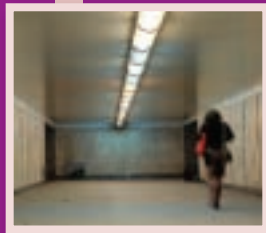


Women Workers and Safe Journeys to and from Work



Usdaw

*Union of Shop, Distributive
and Allied Workers*

Executive Council Statement
to the 2010 ADM

Foreword



Safeguarding the safety of the Union's membership has always been a number one priority for Usdaw. The Union's Freedom From Fear Campaign has done a great deal to raise awareness of the risks Usdaw members run simply going about their normal day-to-day business at work. These risks vary from job to job and from one group of members to another. For some the biggest risk to health and safety might be dealing with members of the public, for others it may be lone working or the requirement to operate machinery or equipment. Some of our members are vulnerable to sexual or racial harassment at work; others find themselves in the firing line over age-related sales.

Just as the risks our members are exposed to differ, so too does the Union's response. This Executive Council Statement looks at one specific but far reaching issue, the issue of women's safety and not just their safety whilst at work but on their journeys to and from work.

The Executive Council has chosen to focus on the issue of women's travel to and from work for three reasons:

- Women feel significantly less safe on their journeys outside the home than men. They are also more likely to use public transport and more likely to travel at 'anti-social' times than male workers.
- In the last year Usdaw activists, both men and women, have raised this as an important issue and one that, on the whole, gets very little attention.
- Given that women make up the majority of our membership and yet are still under-involved in the Union this work is part of the Union's ongoing commitment to reaching out to women, taking up the issues that matter to them and finding out more about their lives in order to make a positive difference to members.

Of course, as we point out in the opening section of this statement, improving things for one group of Usdaw members nearly always has a positive knock-on effect on all Usdaw members. By looking at ways to improve the safety of women travelling to and from work, we can hopefully improve the safety of all Usdaw members both at work and beyond.

Tackling violence, harassment and safeguarding members' safety is part of the 'bread and butter work' of the Union. Our army of Health and Safety Reps already do an enormous amount to make sure the sometimes difficult and dangerous jobs Usdaw members do are as safe as they possibly can be.

This Executive Council Statement is simply a part of that work. The Executive Council is keen to ensure this statement serves a practical purpose; that it becomes the starting point for an Usdaw-wide conversation about what more we can do to make our members' experience of getting to and from work safer and easier.

The statement gives the Union the opportunity to find out more about an important issue for women members and we are confident that, with your help, we can develop an appropriate and effective response.

A handwritten signature in black ink that reads "John Hannett". The signature is written in a cursive, flowing style.

John Hannett
General Secretary

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Section 1: What we Already Know About Women's Journeys to and from Work

Usdaw has led the way in campaigning to improve safety at work for our members. Our Freedom From Fear Campaign has been hugely successful in getting employers to accept that work can sometimes be dangerous and difficult, particularly in retail.

But what about when our members leave work, who is looking out for their safety then? What about when Usdaw members are travelling to work, often very early in the morning or late at night? Journeys to or from work can expose our members to violence, the threat of violence or fears about personal safety and security. This is particularly an issue for our women members. Research shows that women feel particularly vulnerable when travelling to and from work. Waiting at a bus stop in the dark, walking home at night, parking your car in an isolated spot; all of these experiences can make women in Usdaw feel unsafe and expose them to risk.

Usdaw wants employers to do more. It is not good enough to let staff walk home in the dark because they have missed the last bus home. It is not acceptable to watch a woman leave the store at night, knowing she has got to walk past the gang she refused to sell alcohol to half an hour ago. We want a better deal for women in Usdaw when it comes to travelling to and from work. Safety and dignity at work should not stop at the entrance to the store. We want all our members to feel safe travelling to and from work.

This is not just an issue for women in Usdaw. If we make our workplaces and our communities safer for women, everyone benefits. Men in Usdaw will have wives, girlfriends, daughters, sisters, mothers, all of whom may feel at risk making their journeys to and from work. Reps in Usdaw, men as well as women, will want to see employers and the Union doing more to win a better deal for members.

We know that women feel less safe when travelling on public transport than men do. Research shows that women are far more likely to organise their travel plans based on the need to avoid danger or perceived danger. So when deciding how and when to travel, women take into account issues such as which is the safest bus stop to get off at or which route to the train station is well lit?

