

GMB's NEW National Equality Action Group

LAUNCHING AUTUMN 2025

GMB Union is launching a NEW National Equality Action Group to scale up campaigning for equality in every workplace where GMB organises.

The NEW campaigning group will be made up of GMB activists who are **women, LGBT+, disabled, from an ethnically diverse background or under 31 years old.**

The group will detect, understand and tackle patterns of **discrimination, harassment, segregation, underrepresentation and unfairness at work** for members of our five equality strands. It will support GMB branch and regional action to help fight hateful ideas and to make us all safer at work.

The group will bring together members from every GMB region and section with a laser focus on workplace campaigns and developing GMB members from underrepresented groups.

AT THIS VITAL TIME FOR EQUALITY AT WORK, DO YOU HAVE THE SKILLS TO COLLABORATE AND DRIVE PROGRESS? READ ON TO LEARN HOW TO GET INVOLVED



What will the group do?

The new Equality Action Group will work alongside all our existing GMB work on workplace discrimination, harassment and underrepresentation. It will complement the work done every day in every GMB branch and region, and help bring that together into a national picture.

Members of the group will learn what has worked well in one region, take it to another, and bring people together nationally. It won't be responsible for solving all the problems of workplace inequality alone - it will be one part of our GMB equality campaigning machine.

The group might run its own campaigns or support others; host workshops and webinars; produce tools for reps and regions - and more,

Who will be part of the group?

The new group will include two members from each of GMB's seven regions plus five national reps who will each lead one of our five equality strands. Also joining will be members of GMB's Central Executive Council.

If you want to represent your GMB region, scroll down to find out how to put yourself forward. If you want to be one the five national strand leads - then more about the role and the process to get nominated is outlined below.

READ ON TO FIND OUT MORE ABOUT THE ROLES AND WHETHER YOU COULD BE WHO THE GROUP NEEDS



Become a regional member

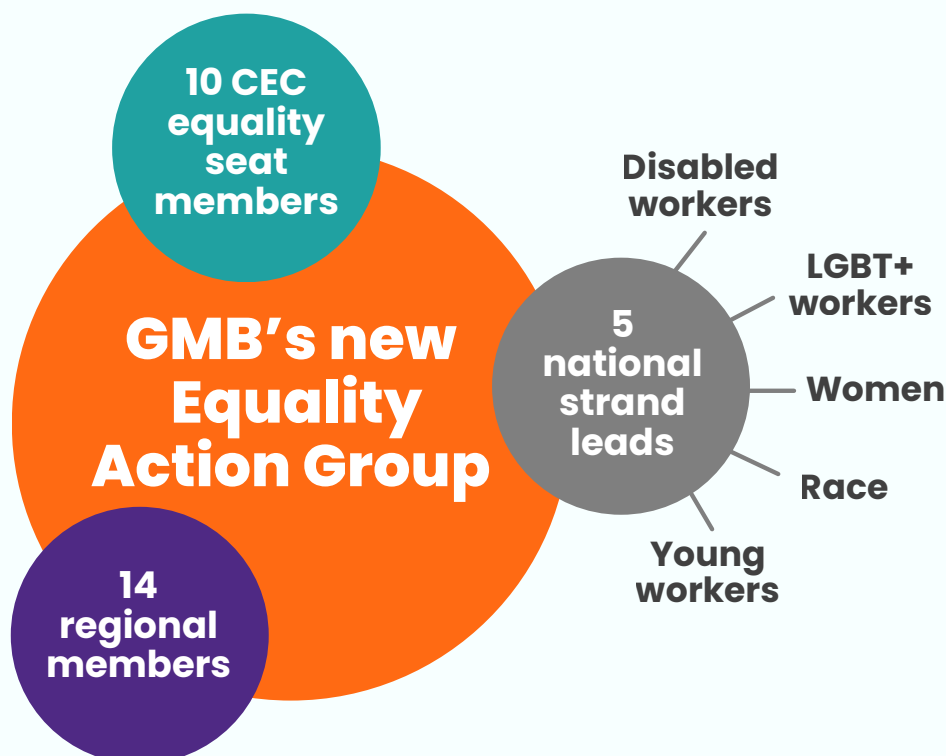
Each GMB region will decide how to select their regional representatives, what their criteria are, and their deadline. If you're interested, tell your Regional Equality Officer now. Read on below for more info about the role.

