

## **Council 29 September – Key Messages:**

### **Member Engagement Review**

Council received an update on the progress of a review of how the CSP supports members to be engaged and discussed emerging thinking around the barriers and enablers of individual member engagement, and the future relationships between the CSP and the different member networks. Themes that emerged for further consideration included a ladder of different levels of CSP member engagement and staggered levels of CSP recognition, affiliation and support for the networks. This work will continue with the development of proposed models for future network arrangements for Council's consideration and decision at the December 2021 meeting.

### **Equity, Diversity and Belonging (EDB) Strategy**

Council considered the outcome of the EDB strategy consultation and recommended to the strategy from the member and staff reference groups. Council approved the Equity, Diversity & Belonging strategy for publication subject to some final wording amendments anticipated as a result of a plain English review. The Council reiterated their commitment to leadership of the strategy ahead of a lunch to members and staff in October. Council considered draft indicators of success to measure the impact of the strategy and agreed the further work to finalise the indicators should continue as planned. Council noted the importance of building trust with members to ensure that members were willing to provide the CSP with their demographic data, which was key to being able to accurately measure impact of the strategy.

### **Equity, Diversity and Belonging (EDB) Committee**

Given the importance of the Equity, Diversity & Belonging strategy Council considered whether it wished to establish a new committee to support Council in its role to hold the CSP to account for delivery of the strategy and provide expert advice to Council on related issues to inform decision-making. Council approved the establishment of a CSP Equity, Diversity & Belonging Committee, its terms of reference and member role description and delegated responsibility to an appointments panel to make decisions on behalf of Council in respect of appointments to this committee. A process to appoint CSP members and non-member experts to the Committee will be commenced shortly.

## Civil Liberties

Council considered four sets of proposed legislative changes which could have implications for members, their patients or the CSP.

- **Human Rights Act 2008:** The UK government has made it clear it does not support the Act and they have commissioned a review of the act this year. A report and government decision on the future of the Act are expected imminently. Council' agreed the CSP policy position is to oppose abolition of the Human Rights Act.
- **Trade Union Act 2016 Regulations:** Trade Unions in England, Scotland and Wales are regulated under the Trade Union Act 2016. The Certification Officer acts as the regulator. Under revised regulations the UK government is proposing to give the certification officer:
  - wider proactive investigatory powers including launching investigations based on third party complaints
  - powers to issue financial penalties of up to £20,000, in addition to issuing an enforcement order
  - the power to impose a levy on trade unions to raise funds.

Council noted the potential impact on members of the revised regulations under the Trade Union Act 2016.

- **Elections Bill:** The elections bill contains many measures which will have the overall effect of making voting and campaigning more regulated. Council agreed the CSP policy position is to oppose the Elections Bill.
- **Police, Crime, Sentencing and Court Bill** The Bill covers a wide range of matters relating to policing and criminal law. The principle areas of concern to the CSP relate to restrictions on protest. Alongside other unions we are concerned that the provisions restricting demonstrations could limit the ability of our members to peacefully protest on issues like pay, or could be wrongly used in the context of industrial action to prevent pickets. Council reaffirmed its decision to oppose the Police, Crime, Sentencing and Court Bill 2021.

### Other issues – Council:

- received assurance of organisational performance, risk management and financial performance;
- noted the outcome of the financial audit of the annual accounts;
- confirmed its previous decision on membership fees;

- received an update on the NHS Pay Position noting the very strong rejection by members of 3% as an acceptable award in England and Wales and the fact that members in Northern Ireland are still awaiting an announcement regarding their award. The CSP alongside other health unions will now plan next steps in light of those views;
- approved changes to the Finance, Risk and Audit Committee terms of reference and Chair role description to separate the role of Chair of FRAC from the Chair of Council; and
- agreed to ask members at the Annual General Meeting to approve changes to the Bye-laws to provide Council the ability to amend the voting system used in member elections if needed.