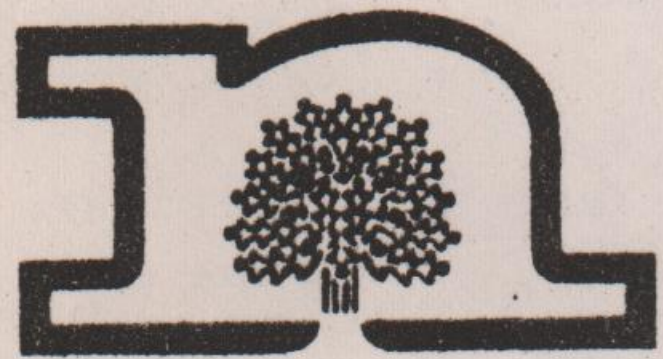


County Council Budgets

NOTTS. COUNTY COUNCIL - THE TORY LEGACY.

The most painful thing about the last four years of Tory control of Nottinghamshire County Council is that its affects will be with us a while longer yet, alongside increasing financial control being exercised on local government by central government. The Budget for the Financial Year, 1981/82, drawn up by the erstwhile ruling Tory group, left the incoming Labour authority with massive problems in implementing the policies contained in the Labour Manifesto - and this in spite of a rate increase of 6½p. in the £, extra grant from central government (as a result of the switch of resources from urban to rural authorities) before the Tories were kicked out, with the Council providing drastically reduced services as a result of past cuts.

The extent of these cuts was summarised in a recent report to a Joint Meeting of the County Council Policy & General Purposes and Finance Committees.



**Nottinghamshire
County Council**

EDUCATION.

In March, 1977 the County Council employed 9,758 teachers and the budget for September in that year provided for 9,781 teachers. The County Council currently employs 9,621 teachers.

The Manpower (sic) Budget for 1981/82, adopted under the Tories, provided for the cut of a further 145 teachers; and a further reduction of 150 teachers was on the cards as a result of the decision that part of the teachers' pay rise would have to be funded from within the Education Committee's Budget already established for 1981/82. (The Annual Budget for 1981/82 allowed for 6% wage

increases - the teachers' pay rise of April, 1981 was 7½%.) The increase exceeded provision in the Budget by £1.42M., which would have meant further severe cuts in many areas of the service e.g. 150 teachers' jobs.

During the past 4 years, the number of non-teaching posts has been reduced by the equivalent of 411 full time posts and in addition there has been a reduction of 814 full time equivalent posts in the education catering service. The 1981/82 Manpower Budget reveals that major areas of job loss last year (i.e. 1980/81) were in the Education Catering Service, where the number of F.T.E. posts fell by 606, and in School Cleaning and Caretaking where a reduction in the number of hours worked in the year resulted in the deletion of 110 F.T.E. posts. (This was out of a cut last year for the authority as a whole of 1,010 F.T.E. posts.)

Adult Education - before the cuts of Sept., 1979, there were approx. 40,000 students attending 4,300 classes. The Tory Budget allowed for only some 11,000 students in only 700 classes.

Schools Allowances - to restore schools' general allowances for books, stationary and materials, etc. to the level they were at in 1977 involves increasing them by 70%.

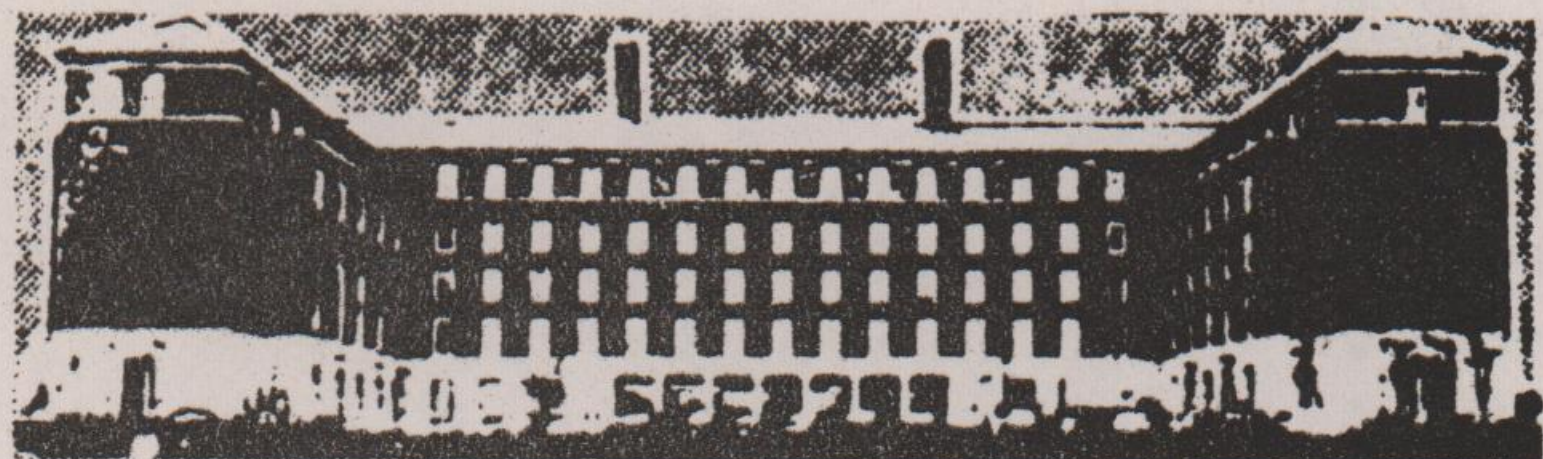
School Swimming - secondary school swimming was cut entirely and that in primary schools by 50%.

School Meals Service - in 1980, the minimum standard permitted by the new Education Act for a free meals scheme was adopted which resulted in just under £1M. of support for needy families being withdrawn

- nutritional value of the school meal was lowered to achieve cut of just over £½M.

- the Tory Budget for 1981/82 assumed an increase in school meals income which could only be achieved by raising the price by a further 5p. from next Sept.

The cost of restoring cuts made in 1979 and 1980 in education would be about £11M. - the actual loss to the service since the cuts were first made is about twice that.



SOCIAL SERVICES.

The cuts in Social Services spending were largely offset by increases to charges to clients over and above inflation; for example, a three-fold increase in the 'meals-on-wheels' charge, the imposition of a minimum charge for the home help service in 1978-79, increases in day nursery charges and substantially higher demands for parental contributions.

However, last year, Homelea Community Home closed, with 7 jobs lost, and Sycamore and West Bridgford Day Nurseries closed, with 18.5 jobs lost. There was a reduction of domestic hours across all establishments and within the Management, Administration and Research Division of the Department, 11.2 F.T.E. posts were deleted.

The cuts by the County Council were partially offset by additional income from the Health Service (approx. £1m. annually) under joint financing arrangements.

It would take about £2M. to restore the real level of expenditure to that of 1977.

Additionally, £400,000 support for District Councils' sheltered elderly persons accommodation was cut.



**Nottinghamshire
County Council**

ENVIRONMENT.

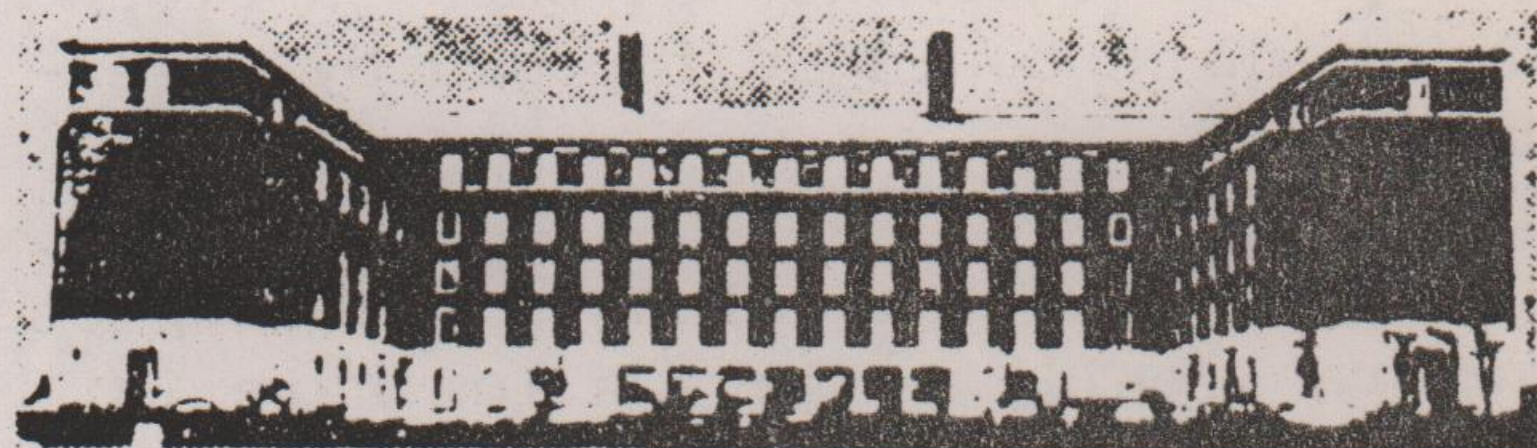
Cuts in revenue support for local bus services led to a major reduction in services and higher fares. To return financial support to the level budgeted for in 1977-78 would take an additional £1.75M at least.

£600,000 for amenity road sweeping was cut, with a consequent increase in costs to District Councils, and school crossing patrols were cut by 36.

There were also cuts in the Arts, library service, sports and youth facilities.

Last year, throughout the County Council, 1,010 F.T.E. posts were scrapped - in fact, the number planned was 763 - and this was a reduction of 3.8%. The Manpower Budget adopted under the Tories would have continued "the pattern of reducing the overall establishment of the Authority" - i.e. getting rid of jobs. The planned net loss of jobs in 1981/82 was a total of 172.1 (0.7%).

However, the Annual Budget adopted under the Tories in March posed yet further cuts.