Women report feeling particularly unsafe when using buses at night, fearing both the wait at the bus stop, the journey home and the walk from the bus stop to home or work. A recent Government survey found that:

- 57% of women say they do not feel safe when using public transport.
- The main reason women give for not using buses more is fear about personal safety.
- 84% of women said they felt unsafe waiting for a bus after dark.

Women rely on public transport far more than men do. This is partly because far fewer women drive with just 57% of women holding a valid UK driving licence compared to 81% of men. Women tend to travel to and from work at different times to men. Because so many women work part-time, and because part-time work very often involves working anti-social hours, women are often travelling to and from work when it is dark.

Women are more likely to walk to work than men are, which again can add to their vulnerability or feelings of being unsafe. Surveys show that when women are asked what improvements they would like to see on public transport, they consistently rate safety issues higher than men tend to.

The following are some of the things Usdaw women members said when we asked them about their journeys to and from work:

Women's voices

"The station I travel to until recently was very badly lit and overgrown, especially in the winter months. I never felt safe getting off the train at this station."

Linda

"The company has started to turn the lights off in the car park. They say it's part of their 'green agenda', that they are acting to help the environment but it is making the working environment less safe, particularly for women."

Jean

"Management have workers park in the car park furthest away from the store. During dark mornings and nights it could be dangerous for staff to walk the 100 yards or so. At times the car park lights are also turned off. Quite a few stores are in remote locations making it more dangerous."

Suffia



"I have to go to work very early in the morning and to get to the bus stop I have to walk round a part of the estate where there are gangs – it is very frightening."

Helen

"I work late at night and I catch the bus home. Quite often there are men on the bus who have been in the pub and it can be intimidating when they try to talk to you and they become abusive when you ignore them."

Lynn



"When leaving the store at 1.00 am or 2.00 am I feel very unsafe when in a badly lit car park. Security staff aren't allowed to escort you to your car. Even when the car park is well lit, my heart will race and I will not feel safe until I'm safe in my car and driving off."

Michelle

"The guard at the station kicked everyone out of the waiting area and switched out the lights as his shift had finished. My friend had to wait 20 minutes for her train, another woman was going to be by herself for another 30 minutes."

Jenni

"I had to wait over half an hour on my own at the bus station after working late."

Yasmin

"There have been car jackings in the staff car park of cars belonging to women and disabled staff. The company only acted when the same happened to a customer who was stabbed in the thigh."

Margaret

"The problems with buses are their frequency and where the bus stops are as they're often in dimly lit areas or they're surrounded by trees. Employers have a duty of care to get you to work, but not to get you home again. They won't get you a taxi home if you work in the retail industry, even if you're asked to work late, unlike the catering/nightclub industries."

Christine



"Knowing what time the buses are supposed to come would help. They don't have the real-time updated bus arrivals boards in Manchester that exist in London. Buses are far too infrequent and if one doesn't come you end up waiting for an hour."

Shamilla

"Car parks are frightening, they need to be better lit. Maybe there should be women only parking bays at nights. Employers should give you the opportunity to move your car if you have to work late."

Amanda

"Employers need to stick to opening times, especially when doing otherwise leaves women waiting in the street feeling very vulnerable, very early in the morning."

Fran

"In some areas you don't feel safe even driving, you know not to even drive there at night."

Joanne

"Being alone in a carriage worries me and on a bus once three lads behind me were kicking the seat, swearing and spitting. I felt really intimidated."

Maureen



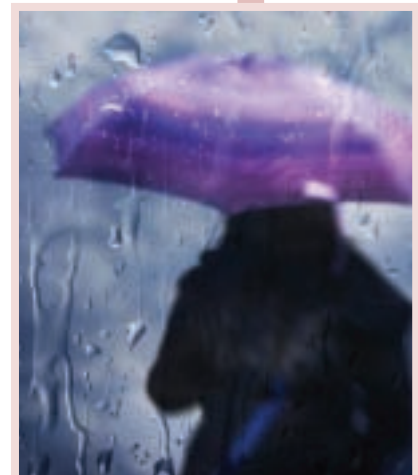
A number of organisations now offer advice to women to help them stay safe when travelling. Much of this guidance is very helpful and later on in this statement you can read more about staying safe when out and about.

