

LTB 466/22

28<sup>th</sup> November 2022

**TO: ALL BRANCHES**

Dear Colleague,

## **Proportionality – 2022 Report**

As part of our ongoing commitment to report annual proportionality data, the Equality, Education and Development department has produced the attached 2022 proportionality report for branch's attention. Unlike previous reports, we are excited to announce that this year's data includes the diversity make up for all CWU positions at branch, regional and national level.

In addition, for the very first time we have begun reporting on membership and activism rates for CWU members who identify as having a disability, as such this report sets out the make-up of our activist base, specifically looking at sex, ethnic background, age and disability.

The information used in the attached report has been gathered from the On-Line Service (OLS) membership database and is a sample taken from the period of March/April 2022. Any data illustrating 2021 figures were gathered in November 2021.

During the last data gathering process, 90% of branches updated their branch activism data, as such the data used is the most accurate available but cannot claim to be one hundred per cent accurate or complete.

The next full data report will be produced in early 2023, prior to CWU Annual Conference.

Any queries on this LTB should be directed to [equality&education@cwu.org](mailto:equality&education@cwu.org)

Yours sincerely,



Kate Hudson

**Head of Equality, Education & Development**

## CWU Proportionality Report 2022

### Introduction

Membership diversity and the make-up of activists is a key focus in the CWU. It has become not only a critical issue in terms of achieving proportional representation but it has also become a useful tool in the way we organise and develop strategy.

The CWU's annual proportionality report matters. It helps us to track our collective progress by shining a light on the outcomes of action we have taken to improve proportional representation and encourages us to do better by promoting equality in our membership, structures and processes.

In the last few years, we have adopted a number of positive CWU rules to drive our proportionality objectives forward. In particular, in 2019 we introduced new regional and national equality lead positions for women, BAME, disability and LGBT+ members on our CWU National Executive Council (NEC) and Regional Executive Committees. In the same year we introduced rules guaranteeing women's seats in regional principal officer positions (*regional secretary, assistant regional secretary, regional chair and regional finance secretary*). A minimum of at least 2 women must now hold these particular roles.

In 2021 we expanded on our vision towards achieving proportional representation in national decision-making positions and expanded on our existing rules by increasing guaranteed seats on the National Executive Council to a minimum of 8 seats (23.5%) for women, 4 seats (11.7%) for BAME and 2 seats (5.8%) each for Disabled, LGBT+ and Young worker members. This report shows that these necessary rule changes have proven successful in ensuring that national and regional representation on decision-making committees have a healthy, proportional and diverse balance.

In addition to rule changes, we have made a conscious commitment to improve our data recording systems and the quality of our activist's data.

On request of the National Executive Council, in 2020/21 we introduced new activist's categories on our national On-Line System (OLS) database and encouraged branches, regions and national departments to update their reps and officers data. As a consequence this year's report showcases the diversity breakdown rates for a wider range of union positions and not just the selected few that have featured in previous proportionality reports.

We also made progressive advances and have begun reporting on membership and activism rates for CWU members who identify as having a disability. Whilst this is a positive move forward, this report recognises that currently a sufficient amount (on average 98%) of CWU members have not declared their disability status with us. We also recognise that 40% of CWU members have not declared their ethnicity, therefore it should be noted that statistics on disability and ethnicity groups is not absolute.

As outlined in previous proportionality reports there are still recording issues around data recording and monitoring of LGBT+ members. At present the recording of data for LGBT+ groups is insufficient. For example, on average 99.4% of CWU members have yet to declare their sexual orientation with us, making the data short of any valuable use. For this reason LGBT+ groups have not been included in this report at this time. This report therefore concentrates specifically on gender, race, disability and age.

From an intersectional prospective we have continued to focus on BAME women, as there is still compelling evidence that more needs to be done to advance these disadvantaged groups into active roles in the union where they are either significantly underrepresented or absent.

The structure of the report has been broken into 3 sections. The first section looks at CWU membership amongst women, BAME, disability, retired members and young worker groups. The second section provides a comprehensive diversity breakdown on all OLS listed CWU positions at each level of our CWU structure. To assist with identifying proportional and non-proportional groups for each position, table charts used in this section have been colour coded using red to represent areas of under-representation and green to represent areas of proportional representation. Where data is available, comparisons on last years activism rates have been included and are illustrated in each chart

in red brackets. The third and final section is an Appendix; providing statistical data of women, BAME, BAME women, disability and young worker proportionality rates for each of the CWU's 10 Regions; this includes a snapshot of the proportionality rates for positions within the region and a further breakdown of diversity rates for all branch positions pertinent to each region. It is hoped that this information is useful to regions in that it provides scope for future regional opportunities and initiatives.

The following data has been gathered from the On-Line Service (OLS) membership database and is a sample taken from the period of March/April 2022. Any data illustrating 2021 figures refers to data gathered in November 2021.

All information used relies on data provided by members and branches. During the last data gathering process, it has been identified that 90% of branches have updated their branch activism data in the last 12 months, as such the data used in this report is the most accurate data available but cannot claim to be one hundred per cent accurate or complete.

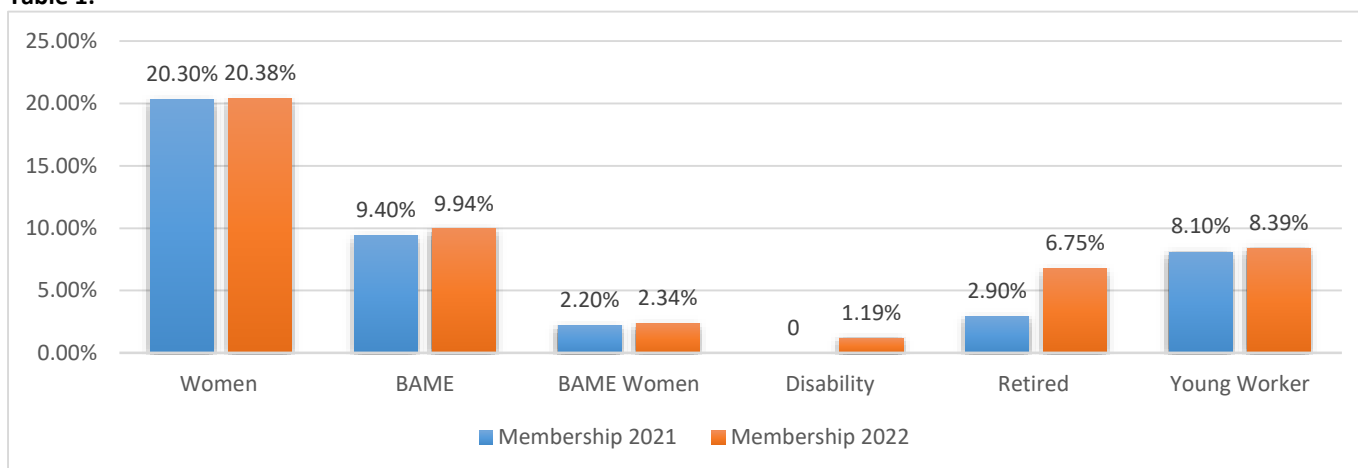
**Section 1: National Membership diversity breakdown**

The following section illustrates data relating to CWU membership among women, BAME, BAME women, disability and young workers.

Our membership data tells us from March/April 2022 the total number of CWU members was **186,765**.

Table 1 shows the percentage make up of CWU women, BAME, BAME women, disability and young worker members from the total number of CWU members between the period of 2021 and 2022. <sup>1</sup>

**Table 1:**



Source: CWU: OLS, 2022

As illustrated above women make up 20.38%, BAME 9.94%, BAME women 2.34%, disability 1.19%, retired members 6.75% and Young Workers 8.39% of Total CWU Membership.

There has been a 3.8 percentage point increase in the retired members section and a marginal percentage increase of less than 1% for women, BAME, BAME women and young workers membership between the periods of 2021 and 2022. This outcome may be offset by a 0.16% decrease in total CWU membership figures between the same periods.

<sup>1</sup> No figures for disability membership was recorded in November 2021.

## Section 2: National Activism Diversity Breakdown

**National membership data** = % of Women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

To determine whether CWU structures are representative of the diversity of CWU membership, this section measures CWU membership rates broken down by equality strand (disaggregation) against activists statistics within the composition of our various democratic structures. Where available, activism rates, from the CWU's 2021 interim proportionality report have been included.

### Branch Positions

Branches have a variety of different elected positions which cover a range of different roles and responsibilities. In order to monitor and review activism participation rates of diverse members and any disparities amongst particular roles, branch positions have been divided into the following six categories:

- |                                    |  |
|------------------------------------|--|
| 1. Branch Principal Officers       | 4. Branch Health and Safety Officers                     |
| 2. Branch Officers                 | 5. Branch Industrial Relations/Workplace Representatives |
| 3. Branch Learning Representatives | 6. Branch Committee Member (Only)                        |

It is noted here that branch disability and LGBT+ champions are not official branch positions in CWU rule, as such they have not been included in the list of branch positions, however it is recognised here that currently **10% of CWU branches have a disability champion** in situ and **11% of branches have a LGBT+ champion**.

### Branch Principal Officers

Branch principal officers comprise branch chairperson, branch secretary and branch treasurer positions (including deputy positions). These positions manage the running of the branch, handle branch administration work and support the work of other branch representatives and officers. As such they play an active leadership role within the branch and are key to organising democracy and ensuring branch sustainability.

Table 2 illustrates a breakdown of CWU women, BAME, BAME women, disability and young worker members in branch principal officer roles. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. Where available 2021 activism rates have been included and are illustrated in red brackets.

