



Want to know what the Local Government Service Group Executive (LGSGE) does? How it affects you and your members?

This is a report of the main issues discussed at the last LGSGE meeting held on 21 November 2024. We hope you find it interesting.

Funding and Cuts

UNISON released details of our new research that shows that the collective funding shortfall faced by all councils (including districts and boroughs) across England, Cymru/Wales and Scotland for the financial year 2025/26 is currently over £4.3bn. The cumulative funding gap facing councils in 2026/27 increases to over £8.65bn. These figures were far higher than those calculated by the Local Government Association because ours were more thoroughly researched.

To influence the outcome of budget UNISON's media team shared the research exclusively with the Financial Times. This approach was successful and we secured [front page coverage](#). Further coverage was also secured in the [the Standard](#), the [Mail Online](#), [the Independent](#), [the Daily Mirror](#), [the Scotsman](#), the Daily Star and in the local government sector press. The report was also widely covered in local and regional press.

UNISON shared the findings of the report with more than 40 MPs at a Parliamentary event on Tuesday 10 September. Our Local Service Champions winners from 2024 and vice-chair of the SGE, Lorraine Thomson, spoke to MPs about the consequences of the funding crisis, whilst staff members provided them with a breakdown of our research along with a demonstration of the new council cuts website to show them what the situation is like in their local area.

UNISON's new council cuts website has also been updated to show the individual funding shortfalls that all top tier councils across Scotland, Cymru/Wales and England are currently facing for the financial year 2025/26. You can access the website [here](#) so UNISON members - and members of the public - can click on the map to see what the situation is like in their local area. We have also provided details of the loss of some services that councils have experienced since 2010 to show the real impact and consequences of the funding crisis.

In order to ensure that more politicians are contacted about local council funding we urged members to use [this email action tool](#) to send a message to their local MP/Senedd member/Member of the Scottish Parliament calling for more urgent funding for councils.

We also encouraged branches to lobby their lobby MP ahead of the October budget to ask them to support our calls for more funding for local councils. Guidance was provided to branches from our updated [Save Our Services toolkit](#) and we will be continuing to ask branches to do the same in the run up to the Spring Spending Review.

There was an increase in funding provided for local councils in the Budget, however it is clear that major financial challenges remain for the sector and that it is likely that a number of councils will still have to issue section 114 notices in the coming months.

An extra £1.3bn grant funding for councils in England was provided by the budget which is dwarfed by the collective £3.4bn funding gap that English councils are facing. However, given the challenging financial climate we should acknowledge our role in generating extra funding. More money was specifically provided to deal with the crisis in social care, housing and SEND (Special Educational Needs and Disabilities). The Government also made a commitment to end competitive bidding for money. There were a few other positive measures – for example councils will now be able to retain all the money from any future buy-to-let sales.

The budget also saw an extra £1.7bn being provided to the Government in Cymru/Wales, £3.4bn for the Scottish Government and £1.5bn for the Northern Irish Administration. It will be down to these devolved governments to decide how much of this additional money will be allocated to local government but it will, hopefully, help to address some of the funding gaps in the sector - at least partially.

The October Budget did not result in a shift to extra investment being provided to a range of preventative local government services that could reduce demand on other public services (for example, more investment in children's and youth centres). This underlines the need for us, as a service group, to impress upon the government how crucial local councils are to delivering various government missions.

Local Service Champions Project

This year **Champions Day** will be on **Thursday 5 December** and will coincide with the launch of the Local Service Champions nominations.

This day should be a positive focus for branches to celebrate the vital, and often unrecognised, work of local government staff. We hope that, like last year, branch activities will generate widespread social media coverage. A film featuring the 2024 winner of Local Service Champions will be released to promote this day.

Please do all you can to celebrate Champions Day in your branch and region. We'd like every branch to plan activities and publicity around Champions Day as this is a great way to remind the public, MPs, MSPs, MSs about the importance of local government services in their community. This will be a couple of weeks before councils' funding settlements are announced and will be a chance to send a positive message about why it's so necessary to provide proper funding. All resources can be found at: <https://www.unison.org.uk/champions-day/>

The **nomination period** for next year's awards will **open on 5 December 2024**. Please encourage every branch to make a nomination. Nominees need to be UNISON members and they need to know that they've been nominated (as we'll be making a film of the winner). They should be working in local government services (rather than schools). The nomination should be based around the work that they do (i.e. it's not an award for union duties or activities) as we're looking to highlight the importance of local government services. The nomination form will be on this link from 5 December: [unison.org.uk/our-campaigns/local-service-champions/](https://www.unison.org.uk/our-campaigns/local-service-champions/)

We'd like branches to play a greater role in the nomination process and details of nominations will be shared with regions. Please start thinking now about who they would like to nominate. We'd like the diversity of UNISON membership to be reflected in the nominations.