However, Usdaw is absolutely clear that the responsibility for making sure women can travel to and from work safely lies with employers, local authorities and transport providers. Women need to be aware of how they can help themselves but we need collective solutions to the problem of women's safety.

If an employer decides to make sure shifts finish in time for women to get the last bus home, this is a much better way to improve women's safety than, for instance, giving women a personal attack alarm to carry.

Transport providers also need to take action to help make women's journeys more secure. Relatively straightforward measures such as improved lighting, clean and well kept bus stops, stations and platforms, together with up-to-date travel information can all make a significant difference to the way women feel about their journeys.

Ultimately we will only make a difference to our members' lives if we work in partnership with employers and the Government to make workplace premises and travelling environments safe.



Section 2: Organising the Workplace

The link between women's journeys to and from work and an organised workplace

Using the issue of women's journeys to and from work can help organise the workplace.

This section sets out how reps can make the link between good workplace organisation and women's travel to and from work.

Key to organising the workplace is for reps to understand the issues; finding out more about the difficulties women are having getting to and from work is the place to start.

Talking to women about this issue will help members understand their rights. For example, if hours of work are causing women problems getting to and from work, then reps can let members know about their options to negotiate different hours at work, ie using the right to request flexible working (if the member is eligible). An organised workplace is a workplace where reps and members have a good grasp of workplace and employment rights.

As well as raising the profile of the issue, encouraging members to take up the issue themselves is a good way of involving them. It helps to show that it isn't only Usdaw reps that can take up and tackle issues but the whole workforce can get involved.

Finally, taking up the issue of women's travel to and from work demonstrates to members and non-members that the Union is tackling problems that matter to women. Making a positive difference to members' lives as well as supporting members when things go wrong is an essential part of organising the workplace. It all helps to demonstrate that we are relevant and in touch with what is happening both in the workplace and in members' lives which in turn helps to sharpen our appeal. Making sure there are high levels of Usdaw membership in the workplace makes it possible for the Union to win for members.

Raise the profile of the issue and the Union

You might want to answer the following questions at your next reps meeting. This will help you get to grips with the issue of women's journeys to and from work:

- How are women members in your workplace getting to and from work? Who is driving? Who is using public transport? Who is walking?
- Do women feel unsafe? Are they concerned about their personal security when they are travelling? Why is this?
- Are hours of work causing problems with travel arrangements?
- Do members know about their rights to have a say in the hours they work?
- If members have a problem do they know who to approach to report it? They can report it to you, their Usdaw rep, to the company if it concerns security issues in work or on work premises or the local authority or transport provider if it concerns security on transport or in the community.
- How are you going to raise the issue of women's journeys to and from work in your workplace?
- Are women members aware of the personal safety guidance in section 3 of this statement? The guidance suggests practical steps women can take to stay and feel safe when out and about.

You might want to raise awareness of the issue with reps and activists in your workplace by running the quiz on pages 10 and 11 at your next meeting. This is an easy way to get reps to start thinking about the issue.

Engage with members and non-members around the issue

One of the simplest ways to engage with members and non-members is to survey your workplace.

The survey might show that there are issues at your workplace for women travelling to and from work that you did not know about. As well as a good way of helping you to learn more about women's journeys to work, the survey will also help to raise awareness that Usdaw is taking up issues that are important to women members.

Whilst this statement is focused on women's journeys to and from work for reasons explained by the General Secretary in his introduction, the Union wants to hear from men too. Men may have views on what action the Union might take to help make women's journeys to and from work safer. Men will also know of women who feel unsafe or vulnerable travelling to and from work. Do not be afraid to use this survey to approach all members and non-members in your workplace.

Remember, the best way to carry out the survey is to approach people one-to-one and for you to ask the questions and fill in the form yourself. This way you make sure the survey is filled in and you can also answer any questions the person might have. Also, if the person is not a Union member you can spend some time talking to them about the benefits of joining Usdaw.



On pages 12 and 13 you will find a short survey you can use to find out more about women's journeys to and from work and will help when talking to colleagues in your workplace.

It might be helpful to start by discussing at your reps meeting how best to approach members and non-members and also how to take the findings to management, Usdaw or any other person who needs to know about the issues, such as a local MP.