**Table 2:**

Branch Position	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
Principal Branch Officers											

Branch Chairperson	<b>120</b>	10	8.33%	6	5%	1	0.83%	3	2.5%	1	0.83%
Branch Vice Chairperson	<b>72</b>	7	9.72%	2	2.78%	0	0%	4	5.56%	0	0%
Branch Secretary	<b>124</b>	8 <b>(10)*</b>	6.45%	14 <b>(16)*</b>	11.29%	2 <b>(3)*</b>	1.6%	10	8.06%	0	0%
Branch Deputy/Assistant Secretary	<b>161</b>	32	19.88%	15	9.32%	2	1.24%	20	12.42%	3	1.86%
Branch Section Secretary	<b>31</b>	3	9.68%	4	12.9%	0	0%	4	12.9%	0	0%
Branch Retired Section Secretary	<b>68</b>	6	8.82%	1	1.47%	0	0%	4	5.88%	0	0%
Branch Treasurer	<b>119</b>	27	22.69%	2	1.68%	1	0.84%	3	2.52%	1	0.84%
<b>Total Principal Branch Officer roles</b>	<b>695</b>	<b>93</b>	<b>13.38%</b>	<b>44</b>	<b>6.33%</b>	<b>6</b>	<b>0.86%</b>	<b>48</b>	<b>6.90%</b>	<b>5</b>	<b>0.71%</b>

**\*proportionality Interim report, 2021**

The above table (Table 2) illustrates that CWU women members are proportionally represented in branch treasurer roles and underrepresented in branch chairperson and branch secretary positions. Since November 2021 there has been a decline in women holding branch secretary positions down from 10 reported in 2021 to 8 recorded in 2022.

Inversely BAME members are over- represented in branch secretary and branch section secretary positions yet under- represented in branch treasurer roles. BAME members are also under-represented in branch chairperson roles. Since November 2021 BAME members in branch secretary positions have declined from 16 recorded in 2021 to 14 reported in 2022.

More worryingly, our data shows BAME women and young workers are grossly underrepresented in all branch principal officer positions.

Measuring BAME women in branch secretary roles with last year's data, there has been a notable decline in BAME women holding this position; from 3 reported in 2021 to 2 recorded in 2022. In roles such as vice branch chairperson and branch section secretary, BAME women and young worker representation are totally absent. Young worker representation is also not present in branch secretary roles.

The only equality strand group that is proportionate in all branch principal roles is the disability strand, however, as previously mentioned in the introduction, this is offset by a large number of members who have yet to declare their disability status and update their CWU personal membership details. As illustrated in our national membership data above, only 1.19% of CWU members identify as having a disability.

### Branch Officers

Branch officers comprise branch organising, communications, political and equality officer roles. Equality officers play an important role in promoting and achieving equality at a local level. The main responsibility of an equality officer is to lead on the CWU's equality work in the branch, while branch organisers, communication officers and political officers lead on their respective roles and subject areas of speciality.

Table 3 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in other branch officer roles. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. Where available 2021 activism rates have been included and are illustrated in red brackets.

**Table 3:**

Branch Position	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Officers</b>											
Branch Organiser	<b>19</b>	1	5.26%	2	10.53%	0	0%	1	10.53%	1	5.26%
Branch Editor/Communications Officer	<b>15</b>	5	33.33%	3	20%	1	6.66%	1	6.67%	2	13.3%
Branch Equality Officer	<b>104</b>	43	41.35%	22	21.15%	3	2.88%	13	12.50%	2	1.92%
Branch Political Officer	<b>97</b>	7	7.22%	6	6.19%	0	0%	5	5.15%	2	2.06%
Branch Young Workers Officer	<b>80</b>	24	30%	9	11.25%	2	2.5%	7	8.75%	60	75%
Branch Women's Officer	<b>111</b>	111 <b>(112)*</b>	100%	9	8.11%	9 <b>(8)*</b>	8.1%	8	7.21%	9	8.1%
Branch BAME Officer	<b>73</b>	11	15.07%	58 <b>(37)*</b>	79.45%	7	9.58%	3	4.11%	3	4.1%
<b>Total Branch Officer roles</b> (excluding Branch Principal Officer roles)	<b>499</b>	<b>202</b>	<b>40.48%</b>	<b>109</b>	<b>21.84%</b>	<b>22</b>	<b>4.4%</b>	<b>38</b>	<b>7.61%</b>	<b>79</b>	<b>15.83%</b>

**\*proportionality interim report, 2021**

Table 3 shows women, BAME, BAME women, disability and young worker members are more likely to hold a branch communication officer's position or an equality officer's position from the strand group that they most identify with than any other officer's position in the branch.

Currently women members are proportionality represented in branch editor/communication roles and in branch equality, women's, LGBT+ and young worker officer positions.

Drawing on the available data recorded in 2021, women members in women officers roles has reduced by 1, from 112 recorded in 2021 to 111 recorded in 2022.

BAME and BAME women members are proportionally represented in branch organising, editor/communications, equality, BAME and young worker officer roles. Despite BAME women being under-represented in the BAME category, they are proportional in Women's Officer Roles. This disparity can be explained by the low number of BAME women membership (2.34%) which has been used to measure proportional representation for BAME women in Women officer roles.

Comparing this year's statistics with last years recorded figures, our data tells us that BAME women in women officer positions increased from 8 in 2021 to 9 in 2022. In addition we have also seen a sharp increase of BAME members holding branch BAME officer's positions from 37 recorded in 2021 to 58 recorded in 2022.

It must also be noted that that large data gaps of members who have yet to declare themselves as having or not having a disability has given rise to proportionate representation outcomes.

In reference to young worker activist rates in branch officer roles, our data shows that young worker members are only proportionally represented in branch communications and young worker positions. There are noticeable themes of under-representation for diverse member groups in branch political roles.

#### Branch Learning Representatives

Branch learning representatives comprise branch lead union learning rep and branch union learning rep. Branch learning representatives are responsible for supporting, developing and improving the learning culture within the workplace by organising local courses, supporting and encouraging members and representatives to take part in learning.

Table 4 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in branch learning representative roles. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation.

**Table 4:**

Branch Position	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
Branch Learning Reps											

Branch Lead Union Learning Rep	40	10	25%	3	7.5%	1	2.5%	5	12.50%	1	2.5%
Branch Union Learning Rep	115	25	21.74%	21	18.26%	4	3.47%	10	8.70%	2	1.73%
<b>Total Branch learning Reps</b>	<b>155</b>	<b>35</b>	<b>22.58%</b>	<b>24</b>	<b>15.48%</b>	<b>5</b>	<b>3.22%</b>	<b>15</b>	<b>9.67%</b>	<b>3</b>	<b>1.95%</b>

As illustrated in table 4 there is a healthy proportional balance of women, BAME women and disability members holding Branch lead and union learning rep roles. Young worker members however are under-represented in these roles, as are BAME members in branch lead union learning reps positions.

#### Branch Health and Safety Representatives

Branch Health and Safety Representatives comprise Area Health and Safety Representatives (ASRs) and Workplace Safety Representatives (WSRs). Health and Safety representatives are responsible for carrying out regular workplace inspections, consulting with members and management on health and safety issues and ensuring that employers are adhering to their safety policies and carrying out their legal duties.

Table 5 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in branch health and safety positions. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation.

**Table 5:**

Branch Position	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Health and Safety Reps</b>											
Branch Area Health and Safety Rep	100	7	7%	5	5%	1	1%	5	5.00%	1	1%
Branch Workplace Health and Safety Rep	966	131	13.56%	73	7.55%	11	1.13%	25	2.59%	19	1.96%
<b>Total Branch Health and Safety Reps</b>	<b>1066</b>	<b>138</b>	<b>12.94%</b>	<b>78</b>	<b>7.31%</b>	<b>12</b>	<b>1.12%</b>	<b>30</b>	<b>2.81%</b>	<b>20</b>	<b>1.87%</b>

As illustrated in table 5, women, BAME, BAME women and young workers are all under-represented in Health and Safety roles.



## Branch Industrial Relations/Workplace Representatives

Branch Industrial Relations (IR) and workplace representatives comprise area delivery, processing and distribution representatives, in the postal constituency and workplace industrial relations representative in the postal and T&FS constituency. For ease of reference industrial relations workplace rep refers to all IR reps in the postal constituency and workplace rep refers to all IR reps in the T&FS Constituency. Industrial relations representatives and/or workplace representatives are responsible for representing CWU members, negotiating and consulting with management and members on workplace issues regarding employment terms and conditions.

Table 6 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in branch industrial relations and workplace representative positions. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation.