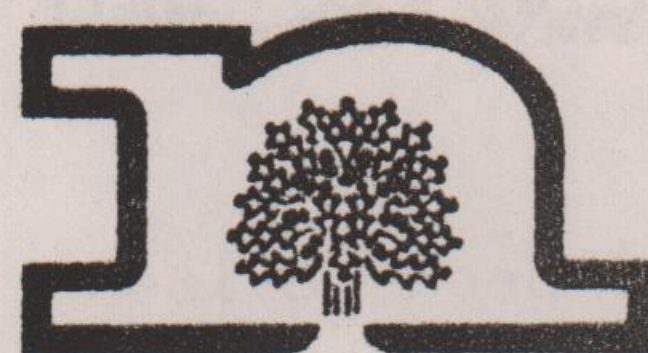


HOW CASH LIMITS CUT.

The County Council operates the system of 'cash limits', which as the name implies are set limits on the amount of cash available for expenditure by each Committee. The principles adopted in constructing the cash limits for 1981/82 were the same as those embodied in the 1981/82 Rate Support Grant Settlement, namely:-

- all pay awards would be 6% from the normal award date. If awards exceeded that level, it was assumed that "the number of employees will be reduced so that the cash limited budget for salaries and wages is not exceeded". The Budget laid down that the only possible exceptions to the cash limits in respect of pay awards could be if the police and fire pay awards exceeded 6%. Most County Council employees had the prospect of totally inadequate pay increases this year or job loss - in terms of national policies, they still do.

- price inflation would be at a rate which increases the average for 1981/82 by 11% compared with 1980/81. In the case of price inflation, the situation would be reviewed if "increases in petrol and oil exceed the cash limit assumptions by a substantial margin".



**Nottinghamshire
County Council**

BUDGETTING FOR BANKRUPTCY?

Because of this cash limits policy, only a small contingency of £1M. was included in the Budget. The crucially significant feature of the Tory Budget was not so

much direct visible cuts, especially as compared with their previous cutting exercises, but the fact that no adequate allowance was made for contingencies, emergencies, the real impact of inflation (which is under-estimated), a realistic level of pay increases (realistic, that is, to the people that earn them), and future Government measures to restrict local authority spending even more.

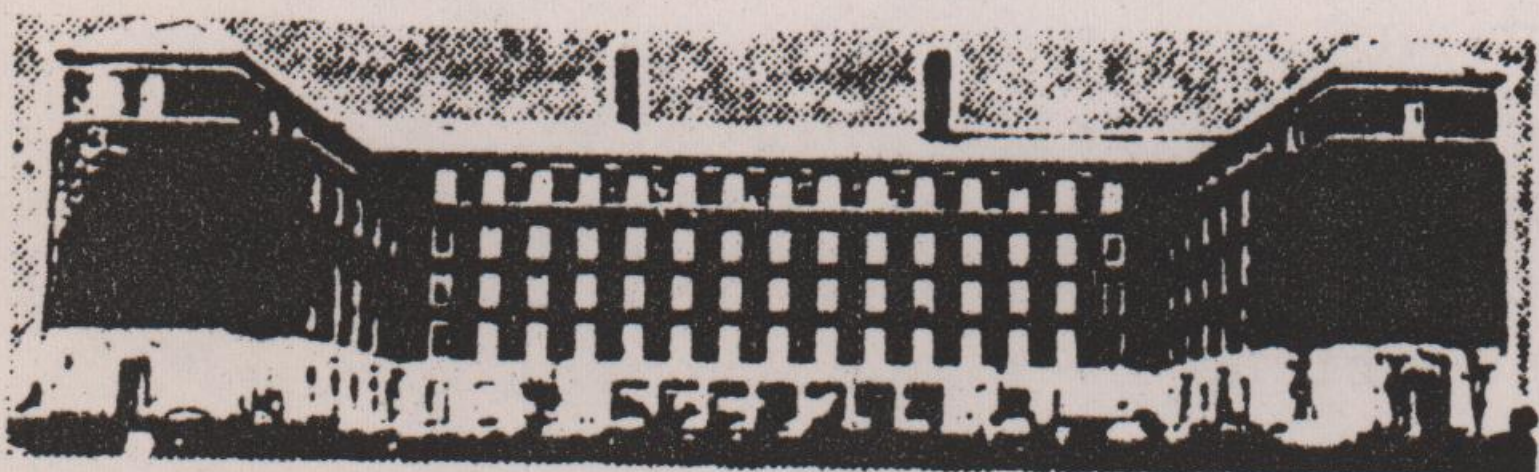
£18.8M. of the net expenditure for 1981/82 was to be met from the Balances under this Budget, and the Tories left projected working balances for 31st March, 1982 at only £4.963M. and accepted that even these might be required to offset the possible further cutback in Block Grant which could be imposed by Heseltine.

The fact that the Balances were depleted so drastically to levy a low rate in election year (to no avail in terms of electoral success) contrasts starkly with the situation in 1979 when the Tories refused to use the Balances to avoid the catastrophic cuts they then carried out.

The Government will be taking action against authorities which fail to achieve the spending target it has laid down. This spending target is related to an authority's actual current expenditure in 1978/79, with the requirement being that spending in 1981/82 (in real terms) should be 5.6% lower.

(In relation to this spending target, the Tory Budget Report observed that "the equity of this basis was challenged because of the degree of budget reductions already achieved by the County Council and the measure of underspendings revealed by the Final Accounts for that year".)

The Tory Budget was in fact £14.6M. above Government guidelines (5.5%), and this would involve a grant reduction of £8.615M. from central Government.



THE TORY BUDGET REVISED.

The 1981/82 Budget has now been revised by the new Labour authority. It provides for additional finance for committees for the development of services in the current financial year; for finance to meet the cost of pay awards in excess of that provided for by the Tories and to meet inflation; and for finance to establish reasonable working balances.

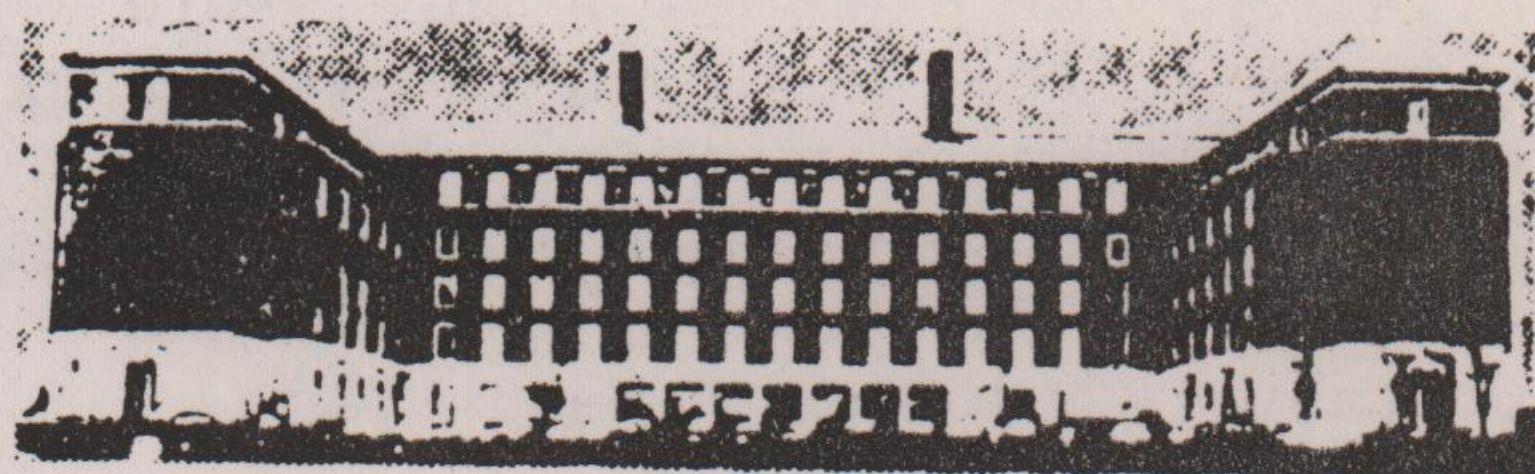


**Nottinghamshire
County Council**

WORKING BALANCES.

As indicated above, The County Council Balances were depleted to levy a low rate in election year by the Tories. What remained was earmarked to meet cuts in central government grant.

The new authority has decided to establish 'reasonable working balances' of £6M. (The County Council operates a gross budget approaching £400M.)



ADDITIONAL PROVISION FOR INFLATION.

£3.030M. has now been earmarked to meet the cost of pay awards not provided for in the Tory Budget and to compensate for income assumed in the Tory Budget which now won't materialise

- £85,000 was assumed from charges for providing music tuition. It has now been legally established that Education Committees cannot make such charges

- the school meals budget assumed income 'inflation' of £420,000 which was tantamount to a 5p. increase. This will not now be imposed.



**Nottinghamshire
County Council**

ADDITIONAL RESOURCES FOR COMMITTEES.

The Tory Budget has also been revised to provide additional resources for Committees in the current year.

However, "little more than a partial restoration of services" is being proposed due to the likely cuts in government grant.

The total amount allocated to Committees for 'the development of services' is £11.720M. and Committees are to decide how to allocate the additional resources. However, it is anticipated that Committees will deal with some of the problem areas detailed below:-

EDUCATION COMMITTEE (allocated £5.5M.).

- maintaining teacher numbers at current level (£839,000)
- nursery education - improve staffing

levels and reinstate 1979 cuts (£200,000)

- restore half the deterioration of purchasing power of capitation allowances (£785,000) with other half being provided in 1982/83
- improvement in standard of school meals and revised scale for determining those who qualify for free meals which will not be less generous than that which operated in 1979 (£1.3M.)
- restoring level of ancillary staff support (infant and junior helpers, pianists, librarians, swimming instructors, etc.) which was provided before the 1979 cuts (£638,000)
- reinstate adult education (£400,000)

ENVIRONMENT COMMITTEE (allocated £3.3M.)

- discussion with District Councils on the most appropriate way of introducing basic county-wide scheme for half-fare concessionary bus travel for the elderly and disabled. Such a programme could not be implemented until 1982/83 but £2.2M. has been made available in current year for allocation to District Councils
- provision being made to enable all children to travel at half fare
- sufficient resources made available to ensure no further deterioration in bus services and to allow some reinstatement of service reductions

LEISURE SERVICES (allocated £0.5M.)