Education and Children's Services

Schools

The meeting received a report on the reinstatement of the School Support Staff Negotiating Body (SSSNB), which was included in the Government's Employment Rights Bill that laid in October. The Bill set out the high level parameters for the SSSNB. As we hoped, it will cover all state-funded schools – so academies, MATs, free schools and pupil referral units are all included. The SSSNB will cover pay, terms and conditions, and training and career development. The legislation does not specifically name UNISON, GMB and Unite as the only three unions that will be included. However, it does state that TU representation will be set in consultation with the TUC. This means that TU representation will be on the basis of agreements reached through the TUC.

The SSSNB will be England-only, though we hope there will be provision for devolved nations/administrations to have observer status. Discussions need to take place in devolved nations/administrations about their approach to this, and more detail is needed on what is possible.

Further secondary legislation will be introduced in due course to set out further details of the SSSNB – for example a more precise definition of school support staff, and setting out the representation of the different TUs and employer bodies on the SSSNB.

The Bill will now make its way through parliament, and should become law next spring, with the SSSNB to be implemented after that. The Department for Education estimate that the first pay round that will be conducted through the SSSNB will be 2027/28.

There will of course need to be serious consideration of the transitional and protection arrangements for staff moving across, and of the implications for the NJC. We will also need to consider any potential changes that may be needed to UNISON's own structures. Ultimately members will need to be given a final say on the overall proposals.

UNISON has been involved in talks with the DfE on the SSSNB, and will continue to be the leading trade union voice. Regular reports will be given to the SGE, Schools Committee and NJC Committee. It is anticipated that the Schools

Committee will be the sector committee for the SSSNB, electing our reps on the main SSSNB board.

Following reports of the rapid the spread of a fire in 'low rise' residential buildings in Barnet - [Fears of new UK cladding crisis after blaze destroys timber-frame homes | Housing | The Guardian](#) - we have been raising urgent questions with the Department for Education over fire safety procedures for school buildings with Grenfell-style cladding. UNISON's Health and Safety Unit will also be producing guidance for branches. In addition, working with UNISON's Policy team, we sent a joint union letter to the Secretary of State and a briefing to all MPs calling for the roll out of air filters to all schools.

UNISON published a [large-scale report](#) into the issue of teaching assistants being used to cover lessons in England and Wales which received mainstream media coverage. The recommendations from the report have been shared with politicians and other key stakeholders, and will be useful in future campaigning, policy and negotiation work.

UNISON updated and reissued its model policy for preventing and dealing with violence in schools, along with a new guide for organisers which was developed alongside the Strategic Organising Unit and the national Health & Safety unit. The 5-phase plan provides an organising framework to work with schools in ways that engage members and builds UNISON organisation and strength, to ensure we win and sustain change to safeguard school support staff and prevent violence and abuse at work.

The UNISON annual school support staff seminar took place recently in Cardiff, providing the chance for activists to develop their skills and knowledge in the sector, through a combination of speaker presentations and workshops. The event included sessions about online safety, TA cover and celebrating UNISON's year of LGBT+ workers, along with speeches from the schools minister and Christina McAnea.

Cymru/Wales

Arrangements are being made to meet up with the new Cabinet Secretary for Education to discuss: review of teaching assistants (TAs) job descriptions; increasing concerns about challenging behaviour in schools; concerns that schools are using apprentices as TAs on the cheap (this is currently being discussed with

Welsh Local Government Association (WLGA) and Welsh Government (WG)); Middle Tier review of school improvement services; re-visiting the TA school governor role as created by the previous Education Minister; and reform of the school year consultation

Welsh Government has announced that they will no longer subsidise the registration fees for support staff. Since support staff registration was introduced in 2016, TAs have paid £15 of the £45 fee; the balance of £30 was funded by the Government. For 2024/25, the EWC have agreed to fund the subsidy but will only commit to this for one year. Discussions are ongoing with both the Education Workforce Council (EWC) and WG about how the subsidy will be funded in the future.