**Table 6:**

Branch Position	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Industrial Relations/Workplace Rep</b>											
Branch Area Delivery Rep	<b>98</b>	2	2.04%	2	2.04%	1	1.02%	6	6.12%	0	0%
Branch deputy/assistant Area Delivery Rep	<b>80</b>	5	6.25%	3	3.75%	0	0%	2	2.50%	0	0%
Branch Area Distribution rep	<b>38</b>	2	5.26%	1	2.63%	0	0%	3	7.89%	0	0%
Branch deputy/ assistant Area Distribution Rep	<b>35</b>	1	2.86%	1	2.85%	0	0%	0	0%	0	0%
Branch Area Processing Rep	<b>42</b>	1	2.38%	8	19.04%	0	0%	1	2.38%	1	2.38%
Branch deputy/assistant Area Processing Rep	<b>35</b>	1	2.86%	4	11.42%	0	0%	1	2.86%	0	0%

Industrial Relations Workplace Rep (Postal)	1518	135	8.89%	101	0.06%	9	0.59%	31	2.04%	28	1.84%
Industrial Relations deputy/assistant Workplace Rep (Postal)	558	83	14.87%	51	9.13%	7	1.25%	1	0.18%	13	2.32%
Workplace Rep (T&FS)	121	1	25.62%	15	12.39%	4	3.3%	12	9.92%	15	12.39%
Workplace deputy/assistant Rep (TF&S)	17	7	41.18%	1	5.88%	0	0%	0	0.00%	2	11.76%
<b>Total Branch Industrial Relations/Workplace Rep</b>	<b>2542</b>	<b>238</b>	<b>9.36%</b>	<b>187</b>	<b>7.35%</b>	<b>21</b>	<b>0.82%</b>	<b>57</b>	<b>2.24%</b>	<b>59</b>	<b>2.32%</b>
Branch Committee Member only	312	73	23.4%	23	7.37%	7	2.24%	13	4.17%	23	7.37%
Total Branch Positions and Committee members	5217	785	15.04%	465	8.19%	74	1.41%	199	3.81%	192	3.68%

Table 6 shows that women, BAME, BAME women and young workers are under-represented in industrial relations/workplace representative roles. From a constituency basis, our data tells us that, in the postal constituency, BAME members are proportionality represented in area processing representative roles.

Whereas in the T&FS constituency all equality groups are proportionality representative. The monitoring of branch committee members shows that BAME, BAME women and young workers are under-represented.

Overall, women, BAME, BAME women and young workers are still under-represented in branch union roles and structures compared with their proportion in national membership.

### **Regional Positions/Regional Executive Committees**

Regional positions comprise regional principal officer's roles (secretary, assistant secretary, finance secretary and chairperson) and regional lead roles (political, women, BAME, LGBT+, disability, young worker, retired, health and safety). Regional positions and Regional Executive Committees are fundamental to bringing key people together, connecting constituencies and delivering joined up strategies on non-industrial work.

Table 7 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in regional principal officer and regional leads positions. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. Where available 2021 activism rates have been included and are illustrated in red brackets.

**Table 7:**

<u>Regional positions</u>	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Regional Principal Officers</b>											
Regional Secretary	10	2 (2)*	20%	0 (0)*	0%	0 (0)*	0%	0	0%	0	0%
Regional Chair	9	5	55.55%	2	22.22%	0	0%	1	11.11%	0	0%
Regional Finance Secretary	10	8	80%	0	0%	0	0%	1	10%	1	10%
Regional Assistant Secretary	9	6 (4)*	66.66%	2 (1)*	22.22%	2 (1)*	22.22%	1	11.11%	0	0%
<b>Total Regional Principal Roles</b>	<b>38</b>	<b>21</b>	<b>55.26%</b>	<b>4</b>	<b>10.52%</b>	<b>2</b>	<b>5.26%</b>	<b>3</b>	<b>7.89%</b>	<b>1</b>	<b>2.63%</b>
<b>Regional Lead</b>											
Regional Lead Political	9	0	0%	1	11.11%	0	0%	0	0%	1	11.11%
Regional Lead Women	10	10	100%	0	0%	0	0%	2	20%	0	0%
Regional Lead BAME	9	3	33.33%	8	88.88%	3	33.33%	1	11.11%	0	0%
Regional Lead LGBT+	8	6	75%	0	0%	0	0%	4	50%	0	0%
Regional Lead Disability	9	3	33.33%	1	11.11%	0	0%	6	66.66%	0	0%
Regional Lead Young Workers	8	2	25%	3	37.5%	1	12.5%	1	12.5%	8	100%

Regional Lead Retired Members	9	0	0%	0	0%	0	0%	0	0%	0	0%
Regional Lead Health and Safety	9	0	0%	0	0%	0	0%	0	0%	0	0%
Regional Lead Education	10	2	20%	1	10%	0	0%	1	10%	0	0%
<b>Total Regional Officers Positions</b>	<b>81</b>	<b>26</b>	<b>32.09%</b>	<b>14</b>	<b>17.28%</b>	<b>4</b>	<b>4.93%</b>	<b>15</b>	<b>18.51%</b>	<b>9</b>	<b>11.11%</b>
<b>Total Regional Executive Committee (includes Regional Principal Officers positions)</b>	<b>119</b>	<b>47</b>	<b>39.49%</b>	<b>18</b>	<b>15.12%</b>	<b>6</b>	<b>5.04%</b>	<b>18</b>	<b>15.12%</b>	<b>10</b>	<b>8.40%</b>

**\*proportionality interim report, 2021**

As illustrated in table 7, women and BAME member representation is still not proportionate in regional secretary roles, although it is recognised here that women's representation in this role is marginally short of being proportional by 0.3%.

Compared to the year previous (2021) there has been no change in women and BAME representation in regional secretary roles. Only 2 women are represented in this position, while BAME members remain totally absent.

Inversely there has been an increase in Women, BAME and BAME women members in assistant regional roles, with 6 women members holding this position in 2022 compared to 4 recorded in 2021 and 2 BAME and 2 BAME women members holding this role in 2022 compared to 1 in 2021, respectively

Women, BAME women and disabled members are also under-represented in political lead roles, as are BAME and BAME women in regional women lead positions.

Moreover, our data also shows that young worker members are the most under-represented group in equality (Women/BAME/LGBT+/Disability) lead roles.

In addition all measured diversity groups (women, BAME, BAME women, disability & young workers) are totally absent from regional retired lead positions and regional health and safety lead roles.

Despite this outcome rule changes introduced by CWU conference between the periods of 2019-2021 have ensured that total regional officer's positions & regional Executive Committees are proportionally represented by all equality strand groupings.

## Divisional Positions (Postal)

Divisional representative positions comprise divisional representative roles and deputy (or sub) divisional representatives' positions. Divisional representatives are senior industrial relations representatives who are elected to represent a division of branches and members in the postal constituency. Divisional and deputy divisional representatives are responsible for negotiating and consulting with senior management on workplace issues regarding employment terms and conditions.

Table 8 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in divisional and deputy divisional roles. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. Where available 2021 activism rates have been included and are illustrated in red brackets.

**Table 8:**

<u>Divisional positions</u>	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Divisional Representatives</b>											
Divisional Reps	19	0 (0)*	0%	1 (1)*	5.26%	0 (0)*	0%	0	0%	0	0%
Deputy Divisional Reps	10	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total Divisional Representatives</b>	<b>29</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>3.44%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

**\*proportionality interim report, 2021**

The data illustrated in table 8 shows that women, BAME, BAME women, disability and young worker members are under-represented in divisional and deputy divisional representative positions, indicating no change from last year's reported figures.

## National Positions

For the purpose of this report CWU positions at national level have been split into two separate categories - National Positions and National Executive Members. National positions comprise the President, Vice President, General and Deputy General Secretaries, Assistant Secretaries (industrial and non-industrial) and Officers and Heads of HQ Departments. National Executive members comprise members from the National Executive Council, Postal Executive and Telecoms and Financial Services Executive.

Table 9 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in these roles. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. Where available 2021 activism rates have been included and are illustrated in red brackets.

**Table 9:**

National positions	Total Role Holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>National Positions</b>											
<b>President/ Vice President</b>											
President	1	1 (1)*	100%	0	0%	0	0%	0	0%	0	0%
Vice president	1	1 (1)*	100%	0	0%	0	0%	0	0%	0	0%
<b>General Secretaries/ Deputy General Secretary</b>											
General Secretary	1	0	0%	0	0%	0	0%	0	0%	0	0%
Senior Deputy General Secretary	1	0	0%	0	0%	0	0%	0	0%	0	0%
Deputy General Secretary (T&FS)	1	0	0%	0	0%	0	0%	0	0%	0	0%
Deputy General Secretary (Postal)	1	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Industrial Assistant Secretaries</b>											
Assistant Secretary (Postal)	4	0	0%	0	0%	0	0%	0	0%	0	0%
Assistant Secretary (TF&S)	7	2	28.57%	0	0%	0	0%	0	0%	0	0%
<b>Assistant Secretary/ Heads and Officers of dept.</b>											
Assistant Secretary Health and Safety	1	0	0%	0	0%	0	0%	0	0%	0	0%

Assistant Secretary Legal Services	1	0	0%	0	0%	0	0%	0	0%	0	0%
Heads/Officer of Department	4	1	25%	0	0%	0	0%	0	0%	0	0%
<b>Total National positions</b>	<b>23</b>	<b>5</b>	<b>21.73%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>National Executive Committee Members</b>											
NEC Member	34	10 (11)*	29.41%	8 (8)*	23.52%	3 (3)*	8.82%	5	14.70%	3	8.82%
PEC Member	17	3 (3)*	17.64%	2 (2)*	11.76%	0 (0)*	0%	1	5.88%	0	0%
T&FSE Member	16	8 (5)*	50%	2 (5)*	12.50%	2 (0)*	12.50%	1	6.25%	2	12.50%
<b>Total National Positions and Executive Committee members</b>	<b>90</b>	<b>26</b>	<b>28.88%</b>	<b>12</b>	<b>13.33%</b>	<b>5</b>	<b>5.55%</b>	<b>7</b>	<b>7.77%</b>	<b>5</b>	<b>5.55%</b>

**\*proportionality interim report, 2021**

As Illustrated in the above table (table 9) the most senior positions of the union (President and Vice President) who work to the National Executive Council are women, unchanged from the previous year. Despite this, women are totally absent from General and Deputy General Secretary roles, as are BAME, BAME women, disability and young worker members.

