LETTER TO BRANCHES

The Communications Union @CWUNews #TheCWU CWU.ORG

No: 293/26

29th October 2026

TO: ALL BRANCHES

Dear Colleague,

Employment Rights Act (ERA): New Rights for Equality Representatives

The CWU welcomes the introduction of new statutory rights for Equality Representatives under the Employment Rights Act, which comes into effect on 30 October 2026.

This is a significant milestone for workplace equality and reflects many years of campaigning by the CWU and the wider trade union movement to secure formal recognition of the vital role Equality Representatives play in supporting members, challenging discrimination and promoting fair and inclusive workplaces.

The new rights provide an important opportunity for the CWU to strengthen its equality agenda with employers and across all constituencies, ensuring that equality considerations are embedded throughout our workplace, industrial and organisational structures

In preparation, the CWU's Central Services Departments and Industrial Departments have held initial discussions and are now working together to develop a coordinated national approach. This work will focus on engaging with our employers with the aim of securing appropriate collective bargaining arrangements for Equality Representatives, including recognition, training, facility time and the support necessary for them to carry out their role effectively.

The Equality, Education and Development department is currently developing guidance, resources, training and supporting documentation to assist Equality Representatives in the role.

Further updates will be provided as discussions progress.

Any queries on this LTB should be directed to equality&education@cwu.org

Yours sincerely,

K. Hudson

Kate Hudson
Head of Equality, Education & Development