**Alliance for Finance**

**Agenda for Executive Committee meeting Wednesday 7 December 2022**

**Meeting via TEAMs, 1.30 – 4.30pm**

Present

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| Nick Caton, Chair, Community UnionStephanie Jones, PCRFAnia Lomax, Aegis the UnionFiona Steele, Treasurer, Aegis the UnionGerry Moloney, Advance Union | Caroline Taylor, Honorary memberDave Matthews, Accord the UnionChris Roberts, SantanderKevin Watts, SecretaryFrank Needham, Honorary member |

Apologies

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|  | **ITEM** | **ACTION** |
| 11.30 – 1.35 | **Welcome to the meeting****Sign off of notes of last meeting** – 28.9.22 | NCKW/ All |
| 21.35 – 1.55 | **Updates from Chair, Treasurer & Secretary****Treasurers report for December – FS*** Subscriptions update, one still unpaid

**Sub Group updates:*** Operational Sub Group – action notes issued with agenda – KW
* Newsletter – next issue - NC
* Website – update – NC and SJ

**Consultation returns by AFF update*** See also *‘not covered in today’s meeting*, *lobbying and consultation’,* at end of this agenda
* Pension Survey drafted
* Trans gender survey suggested by Mike Calvert, Royal London Group
* Green Survey, sponsored by Tim Rose, NGSU, under discussion
 | NC/ FS/ KW |
| 3.1.55 – 2.25 | **New Alliance for Finance Executive Committee Constitution****NC to circulate final version in advance of meeting**Purpose of item is to formally adopt the new Constitution after hearing any final comments from the EC.Actions from last meeting* Potential member liability/ professional indemnity insurance for EC members – **Action: NC & FS to implement**
* **Action** NC agreed to speak with the EC member and the Affiliate organisation about the implications of the attendance requirement rule change and use of deputy EC members.
* AFF dissolution –NC happy to include a further Building Societies charity, but could not find an equivalent charity. Please suggest a charity before the rules are confirmed, or we go just with the two decided - **Action All**
 | NCAllNC/ FSNCAll |
| 42.25 – 2.55 | **Diversity and Inclusion of the Alliance for Finance****NC to circulate final version of AFF D&I action plan in advance of meeting**Purpose of item is to formally adopt the new Constitution after hearing any final comments from the EC.Review of our aims from 2021/22 & last 6 months actionsAFF – we are asking ourselves key questions as an organisation representing thousands of members through our affiliates, both ourselves as an entity and also where we influence numerous organisations, employee bodies and trade unions.**Practical**Future recruiting to the Exec Committee, what are we doing?Widening the invites to Exec Cmte meetings, rotating etc or seat for an equality member - NC* Recruitment to Executive Committee of an Inclusion and Diversity role. This role may even be time limited, could include a young person/ someone with an equality leaning/ be rotated/ time limited/ shared. Replacement for EB needed – **Action: NC/ AL**
* I & D Inclusion Panel has value and is worth more effort when resources allow, to recruit people from Affiliates to assist, input and add value to AFF initiatives and communications – **Action NC** when resources allow

**Strategic**What are the questions we need to ask?What should be our key priorities? How are our organisations fulfilling their duties?What would good look like?D&I (or I&D) in relation to AFF, our statement, our rules | NCAllNC/ AllNC/ ALNC |
|  | **Break**  |  |
| 53.05 – 3.25 | **Learning Calendar for 2023**Attached – Draft version of the learning calendar and meeting structure for 2023Purpose of item to set out 2023 calendar and sign off**Future events*** Cost of Living and Hardship - **Action** : All EC members were asked for speaker suggestions for these events to CT. For Cost of Living, possibly Unions 21, STUC, Phoenix, Ged from Accord, Brendan Barber etc.
* Green agenda in the finance sector – sponsored by NGSU, (Tim Rose and Matt Stanley). Drafting advance survey for issue early in New Year and event March/ April 23. Black Mountain College, Portsmouth masters student, STUC Environment person, Zurich and other ideas.
* Direct Contributions Pensions seminar. STUC lined up. FS raised topic of Collective DC scheme, CWU/ Post office first in UK, common in EU. AFF members will want access to information. Are employee bodies savvy enough and promoting best way to benefit from DC schemes? How do we influence employers to prepare our members in the best possible way?
* Abusive relationships/ domestic abuse – work place policies, support organisations, latest thinking. CT and AL would take forward
* Baby loss, still birth and miscarriage – employer support – Donna Wayman, Zurich possible speaker
* Progress Together – socio-economic progress in organisations in the Finance Sector. AMS on Linked in, Work experience, school outreach etc. See also item 9.
* Handling Conflict at Work – legal view and TU expertise
* Past ideas in the cupboard: Scottish Independence, Role of business performance in consultation - what employee bodies can ask for, how this works in different organisations, Shareholder value is most important thing to a financial company, (true/ false, why is it so important?)