Scotland

Education Issues Group (EIG) participates in a range of Scottish government working/advisory groups. Both the Scottish Advisory Group on Relationships and Behaviours in Schools (SAGRABIS) and the ASL The working group has produced action plans and recommendations for Scottish Government. In relation to SAGRABIS we have advised we cannot formally sign up due to lack of funding to support the plan, we will write to the First Minister on this issue.

Cuts to local government spending, and the impact on members' jobs remain a priority. Tied to this are the impact of dysregulated behaviour on school support staff. Violence in schools will be a key part of our workplan, with a move to focus on debriefings and staff training. Branches continue to roll out our Violence in Schools survey and have attracted good local media interest. EIG has agreed to hold another School Summit in January 2025.

Local Government Pension Scheme (LGPS)

As a result of the remedy to the McCloud age discrimination case, LGPS tests are going ahead for those retiring and leaving to see if part of the pension should be adjusted. So far the indication from the pension scheme is that hardly anyone is better off under the Final salary scheme for period April 2014/15 to April 2022

Promised draft regulations to correct the widower discrimination in England and Wales will be published in a few months' time (Goodwin case).

New Fair Deal draft regulations are expected early in the new year - there may be changes but this should mean that those outsourced from most LGPS employers should be covered.

FE employers are to be covered by New Fair Deal from a future date (HE still excluded). Issues such as possible backdating have been raised.

LGPS is looking at ways to reduce the gender pension gap. One possible change is to allow more time for those on authorised leave to decide to pay back contributions to remove the gap in service.

The TU side is pushing for transitional protection for the minimum retirement age of 55 for those in service based on length of service when minimum retirement age rises to 57 in 2028.

There are no reports of non-local employer contributions rates being cut in line with best value authorities as a result of the current favourable state of the LGPS funds.

UNISON will be responding to draft regulations issued by the Treasury that aim to bring death lump sums into inheritance tax calculations. The Consultation runs until 22 January: [Technical consultation - Inheritance Tax on pensions: liability, reporting and payment - GOV.UK](#)

There is a draft pension review looking at pooling LGPS investments - UNISON is responding to push for fiduciary duty to be enforced to ensure investments are prudent and appropriate to protect the value of investments to support funding for the cost of the scheme.

Recruitment and Organising

SGE's Recruitment and Organising Working Group considered the Organising Framework Report and highlighted five key themes as areas for local government branches to address: The importance of having a branch communications officer; Actively recruiting new activists; Succession planning; Supporting your current activists; Completing the organising framework.

Following the Organising to Win presentation delivered at the SGE seminar, the group decided to organise a series of activist 'Organising to Win' webinars on: introduction to Organising to Win in LG; Migrant workers, School workers, College workers

UNISON Year of LGBT+ Workers 2024

The Local Government Service Group continues to support UNISON's Year of LGBT+ Workers.

We have encouraged branches, regions and members of the service group committee and forums to promote and get involved in the Year of LGBT+ Workers through regular circulars and social media. We welcome any information about what action is taking place in branches to celebrate this year-long campaign.

A comprehensive [checklist](#) was developed for what a robust LGBT+ and trans-equality policy should include. We called on branches to review employer policies, ensuring they align with our model guidance for LGBT+ workers. It's important that we get our model equality policies - mentioned in the checklist - embedded into local government.

Over 300 members are now part of our national young LGBT+ members' network.

The number of LGBT+ branch officers has increased to over 240. In addition to national training many regions have run this training to try and keep up with the demand. Contact your region to find out when the next LGBT+ branch officer training days will be run in your region.

The national LGBT+ committee set a goal to train at least 5,000 members as trans allies by the end of 2024. This figure has been exceeded and they have trained over 6,000 members. Across the country "train the trainer" sessions have flourished, equipping more members to lead trans ally training in their regions. This represents a growing community of trans, non-binary, and gender diverse activists and allies who are being equipped to challenge the anti-trans narrative that is being heard in the media and our workplaces.

We've seen many UNISON-covered workplaces adopt our trans equality model policy and we are leading the trade union movement in getting as many workplaces as possible to adopt our policies.

The visibility for our '+' members has continued to grow and we have continued to see caucus numbers increase.

