



 **HAND&HEART**

## 6. RESOURCES FOR AFFECTED WORKERS





## Resources for Affected Workers

Focused on the U.K., H&H has provided the following resources to conclude the report:

1. Known resources available to workers affected by bullying, harassment or abuse at the workplace.
2. Resources on how to cope with stress at work.
3. Resources consist of links to trade unions, charities and non-profit organisations as well as government organisations.

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# 1. Trade Unions, Charities and Non-profit Organisations

## 1.1 The Scottish Trades Union Congress (STUC):

Their purpose is to coordinate, develop and articulate the views and policies of the trade union movement in Scotland and to promote trade unionism, equality and social justice, the creation and maintenance of high quality jobs, and the public sector delivery of services. They support their affiliates in recruiting, organising and empowering workers to work collectively to win better terms and conditions at work.

The [STUC](#) represents over 540,000 trade unionists, the members of 39 affiliated trade unions and 20 Trades Union Councils. They speak for trade union members in and out of work, in the community and in the workplace, in all occupational sectors and across Scotland. Their representative structures ensure that they can speak with authority for the interests of women workers, black workers, young workers, lesbian, gay, bisexual, and transgender workers, and other groups of trade unionists that otherwise suffer discrimination in the workplace and in society.

List of Affiliated Unions: <https://stuc.org.uk/about-the-stuc/affiliates>

## 1.2 Biggest UK Trade Unions: UNISON and Unite the Union

In 2020/21, the biggest Trade Union in the United Kingdom was [UNISON](#), which had approximately 1.4 million members, with [Unite the Union](#) the second-largest trade union, at 1.2 million members. (Source: [Statista, 5 Sept 2022](#))

Workers Uniting is the name of the new international union created by Unite. Workers Uniting draws on the energies of more than three million active and retired workers from the United States, Canada, Great Britain and the Republic of Ireland who work in virtually every sector of the global economy, including manufacturing, service, mining and transportation.

More info: <https://www.unitetheunion.org/what-we-do/international/workers-uniting/>

## 1.3 Young Women's Trust

The [Young Women's Trust](#) builds bespoke partnerships with companies that are passionate about supporting young women.

After researching how young women are discriminated against at the workplace, they reported their findings in a report called [Picking Up the Pieces](#).

They also suggest tangible solutions to supporting young women at work.

## 1.4 Mind

[Mind](#) is a mental health charity with a section that focuses on mental health at the workplace.

## 1.5 The Sleep Charity

This is how [The Sleep Charity](#) describes what they do:

"Are you interested in improving fatigue in the workplace to support your employee's health

and wellbeing? We offer talks and training aimed at staff teams, senior leaders and teachers on all aspects of sleep. Whether it's basic knowledge you require or something specific relating to mental health, shift work or the menopause, we can deliver online webinars, bespoke packages or our Sleep Ambassador training."

### **1.6 Healthcare Workers Foundation**

[The Healthcare Workers Foundation](#) offers financial aid, counselling, staff room refurbishments and bereaved families support to anyone working in a healthcare setting.

### **1.7 The Institute of Employment Rights**

[The Institute of Employment Rights](#) describe themselves as a think tank for the trade union movement. They are a registered charity. One of their latest projects is a survey on the matter of working time in the UK. You can read the report [Redistribution of Working Time: Achieving a Better Work-Life Balance](#) [here](#).



## 2. Government Organisations

### 2.1 The Advisory, Conciliation and Arbitration Service (Acas)

[Acas](#) are an independent public body. They give both employees and employers free, impartial advice on workplace rights, rules and best practice.

**Acas Helpline:** 0300 123 1100

Open Monday to Friday, 8am to 6pm.

The advice you receive is free but you may be charged for the call depending on your phone provider and whether you use a mobile or a landline.

#### **Text Relay:**

If you cannot hear or speak on the phone, you can contact Acas using [Relay UK text relay:](#) 18001 0300 123 1100.

You can use Relay UK with the Relay UK app or a textphone. You type what you want to say and get text replies from the helpline adviser.

### 2.2 Equality and Human Rights Commission

The Equality and Human Rights Commission gives advice if you have experienced discrimination, or if you need information, advice and support on equality and human rights issues.

[The Equality Advisory and Support Service \(EASS\)](#) is an independent advice service, not operated by the Equality and Human Rights Commission. It is aimed at individuals who need information, advice and support on discrimination and human rights issues and the applicable law, particularly when this is more than other advice agencies and local organisations can provide.

The contact details for the Equality Advisory and Support Service (EASS) are:

**Phone:** 0808 800 0082

**Textphone:** 0808 800 0084

You can **email** using the contact form on the [EASS website](#).

**Also available through the website are BSL interpretation, web chat services and a contact us form.**

#### **Post:**

FREEPOST

EASS HELPLINE

FPN6521

#### **Opening hours:**

9am to 7pm Monday to Friday

10am to 2pm Saturday

Closed on Sundays and Bank Holidays

More information: <https://www.equalityhumanrights.com/en/contact-us/equality-advisory-and-support-service>

### 2.3 Nidirect: Employment Support Information for Northern Ireland

[Nidirect](#) provides information on employment for people with disabilities about finding work, training, work schemes and rights at work.

You can contact them through their [website](#).

### 2.4 Health and Safety Executive (HSE)

As a regulator, [HSE's](#) goal is to prevent workplace death, injury or ill health.

They work with dutyholders to help them understand the risks they create and how to manage them.

They set the [strategy, policy and legal framework](#) for health and safety in Great Britain.

They also [work collaboratively with other regulators](#), agencies and government departments.

You can contact them through their [website](#).



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