If you're not eligible to stand to become a regional member or a strand lead but still want to be involved in GMB equality campaigns, make sure to stay in touch with your GMB branch and your regional equality officer, who can tell you what else is happening in your area – like regional equality conferences and self-organised groups.

Become a national strand lead

The five national strand leads will be self-nominated and elected online. GMB reps will receive an email in October 2025 with all the detail, including the requirement to submit a personal statement. If more than one person stands for any role then there will be an online election of GMB members who belong to that strand.

You are able to express interest in a regional role as well as nominating yourself for a strand lead role – but if you are elected as a strand lead, you'll need to accept that role and withdraw from any regional nomination.



Role description: Member of GMB National Equality Action Group

This role descriptor tells you more about the sort of GMB activists the new group needs. Make sure to also check below for information about the strand lead and regional member roles.

All members of the new group will:

Be committed to core values:

- Advancing equality for all members of all GMB's equality strands
- Racial equity and fighting race-based hatred
- Fighting sexism, sexual harassment and misogyny
- Supporting LGBT+ people and fighting transphobia, homophobia and biphobia
- Tackling ableism – reducing disability prejudice and removing barriers that stop disabled workers thriving
- Fighting ageism and working for the rights and development of younger workers
- Tackling far-right, fascist and divisive narratives
- Upholding and promoting GMB's Zero Tolerance policy and Code of Conduct

Be able to:

- Attend and contribute to meetings online and in person (with adjustments for those with access and caring needs)
- Recruit members into the union
- Talk persuasively about equality and discrimination with GMB members and prospective members
- Learn about the experience of people from strands they don't belong to themselves
- Work constructively and respectfully with other activists and GMB staff



- Work towards shared goals with people from different backgrounds
- Communicate well with others
- Recognise and respect the diversity of people's skills and working styles
- Be organised and driven to complete work
- Undertake campaign work in their own workplace and sector and share understanding of how to do this with members in other workplaces.

Have knowledge and experience:

- An understanding of how oppression and marginalisation based on people's protected characteristics and identities affects them at work
- Some understanding of equality law, e.g. the Equality Act 2010
- Some understanding of GMB structures – e.g. GMB branches and regions
- Understanding of GMB purpose and policy – e.g. core trade union values
- Experience taking action to make change at work
- Understanding of collective values and the importance of solidarity

Be committed to practical action:

- Attending regular Equality Action Group and Regional meetings – in person and online
- Actively updating others on work in your GMB region and nationally – being a key contact point to keep everyone up to date
- Staying in touch with other members and GMB staff by email, phone and text between meetings
- Supporting others, bringing in new people and developing activist leaders from new and different backgrounds
- Personal learning and development including being open to new ideas and ways of working
- Democracy in the union.



EAG National Strand Leads

Nominees must identify with the strand that they wish to stand for – i.e. be a disabled worker to stand for disabled workers strand lead, etc.

The role of the five national strand leads is:

- To have a good understanding of the workplace experiences of people who belong to the strand they represent, as well as how these experiences intersect with those of people who belong to other strands
- To collaborate to create and support workplace campaigns for members of their strand – in branches, GMB regions and nationally
- To keep up to date on current employer, government and GMB policies which affect members of the strand they represent
- To help plan and deliver education and development opportunities for GMB members and activists who belong to the strand they represent
- To develop working relationships with the members who represent their equality strand on the GMB Central Executive Council
- To be involved in regional GMB equality structures (regional equality forum and self-organised groups) in your own region
- To attend the annual TUC equality conference for their strand and co-lead the delegation along with a GMB staff organiser
- To provide leadership to the relevant national network of GMB regional strand leads and, in most cases, to chair that network. These self-organised networks are made of activists from every GMB region and they meet periodically online.

Young workers strand representative

- The GMB structures for young workers are a bit different than the structures for the other strands. The young workers strand lead will work together with others to develop a young workers group or structure in regions and/or nationally.



EAG Regional Members

As well as the qualities and skills outlined in the role description above, regional representatives will:

- Identify with or belong to at least one of GMB's equality strands
- Be the key point of two-way communication between regional equality activities and the National Equality Action Group, including by giving updates at meetings
- Support and engage with the work carried out by the five elected national strand leads
- Commit to attending regional equality meetings and staying fully in touch with the work of regional equality groups including the Regional Equality Forum and Self Organised Groups in their region
- Your region may have additional requirements for their regional members – get in touch with your Regional Equality Officer now to find out.