BAME, BAME women, disability and young worker representation are also totally absent in Assistant Secretaries and in Officer/Heads of department roles. The only diversity group that is proportionally represented is women in Head/Officer of department roles.

In relation to Executive Committee and council positions, thanks to the positive rules introduced by CWU conference in 2019 and 2021 all equality strand groups are proportionally represented on the National Executive Council, this is despite the fact there is one less woman on the NEC compared to figures reported in 2021.

On the T&FS executive there has been an increase of women, BAME and BAME Women representation, which has resulted in proportional representation. The only Executive Committee that is disproportionate is the Postal Executive. Our data informs us that Women, BAME women and Young Worker members are under-represented on this particular committee, this is unchanged from the previous year.

## **Conclusion**

In conclusion, our proportionality data tells us that overall women, BAME, BAME women, disability and young workers are under-represented in various union roles compared with their proportion in membership.

In particular, female members are often under-represented in industrial relations, health and safety, political, BAME officer and organising roles, including principal officer roles, such as branch secretary and chairperson positions and are more likely to be proportionally represented in finance, learning, young workers and equality officer roles.

From the figures available, it is evident that BAME members are mostly under-represented among industrial relations, health and safety, political, chairperson and finance roles and are more likely to be proportionally represented in organising, communications, Young workers, branch secretary and BAME officer positions.

These findings are similar for BAME women who tend to be siloed between different categories of diversity and subjected to the dual disadvantage of their sex and their ethnicity. According to our data BAME women are mostly under-represented in principal officer roles, health and safety and industrial relations positions and are more likely to be represented in communications, equality, young workers and learning representative roles.

Trends can also be found for disability members who are more likely to be under-represented in divisional and national officer positions, whereas young workers are found, in the majority, to be under-represented in principal officer, equality, organising, industrial relations (postal), learning and health and safety roles. The only positions where young workers are mostly representative are in IR roles within the T&FS constituency, communication roles, young worker positions and Executive Committees such as the National Executive Council and the T&FS Executive.



## Appendix

### Section 3: Proportionality by Region

The chart below (table A) provides a snapshot of the total number of role holders in situ within each regional. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation.

**Table A:**

Region	Total number of regional role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
Eastern	<b>12</b>	6	50%	5	41.66%	1	8.33%	3	25%	0	0%
London	<b>11</b>	2	18.18%	5	45.45%	1	9.09%	0	0%	1	9.09%
Midlands	<b>13</b>	4	30.76%	3	23.07%	1	7.69%	1	7.69%	1	7.69%
North East	<b>12</b>	6	50%	2	16.66%	0	0%	2	16.66%	1	8.33%
North West	<b>13</b>	4	30.76%	2	15.38%	0	0%	2	15.38%	1	7.69%
Northern Ireland	<b>9</b>	3	33.33%	0	0%	0	0%	1	11.11%	1	11.11%
Scotland	<b>12</b>	5	41.66%	1	8.33%	0	0%	4	33.33%	2	16.66%
South East	<b>8</b>	3	37.5%	0	0%	0	0%	2	25%	0	0%
South West	<b>12</b>	4	33.33%	1	8.33%	1	8.33%	3	25%	1	8.33%
Wales	<b>10</b>	5	50%	0	0%	0	0%	2	20%	0	0%

The following pages provide each CWU Region with a proportional breakdown of women, BAME, BAME women, disability and young workers representation by branch position.

## Eastern Region

**National Membership Data** = % of women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

<b>Eastern Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Principal branch officers in Region: by position</b>											
Branch Chairperson	11	0	0%	1	9.09%	0	0%	0	0%	0	0%
Branch Vice Chairperson	6	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Secretary	13	3	23.07%	1	7.69%	1	7.69%	1	7.69%	0	0%
Branch deputy/Assistant Secretary	18	2	11.11%	0	0%	0	0%	2	11.11%	1	5.55%
Branch Section Secretary	3	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Retired Section Secretary	7	0	0%	0	0%	0	0%	1	14.28%	0	0%
Branch Treasurer	11	1	9.09%	0	0%	0	0%	0	0%	1	9.09%
<b>Total Branch Principal Officer</b>	<b>69</b>	<b>6</b>	<b>8.69%</b>	<b>2</b>	<b>2.89%</b>	<b>1</b>	<b>1.44%</b>	<b>4</b>	<b>5.79%</b>	<b>2</b>	<b>2.89%</b>
<b>Branch Officers in Region</b>											
Branch Organiser	0	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Editor/Communications Officer	4	1	25%	1	25%	1	25%	0	0%	0	0%
Branch Equality Officer	8	4	50%	1	12.5%	0	0%	2	25%	1	12.5%
Branch Political Officer	9	1	11.11%	0	0%	0	0%	1	11.11%	0	0%
Branch Young Workers Officer	8	0	0%	1	12.5%	0	0%	0	0%	5	62.5%
Branch Women's Officer	10	10	100%	1	10%	1	10%	1	10%	0	0%
Branch BAME Officer	9	2	22.22%	9	100%	2	22.22%	1	11.11%	0	0%
<b>Total Branch Officers</b>	<b>48</b>	<b>18</b>	<b>37.5%</b>	<b>13</b>	<b>27.08%</b>	<b>4</b>	<b>8.33%</b>	<b>5</b>	<b>10.41%</b>	<b>6</b>	<b>12.5%</b>
<b>Branch Learning Reps in Region</b>											
Branch Lead Union Learning Rep	4	0	0%	0	0%	0	0%	1	25%	0	0%
Branch Union Learning Rep	14	2	14.28%	0	0%	0	0%	1	7.14%	0	0%

<b>Total Branch Learning Reps</b>	<b>18</b>	<b>2</b>	<b>11.11%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>11.11%</b>	<b>0</b>	<b>0%</b>
Branch Health and Safety Reps											
Branch Area Health and Safety Rep	12	1	8.33%	1	8.33%	0	0%	5	41.66%	0	0%
Branch Workplace Health and Safety Rep	117	18	15.38%	10	8.54%	1	0.85%	1	0.85%	3	2.56%
<b>Total Branch Health and Safety Reps</b>	<b>129</b>	<b>19</b>	<b>14.72%</b>	<b>11</b>	<b>8.52%</b>	<b>1</b>	<b>0.77%</b>	<b>6</b>	<b>4.65%</b>	<b>3</b>	<b>2.32%</b>
Branch Industrial Relations/Workplace Rep											
Branch Area Delivery Rep	10	0	0%	1	10%	0	0%	1	10%	0	0%
Branch deputy/assistant Area Delivery Rep	10	1	10%	0	0%	0	0%	0	0%	0	0%
Branch Area Distribution rep	4	1	25%	0	0%	0	0%	0	0%	0	0%
Branch deputy/ assistant Area Distribution Rep	2	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Processing Rep	5	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Processing Rep	3	0	0%	0	0%	0	0%	0	0%	0	0%
Industrial Relations Workplace Rep (Postal)	150	10	6.66%	8	5.33%	2	1.33%	1	0.66%	2	1.33%
Industrial Relations deputy/assistant Workplace Rep (Postal)	89	9	10.11%	11	12.35%	2	2.24%	1	1.12%	3	3.37%
Workplace Rep (T&FS)	4	0	0%	0	0%	0	0%	0	0%	1	25%
Workplace deputy/assistant Rep (TF&S)	1	0	0%	0	0%	0	0%	0	0%	1	100%
<b>Total Industrial Relations/Workplace Rep</b>	<b>278</b>	<b>21</b>	<b>7.55%</b>	<b>20</b>	<b>7.19%</b>	<b>4</b>	<b>1.43%</b>	<b>3</b>		<b>7</b>	
Branch Committee Member only	27	6	22.22%	1	3.70%	0	0%	0	0%	3	11.11%
<b>Total Branch Positions and Committee members in Region</b>	<b>569</b>	<b>72</b>	<b>12.65%</b>	<b>47</b>	<b>8.26%</b>	<b>10</b>	<b>1.75%</b>	<b>20</b>	<b>3.51%</b>	<b>21</b>	<b>3.69%</b>