- revitalisation of services cut by the Tories, with a return to an acceptable level of support for the Arts, and the strengthening of the library service
- expansion and development of Youth Service - more active role in the provision of sporting facilities and assistance.

PUBLIC PROTECTION (allocated £0.1M.)

- sufficient provision to enable a number of directly operated Consumer Advice Centres to be opened throughout County area and to restore level of assistance to Citizen's Advice Bureaux

SOCIAL SERVICES (allocated £1.8M.)

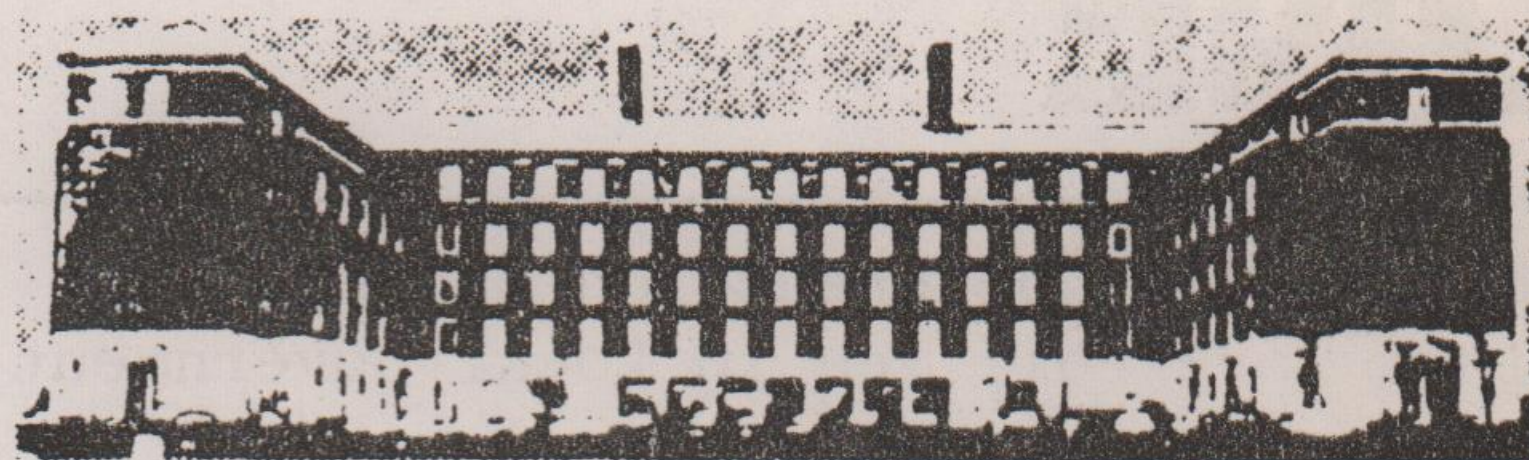
- 15% increase in home help hours by April 1982 and providing free service in appropriate cases
- increase of approx. 10% in field-workers
- scheme for co-operating with District Councils and Housing Assns. in connection with warden-controlled and warden-aided accommodation. Also for the development of specific ser-

vices based on sheltered housing

- expansion of grant assistance to voluntary organisations
- additional aids and adaptations
- additional care assistants in homes for the elderly

CENTRAL COMMITTEES (allocated £0.5M.)

- provision of small reserve under the management of the Policy and General Purposes Committee to enable other developments to be financed which may be identified during course of current year
- return to an acceptable standard of cleaning at County Hall and other major office complexes
- to enable "proper advantage to be taken in the rapidly developing field of computing etc., technology".



ADDITIONAL EXPENDITURE IN 1981/82.

The total additional expenditure for 1981/82 entailed in the above measures is £20.75M., which is being raised by a supplementary rate increase in the current financial year, "in the absence of alternative sources of finance". A supplementary precept of 18p in the £ is being issued for the period of from 1/4/1981 - 31/3/1982 inclusive.

However, as acknowledged, little more than a partial restoration of services is being proposed and to make good the Tory cuts will obviously involve yet more finance. The source of finance this time has been through a rate increase - however, the Government is now looking to restrict the powers of local authorities to levy their own rates. The implementation of the Labour Manifesto will bring the County Council slap bang up against the Government.

(See report of the Labour Councils in the Firing Line Conference.)

As has been stated above, the allocation of the additional resources to the Committees is to be spent as a result of the decisions taken in those Committees. A future edition of the Bulletin will look in more detail at how the Tory cuts are being restored.



Nottinghamshire
County Council

LABOUR COUNCILS in the FIRING LINE



Report of the Conference on the Fight
Against Tory Policies in Local Government.

The Conference, which took place in June and was organized by the Mobilizing Committee for Labour Democracy, was held against a background of most county councils being won from the Tories by Labour; and in those councils where such change took place, budgets were inherited which ran until 31st March, 1982 and which were drawn up by outgoing Tory administrations without (obviously) any regard for incoming Labour Group's priorities.

The 'difficulties' of implementing policy changes within the budgets inherited were increased when Heseltine announced new penalties of £450M. on local government as a whole if expenditure wasn't further reduced - and a massive propaganda campaign is now taking place by the Tories and business interests against the response which Labour authorities have made to these financial constraints i.e. supplementary rate increases. This is laying the basis for a massive government attack on local authorities which Ken Livingstone, Leader of Greater London Council, outlined to the Conference.

The Manifesto on which the Labour Party had fought the Greater London Council elections was adopted by a Conference of the London Labour Party after a period of 18 months of labour movement involvement. Candidates had been selected who were known for their stands on the Manifesto and the Labour Group was committed to its implementation, and changes had been made in the internal Labour Group to democratise its working.

Previously, half-a-dozen people had run the Council - the Chairmen. Now the predominant Committee Chairmen had been replaced by a system of organization whereby members of Committees took responsibility for particular issues with in Committees, and policy issues had to go through the Policy Committee of the Labour Group. Every position was elected to and not appointed to. The Leader had been stripped of most of his powers and the Leaders' Office had been changed to the Majority Party's Office. Trade union representatives were to be brought onto Committees and the Manifesto Working Parties of the Labour Party outside County Hall were to be re-convened.

DOING WHAT THEY SAY THEY'RE GOING TO DO.

As far as the Manifesto itself and its implementation was concerned, it had deliberately concentrated on areas where central government control was weakest. The background to this was that central government had taken control of capital spending and so areas like land purchase and building were avoided. Even so, 12 surcharge warnings had been received in the last 2 months from the District Auditor, a government official who ostensibly guards against waste and corruption but who pronounces on the legality of items of a Council's expenditure.

(Surcharge is a system of financial control whereby if the District Auditor is dissatisfied as to the legality of any item, his 'duty' is to strike that item out of the accounts of a local authority. He may then surcharge the item upon the members who voted for the spending of the money making up the item. Persons sur-

charged thereupon become liable at law to repay the money out of their own pockets to the council. To enforce payment, a distress warrant may be issued and the property of the person liable may be seized.)

Bro Livingstone said that the only real surcharge case in the last 20 years was that of the Clay Cross councillors, but the surcharge case of the Camden councillors who had voted for a minimum wage for their employees of £60 in February, 1979, was reaching the High Court at the end of this year. With all the legal procedure involved, the case would have a time-scale of 5 years which obviously created difficulties in defending the councillors.

The fact was that the Auditors operated to safeguard the interests of rate-payers, and acted counter to socialist ideals. The surcharge weapon was a very dangerous weapon and immediate reform of District Auditors was necessary.

GOVERNMENT CRACK-DOWN.

Heseltine is now threatening to claw back £450M. from local authorities as a whole unless authorities revise their budgets downwards and has required them to submit such revised budgets to the Dept. of the Environment. The response of the Association of Metropolitan Authorities has been to adopt a policy of submitting revised budgets to take account of the policies of incoming Labour Groups which involves revising Budgets for increased expenditure.

However, the Government is seeking further powers to control the expenditure of local authorities. Lothian Regional Council for instance, (the Edinburgh conurbation), which provided a good range of services, had been ordered to cut £53m out of a budget of £300m. in this financial year, to be returned to ratepayers in the form of rate reductions. Otherwise, government grants would be cut by £53m which is especially significant in Scotland as councils there don't have the power to raise a supplementary rate.

Lothian is being used as a forerunner to a new set of policies for local government which amount to the most "major constitutional change since the curtailment of the powers of the House of Lords"