A major achievement was the creation of an ace/aro network within UNISON. With workshops at our annual conference and the launch of an [ace/aro identities factsheet](#) to raise the profile of

these often underrepresented communities. We are currently the only trade union doing work in this area in the UK – something to be proud of!

A rule change that replaced male-specific seats with general seats on the NEC marks a major step forward in making our union's most senior body of activists more inclusive and representative of the diversity within our ranks.

Equality and Diversity

We have continued to work with the Disabled Members' Self-Organised Group on securing the legacy of UNISON's 2022 Year of Disabled Workers. Almost 226 employers have now adopted the [Disability Employment Charter](#), but only 6 local government employers and council leaders have agreed to sign up.

Please encourage your employers to sign up to the Charter as this will help us put pressure on the new government to adopt the changes. Branches are reminded to provide feedback about how successful they have been in getting council leaders to adopt the Charter by completing our [online survey](#).

We have encouraged branch activists to promote and use UNISON resources to support our [young workers and mental health matters](#) campaign. You can find the [UNISON resources](#) online to support campaigns on the [key issues](#) that matter to young people.

A motion was carried at local government conference in 2022 on ending misogyny and violence against women at work. We launched an [online survey](#) that was sent out in October. The survey findings will help us strengthen our campaign for zero tolerance and to ensure UNISON is at the forefront in the fight against misogyny and violence against women in local authorities and represent our members as effectively as possible. The key findings from the survey will be published close to the International Day of Elimination of Violence Against Women, 16 Days of Activism Against Gender Based Violence, and White Ribbon Day.

An separate [online survey](#) was sent out in October to gather information about our members' experiences of the menopause and to what extent they are supported in local government workplaces. The findings will help us negotiate improvements in workplace menopause policies with national employers to ensure that we support women and trans and non-binary people

experiencing the menopause in the workplace. The key findings will be published in due course.

Apprenticeships / Apprentices

From 1 April 2025 in the UK, the Apprenticeship National Minimum Wage Rate will increase by 18% from £6.40 to £7.55 an hour for apprentices aged 16 – 18, or 19 and over in the first year of their apprenticeship. This means their annual wage will go up to £14,762 (from £12,513). This increase will go some way to helping apprentices tackle the rising cost of living while completing their programmes.

The government has confirmed they will invest £40 million to help deliver new foundation and shorter apprenticeships in key sectors as part of initial steps towards a reformed '[Growth and Skills Levy](#)', set to replace the current Apprenticeship Levy. It is not clear whether the £40 million will come from the current apprenticeships budget or is new funding.

The 'Growth and Skills Levy' will allow employers to use up to 50% of their levy contributions to fund training through routes other than apprenticeships. This would increase the flexibility that employers have to fund training and bring England in line with the rest of the UK and most other comparable countries (where training subsidies dedicated specifically to funding apprenticeships are uncommon).

However, greater flexibility might also increase the risk that funding is used for courses that employers would have offered (and paid for) anyway, or for lower-value courses. Labour plans to address this with a list of approved non-apprenticeship training courses that the levy could fund. Determining high-value courses is easier said than done and will be a key factor in determining the success of this policy.

The new foundation apprenticeships are expected to offer training to young people who are not ready to start at level two or three. The new levy will also allow funding for shorter apprenticeships, giving learners and employers greater flexibility over their training than under the existing system [where apprenticeships must run for at least 12 months](#). It is not yet clear how much shorter the government plans to make these apprenticeships. The Department for Education will set out further details on the scope of the offer and how it will be accessed.

Employers are being asked to rebalance their funding for apprenticeships and to invest in younger workers. This will also involve businesses funding more of their level 7 apprenticeships – equivalent to a master's degree and often accessed by older or already qualified employees – outside of the levy. The [first report from Skills England](#), the government's new body for the skills system, was published on 24 September 2024. It provides an initial assessment of the nation's working skills, as well as future skills needs and gaps which employers are struggling with across the country. Skills England will play a crucial role in determining which types of training will be eligible for the expanded 'Growth and Skills Levy' and will set out shortly how they will work with stakeholders to inform their advice to DfE.

The House of Lords Industry and Regulators Committee launched an inquiry in April 2024 into skills policy, focusing on apprenticeships in the future. A letter to the Minister for Skills from Baroness Taylor of Bolton summarising the key findings from the Inquiry is available [here](#).