## London Region

**National Membership Data** = % of women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

<b>London Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Principal branch officers in Region: by position</b>											
Branch Chairperson	21	2	9.52%	3	14.28%	1	4.76%	0	0%	0	0%
Branch Vice Chairperson	11	0	0%	1	9.09%	0	0%	0	0%	0	0%
Branch Secretary	21	2	9.52%	5	23.08%	0	0%	0	0%	0	0%
Branch deputy/Assistant Secretary	29	3	10.34%	6	20.68%	0	0%	3	10.34%	0	0%
Branch Section Secretary	4	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Retired Section Secretary	13	0	0%	1	7.69%	0	0%	0	0%	0	0%
Branch Treasurer	19	4	21.05%	1	5.26%	0	0%	1	5.26%	0	0%
<b>Total Principal Branch Officers</b>	<b>118</b>	<b>11</b>	<b>9.32%</b>	<b>17</b>	<b>14.40%</b>	<b>1</b>	<b>0.84%</b>	<b>4</b>	<b>3.38%</b>	<b>0</b>	<b>0%</b>
<b>Branch Officers</b>											
Branch Organiser	4	0	0%	1	25%	0	0%	0	0%	0	0%
Branch Editor/Communications Officer	2	0	0%	0	0%	0	0%	1	50%	1	50%
Branch Equality Officer	17	2	11.76%	7	41.17%	0	0%	2	11.76%	0	0%
Branch Political Officer	17	0	0%	1	5.88%	0	0%	1	5.88%	0	0%
Branch Young Workers Officer	13	3	23.07%	2	15.38%	0	0%	1	7.69%	9	69.23%
Branch Women's Officer	19	19	100%	6	31.57%	4	21.05%	1	5.26%	2	10.52%
Branch BAME Officer	16	3	18.75%	12	75%	2	12.5%	0	0%	0	0%
<b>Total Branch Officers</b>	<b>88</b>	<b>27</b>	<b>31.11%</b>	<b>28</b>	<b>30.68%</b>	<b>6</b>	<b>6.81%</b>	<b>6</b>	<b>6.81%</b>	<b>12</b>	<b>13.63%</b>
<b>Branch Learning Reps</b>											
Branch Lead Union Learning Rep	5	2	40%	0	0%	0	0%	1	20%	0	0%
Branch Union Learning Rep	8	1	12.5%	3	37.5%	1	12.5%	1	12.5%	0	0%
<b>Total Branch Learning Reps</b>	<b>13</b>	<b>3</b>	<b>23.07%</b>	<b>3</b>	<b>23.07%</b>	<b>1</b>	<b>7.69%</b>	<b>2</b>	<b>15.38%</b>	<b>0</b>	<b>0%</b>

<b>Branch Health and Safety Reps</b>											
Branch Area Health and Safety Rep	12	0	0%	1	8.33%	0	0%	0	0%	0	0%
Branch Workplace Health and Safety Rep	105	0	0%	16	15.23%	3	2.85%	2	1.90%	3	2.58%
<b>Total Branch Health and Safety Reps</b>	<b>117</b>	<b>0</b>	<b>0</b>	<b>17</b>		<b>3</b>		<b>2</b>		<b>3</b>	
<b>Branch Industrial Relations Rep</b>											
Branch Area Delivery Rep	17	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Delivery Rep	14	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Distribution rep	7	1	14.28%	0	0%	0	0%	0	0%	0	0%
Branch deputy/ assistant Area Distribution Rep	6	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Processing Rep	5	0	0%	3	60%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Processing Rep	6	0	0%	1	16.66%	0	0%	0	0%	0	0%
Industrial Relations Workplace Rep (Postal)	205	12	5.85%	30	14.63%	1	0.48%	5	2.43%	2	0.97%
Industrial Relations deputy/assistant Workplace Rep (Postal)	99	12	12.12%	16	16.16%	1	1.01%	0	0%	2	2.02%
Workplace Rep (T&FS)	0	0	0%	0	0%	0	0%	0	0%	0	0%
Workplace deputy/assistant Rep (TF&S)	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total Branch Industrial Relations Reps</b>	<b>359</b>	<b>25</b>	<b>6.96%</b>	<b>50</b>	<b>13.92%</b>	<b>2</b>	<b>0.55%</b>	<b>5</b>	<b>1.39%</b>	<b>4</b>	<b>1.11%</b>
Branch Committee Member only	28	1	3.57%	5	17.85%	0	0%	0	0%	0	0%
<b>Total Branch Positions and Committee members in Region</b>	<b>723</b>	<b>67</b>	<b>9.26%</b>	<b>120</b>	<b>16.59%</b>	<b>13</b>	<b>1.79%</b>	<b>19</b>	<b>2.62%</b>	<b>19</b>	<b>2.62%</b>

## Midlands Region

**National Membership Data** = % of women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

<b>Midlands Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Principal branch officers in Region: by position</b>											
Branch Chairperson	12	0	0%	0	0%	0	0%	1	8.33%	0	0%
Branch Vice Chairperson	10	1	10%	0	0%	0	0%	0	0%	0	0%
Branch Secretary	12	0	0%	3	25%	0	0%	0	0%	0	0%
Branch deputy/Assistant Secretary	19	6	31.57%	6	31.57%	1	5.26%	1	5.26%	0	0%
Branch Section Secretary	2	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Retired Section Secretary	8	3	37.5%	0	0%	0	0%	0	0%	0	0%
Branch Treasurer	11	1	9.09%	0	0%	0	0%	0	0%	0	0%
<b>Total Principal Branch Officers</b>	<b>74</b>	<b>11</b>	<b>14.86%</b>	<b>9</b>	<b>12.16%</b>	<b>1</b>	<b>1.35%</b>	<b>2</b>	<b>2.7%</b>	<b>0</b>	<b>0%</b>
<b>Branch Officers</b>											
Branch Organiser	1	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Editor/Communications Officer	1	0	0%	1	100%	0	0%	0	0%	0	0%
Branch Equality Officer	10	4	40%	4	40%	2	20%	0	0%	0	0%
Branch Political Officer	8	1	12.5%	1	12.5%	0	0%	0	0%	0	0%
Branch Young Workers Officer	9	3	33.33%	1	11.11%	0	0%	0	0%	8	88.88%
Branch Women's Officer	12	12	100%	1	8.33%	1	8.33%	2	16.66%	0	0%
Branch BAME Officer	10	1	10%	9	90%	1	10%	0	0%	0	0%
<b>Total Branch Officers</b>	<b>51</b>	<b>21</b>	<b>41.17%</b>	<b>17</b>	<b>33.33%</b>	<b>4</b>	<b>7.84%</b>	<b>2</b>	<b>3.92%</b>	<b>8</b>	<b>15.68%</b>
<b>Branch Learning Reps</b>											
Branch Lead Union Learning Rep	6	1	16.66%	0	0%	0	0%	0	0%	0	0%
Branch Union Learning Rep	22	5	22.72%	7	31.81%	1	4.54%	0	0%	0	0%
<b>Total Branch Learning Reps</b>	<b>28</b>	<b>6</b>		<b>7</b>		<b>1</b>		<b>0</b>		<b>0</b>	

Branch Health and Safety Reps											
Branch Area Health and Safety Rep	9	1	11.11%	1	11.11%	0	0%	1	11.11%	0	0%
Branch Workplace Health and Safety Rep	144	23	15.97%	18	12.5%	4	2.77%	2	1.38%	2	1.38%
<b>Total Branch Health and Safety Reps</b>	<b>153</b>	<b>24</b>	<b>15.68%</b>	<b>19</b>	<b>12.41%</b>	<b>4</b>	<b>2.61%</b>	<b>3</b>	<b>1.96%</b>	<b>2</b>	<b>1.30%</b>
Branch Industrial Relations Rep											
Branch Area Delivery Rep	8	0	0%	0	0%	0	0%	1	12.5%	0	0%
Branch deputy/assistant Area Delivery Rep	8	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Distribution rep	3	0	0%	1	33.33%	0	0%	1	33.33%	0	0%
Branch deputy/ assistant Area Distribution Rep	3	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Processing Rep	6	0	0%	2	33.33%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Processing Rep	6	0	0%	2	33.33%	0	0%	0	0%	0	0%
Industrial Relations Workplace Rep (Postal)	207	20	9.66%	29	14%	3	1.44%	4	1.93%	2	0.96%
Industrial Relations deputy/assistant Workplace Rep (Postal)	77	15	19.48%	4	5.19%	0	0%	0	0%	2	2.59%
Workplace Rep (T&FS)	29	8	27.58%	11	37.93%	1	3.44%	2	6.89%	1	3.44%
Workplace deputy/assistant Rep (TF&S)	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total Industrial Relations/ Workplace Rep</b>	<b>347</b>	<b>43</b>	<b>12.39%</b>	<b>49</b>	<b>14.12%</b>	<b>4</b>	<b>1.15%</b>	<b>8</b>	<b>2.30%</b>	<b>5</b>	<b>1.44%</b>
Branch Committee Member only	27	9	33.33%	5	18.51%	3	11.11%	5	18.51%	1	3.70%
<b>Total Branch Positions and Committee members in Region</b>	<b>680</b>	<b>114</b>	<b>16.76%</b>	<b>106</b>	<b>15.58%</b>	<b>17</b>	<b>2.5%</b>	<b>20</b>	<b>2.94%</b>	<b>16</b>	<b>2.35%</b>

## North East Region

**National Membership Data** = % of women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

<b>North East Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Principal branch officers in Region: by position</b>											
Branch Chairperson	16	4	25%	0	0%	0	0%	0	0%	0	0%
Branch Vice Chairperson	9	3	33.33%	1	11.11%	0	0%	1	11.11%	0	0%
Branch Secretary	16	0	0%	1	6.25%	0	0%	3	18.75%	0	0%
Branch deputy/Assistant Secretary	24	4	16.66%	0	0%	0	0%	5	20.83%	0	0%
Branch Section Secretary	7	2	28.57%	0	0%	0	0%	1	14.28%	0	0%
Branch Retired Section Secretary	9	0	0%	0	0%	0	0%	1	11.11%	0	0%
Branch Treasurer	16	2	12.5%	0	0%	0	0%	0	0%	0	0%
<b>Total Branch Principal Officers</b>	<b>97</b>	<b>15</b>	<b>15.46%</b>	<b>2</b>	<b>2.06%</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>11.34%</b>	<b>0</b>	<b>0%</b>
<b>Branch Officers</b>											
Branch Organiser	3	0	0%	0	0%	0	0%	1	33.33%	0	0%
Branch Editor/Communications Officer	2	1	50%	0	0%	0	0%	0	0%	0	0%
Branch Equality Officer	19	8	42.10%	2	10.52%	0	0%	4	21.05%	0	0%
Branch Political Officer	14	0	0%	1	7.14%	0	0%	1	7.14%	1	7.14%
Branch Young Workers Officer	10	4	40%	1	10%	1	10%	1	10%	9	90%
Branch Women's Officer	13	13	100%	0	0%	0	0%	1	7.69%	2	15.38%
Branch BAME Officer	7	1	14.28%	6	85.71%	1	14.28%	1	14.28%	1	14.28%
<b>Total Branch Officers</b>	<b>68</b>	<b>27</b>	<b>39.70%</b>	<b>10</b>	<b>14.70%</b>	<b>2</b>	<b>2.94%</b>	<b>9</b>	<b>13.23%</b>	<b>13</b>	<b>19.11%</b>
<b>Branch Learning Reps</b>											
Branch Lead Union Learning Rep	5	2	40%	0	0%	0	0%	1	20%	0	0%
Branch Union Learning Rep	14	7	50%	0	0%	0	0%	1	20%	1	7.14%
<b>Total Branch Learning Reps</b>	<b>19</b>	<b>9</b>	<b>47.36%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>10.52%</b>	<b>1</b>	<b>5.26%</b>