Take up issues and win for members

Once you have completed your survey look at what you have found out. Are women feeling unsafe travelling to and from work or not? Is the problem something your employer can do something about? Is it a problem that they need to raise with the local council (such as street lighting) or with a public transport provider? Think about the issues that have been raised and how you can take these up.

Usdaw also needs to see your surveys so that we make sure the campaign develops in the right direction and prioritises the issues that matter most to members at work. Please don't forget to send your surveys to Usdaw once you have finished with them. You can post them back in an envelope without a stamp to:

**Equalities Section
Usdaw
FREEPOST NAT 19525
Manchester
M14 7DJ**

Remember, members join the Union so that they can get help solving problems. This survey should help you to identify what the problems are. If the problems are work-related, the survey gives you evidence to take to management. If the problems are not work-related you might not be able to help but you can point members in the direction of a company or organisation that can. At the end of this statement you will find a list of useful contacts.

Women workers and safe journeys to and from work quiz

1. Surveys show that most men feel safe when using public transport.

True False

2. What percentage of women say they do not feel safe when using public transport?

20% 48% 57% 71%

3. A recent survey by Transport for London found that on average there were 10 sexual attacks on women each month by drivers of illegal cabs.

True False

4. Women make more bus journeys than men. The majority of bus journeys made by women are at what times of day?

(a) Journeys to school in the morning. (c) At night and in the evening when returning from or going to work.
(b) During the day to go to the shops. (d) Late at night when coming home from a night out.

5. Which of the following is the main reason women give for not using buses more often?

(a) Worries about personal safety when on the bus. (d) Worries about waiting in the bus station or at bus stops.
(b) Cost of bus travel. (e) Worries about the walk home from the bus stop at night.
(c) Unreliability of bus services.

6. In a recent Government survey, what proportion of women felt unsafe waiting for a bus after dark?

24% 35% 53% 84%

7. Today women are just as likely to hold a valid UK driving licence as men.

True False

8. Which **one** of the following ‘tips’ might best help women to maximise their safety when travelling by train or tube at night
- (a) Only travel by taxi.
- (b) Take a course in self-defence before going out at night so you know how to handle yourself.
- (c) Properly plan the journey, checking departure and arrival times.
- (d) Choose an empty carriage or one with very few passengers.
9. On an empty bus, you should try to sit ...
- (a) At the back away from any trouble getting on the bus.
- (b) At the front near the driver.
- (c) Near the exit.
10. You are on a train and someone sits next to you who makes you feel uneasy. Should you ...
- (a) Keep your head down and stay quiet so you do not aggravate them.
- (b) Stand up and move to another seat.
- (c) Ask them to move to another seat.
11. If you are walking home alone at night it is a good idea to use your mobile phone to call someone at home so that you feel more comfortable and they know you are safe.
- True False
12. If you are being threatened or are in danger and need assistance quickly, what is the best thing to shout?
- (a) Help! (b) Fire! (c) Call the police!

Women workers and safe journeys to and from work – quiz answers

1. True
2. 57%
3. True
4. (c)
5. (a)
6. 53%
7. False – Just over half (57%) hold a licence compared to 81% of men.
8. (c)
9. (b) – Sit near the driver so that help is nearby if needed.
10. (b) – Trust your instincts. If you are uncomfortable about someone then move away from them and towards other people.
11. False – Although it might make you feel safer, it doesn't in fact it can make you less safe. Chatting on your phone will distract you from your surroundings and you are less likely to see or hear danger approaching.
12. When shouting for help it is best to try to give a specific instruction to anyone that will hear you, like 'call the police'. People are more likely to respond to specific commands and take them seriously.

Women workers and safe journeys to and from work survey

I wonder if you could help me by answering a few questions? It will only take a few minutes of your time.

Employer Name: _____

Workplace: _____

Location: _____

1. Are you?

Male Female

2. Which age group are you?

16-24 25-39 40-59 60+

3. How do you usually travel to and from work?

Bus Train Car Walk

Other

4. On a scale of 1-5, how safe do you feel when travelling to and from work? Please circle as appropriate.
(1 = very unsafe and 5 = very safe)

1 **2** **3** **4** **5**

5. Which of the following concerns do you have about your journey to and from work? (tick all that apply)

Walking across a dark car park.