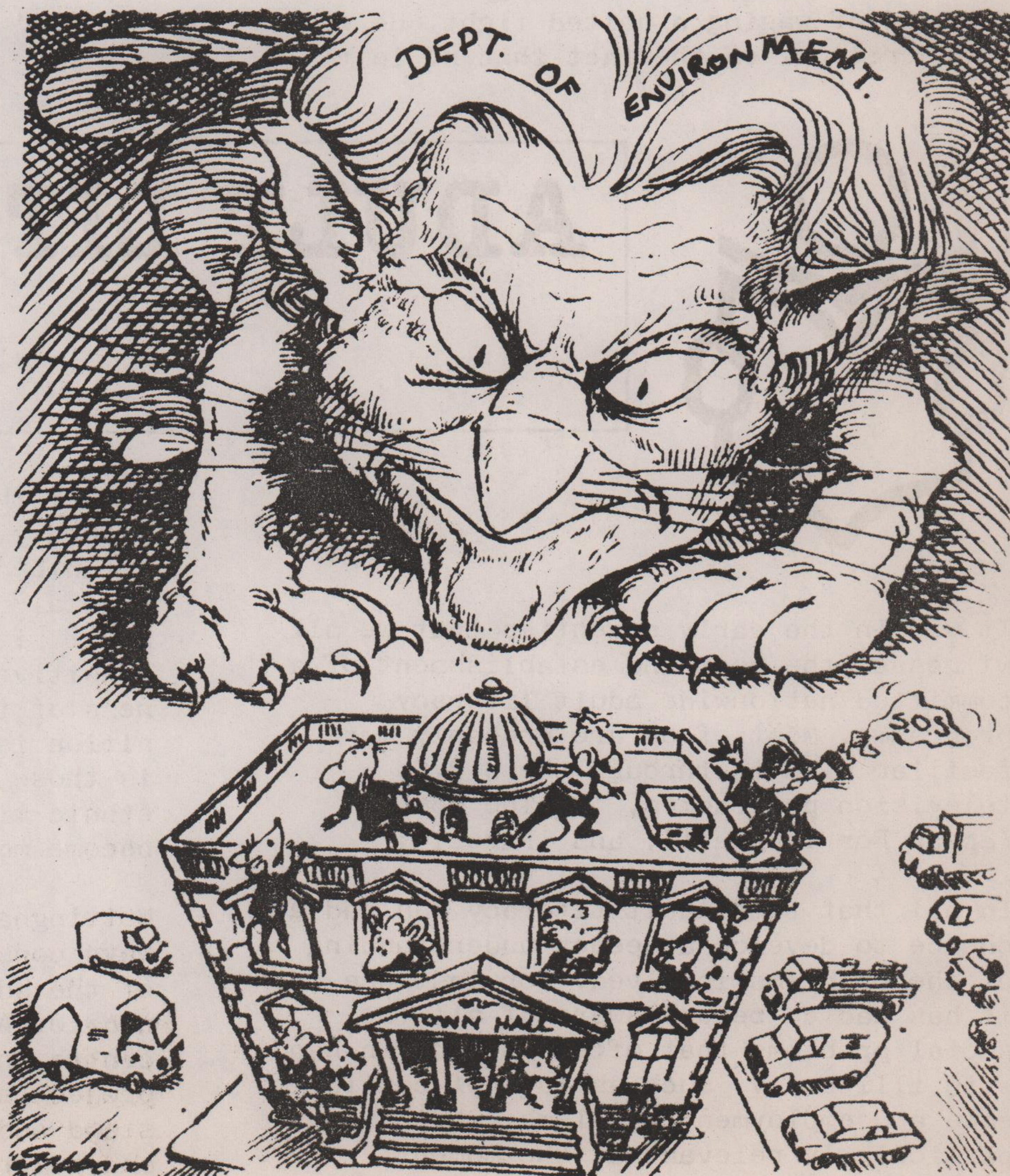
In the autumn, there would be massive supplementary rate increases which would lead the Government to seek Lothian-style powers and take other measures to limit rate increases, which could well include imposing %age limits on rate increases and stipulating local referenda before rate increases could be implemented. Certainly new legislation would be introduced which would remove the power to increase rates to defend services and jobs.

Bro Livingstone said that Heseltine was seeking more power over local authorities than Brezhnev had over Regional Governments in the U.S.S.R. He described these plans as a major constitutional crisis and heseltine aims to have these powers in place before next spring.

THE FIGHT BACK.

A major campaign was essential to defeat these measures and he put forward a 3-point plan of campaign for the coming struggle:-

- Labour Councils NOT to make a further round of major cuts even if it meant bankruptcy, surcharge, etc.
- Trade Unions to look to industrial action to defeat Heseltine's plans while they are being pursued
- disruption of Parliament by the Parliamentary Labour Party.



He concluded by saying that a major campaign had to be waged over the coming months against Heseltine's plans and that defeating the proposed powers may well shorten the life of Thatcher's government.

CO-ORDINATED CAMPAIGN CRUCIAL.

John Carey, Nottingham City Councillor, described councils as hide-bound organizations, and described the circumstances surrounding the preparation of the City Council Budget for 1981/82, which determines the amounts of money to be spent on each service provided by the Council. In November, 1980, each Committee received draft budgets which included proposals for no cuts and no increases - a stand-still Budget.

However, after the intervention of the City Treasurer at the beginning of December, a 5% decrease on existing service was settled on in defiance of the District Labour Party Manifesto - "the City Labour Group effectively continued Tory policies". The Budget reductions of 1981/82 involved the loss of 179 full-time jobs and 1 part-time job.

Bro Carey said that in order to fight the Government, Labour controlled councils had to band together and criticised the Association of District Councils which had decided to let each council go its own way, instead of waging a united fight. He was also critical of the fact that no initiat-

ives were forthcoming within the Labour Party to draw Labour controlled authorities together.

The statement issued by the Conference reiterated many of these themes. It stated that: "Labour councils with the local Labour Parties and their extensive links with the trade union movement have the power to generate united labour movement opposition to the Tories by acting on the following policies:-

- * No cuts in jobs and services
- * No increases in rents, fares or service charges

Furthermore it called on the Nottingham City Labour Group and District Labour Party to organize a conference in the autumn, regardless of its exact constitutional status, "to discuss the budget options open to the City Council in 1982/83 and to discuss a united labour movement response to the Tory attacks on council spending". "Similarly we call on the new Nottinghamshire Labour Council and County Party to organize a similar broad delegate Party conference at County level."

Full copies of the Conference statement are available from: Mobilising Committee, c/o Flat 1, 8, Vickers Street, Nottingham.



ADULT LITERACY & RACE

It was in the early seventies that we all witnessed the boom and establishment of a committed nationwide adult literacy programme. Most of us are probably more familiar with it through the B.B.C. television programmes, 'On The Move', 'Speak For Yourself', and 'Parosi'.

In all that time Adult Literacy has had a chance to develop a deeper understanding of the problems involved. For instance it has had to become aware of all the social problems that often go hand in hand with illiteracy, such as lack of confidence and employment problems, which is particularly relevant at the moment.

One of the salient problems which Adult Literacy has to face is that of the 'ethnic dimension'. Ethnic groups have special needs and requirements which Adult Literacy has to be aware of and sensitive to. There is now a growing awareness of this problem although the recognition is not universal. Naturally it is those areas in the country with large ethnic minority populations which have become most acutely aware of this need.

Nottingham Adult Literacy Centre has always considered itself at the forefront of the adult literacy/ethnic minorities debate. As a result, it was the first centre in the country to produce a project specifically designed to understand and tackle the problem of literacy and numeracy in relation to ethnic groups.

The project is based in three community centres:- The Afro-Caribbean Centre, the Indian Centre and the Pakistani Friends League Centre, where it is beginning to establish informal groups. Not only are we interested in providing free help with literacy but we are also particularly interested in gearing this help to the needs of looking for work in these times of high unemployment.

Although the project has now been under way for more than two months we would be more than happy to take on new students.

All those interested should contact:

Paul Waddington at the Adult Literacy Centre, 89A Forest Road West.
TEL: 40003.

Stacking the Decks

COUNCIL HOUSING and RACISM in NOTTM.

The Nottingham CRC study, 'Stacking the Decks', published this month, sets out the complex, and often subtle, ways in which racial inequalities in Council Housing are maintained. It deals with the ways in which they arise out of both the allocations process and out of the housing policies themselves.

Some of the major findings about Council Housing in Nottingham were that:-

- ★ Blacks were far more likely to come into council housing through the lowest priority gateways.
- ★ Even in the highest priority allocation categories, blacks were more likely to go into unpopular housing than whites.
- ★ Once inside the Council house system, West Indians obtained transfers at little more than half the rate of white tenants.
- ★ Over the 3 years of the study, the gap between the proportions of blacks and whites going into the least desirable council housing increased.
- ★ In recent years, successive governments have pursued housing policies which have required that discrimination in council housing has had to be extended rather than reduced.
- ★ The current government's policies contribute to the actual creation of racial tension and hostility in that they have
 - a) brought new council house building to a virtual stop,
 - b) dramatically cut back local authority improvement plans, &

c) required local authorities to put large parts of their housing stock up for sale.

- ★ The actual sales of council properties in Nottingham over the last 5 years have specifically affected those



houses which, in both size and location, were most relevant to the black communities.

The discrimination emerging in these ways cannot be effectively tackled without a reversal of current council housing policy. The more the government rejects such a policy reversal, the more it will make 'the housing problem' intractable rather than simply difficult.

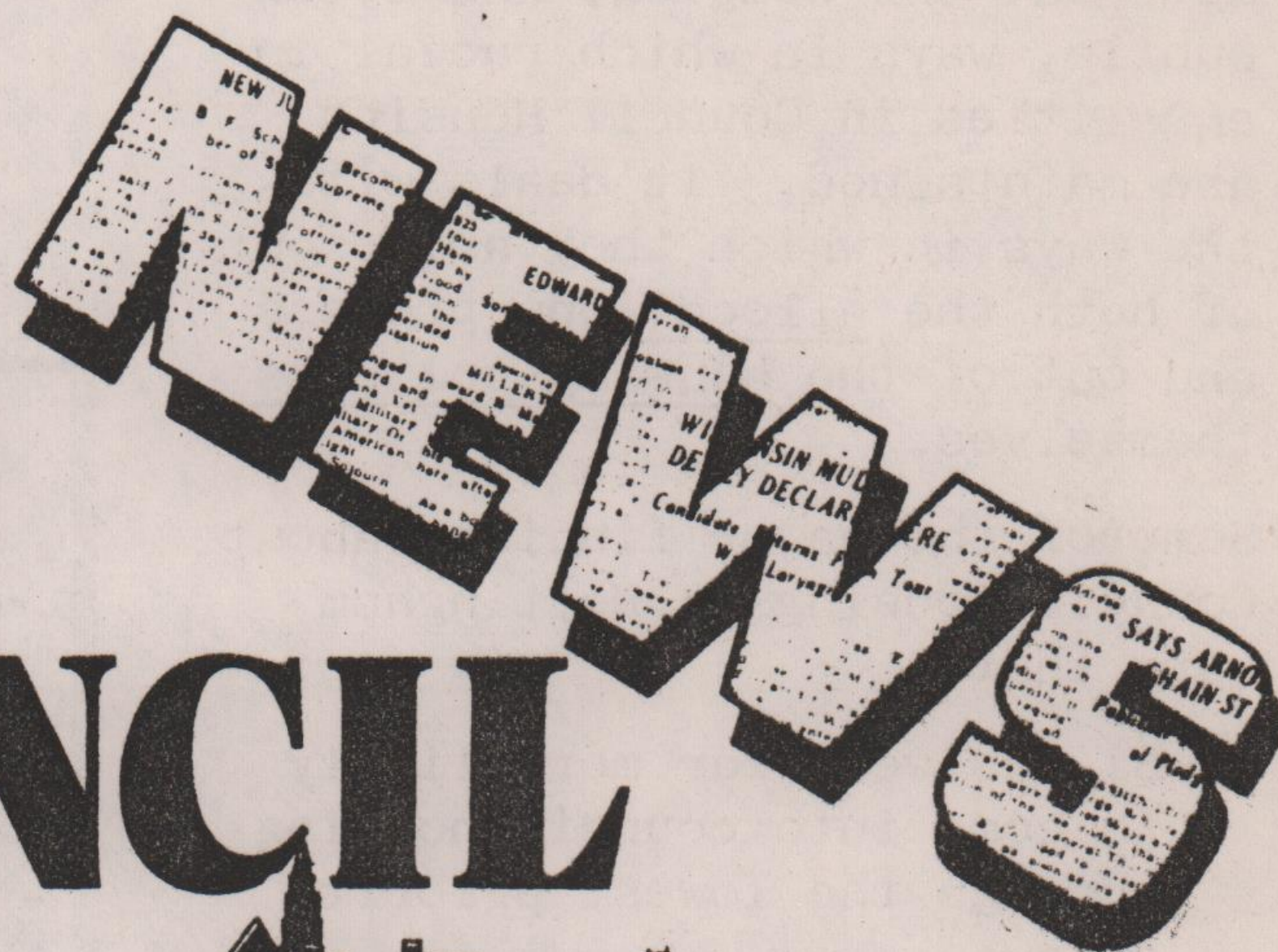
Stacking the Decks proposes a number of measures which, if introduced, might ensure that racial inequalities are rooted out from council house allocations. These include:-