<b>Branch Health and Safety Reps</b>											
Branch Area Health and Safety Rep	11	0	0%	0	0%	0	0%	1	9.09%	0	0%
Branch Workplace Health and Safety Rep	129	13	10.07%	7	5.42%	1	0.77%	5	3.87%	2	1.55%
<b>Total Branch Health and safety Reps</b>	<b>140</b>	<b>13</b>	<b>9.28%</b>	<b>7</b>	<b>5%</b>	<b>1</b>	<b>0.71%</b>	<b>6</b>	<b>4.28%</b>	<b>2</b>	<b>1.42%</b>
<b>Branch Industrial Relations Rep</b>											
Branch Area Delivery Rep	13	0	0%	0	0%	0	0%	1	7.69%	0	0%
Branch deputy/assistant Area Delivery Rep	9	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Distribution rep	4	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/ assistant Area Distribution Rep	5	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Processing Rep	3	0	0%	0	0%	0	0%	1	33.33%	0	0%
Branch deputy/assistant Area Processing Rep	3	0	0%	0	0%	0	0%	0	0%	0	0%
Industrial Relations Workplace Rep (Postal)	187	21	11.22%	7	3.74%	0	0%	2	1.06%	8	4.27%
Industrial Relations deputy/assistant Workplace Rep (Postal)	40	5	12.5%	5	12.5%	0	0%	0	0%	1	2.5%
Workplace Rep (T&FS)	48	13	27.08%	2	4.16%	1	2.08%	8	16.66%	8	16.66%
Workplace deputy/assistant Rep (TF&S)	12	7	58.33%	1	8.33%	0	0%	0	0%	1	8.33%
<b>Total Industrial Relations/Workplace Rep</b>	<b>324</b>	<b>46</b>	<b>14.19%</b>	<b>15</b>	<b>4.62%</b>	<b>1</b>	<b>0.30%</b>	<b>12</b>	<b>3.70%</b>	<b>18</b>	<b>5.55%</b>
Branch Committee Member only	34	9	26.47%	0	0%	0	0%	2	5.88%	3	8.82%
<b>Total Branch Positions and Committee members in Region</b>	<b>682</b>	<b>119</b>	<b>17.44%</b>	<b>34</b>	<b>4.98%</b>	<b>4</b>	<b>0.58%</b>	<b>42</b>	<b>6.15%</b>	<b>37</b>	<b>5.42%</b>

## North West Region

**National Membership Data** = % of women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

<b>North West Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Principal branch officers in Region: by position</b>											
Branch Chairperson	15	1	6.66%	1	6.66%	0	0%	1	6.66%	1	6.66%
Branch Vice Chairperson	9	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Secretary	17	2	11.76%	2	11.76%	0	0%	3	17.64%	0	0%
Branch deputy/Assistant Secretary	22	5	22.72%	1	4.54%	0	0%	3	13.63%	0	0%
Branch Section Secretary	4	1	25%	0	0%	0	0%	1	25%	0	0%
Branch Retired Section Secretary	8	2	25%	0	0%	0	0%	1	12.5%	0	0%
Branch Treasurer	18	7	38.88%	2	11.11%	1	5.55%	0	0%	0	0%
<b>Total Branch Principal Officers</b>	<b>93</b>	<b>18</b>	<b>19.35%</b>	<b>6</b>	<b>6.45%</b>	<b>1</b>	<b>1.07%</b>	<b>9</b>	<b>9.67%</b>	<b>1</b>	<b>1.07%</b>
<b>Branch Officers</b>											
Branch Organiser	3	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Editor/Communications Officer	0	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Equality Officer	11	4	36.36%	2	18.18%	0	0%	1	9.09%	0	0%
Branch Political Officer	15	1	6.66%	1	6.66%	0	0%	0	0%	0	0%
Branch Young Workers Officer	11	5	45.45%	3	27.27%	1	9.09%	1	9.09%	5	45.45%
Branch Women's Officer	13	13	100%	1	7.69%	1	7.69%	1	7.69%	0	0%
Branch BAME Officer	11	0	0%	10	90.90%	0	0%	1	9.09%	0	0%
<b>Total Branch Officers</b>	<b>64</b>	<b>23</b>	<b>35.93%</b>	<b>17</b>	<b>26.56%</b>	<b>2</b>	<b>3.12%</b>	<b>4</b>	<b>6.25%</b>	<b>5</b>	<b>7.81%</b>
<b>Branch Learning Reps</b>											
Branch Lead Union Learning Rep	5	0	0%	1	20%	0	0%	0	0%	0	0%
Branch Union Learning Rep	18	1	5.55%	1	5.55%	0	0%	0	0%	0	0%

<b>Total Branch Learning Rep</b>	<b>23</b>	<b>1</b>	<b>4.34%</b>	<b>2</b>	<b>8.69%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
Branch Health and Safety Reps											
Branch Area Health and Safety Rep	16	3	18.75%	1	6.25%	0	0%	1	6.25%	0	0%
Branch Workplace Health and Safety Rep	145	16	11.03%	5	3.44%	0	0%	1	0.68%	3	2.06%
<b>Total Branch Health and Safety Rep</b>	<b>161</b>	<b>19</b>	<b>11.80%</b>	<b>6</b>	<b>3.72%</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>1.24%</b>	<b>3</b>	<b>1.86%</b>
Branch Industrial Relations Rep											
Branch Area Delivery Rep	8	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Delivery Rep	9	1	11.11%	1	11.11%	0	0%	1	11.11%	0	0%
Branch Area Distribution rep	3	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/ assistant Area Distribution Rep	3	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Processing Rep	5	0	0%	1	20%	0	0%	0	0%	1	20%
Branch deputy/assistant Area Processing Rep	3	0	0%	0	0%	0	0%	1	33.33%	0	0%
Industrial Relations Workplace Rep (Postal)	166	13	7.83%	6	3.61%	0	0%	3	1.80%	3	1.80%
Industrial Relations deputy/assistant Workplace Rep (Postal)	81	13	16.04%	4	4.93%	1	1.23%	0	0%	3	3.70%
Workplace Rep (T&FS)	5	0	0%	0	0%	0	0%	0	0%	0	0%
Workplace deputy/assistant Rep (TF&S)	2	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total Industrial Relations/Workplace Rep</b>	<b>285</b>	<b>27</b>	<b>9.47%</b>	<b>12</b>	<b>4.21%</b>	<b>1</b>	<b>0.35%</b>	<b>5</b>	<b>1.75%</b>	<b>7</b>	<b>2.45%</b>
Branch Committee Member only	25	11	44%	0	0%	0	0%	0	0%	2	8%
<b>Total Branch Positions and Committee members in Region</b>	<b>651</b>	<b>99</b>	<b>15.2%</b>	<b>43</b>	<b>6.6%</b>	<b>4</b>	<b>0.61%</b>	<b>20</b>	<b>3.07%</b>	<b>18</b>	<b>2.76%</b>

## Northern Ireland Region

**National Membership Data** = % of women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

<b>Northern Ireland</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Principal branch officers in Region: by position</b>											
Branch Chairperson	4	0	0%	0	0%	0	0%	1	25%	0	0%
Branch Vice Chairperson	0	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Secretary	4	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/Assistant Secretary	0	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Section Secretary	5	0	0%	0	0%	0	0%	1	20%	0	0%
Branch Retired Section Secretary	0	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Treasurer	4	1	25%	1	25%	0	0%	0	0%	0	0%
<b>Total Branch Principal Officer</b>	<b>17</b>	<b>1</b>	<b>5.88%</b>	<b>1</b>	<b>5.88%</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Branch Officers</b>											
Branch Organiser	0	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Editor/Communications Officer	1	1	100%	0	0%	0	0%	0	0%	0	0%
Branch Equality Officer	3	1	33.33%	0	0%	0	0%	0	0%	0	0%
Branch Political Officer	1	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Young Workers Officer	2	1	50%	0	0%	0	0%	0	0%	1	50%
Branch Women's Officer	4	4	100%	0	0%	0	0%	0	0%	2	50%
Branch BAME Officer	3	1	33.33%	1	33.33%	0	0%	0	0%	0	0%
<b>Total Branch Officers</b>	<b>14</b>	<b>8</b>	<b>57.14%</b>	<b>1</b>	<b>7.14%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>21.47%</b>
<b>Branch Learning Reps</b>											
Branch Lead Union Learning Rep	1	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Union Learning Rep	4	1	25%	0	0%	0	0%	0	0%	0	0%
<b>Total Branch Learning Reps</b>	<b>5</b>	<b>1</b>	<b>20%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