Not being able to park near to your place of work.

Problems getting away from work in time to catch the last bus/train home.

Waiting for your bus/train in an area where you do not feel safe.

Travelling by bus/train when it is dark.

Driving alone at night.

Personal safety when walking in the dark.

Other (please specify) _____

6. What action would you like to see taken to make women's journeys to and from work safer?

7. At what time of the day or night do you travel to and from work?

	Midnight – 4.00 am	4.00 am – 8.00 am	8.00 am – 12 noon	12 noon – 4.00 pm	4.00 pm – 8.00 pm	8.00 pm – Midnight
To work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
From work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Tell us more in the space below about your experience of getting to and from work?

9. Do you have any examples of where Usdaw members, reps or your company have done something to make travelling to and from work easier?

10. Are you a member of Usdaw?

YES NO

11. If not, would you like to join?

YES NO

Remember to return your completed surveys to: **Equalities Section**
Udaw
FREEPOST NAT 19525
Manchester
M14 6DJ

Section 3: Staying Safe

This section offers practical advice and guidance to women on staying safe when travelling to and from work.

It is worth reminding ourselves that travelling by bus, train or tram in the UK is still very safe. According to the Department for Transport some six billion journeys are made by bus, coach or train each year and yet actual incidences of crime against passengers is rare.

However, we know from talking to women members that it doesn't always feel safe and that is an important difference. When we feel unsafe we limit what we do and where we go. All women members we have heard from so far have said they factor personal safety into many of their everyday routine decisions. For example, how to get to and from work, where to go in the evening and how to get there and also whether to respond if spoken to by strangers or ignore them.

Research shows that men are less likely to feel at risk and the decisions and choices they make are less likely to be restricted by fears or concerns over their personal safety.

Often it is not the actual journey that causes women to feel unsafe but rather it's the walk to and from the bus stop or the train station. It is not always fear of personal attack either that worries women when making their journeys to and from work but the anti-social behaviour of other people that they find intimidating. Women have told us that graffiti, badly lit stations and walkways and the fact that so many stations are unstaffed or in isolated, out of the way places add to their feelings of insecurity and vulnerability.

The experience of Black women and disabled women

Not all women experience the same problems or express the same concerns about travelling to and from work using public transport.

Whilst there are many common areas of concern amongst women public transport users, Black, Asian and disabled women tend to be more at risk and feel less safe than any other groups of passengers when travelling outside the home.

Statistics show that Black and Asian passengers are more likely to use public transport than any other group. They are also significantly more likely to be victims of crime or anti-social behaviour when using public transport than white passengers, according to a substantive survey carried out by the Department for Transport in 2003. Over a quarter of Black and Asian respondents had experienced crime or anti-social behaviour whilst using public transport and another quarter had witnessed at least one incident. The same survey found that Black and Asian passengers are far less likely to report incidents to the police than white passengers.

Black and Asian women's experience of using public transport and their assessment of risks to their own personal safety is not surprisingly informed by their wider experience of racial harassment. The same survey conducted by the Department for Transport found that Black and Asian passengers are almost 20 times more likely to be racially harassed than white people. 16% of Asian people and 14% of Black respondents to the survey had experienced racial harassment whilst making their journeys compared to just 1% of white respondents.

The risks for Black and Asian women and their perception of risk to their own personal safety is therefore heightened by the real and ever present threat of racial harassment. The colour of their skin makes them a visible target for racism. They report experiencing racial harassment and feeling threatened and intimidated not just by the behaviour and actions of other transport users but by other passers by, car drivers and transport staff as well.

Issues for disabled passengers are similar. Disabled people are more likely to use public transport than the general population and journeys by bus are the most common form of travel for many disabled people. Disabled people report being bullied by other passengers and being on the receiving end of unhelpful and hurtful comments by transport staff.

Access to platforms for disabled passengers using trains is usually less secure, less well lit and more isolated than for others. Disabled people with a visible disability also report feeling more vulnerable to attack and abuse, particularly after dark.

Personal safety tips

Whilst many of these things are outside our control, there are a number of very practical steps women can take to help them stay safe and feel safe when making their journeys to and from work.