Social Care

UNISON's new national Social Care Committee (for care workers in England) met for the first time in October. This new body will provide much needed democratic involvement and oversight to our growing work on social care.

The recent Employment Rights Bill set out how a new Fair Pay Agreement for care workers in England will come into being in the coming years. SGE received a briefing on this and our wider work on the National Care Service in England.

A report by the Association of Directors of Adult Social Services highlighted that 81% of councils in England are due to overspend their adult social care budget in the current financial year.

The report also found that, in order to achieve the government's goal of shifting health and social care from 'sickness to prevention', more investment is needed so that councils can see their spending pressures relieved. Many in the social care sector have highlighted how much of the additional £600m provided for social care in the October budget will be largely consumed by the increase in the national minimum wage and increases to employer's national insurance contributions. In response, UNISON highlighted how much needs to be done to repair the social care sector after years of underfunding. A fair

pay agreement for social care will be essential to addressing low pay in the long-term, filling job vacancies and ensuring skilled staff stay in their roles. A national care service will also drive-up standards and replace the current failing, fragmented and profit-driven system. We hope that the Westminster Government realises the urgency needed to reform social care so those who depend on support get what they need.

Housing

UNISON has launched a new survey aimed at members working in housing (Local Authorities, ALMOs and Housing Associations): <https://survey.alchemer.eu/s3/90740756/UNISON-Housing-Worker-Survey-2024>. In addition to the survey being shared via the local government branch email, it was also sent to approximately 7,000 UNISON members who work in housing, via a targeted email.

The survey will also be shared via a Community branch email covering branches that include housing association members. Social media and editorial material content are also booked in to promote the survey organically. Results will be presented in a report and be used for ongoing campaigning, organising and recruitment work.

UNISON has engaged with new government bills on housing, primarily on planning reform and renters' rights. Both have implications for local authorities in terms of regulatory powers, staffing resources and recruitment/retention issues. UNISON has provided information to support amendments and questions in parliament and continues to work in partnership with other housing campaigning organisations including Generation Rent and Shelter.

Feedback from housing reps included: Low pay is making it hard to recruit into housing professional roles; Planning professionals have left/are moving out to the private sector; Many private landlords refuse to rent to people on housing benefit; The Government wants to build new homes but they will struggle with local councillors who have a NIMBY agenda; Lots of gaps in health and safety, e.g. lone working; Big uptick in anti-social behaviour on estates since Covid; Increase in threats of violence (including threats of self-harm) due to people's worsening housing situation.

Regional Organisers (ROs) from several regions have raised concerns about a regulatory change (over the last year) now requiring a new level of competency certification for registered building control officers and inspectors. Many building inspectors have still not completed their competency registration process (despite a deadline extension from April 2024 to July 2024). There are concerns of an exodus of experienced building control officers and inspectors from local authorities. A discussion between national staff and ROs is being arranged.

Public Health

The Royal Society for Public Health (RSPH) has published an interesting study on poor health and how it can be improved through workplace provision. Illness and poor health costs businesses over £100bn a year as staff are off sick, working below full capacity, or forced out of work altogether. There are currently almost three million people out of work due to sickness, many of whom would like to return to the workplace with appropriate support.

Simple interventions in the workplace can help boost health outcomes – whether it is provision of Employee Assistance Programmes (EAP) boosting mental wellbeing or ensuring access to services such as health checks and subsidised vaccinations. However, more than 10 million people don't have access to health protection interventions at work, and they are disproportionately likely to work in often low-paid industries such as agriculture or hospitality. This means that the current workplace health system only serves to deepen health inequalities.

The RSPH has identified five steps which would have an immediate and profound impact on workplace health:

- ❖ The Government should set a mandatory national Health and Work Standard, setting a minimum level of support which employees should be entitled to
- ❖ Sick pay should be available from day one of a person's employment, with pay from the first day they are off sick. While the Government has stated this will be introduced for Statutory Sick Pay, it is, set at a low level, which may push people back to work before they are fully recovered. This can be avoided if employers are incentivised to pay a living wage to employees while they are off sick. In Local Government there is a reasonable standard of

sickness payment levels, but there are outsourced staff, who do not have the Green Book provisions

- ❖ HR professionals should be upskilled, with support from occupational health specialists, to ensure that they are able to embed health improvement across their organisations
- ❖ Government should explore ways to incentivise employers, particularly Small and Medium Sized Enterprises, to invest in their workforce in the short term, enabling them to reap the long term rewards of higher productivity
- ❖ Government should work with the Office of National Statistics and business to create standardised data collections on workforce health, allowing the impact of interventions to be properly monitored and evaluated.