- making allocations more open and accountable to both the general public and to local councillors.
- dispensing with 'residence requirements' which discriminate against those who have not lived in the area for a considerable period of time.
- requiring allocations to be based on more precisely defined notions of 'housing need'.
- including ethnic origin in housing records from the time of application, with regular monitoring for racial inequalities.

(text taken from press release 31.7.81.)

Copies of 'Stacking the Decks' are available from the N.D.C.R.C., 37 Mansfield Rd. Nottm.

TRADES COUNCIL



Women accentuate the positive

Despite more than five years of equal pay and sex discrimination legislation, women workers are still virtually segregated in low paid and poorly valued jobs. All the indications are that legislation by itself will not pull women into equality at work. In addition there needs to be a more positive programme of action.

This theme was recently discussed at a three day conference on "positive action for women at work" organised by the National Council for Civil Liberties, which has also published a book on *Positive action for women: the next step*.

Both the conference and the book draw heavily on experience from the USA, where "affirmative action" is quite widely embodied in law and company policy.

Positive action means action to ensure that all women are able to approach work on a really equal basis with men. This concept is already contained in the Sex Discrimination Act which allows employers and unions to provide special training for women, as well as advertisements which particularly encourage women to apply for a job where few or no women are doing that work. The Act however does *not* allow for positive action at the point of

recruitment. The NCCL suggests a programme for positive action in employment for use in bargaining. Elements include: employer's declaration of an equal opportunity policy; analysis of the workforce, including the proportions of men and women in each job or grade as well as analysis of relative pay and conditions; examination of personnel practices which determine who does what job; recruitment and advertising practices; how promotion takes place; monitoring of training; special provisions for employees with parental responsibility; equal rights for part-time workers; set goals and timetables for achieving the objectives of the positive action programme; and the machinery to monitor the progress of the programme eg a joint employee-management working party.

If positive action programmes are to be successfully developed in employment, they need to be backed up by positive action in other areas, especially: promoting equality within trade unions (along the lines of the TUC's *Charter for equality for women within trade unions*); positive action in education and training; and further legislation (eg the requirement on firms given government contracts to adopt positive action resolutions).

Considering the current economic recession and the phenomenal growth of women's unemployment the demands for positive action at work might seem badly timed. But, as NCCL general secretary Patricia Hewitt

A TUC CHARTER

EQUALITY FOR WOMEN WITHIN TRADE UNIONS

- 1 The National Executive Committee of the union should publicly declare to all its members the commitment of the union to involving women members in the activities of the union at all levels
- 2 The structure of the union should be examined to see whether it prevents women from reaching the decision-making bodies
- 3 Where there are large women's memberships but no women on the decision-making bodies special provision should be made to ensure that women's views are represented, either through the creation of additional seats or by co-option.
- 4 The National Executive Committee of each union should consider the desirability of setting up advisory committees within its constitutional machinery to ensure that the special interests of its women members are protected.
- 5 Similar committees at regional, divisional, and district level could also assist by encouraging the active involvement of women in the general activities of the union
- 6 Efforts should be made to include in collective agreements provision for time off without loss of pay to attend branch meetings during working hours where that is practicable
- 7 Where it is not practicable to hold meetings during working hours every effort should be made to provide child-care facilities for use by either parent
- 8 Child-care facilities, for use by either parent, should be provided at all district, divisional and regional meetings and particularly at the union's annual conference, and for training courses organised by the union.
- 9 Although it may be open to any members of either sex to go to union training courses, special encouragement should be given to women to attend.
- 10 The content of journals and other union publications should be presented in non-sexist terms.

said at the conference, just to defend existing "gains" which women have made is inadequate. By the time that employment expands again, and with widespread use of new technology, there is no guarantee that women will regain their position as workers. Unless positive action programmes are initiated now, the economic upturn will leave women behind.



PEOPLE'S MARCH.

Several hundred Trade Unionists met the Eastern Leg of the Peoples March for Jobs at Bulwell on Thursday 14th May. A dozen union, college and political banners joined in the March to the Forest. There we fed the long-term marchers.

Over 2,000 then proceeded to the Market Square, representing all major factories in the area.

At Bulwell, leaders of the City Council met the March. All along the route, passers-by, factories and works came on to the streets to clap and show support to the March. Early that morning Radio Nottingham broadcast an interview with one of Nottingham's 6 long-term marchers that we had sponsored.

The evening was spent at a civic reception in the Council House when John Carroll spoke of it being the first occasion the Council House had thrown its doors open to ordinary unemployed people. Trent Poly finished the evening with entertainment.

On the Friday morning, the March went to Beeston where a sizeable delegation came out from Plessey to welcome the March. Then on to Long Eaton, where the Labour Club gave excellent hospitality.

Up to now over £900 has come to the Trades Union Council, for the Peoples March - an indication of how the March has caught the imagination of, and support from, the movement in this town.

At least 8 coaches to my knowledge went to the Rally in London on the 31st May to meet the March.

The next stage in the fight against this Government, its policies and unemployment is all important. The town can be justly proud of the day and the work and support for the March. We must build upon this, by keeping the issues and campaign alive.

- * Trade Union & Public Meetings about the March
- * Make use of Nottingham's long-term marchers
 - invite them to branch meetings/work places
 - use the film made by the March
- * Support the T.U.C. initiative for a Youth Lobby of Parliament for Jobs
- * Support October 16th Lobby of Tory Party Conference at Blackpool
- * Support those sections in struggle like Lee Jeans Scotland where 170 women are in occupation
- * Support Trades Union Council attempts to set up an Unemployed Centre. Cash, resolutions to City Council/Trades Council from Trade Union and Labour Party Branches.

Chris Preston
Secretary, Trades Union Council.

MARCH MUSIC

Folk-singer Ian Campbell composed this song for the march. It can be sung to the tune of Beethoven's Hymn to Joy.

THE LOAFING CAVALIERS

Queueing up down at the Labour
UB40 in their hand
Punters hoping for a favour
Begging for the Rights of Man

We're the loafing cavaliers
Symbols of a nation's shame
With our future all behind us
Pawns in Maggie's rotten game

Teenage loungers on the corner
Shabby shoes and withered soul
Swapping tales of schoolboy visions
Twelve years training for the dole

Craftsmen hanging round the bookie's
Flashing phoney bravado
Trading tips and feeble forecasts
Pride and skill, nowhere to go

We're the loafing cavaliers
Symbols of a nation's shame
With our future all behind us
Pawns in Maggie's Tory game

Twenty years of loyal service
Trampled in the factory dust
Speculating politicians
Shamelessly betray their trust

Housewife at the jumble sale
Fumbling through the cast-off dreck
Had to sell her colour telly
Paying off a Provvy check

Middle-aged executive
Still catching his commuting train
Redundant days spent in the park
Neighbours mustn't know his shame

Lady in the supermarket
Turning over cheaper joints
'Striking should be made illegal!'
Still she hasn't got the point

T.U.C. WORKBOOK ON THE EMPLOYMENT ACT

This book is for all trade unionists who want to know about the Conservative Government's Employment Act - what it means to them, and how to deal with it.

Contents

Putting back the clock . . .

in brief . . . / the attack begins / the whole picture / the union response

Industrial action

background to the law / Employment Act

Picketing rights

in brief . . . / what it means . . . / the law as it was / Employment Act / enforcement / demonstrations

Sympathy action

in brief . . . / what it means . . . / Employment Act

The trade union response

injunctions / more gen on injunctions / lessons from the past . . . the Pentonville Five / to sum up . . . / checklist

Union membership

in brief . . . / what it means . . . / the law

The closed shop

existing closed shops / code of practice / new closed shops / enforcement / the union response / checklist

Union labour only

the union response / checklist

The union rule book

the union response / secret ballots / checklist

lessons from the past . . . Chrysler Closed Shop / AUEW Rule Book

More to come

Standards under attack!

in brief . . . / what it means . . . / redundancy warning / unfair dismissal / maternity rights / guaranteed pay / law abolished / the union response / checklist / model maternity agreement

Social security slashed . . .

in brief . . . / hitting strikers' families / more in — less out / more to come

The next steps

members' awareness / union strategy / building a campaign checklist

The Employment Act does nothing to create employment for anyone — apart from lawyers. Its real purpose is to make it harder for working people to defend their jobs and their living standards.