The following tips have been reproduced from guidance available to download from the Suzy Lamplugh Trust website to be found at <http://www.suzylamplugh.org/personal-safety>.

Travelling by bus, tram or train

- Know where you are going and which stop you need. Check departure times, especially of last buses or trains.
- Try and have your ticket, pass or change ready in your hand so your purse or wallet is out of sight.
- If travelling at night or in an unfamiliar area, try and arrange for someone to meet you at the bus stop or train station. Otherwise try to walk near other people with whom you feel safe, and walk purposefully to your destination.
- If possible, wait for a bus, tram or train in a well-lit place near other people.
- Carry extra money in case you get stranded and need to take another bus, train or cab.
- If you're concerned about your safety on a bus, sit close to the driver.
- On trains avoid compartments which have no access to corridors or other parts of the train. Try to sit with other people and avoid empty carriages.
- If you feel uneasy, it makes sense to move to another seat or carriage or get off at the next stop if you know the area.
- If you feel threatened on public transport make as much noise as possible to attract the attention of the driver or guard.

Taxis and minicabs

- Always use a taxi or licensed minicab.
- Taxis (Hackney Carriages) can be hailed in the street. They look like purpose-built taxis or black cabs and have an illuminated taxi sign on the roof.
- Licensed minicabs cannot be hailed in the street. They must be pre-booked. The driver should have ID and the vehicle will have some sort of license displayed on it.
- Cars cruising the streets looking for customers are illegal, uninsured and potentially very dangerous.
- Carry the telephone number of a trusted, licensed company with you.
- If possible, book a taxi or minicab in advance. Ask for the driver's name, as well as the make and colour of the car.
- Confirm the driver's details when they arrive. Is it the taxi or minicab you ordered?
- If you are ordering a cab from a public place, try not to let people overhear your name and address – anyone could pretend to be your cab.
- Always try to sit in the back of the car and if you chat to the driver, be careful not to give out any personal details.

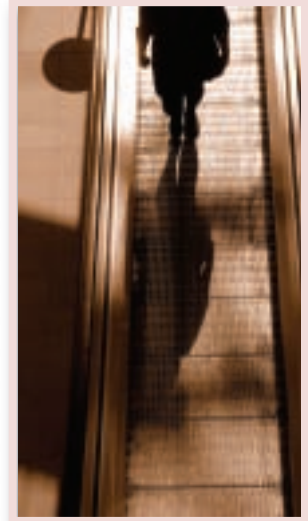
If you feel threatened:

- Remember to trust your instincts. If you are at all worried, ask the driver to stop in a busy area and get out of the car.
- If the driver refuses to stop, use a mobile (if you have one) to call the police and alert other drivers and pedestrians by waving or calling out the window.



Walking to and from the bus stop/train station

- Think about the route and where you could go if you felt threatened. The best idea is to head for a public place where you know there will be other people, eg a garage or shop.
- Try to use well-lit, busy streets and avoid danger spots like quiet or badly lit alleyways, subways or isolated car parks.
- Avoid passing stationary cars with their engines running and people sitting in them.
- Try to keep both hands free and don't walk with your hands in your pockets.
- Walk facing oncoming traffic to avoid curb crawlers.
- Keep your mind on your surroundings. Remember, if you are wearing a personal stereo or chatting on your mobile phone, you will not hear trouble approaching.
- If you think you are being followed, trust your instincts and take action. As confidently as you can cross the road, whilst turning to look to see who is behind you. If you are still being followed, keep moving. Make for a busy area and tell people what is happening. If necessary, call the police.
- Never accept a lift with a stranger or someone you don't know very well even if you are cold, tired or it is very late.
- Consider carrying a personal safety alarm, which can be used to shock and disorientate an attacker giving you vital seconds to get away.



Section 4: Where Next?

It is clear there are no quick wins or straightforward solutions to the complicated problem of women's safety on their journeys to and from work. We also need to accept that the Union's role in creating safer journeys is necessarily limited. Neither the Union nor Usdaw reps can be responsible for our members' safety throughout the entire length of their journeys to and from work. There are some things we can hope to influence and change for the better and there are others that we will need to look to the Government, local authorities and the police to tackle.

This section explains how reps can get involved in the campaign beyond ADM and how we intend to roll the campaign out nationally and divisionally throughout 2010.