<b>Branch Health and Safety Reps</b>											
Branch Area Health and Safety Rep	2	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Workplace Health and Safety Rep	18	4	22.22%	0	0%	0	0%	3	16.66%	1	5.55%
<b>Total Branch Health and Safety Reps</b>	<b>20</b>	<b>4</b>	<b>20%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>15%</b>	<b>1</b>	<b>5%</b>
<b>Branch Industrial Relations Rep</b>											
Branch Area Delivery Rep	3	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Delivery Rep	1	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Distribution rep	1	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/ assistant Area Distribution Rep	2	1	50%	0	0%	0	0%	0	0%	0	0%
Branch Area Processing Rep	1	1	100%	0	0%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Processing Rep	1	0	0%	0	0%	0	0%	0	0%	0	0%
Industrial Relations Workplace Rep (Postal)	33	4	12.12%	0	0%	0	0%	0	0%	0	0%
Industrial Relations deputy/assistant Workplace Rep (Postal)	5	2	20%	0	0%	0	0%	0	0%	1	20%
Workplace Rep (T&FS)	8	1	12.5%	0	0%	0	0%	0	0%	1	12.5%
Workplace deputy/assistant Rep (TF&S)	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total Industrial Relations/Workplace Reps</b>	<b>55</b>	<b>9</b>	<b>16.36%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>3.63%</b>
<b>Committee Member only</b>	<b>1</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Total Branch Positions and Committee members in Region</b>	<b>112</b>	<b>23</b>	<b>20.53%</b>	<b>2</b>	<b>1.78%</b>	<b>0</b>	<b>0%</b>	<b>5</b>	<b>4.46%</b>	<b>6</b>	<b>5.35%</b>

## Scotland Region

**National Membership Data** = % of women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

<b>Scotland Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Principal branch officers in Region: by position</b>											
Branch Chairperson	12	1	8.33%	0	0%	0	0%	0	0%	0	0%
Branch Vice Chairperson	7	0	0%	0	0%	0	0%	1	14.28%	0	0%
Branch Secretary	11	0	0%	0	0%	0	0%	2	18.18%	0	0%
Branch deputy/Assistant Secretary	10	2	20%	1	10%	1	10%	2	20%	1	10%
Branch Section Secretary	0	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Retired Section Secretary	6	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Treasurer	11	4	36.36%	0	0%	0	0%	1	9.09%	0	0%
<b>Total Branch Principal Officers</b>	<b>57</b>	<b>7</b>	<b>12.28%</b>	<b>1</b>	<b>1.75%</b>	<b>1</b>	<b>1.75%</b>	<b>6</b>	<b>10.52%</b>	<b>1</b>	<b>1.75%</b>
<b>Branch Officers</b>											
Branch Organiser	2	0	0%	0	0%	0	0%	1	50%	1	50%
Branch Editor/Communications Officer	3	2	66.66%	0	0%	0	0%	0	0%	0	0%
Branch Equality Officer	9	6	66.66%	1	11.11%	0	0%	1	11.11%	0	0%
Branch Political Officer	10	2	20%	1	10%	0	0%	2	20%	1	10%
Branch Young Workers Officer	8	3	37.5%	0	0%	0	0%	1	12.5%	5	62.5%
Branch Women's Officer	8	8	100%	0	0%	0	0%	1	12.5%	0	0%
Branch BAME Officer	2	1	50%	1	50%	0	0%	0	0%	0	0%
<b>Total Branch Officers</b>	<b>42</b>	<b>22</b>	<b>52.38%</b>	<b>3</b>	<b>7.14%</b>	<b>0</b>	<b>0%</b>	<b>6</b>	<b>14.28%</b>	<b>7</b>	<b>16.66%</b>
<b>Branch Learning Reps</b>											
Branch Lead Union Learning Rep	0	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Union Learning Rep	8	1	12.5%	0	0%	0	0%	2	25%	1	12.5%
<b>Total Branch Learning Reps</b>	<b>8</b>	<b>1</b>	<b>12.5%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>25%</b>	<b>1</b>	<b>12.5%</b>

<b>Branch Health and Safety Reps</b>											
Branch Area Health and Safety Rep	7	1	14.28%	0	0%	0	0%	0	0%	0	0%
Branch Workplace Health and Safety Rep	63	4	6.34%	2	3.17%	0	0%	1	1.58%	0	0%
<b>Total Branch Health and Safety Reps</b>	<b>70</b>	<b>5</b>	<b>7.14%</b>	<b>2</b>	<b>2.85%</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>1.42%</b>	<b>0</b>	<b>0%</b>
<b>Branch Industrial Relations Rep</b>											
Branch Area Delivery Rep	8	1	12.5%	1	12.5%	1	12.5%	2	25%	0	0%
Branch deputy/assistant Area Delivery Rep	5	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Distribution rep	6	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/ assistant Area Distribution Rep	4	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Processing Rep	4	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Processing Rep	2	0	0%	0	0%	0	0%	0	0%	0	0%
Industrial Relations Workplace Rep (Postal)	156	18	11.53%	2	1.28%	1	0.64%	4	2.56%	4	2.56%
Industrial Relations deputy/assistant Workplace Rep (Postal)	19	3	15.78%	1	5.26%	0	0%	0	0%	0	0%
Workplace Rep (T&FS)	13	3	23.07%	1	7.69%	0	0%	1	7.69%	1	7.69%
Workplace deputy/assistant Rep (TF&S)	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total Industrial Relations/Workplace Reps</b>	<b>217</b>	<b>25</b>	<b>11.52%</b>	<b>4</b>	<b>1.84%</b>	<b>1</b>	<b>0.46%</b>	<b>7</b>	<b>3.22%</b>	<b>5</b>	<b>2.30%</b>
Branch Committee Member only	69	16	23.18%	1	1.44%	0	0%	3	4.34%	5	7.24%
<b>Total Branch Positions and Committee members in Region</b>	<b>463</b>	<b>76</b>	<b>16.41%</b>	<b>10</b>	<b>2.15%</b>	<b>2</b>	<b>0.43%</b>	<b>26</b>	<b>5.61%</b>	<b>19</b>	<b>4.1%</b>

## South East Region

**National Membership Data** = % of women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

<b>South East</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Principal branch officers in Region: by position</b>											
Branch Chairperson	7	1	4.28%	0	0%	0	0%	0	0%	0	0%
Branch Vice Chairperson	6	1	16.66%	0	0%	0	0%	0	0%	0	0%
Branch Secretary	7	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/Assistant Secretary	9	3	33%	0	0%	0	0%	0	0%	0	0%
Branch Section Secretary	2	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Retired Section Secretary	7	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Treasurer	7	2	28.57%	0	0%	0	0%	0	0%	0	0%
<b>Total Branch Principal Officers</b>	<b>45</b>	<b>7</b>	<b>15.55%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Branch Officers</b>											
Branch Organiser	3	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Editor/Communications Officer	1	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Equality Officer	8	4	50%	1	12.5%	1	12.5%	0	0%	0	0%
Branch Political Officer	7	1	14.28%	0	0%	0	0%	0	0%	0	0%
Branch Young Workers Officer	5	2	40%	1	20%	0	0%	0	0%	4	80%
Branch Women's Officer	12	12	100%	0	0%	0	0%	0	0%	1	8.33%
Branch BAME Officer	5	0	0%	2	40%	0	0%	0	0%	0	0%
<b>Total Branch Officers</b>	<b>41</b>	<b>19</b>	<b>46.34%</b>	<b>4</b>	<b>9.75%</b>	<b>1</b>	<b>2.43%</b>	<b>0</b>	<b>0%</b>	<b>5</b>	<b>12.19%</b>
<b>Branch Learning Reps</b>											
Branch Lead Union Learning Rep	1	1	100%	0	0%	0	0%	0	0%	0	0%
Branch Union Learning Rep	4	1	25%	0	0%	0	0%	0	0%	0	0%
<b>Total Branch Learning Reps</b>	<b>5</b>	<b>2</b>	<b>40%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Branch Health and Safety Reps</b>											



Branch Area Health and Safety Rep	9	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Workplace Health and Safety Rep	58	9	15.51%	6	10.34%	0	0%	0	0%	3	10.34%
<b>Total Branch Health and Safety Reps</b>	<b>67</b>	<b>9</b>	<b>13.43%</b>	<b>6</b>	<b>8.95%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>4.47%</b>
<b>Branch Industrial Relations Rep</b>											
Branch Area Delivery Rep	9	1	11.11%	0	0%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Delivery Rep	8	2	25%	0	0%	0	0%	0	0%	0	0%
Branch Area Distribution rep	3	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/ assistant Area Distribution Rep	2	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Processing Rep	3	0	0%	1	33.33%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Processing Rep	2	0	0%	1	50%	0	0%	0	0%	0	0%
Industrial Relations Workplace Rep (Postal)	138	13	9.42%	8	5.79%	1	0.72%	0	0%	2	1.44%
Industrial Relations deputy/assistant Workplace Rep (Postal)	43	8	18.60%	4	9.30%	1	2.32%	0	0%	0	0%
Workplace Rep (T&FS)	0	0	0%	0	0%	0	0%	0	0%	0	0%
Workplace deputy/assistant Rep (TF&S)	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total Industrial Relations/Workplace Rep</b>	<b>208</b>	<b>24</b>	<b>11.53%</b>	<b>14</b>	<b>6.73%</b>	<b>2</b>	<b>0.96%</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>0.96%</b>
Branch Committee Member only	25	1	4%	1	4%	0	0%	1	4%	2	8%
<b>Total Branch Positions and Committee members in Region</b>	<b>391</b>	<b>62</b>	<b>15.85%</b>	<b>25</b>	<b>6.39%</b>	<b>3</b>	<b>0.76%</b>	<b>1</b>	<b>0.25%</b>	<b>12</b>	<b>3.06%</b>