If the government still thinks that industrial relations will be improved by imposing legal shackles on unions and their members, it has learnt little since 1971. The Employment Act and the misguided and confusing codes of practice that go with it are irrelevant to the real problems which both unions and employers face at present.

Active trade unionists have two jobs to do — help build the campaign against the new legislation, and organise to defend members' rights against legal attacks. This means that discussions on strategy must take place in every workplace and union branch.

This book has been produced as part of a programme of workshops on the new legislation organised by the TUC Education Service. It will help all activists to understand the issues involved, explain them to their fellow trade unionists, and together decide how best to deal with them.

The book works step by step through the provisions of the Employment Act — picketing rights, sympathy action, the closed shop, individual rights, and so on. The issues for trade unionists are spelt out clearly, and there are action checklists which, together with the case studies and activities at the end of the book, will help you work out your strategy.

Both the media and the government have been deliberately misleading about the impact of the

new law. So active trade unionists have a vital job to do in getting the real issues across to their members.

Copies are available from:-

Sec. T.U. COUNCIL,
Chris Preston,
12, Emmanuel Avenue,
Nottingham. NG3 6HF.



Taking place in the stately tranquility of Wentworth Castle (Northern College), the latest Institute for Workers' Control Conference nonetheless reflected the social tension that exploded in street riots the same weekend.

To my eyes, the Conference was dominated by the tension between a grass roots trade union need to respond with militant policies against unemployment - and the desire of other more academic participants to discuss with politicians what Labour Councils and a future (perhaps) Labour Government should do with respect to unemployment via state policies.

The former perspective involved talking about the struggle to defend Mike Cooley just sacked by Lucas Aerospace, holding the line against a very thought out employers offensive to break trade union

to what these connections were. I found myself agreeing with those who argued that the struggle at the top should be made subordinate to winning the struggle on the factory floor and among the unemployed. This would mean Labour Party support - nationally and at local government level - for workers putting forward workers alternative plans and trying to develop multi-plant, multi-union combine committees against multinational capitals power.

It would mean sponsoring and supporting facilities for the unemployed to organize themselves. Without support for the development of workers organization and plans - a central government strategy from 1984 would not reflect working class demands from the base, would have no



DEFEATING UNEMPLOYMENT

labour movement and trade union power to back it against the opposition of the multinationals (both because it was not from the grass roots and the trade unions would have suffered some very big defeats) and would collapse in the first few weeks against the predictable onslaught of the ruling class.

WORKERS ALTERNATIVE PLANS.

As a source of ideas for the struggle at the base the Conference was very useful. Mike George, of the Centre for Alternative Industrial and Technological Systems (CAITS), led off 2 interesting workshops on workers plans. These are usually seen as plans for alternative products which the workers can produce instead of being on the dole (and making weapons). This model from Lucas Aerospace was really only one form of an alternative plan.

More generally it was about getting the workforce to look at their own company and expose for themselves how it works. Workers often are handing up information to management all the time but are not putting it together in a union context.

power, and what immediately could be done to organize and provide facilities to the unemployed, to bring them into, or back into, the labour and trade union movement. The latter perspective was about what Labour councils could do to promote local enterprise, the alternative economic strategy, and its ramifications, for example, in the sphere of foreign trade planning.

GRASS ROOTS STRUGGLES AND STATE POLICY.

Many agreed that there was a need to find the link and connections between the strategy 'at the top' and the strategies and struggles at the base. But nonetheless there were implicit differences as

If they do so they can then develop their own response which ignores the negotiating framework of management and puts forward what they want. This development of an alternative plan should be done with people inside and outside the company.

Lucas engineers meeting health service unionists - the ordinary technicians- discovered so many improvements they could make to the kidney dialysis service they couldn't stop talking about it. There was so much potentiality there wasn't time to deal with it all.

The main thing was at the start, careful planning based on collective organization like combines. In this process one gets as many involved and discussing as possible. After that you make it up as you go along - there are no blueprints.

The process of setting up a combine is a question all by itself. In the workshops people pointed out the petty jealousies of plant against plant and the opposition of official full time trade union leaders that they met all the way along the line. But some combines do exist - and this is where they provide what cannot be got from the official trade union movement.

The Lucas Combine had initially got going providing pensions and health and safety advice. The Vickers Combine had been able to provide full information about wages and conditions and what was going on. It was this service to, and support from, membership that made a combine viable.

ORGANIZING THE UNEMPLOYED.

Another workshop on Organizing the Unemployed with someone from the Hull Unemployed Workers Union explaining how they had organized at the dole queues with the support of the Trades Council. They had drawn up their own constitution and statement of aims. Their aim is to have a national union as a campaign organization within the framework of the rest of the movement - at the local level it is a ginger group on local issues like fares, facilities, benefits, etc. Shop stewards are being appointed and trained. To avoid the danger of splitting the movement they are fighting for a dual membership situation.

B.D.

EMPLOYMENT POLICIES EDUCATION GROUP.

An Employment Policies Education Group has been set up in Nottingham by people who are interested in creating an awareness among themselves and others of different 'grass roots' responses to unemployment and job creation.

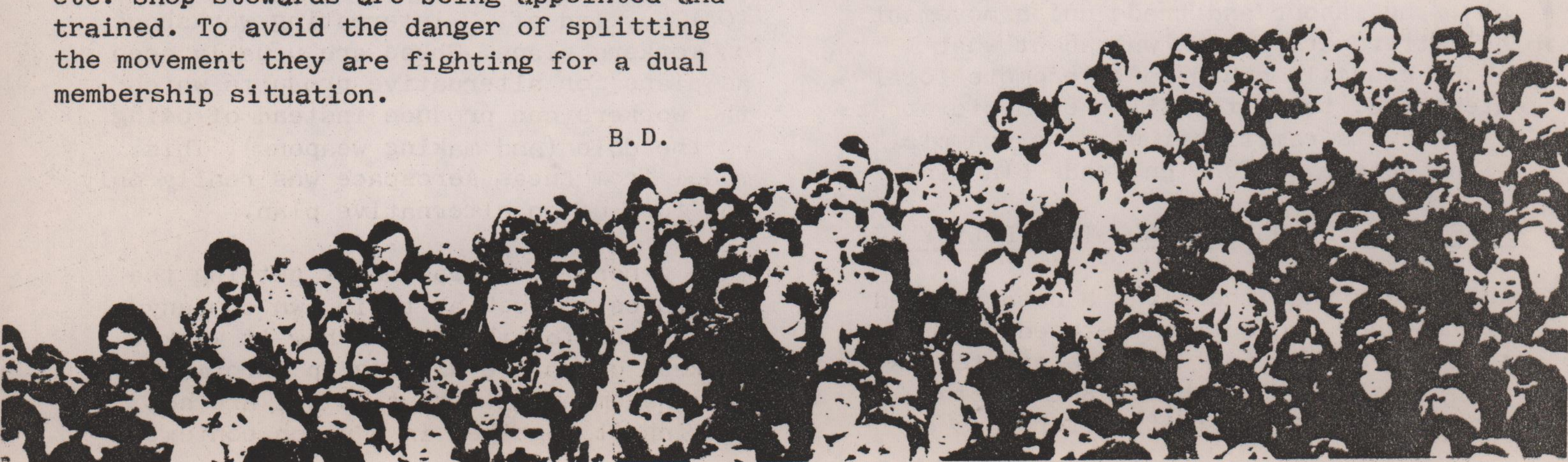
A series of meetings has been organized to look at alternative approaches to bargaining like the Lucas Aerospace workers alternative plan, workers co-ops, community enterprises and unemployed workers centres.

These meetings have tried to find out what is going on in Nottingham. So far, we have looked at the local experience of workers co-ops (particularly the Workcon building collective) and community enterprise (particularly the Hyson Green Green Umbrella Enterprise).

Also we have looked at local trade union and Trades Union Council policies on unemployment and will be looking at the situation in the local authorities and Labour Party. This will include a look at the policies which Nottingham City Council and Notts County Council are taking and could take - and current ideas on these subjects in the local Labour Party.

There is a spectrum of ideas around the country on local authority responses to unemployment - these range from the G.L.C. and the Sheffield Councillors views which embody the support of grass roots projects - to the policies of backing business, building advance factories and the like.

If you are interested in the future activities of the Group, or would like a summary of the discussions had at previous meetings, please contact Brian Davey at 118, Mansfield Road (582369).



SLUMP CITY

POLITICS ON
UNEMPLOYMENT

"Ain't no stopping us now - we're on the move!" read a placard on the Black Peoples Day of Action in March this year. The uneven way capitalism develops places a heavy burden on the people in the inner city and now, with unemployment rocketing the Thatcher government is witnessing the spectre they feared - the violent resistance of the inner city's population.

SLUMP CITY, by Andrew Friend and Andy Metcalf (£3.95 from Pluto Press), is making a brave effort to understand what is happening. They set this as their task:

"With unemployment rising steeply, the crisis of social and political control generated by concentrations of people existing on the margins of society is set to become widespread and more intense. It is (our) central concern to explore how and why these concentrations occur, their class composition and their significance for the working class on the one hand and the state on the other."

They look at and then dismiss the state's idea of 'inner city blight' as some incomprehensible quirk to be resolved with a bit of "urban cash" here and an inner city programme there and offer instead a wealth of evidence to suggest that the burden of reorganizing the UK economy falls most heavily on the working class of the older urban areas.

If this is the case, then we must ask ourselves whether Nottingham's Inner Cities Project has been tackling the issues in the correct way or not.

Andy and Andrew describe a "surplus population" of the unemployed, black people, workers in sweated industries, tenants of the worst housing, single parents and children who live in the inner city and get the rawest deal. If you lived in the Meadows, Raleigh Street or St Anns of the recent past, or the Radford or Hyson Green of today, then what have you got to lose by tearing the system down???

Using the ideas of Slump City it is easy to understand that resistance to police racism in Brixton this year set the pace for riots in many inner city areas, including our own Hyson Green. But Andy and Andrew don't leave it there, they insist that:

"the relationship of the surplus population to the organizations of the working class (trade unions, etc.) once again becomes of critical strategic importance".