It also has contact details of useful organisations outside of Usdaw that reps can direct members to if and when they need to.

Action for reps in divisions

This Executive Council Statement is different to past statements dealing with equality issues. This is because normally the statement has a campaign action plan and a toolkit for reps. This time around we want to hear from you before drafting the reps action plan and toolkit. We want you to tell us what the issues are for women on their journeys to and from work and what action you would like to see taken to make them safer.

There is more later on in this section about how the Union sees the campaign panning out over the course of 2010 but in the meantime this is what we are asking activists to do.

The starting point, as with any Usdaw campaign, is to raise awareness of the issue and get together real evidence of exactly what and where the problems are. We need to find out more about women's journeys to and from work. We need to know what makes women feel unsafe and vulnerable. Is it travelling on public transport or is it travelling at night? Is it entering or leaving the workplace when only a few colleagues are about or is it a poorly lit or isolated car park or train platform?

The survey in this statement will help us to do this. Reps can make a really important contribution to the campaign by talking to as many members and non-members as they can about their travel to and from work. Reps can photocopy the survey in this statement or contact the Equalities Section at Central Office for copies.



We have also set up a dedicated email address – womensjourneys@usdaw.org.uk – that reps and members can use to send us their stories.

This is a good way for you to tell us about your experiences but also to tell us what action you would like to see the Union take to help make women's journeys to and from work safer.

Reps and members may also want to raise this issue at branch meetings. We also know that divisional equalities forum activists have made gathering evidence a priority for their work in 2010. This issue is a way of reaching out to newer members and getting women members more active and involved in the Union. It helps to show that we are in touch with the issues that matter to women members.

We are also looking at ways in which we can raise awareness of the issue at divisional conferences and federation schools.

Getting our facts right and knowing what the issues actually are not only helps make sure we get the campaign off on the right foot but it will help to shape our campaign materials in 2010 and our priorities in terms of the Union's negotiations with the Government and employers.

Beyond ADM 2010

Once we have the survey data back we aim to set the campaign in motion by doing a number of things. The following action points are not set in stone. We want to hear from you about the action you think Usdaw should be taking and what you think reps can do to raise the profile of the issue in workplaces and help make women's journeys to and from work safer. Your ideas and views will help the Union shape the future of the campaign:

- Publish a leaflet and poster raising awareness of the campaign and offering support to reps and members on this issue.
- Publish guidance for reps outlining our workplace campaigning priorities. This will set out the Union's negotiating priorities – arguments reps can use to win for members on this issue and examples of early successes.
- Identify steps the Government and local Government can take to address this issue. We expect the Government to publish a new strategy promoting women's safety in public spaces, including plans for safer public transport in the Spring of 2010.



Useful Contacts

British Transport Police

The national police force for the railways. They provide a policing service for rail operators, passengers and staff throughout England, Scotland and Wales.

Report a crime on: 0800 40 50 40

Always ring 999 in an emergency

Website: <http://www.btp.police.uk>

Direct Gov – Local Crime and Justice

A Government website giving crime and justice contacts and information for your local area. Gives contact information on local neighbourhood policing teams plus how to report anti-social behaviour in your local area.

Website: <http://localcrime.direct.gov.uk>

Direct Gov – Reporting ‘environmental’ problems to your local authority

A Government website that allows you to connect directly to your council to report a problem with street lighting.

Website: http://www.direct.gov.uk/en/HomeAndCommunity/WhereYouLive/RoadsAndStreets/DG_10026193

The Health & Safety Executive

The Health & Safety Executive enforces health and safety legislation. It is their job to protect risks to health and safety arising out of workplace activities.

Tel: 0845 345 0055

Website: <http://www.hse.gov.uk>

The Suzy Lamplugh Trust

A national registered charity dedicated to providing everyone with practical support and personal safety guidance needed to reduce their fear of crime and develop practical strategies for avoiding or reducing the risk of crime and violence.

Tel: 020 7091 0014

Website: <http://www.suzylamplugh.org>

Victim Support

Anyone affected by crime can contact Victim Support for help. It doesn't matter whether you have reported the crime to the police or whether it happened a long time ago.

Tel: 0845 30 30 900

Website: <http://www.victimsupport.org.uk>

Improving workers' lives – Winning for members

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