Social Work

This year's national campaign to recruit the student social worker intake to UK universities started in August. Individual emails were sent to students via UCAS before they started their course explaining the benefits of UNISON membership. A new student social worker leaflet was produced for the campaign and we gave regions 30 copies of a Social Work dictionary for use as incentives for new student social work members. The intention in subsequent years is to organise a bulk order where regions would then each reimburse us for their share of the dictionaries.

September is usually the strongest month for social work student recruitment, and we have seen our best September ever in terms of RMS recruitment data. However, overall (for the year so far) we are projecting that the total recruitment levels will still not match the rate achieved in 2023 (our best year so far) and will most likely be above 2021 and roughly level with 2022.

We held a workshop on our updated guide: [Safe Haven – Guide for Social Workers Supporting Refugee and Migrant Children in England](#) at Community Care Live on 8 October 2024. The workshop was extremely well attended.

The Department for Education has funded specific research and resources to support the Standards for Employers of Social Workers. We have inputted into the accompanying DfE guidance to ensure trade union representatives

are consulted on local implementation of the Standards and its accompanying Health Check survey of working conditions. The Local Government Association is preparing to run the next Employer Standards Health Check and UNISON has been invited to review the final draft questions.

In Scotland, the National Social Work Agency Advisory (NSWA) is being created to aid the Chief Social Work Advisor to the Government. Our understanding is this would primarily be a partnership between the Government and the NSWA but also involve COSLA and Social Work Scotland. The advisory group has not been meeting over the last few months as the organisations forming the partnerships have been going through their own internal governance.

UNISON meets with the Scottish Social Services Council (SSSC) on a quarterly basis. Current issues include the SSSC extending their register to include Social Work Paraprofessionals. This is proving an exceedingly difficult and challenging job, and it looks like it will be around two years before anything is implemented. The SSSC, in partnership with the Care Inspectorate is looking at creating a new national induction for the workforce in adult social care. They also hope to produce a Career Opportunity Platform or tool so that there is a clear pathway to a social care career or a promoted post within social care.

UNISON Social Work Campaign and Charter of Bargaining Demands is a list of “asks” that branches can present to their employers. The Charter was launched at a social work seminar.

Climate Crisis

Green UNISON week takes place in September. This year, to mark the week, UNISON Local Government recorded a podcast. UNISON Policy Officer Michelle Singleton and South Lanarkshire UNISON Branch Secretary and NEC member Stephen Smellie joined us to share their expertise and discuss how we can all make an impact. This episode of the Podcast covers: UNISON’s role in combating climate change; Why ‘Just Transition’ is a crucial element in the fight against climate change; Challenges of operating on a local level; Balancing limited resources with the urgent need for climate action.

You can hear the whole series by visiting the UNISON website [The UNISON Local Government Podcast | UNISON National](#)

You can also listen on every major podcast platform.

UNISON Green Week 2024 encouraged activists to take five key actions: Find out if your UNISON branch has an environment rep; Find out what your employer is doing to reduce their environmental impact; Hold a UNISON green event; Run a green survey; Run a green workplace training activity.

UNISON activists can hold events all year round. UNISON has a range of materials to support our work on climate action, including the guide, [Bargaining on Green Issues in the Workplace](#) and the [Model Climate Change Agreement](#).

Activists can find out more by visiting the UNISON webpages, which include further helpful resources at <https://www.unison.org.uk/our-campaigns/green-unison/>. Please visit this webpage to sign up for UNISON’s Green Network updates.

Local Government Conference 2024

The SGE agreed the following topics for possible motions to next year’s Conference:

- ❖ School Support Staff Negotiating Body (SSSNB)
- ❖ Local Government Funding and cuts
- ❖ Job Evaluation and Equal Pay
- ❖ Social Care
- ❖ Early Years and Childcare
- ❖ Migrant Workers - including visas / social care / accommodations and other issues with landlords
- ❖ LGPS including divestment (Israel / fossil fuels) plus government pooling proposals