Unless the labour movement can learn from July's riots then the future will be divisions and not unity.

Slump City describes a process going on where distress in the inner city of fragmented family life, racism, bad housing and unemployment is sometimes producing feminism, anti-racism and open militancy while the state's fear of this prompts both containment (urban aid) and direct repression (water cannon).

Andy and Andrew quote Linton Kwesi Johnson's "Time Come" to illustrate what many black people feel about the direct repression.

when yu fling mi inna prison
I did warn yu
when you kill Oluwale
I did warn yu
when yu beat Joshua Francis
I did warn yu

when yu pick pan de Panthers
I did warn yu
when yu jack mi up gainst de wall ha
didn't bawl
but I did warn yu.

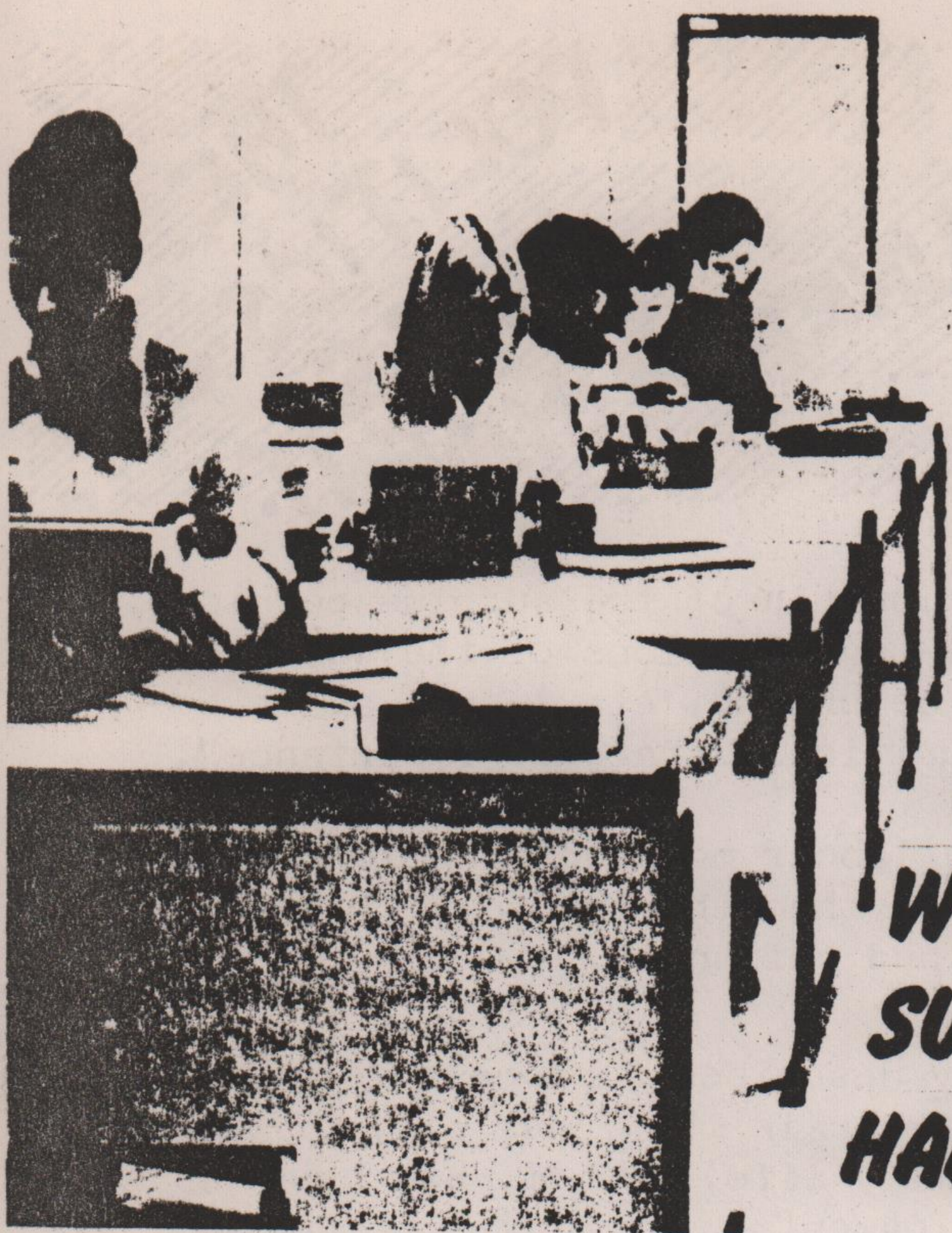
now yu si fire burning in mi eye,
smell badness pan mi breat,
feel vialence, vialence,
burstin outta mi;
look out!

it too late now;
I did warn yu.

From "Time Come" by Linton Kwesi Johnson

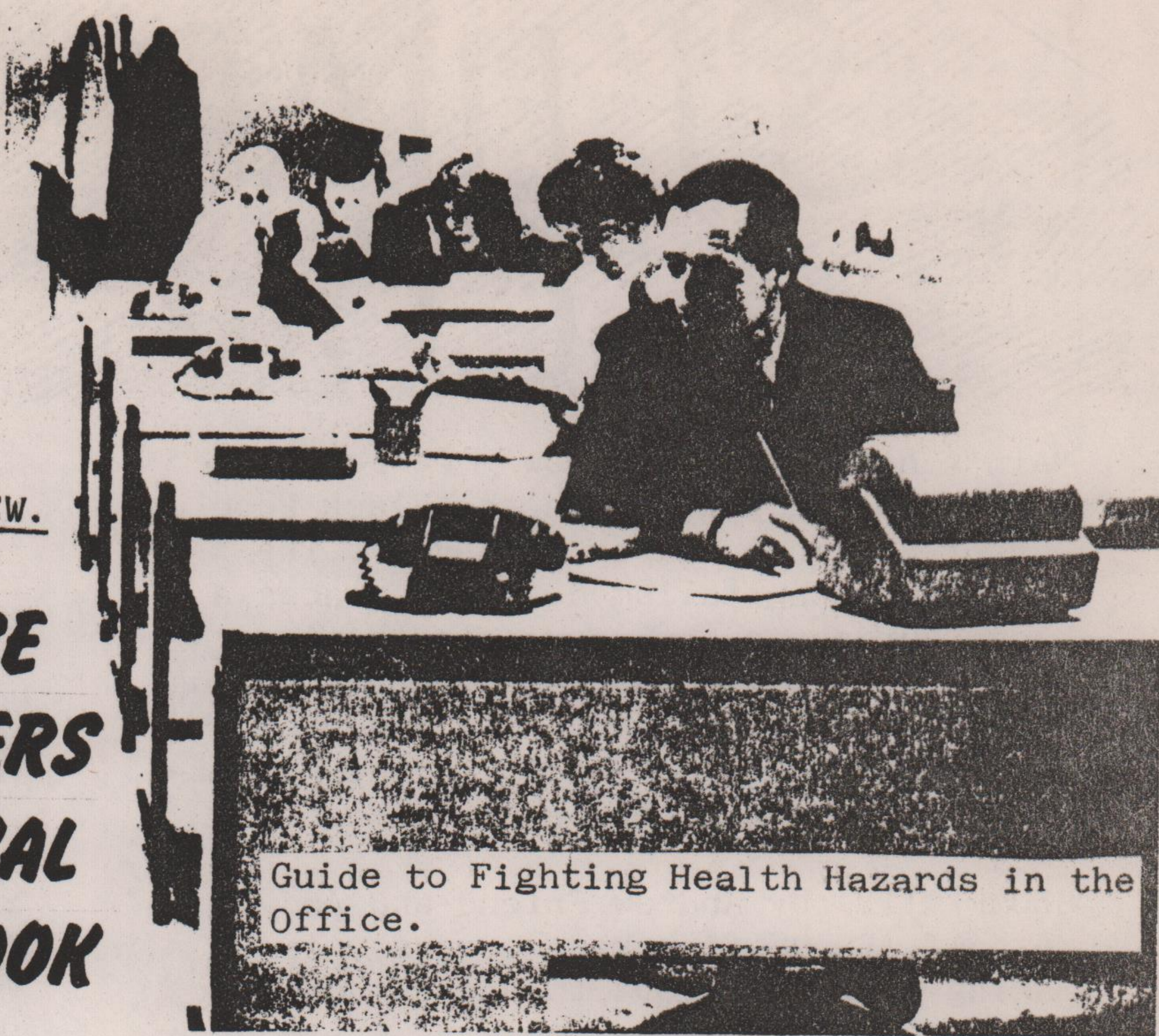
Is it too late?

It's not possible to do justice to Slump City in this brief review; I would strongly recommend getting hold of this excellent book and will invite one of the authors to come and speak in the autumn.



A REVIEW.

OFFICE WORKERS SURVIVAL HANDBOOK



Guide to Fighting Health Hazards in the Office.

"Had a hard day at the office?" - a familiar question in television 'dramas' and 'soap operas' - but the person asked is almost always the stereotyped exhausted briefcase-clutching male executive, coming home to the comforts provided by a dutiful wife, after a strenuous day of decision-making and risk-taking.

This kind of portrayal, together with the neglect which has been traditionally shown towards "the world's commonest but most ignored workplace", has inevitably contributed to the myths which surround office work. On the one hand, the tired male executive, burdened down by responsibility; on the other, for women in jobs lower down the hierarchical scale, an easy life of tea breaks and chats.

This Handbook shows that "hard days at the office", far from being the preserve of the male executive, are endemic among office workers, most of whom are women. It puts the office as a place of work in a wider economic and social context to explain why this is the case, concentrating on the specific problems which women experience both at work and in the home, and the ways in which they are related. Indeed, the book is mainly addressed to women office workers because they are the 'vast majority'.

The aim of the book is "to help you look at your office through new eyes, pinpoint what is wrong, and decide what to do about it". If you get headaches, sore throats, upset stomachs, rashes, backache, feel tired and exhausted - it isn't "just you" but your job that's probably causing it. This is a basic theme of the book and it is designed to help office workers, in a variety of practical ways, to explore and

become more aware of their jobs and how they can and should be changed to ensure the health and safety of the people who do them.