## South West Region

**National membership Data** = % of women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

<b>South West</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Principal branch officers in Region: by position</b>											
Branch Chairperson	12	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Vice Chairperson	7	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Secretary	12	1	8.33%	1	8.33%	0	0%	1	8.33%	0	0%
Branch deputy/Assistant Secretary	18	4	22.22%	0	0%	0	0%	1	5.55%	0	0%
Branch Section Secretary	3	0	0%	0	0%	0	0%	1	33.33%	0	0%
Branch Retired Section Secretary	5	0	0%	0	0%	0	0%	1	20%	0	0%
Branch Treasurer	13	4	30.76%	0	0%	0	0%	1	7.69%	0	0%
<b>Total</b>	<b>70</b>	<b>9</b>	<b>12.85%</b>	<b>1</b>	<b>1.42%</b>	<b>0</b>	<b>0%</b>	<b>5</b>	<b>7.14%</b>	<b>0</b>	<b>0%</b>
<b>Branch Officers</b>											
Branch Organiser	1	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Editor/Communications Officer	0	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Equality Officer	11	6	54.54%	2	18.18%	0	0%	1	9.09%	1	9.09%
Branch Political Officer	10	1	10%	0	0%	0	0%	0	0%	0	0%
Branch Young Workers Officer	10	2	20%	0	0%	0	0%	1	10%	10	100%
Branch Women's Officer	12	12	100%	0	0%	0	0%	0	0%	1	8.33%
Branch BAME Officer	7	2	28.57%	6	85.71%	0	0%	0	0%	1	14.28%
<b>Total Branch Officers</b>	<b>51</b>	<b>23</b>	<b>45%</b>	<b>8</b>	<b>15.68%</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>3.92%</b>	<b>13</b>	<b>25.49%</b>
<b>Branch Learning Reps</b>											
Branch Lead Union Learning Rep	8	2	25%	0	0%	0	0%	1	12.5%	0	0%
Branch Union Learning Rep	10	3	30%	2	20%	0	0%	3	30%	0	0%
<b>Total Branch Learning Reps</b>	<b>18</b>	<b>5</b>	<b>27.77%</b>	<b>2</b>	<b>11.11%</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>22.22%</b>	<b>0</b>	<b>0%</b>
<b>Branch Health and Safety Reps</b>											

Branch Area Health and Safety Rep	11	1	9.09%	1	9.09%	0	0%	0	0%	0	0%
Branch Workplace Health and Safety Rep	109	18	16.51%	5	4.58%	0	0%	1	0.91%	1	0.91%
<b>Total Branch Health and Safety Reps</b>	<b>120</b>	<b>19</b>	<b>15.83%</b>	<b>6</b>	<b>5%</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>0.83%</b>	<b>1</b>	<b>0.83%</b>
<b>Branch Industrial Relations Rep</b>											
Branch Area Delivery Rep	17	0	0%	0	0%	0	0%	1	5.88%	0	0%
Branch deputy/assistant Area Delivery Rep	10	1	10%	1	10%	0	0%	1	10%	0	0%
Branch Area Distribution rep	4	0	0%	0	0%	0	0%	2	50%	0	0%
Branch deputy/ assistant Area Distribution Rep	5	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Processing Rep	7	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Processing Rep	5	1	20%	0	0%	0	0%	0	0%	0	0%
Industrial Relations Workplace Rep (Postal)	194	20	10.30%	6	3.09%	0	0%	9	4.63%	4	2.06%
Industrial Relations deputy/assistant Workplace Rep (Postal)	71	11	15.49%	6	8.45%	0	0%	0	0%	0	0%
Workplace Rep (T&FS)	3	0	0%	0	0%	0	0%	0	0%	1	33.33%
Workplace deputy/assistant Rep (TF&S)	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total Industrial Relations/Workplace Rep</b>	<b>316</b>	<b>33</b>	<b>10.44%</b>	<b>13</b>	<b>4.11%</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>1.26%</b>	<b>5</b>	<b>1.58%</b>
Branch Committee Member only	17	4	23.52%	2	11.76%	0	0%	0	0%	0	0%
<b>Total Branch Positions and Committee members in Region</b>	<b>592</b>	<b>93</b>	<b>15.7%</b>	<b>32</b>	<b>5.4%</b>	<b>0</b>	<b>0%</b>	<b>16</b>	<b>2.7%</b>	<b>19</b>	<b>3.2%</b>

## Wales Region

**National Membership Data** = % of women members = 20.38%, % of BAME members = 9.94%, % of BAME Women = 2.34%, % of members with disabilities = 1.19%, % of young worker members = 8.39%.

<u>Wales</u>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Principal branch officers in Region: by position</b>											
Branch Chairperson	8	1	12.5%	1	12.5%	0	0%	2	25%	0	0%
Branch Vice Chairperson	6	1	16.66%	0	0%	0	0%	0	0%	0	0%
Branch Secretary	8	0	0%	1	12.5%	0	0%	0	0%	0	0%
Branch deputy/Assistant Secretary	10	2	20%	1	10%	0	0%	2	20%	0	0%
Branch Section Secretary	1	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Retired Section Secretary	4	1	25%	0	0%	0	0%	0	0%	0	0%
Branch Treasurer	8	1	12.5%	0	0%	0	0%	0	0%	0	0%
<b>Total Branch Principal Officers</b>	<b>45</b>	<b>6</b>	<b>13.13%</b>	<b>3</b>	<b>6.66%</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>8.88%</b>	<b>0</b>	<b>0%</b>
<b>Branch Officers</b>											
Branch Organiser	2	1	50%	0	0%	0	0%	0	0%	0	0%
Branch Editor/Communications Officer	0	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Equality Officer	8	4	50%	2	25%	0	0%	2	25%	0	0%
Branch Political Officer	6	0	0%	1	16.66%	0	0%	0	0%	0	0%
Branch Young Workers Officer	3	1	33.33%	0	0%	0	0%	0	0%	3	100%
Branch Women's Officer	7	7	100%	0	0%	0	0%	1	14.28%	0	0%
Branch BAME Officer	2	0	0%	1	50%	0	0%	1	50%	0	0%
<b>Total Branch Officers</b>	<b>28</b>	<b>13</b>	<b>46.42%</b>	<b>4</b>	<b>14.28%</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>14.28%</b>	<b>3</b>	<b>10.71%</b>
<b>Branch Learning Reps</b>											
Branch Lead Union Learning Rep	4	2	50%	1	25%	0	0%	1	25%	0	0%
Branch Union Learning Rep	13	3	23.07%	2	15.38%	0	0%	2	15.38%	0	0%
<b>Total Branch Learning Reps</b>	<b>17</b>	<b>5</b>	<b>29.41%</b>	<b>3</b>	<b>17.64%</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>17.64%</b>	<b>0</b>	<b>0%</b>
<b>Branch Health and Safety Reps</b>											

Branch Area Health and Safety Rep	11	0	0%	0	0%	0	0%	0	0%	1	9.09%
Branch Workplace Health and Safety Rep	78	14	17.94%	4	5.12%	0	0%	5	6.41%	1	1.28%
<b>Total Branch Health and Safety Reps</b>	<b>89</b>	<b>14</b>	<b>15.73%</b>	<b>4</b>	<b>4.49%</b>	<b>0</b>	<b>0%</b>	<b>5</b>	<b>5.61%</b>	<b>2</b>	<b>2.24%</b>
<b>Branch Industrial Relations Rep</b>											
Branch Area Delivery Rep	5	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Delivery Rep	6	0	0%	0	0%	0	0%	0	0%	0	0%
Branch Area Distribution rep	3	0	0%	0	0%	0	0%	0	0%	0	0%
Branch deputy/ assistant Area Distribution Rep	3	0	0%	1	33.33%	0	0%	0	0%	0	0%
Branch Area Processing Rep	3	0	0%	1	33.33%	0	0%	0	0%	0	0%
Branch deputy/assistant Area Processing Rep	4	0	0%	0	0%	0	0%	0	0%	0	0%
Industrial Relations Workplace Rep (Postal)	82	4	4.87%	5	6.09%	0	0%	3	3.65%	1	1.21%
Industrial Relations deputy/assistant Workplace Rep (Postal)	34	5	14.07%	0	0%	0	0%	0	0%	1	2.94%
Workplace Rep (T&FS)	11	4	36.36%	1	9.09%	0	0%	1	9.09%	2	18.18%
Workplace deputy/assistant Rep (TF&S)	2	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total Industrial Relations/Workplace Rep</b>	<b>153</b>	<b>13</b>	<b>8.49%</b>	<b>8</b>	<b>5.22%</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>2.61%</b>	<b>4</b>	<b>2.61%</b>
Committee Member only	51	15	29.41%	7	13.72%	3	5.88%	1	1.96%	3	5.88%
<b>Total Branch Positions and Committee members in Region</b>	<b>383</b>	<b>66</b>	<b>17.27%</b>	<b>29</b>	<b>7.57%</b>	<b>3</b>	<b>0.78%</b>	<b>21</b>	<b>5.48%</b>	<b>12</b>	<b>3.13%</b>