To this end, information about the many health hazards afflicting office workers is collected together for the first time with, equally important, examples of how people have fought against them.

For instance, the operation of photocopiers, visual display units and microfilm readers causes eyestrain; and no-one should be working on these machines as a full-time job. All work which could potentially strain the eyes must be punctuated with plenty of rest breaks.

As a catalogue of such hazards, this book will be an eye-opener to many people who dismiss office hazards as trivial or insignificant, or who may think that modern office blocks have eliminated health and safety problems. In fact, modern office blocks have created perpetually artificial conditions for people to work in with their uniform, constant lighting and air conditioning throughout the year, and office machines and new technology bring with them a wide range of health hazards. As a result of changes over the past ten to twenty years, 'white-collar' jobs possess the features of assembly line work.

And as the International Labour Office has said: "The fact remains.....that machine operation is still more tiring for many operatives than straightforward manual methods of copying or calculating and can in some cases be a serious drain on their physical resources."

A very important part of this Guide is its section on Stress, which gets over the point very forcefully that stress-related symptoms like headaches, tiredness, depression, etc. are not individual problems BUT job-related problems - "stress has social causes and can therefore be prevented".



"All too frequently the early symptoms of stress - nervousness, headaches, irritability, and so on are written off (by doctors especially but also by society in general) as 'female problems', 'menopause' or 'your imagination'..... When suffering stress symptoms, some people feel there is something wrong with them as a person, so they feel guilty and inadequate, rather than seeing that their distress is a genuine response to intolerable conditions." These feelings can build up to such an extent that people can end up feeling they have no control over their own lives.

The causes of stress aren't limited, however, to such things as bad lighting, poor ventilation, overcrowding and noise in the workplace, or to the way work is actually organized (whether it is tedious, boring, oppressively supervised, etc.) - wider economic and social pressures on working people are just as guilty. Cut-backs in public expenditure, as well as destroying public services and creating suffering for people who depend on them, create job insecurity and fear of redundancy for workers in public services, which pressurises people.

Being paid a low wage is also stressful, firstly, because it creates strain in making ends meet but also because it means 'someone in power doesn't think you're worth more'.

"Women in particular are grossly underpaid at work, and are also under terrific pressure because they are usually doing a second job at home unpaid."

The Handbook also details how women suffer the particular problem of sexism at work - degrading treatment and discrimination against women on the basis of their sex - especially noticeable in office work, 'which is by far the largest employer of women in Western society'. And there is also discussion of sexual harassment at work.

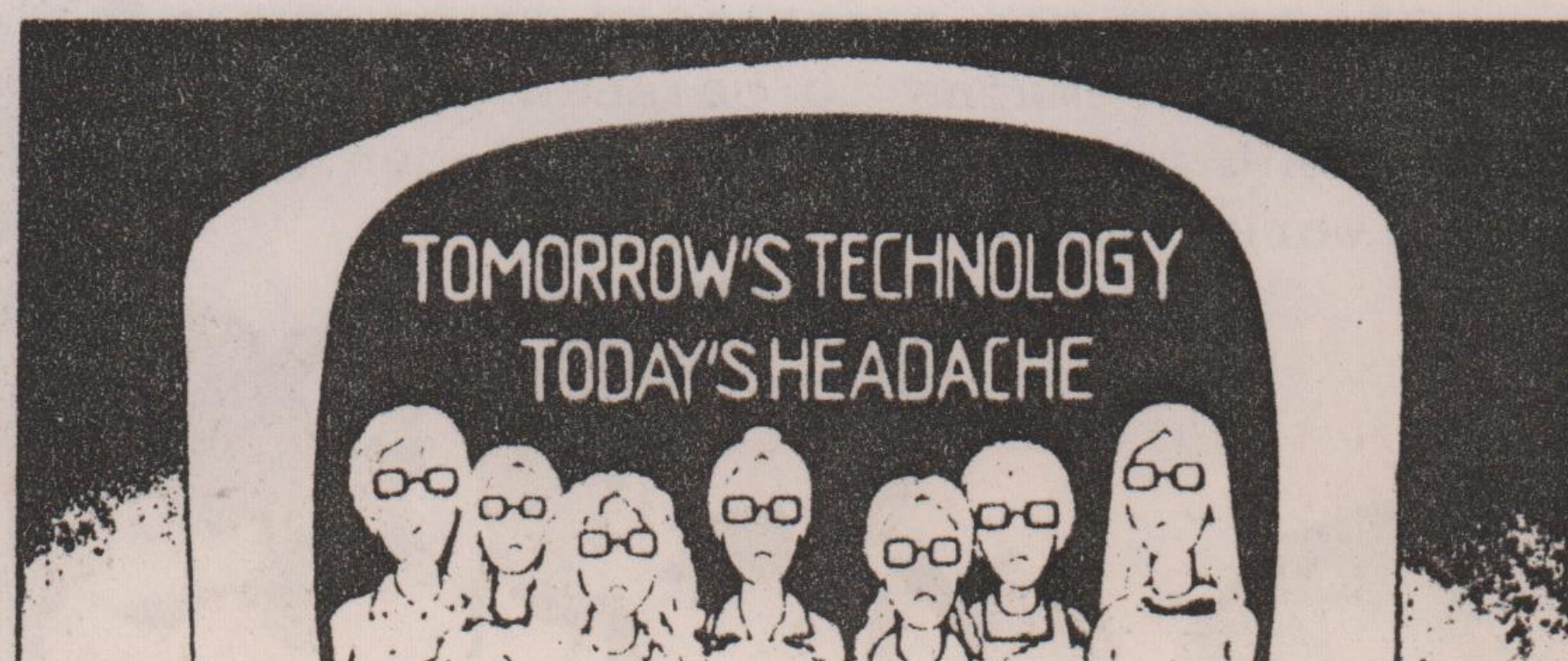
The Canadian Union of Public Employees defines sexual harassment as "any repeated and unwanted sexual comment, look, suggestion or physical contact that a woman finds objectionable and offensive....it can range from unwanted suggestions or attempted rape or rape. Physically it can include pinching, grabbing, hugging, patting, leering, brushing against and touching..." The Handbook shows how women are fighting back against this very widespread occupational hazard.

In fact, the great value of this Handbook lies not just in its identification of the hazards of office work, which is very comprehensive, but of the tools available to fight them - legal, practical and organizational. At the end of every chapter, which deal with particular aspects of the office environment, such as noise, temperature, dangerous substances, etc., there are checklists which can be used to check how safe or unsafe an office is; and there is also a sample questionnaire which can be used to carry out a simple health survey, to find out what symptoms people may be suffering from in your office. The final chapter is on how to set about improving working conditions in offices, and puts forward a step-by-step example.

The emphasis of this book is that you have a RIGHT to a safe and healthy job - a right to work in a stress-free job, where there is flexibility and where you have control over what you are doing, and a right to work in comfort with good facilities such as canteens, rest rooms and nurseries.

This Handbook will be invaluable in winning that right, and if you have had 'a hard day at the office', then make use of this book as soon as possible - firstly, to identify why, and then to do something about it.

I.B.J.



118 WORKSHOP 1 year old

Resource and Research Centre for Trade Unions and Community Groups.

118 Workshop, Nottingham's Resource and Research Centre for Trade Unions and Community Groups, held its first AGM on June 24th.

In her opening address, Chairperson Carol Wooller listed some of the frightening statistics which show that the work of the centre is more crucial than ever:

- * 1 in 9 people are out of work
- * there has been a massive decline in jobs in textiles and other areas of work
- * 1 in 5 women in the country are on tranquilisers
- * Babies born in hospital are twice as likely to die in their first year as babies born at home.

WORK OVER THE PAST YEAR.

Carol went on to list some of the work carried out in the first year of existence which had started to establish the centre as a valuable service in the community:

- * Work on new technology which had taken Plessey workers to an international consultation of telecommunications workers in Milan looking at trade union responses to the introduction of new technology. The centre had also run courses on new technology in the home and in public services
- * Research to back up a campaign for a Well Woman Clinic in Mansfield
- * Support for the General Hospital Action Committee in their successful campaign to prevent the closure of the Hospital
- * On the practical resources side, Carol estimated that nearly 1/4 million sheets of paper had been printed in the last year at the centre.

WOMEN'S EQUALITY.

One issue taken up by the AGM was the question of women's equality in the management of the centre itself. Problems had been created because all three workers are male and the previous year's Management Committee was male dominated. To rectify this, the AGM agreed to elect 6 women and 6 men separately to ensure a balance. It remains to be seen how this commitment to a balance between men and women works out over the next year.

WAR ON WANT.

The AGM concluded with a brief talk on the role of War on Want which has been the main funder of the centre. Several members agreed to assist in War on Want's current fundraising appeal aimed at getting people to give one hour of their pay to help the charity's work in fight-poverty and unemployment in both Britain and the Third World.

ELECTIONS.

The following people were elected to the Management Committee:

Chairperson - Carol Wooller (Nottingham Council for Voluntary Service)
Secretary - Joan Matthews (Women's Aid Advice and Support Group)
Treasurer - Frank Ward

Chris Cutland (Women's Aid Advice and Support Group)
Alison Stopher (World Development Group)
Jill Murdoch (Nottm. & District T.U.C.)
Jenny Haywood (Nottm. Adventure Play Assn.)
Alison Simmons (Inner City Executive)
Pam Seymour (Pregnancy Testing Group)
Jim Battle (NUPE Social Services Branch)
John Truscott (TGWU 5/373 branch)
Alan Marshall (AUEW - TASS, Erewash Valley)
Tony Colwell (CPSA Land Registry branch)
Wyn Williams (Inner City Executive)
Nigel Lee (NUPE Social Services branch).

★ 118 WORKSHOP - ANNUAL REPORT. ★

The 118 Workshop Annual Report, which contains further information on work over the past year and information on the Workshop generally, is available from 118, Mansfield Road.