EC member feedback on the recent two events – Hybrid Working II and Morrish employment Law. | CTAllAll |
| 63.25 – 3.35 | **Actions/ matters arising from previous meetings****21.4.21 meeting**All – Website update, i) everyone a biog and photo for the site**Please can those outstanding send these to NC by the meeting, its important EC membership is visible to subscribers not on the EC and this is a requirement of membership of the EC****13.7.22**NC to update on discussion with Brendan Barber and FSCB | NCThose out- standingNC |
| 73.35 – 3.55 | **Consultation, Lobbying, Influence****Prioritised for this December meeting**All EC members were asked at the last meeting to contemplate this AFF key role, how are we performing, what would success look like and how would we achieve that? - Action AllNo requests for returns for several meetings now. If this is a key role it needs fresh consideration. What is AFF’s role with regard to lobbying and giving consultation responses. Some success with Building Societies Assoc, what else?ContextFew requests last year and a priority this year remains building links with organisations like BSA so even with our new (non TU status), our views are sought and we are active in giving a view. **Please can all members again come up with ideas and press forward having AFF receive consultation requests, for discussion at the next meeting**. - **Action All** | AllAll |
| 83.55 – 4.05 | **Governance*** NC seeking more specialist input from Community TU, Dave Fiddler on AFF’s obligations as an entity **– Action NC**
* EC member secure site on website to launch with new rules – target December 2022 **– Action NC**
* 2023 elections for Executive Committee members. i) NC to explain process and timeline (to new people and under new constitution), wishing to stand for the next 2 years tenure. ii) Request information from those intending to stand and if anyone proposing to stand down. iii) Secretary role.
 | NCNCNC |
| 94.05 – 4.15 | **Member items – from Caroline Taylor**See link, CT wishes to discuss member views on this, it links to items 5 Learning Calendar & 8 Consultation, Lobbying, Influence.Organisation: Progress Together, which is working on socio economic diversity in the finance sector, specifically in higher levels, retention, progressing talent - About Progress Together Link – (copy and paste link into your browser) - https://www.progresstogether.co.uk/about/Proposal that AFF become a Progress Together sponsor. There is no charge. AFF would be agreeing to highlight it on our website, to our members. Progress Together would offer to do seminars on their work / speak at any events where useful. See also Learning Calendar item.CT believes this would be good exposure for the Alliance, as we would also be advertised to a number of other finance organisations too. | CTAll action to look at website |
| 114.15 – 4.20 | **Next meeting*** Items for future meetings – please bring suggestions
* Next meetings – KW to propose meeting dates, please bring diaries to meeting
 | AllAll |
| 124.20 – 4.30 | **Any Other Business** | All |

Will not covered at today’s meeting

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| i | **Imagery -** Website Sub Group presented four new logo options, an attempt to refresh and update the website and email look. All members gave their thoughts. Absent members have until 9 May, noon to input their thoughts. Overall trends were clear lettering and image, liking of blue and black together, SJ & NC to check out preferred images, (links or ‘rainbow loudhailers’), didn’t connect AFF inappropriately with another organisation using the same imagery. Agreed SJ and NC to take forward and share final recommendation by email, target end of June. **Action SJ/ NC**  | SJ/ NC |
| ii | **Building our membership base**All agreed that this was slow, but valuable work. The latest list included:LV – **CT to reach out again as the landscape had changed.**Leek United – no longer pursingBank of Ireland – linked to FSU, not in Britain and not of interest to us.Affinity TU – no longer pursingEndsleigh – made attempts, no longer pursuingVisa Europe – no longer pursingJane Lewis, Unite – **NC to set up a meeting in 2022**Building Societies - Newbury Building Society mentioned. Can we link through West Brom/ other building societies to other UK Building Societies. AL was asked for her ideas on how to pursue this, perhaps BSA issuing an AFF communication. **Action AL**Action SJ and DM to consider their connections and linksAction: NC to take the opportunity, when time is right to ask Tim Rose of other organisations he might suggest, could be interested | NCALDM/ SJNC |

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| **Proposed standing agenda items** |
| Welcome to meeting – NCSign off of notes of last meeting – KW/ AllActions/ matters arising from last meeting – KW/ AllUpdates from Chair, Treasurer and Secretary – NC/ FS/ KWSub Group updates – Finance Sub Group – FS, including 2020/21 AR21Consultation returns by AFF update – KWDiversity and Inclusion Learning CalendarMember ItemsCommunications – newsletter, websiteNext meeting – calendar of meetings – KW. Member agenda items – All |
| **Proposed topics for next meeting** |
| Building our membership base – All/ led by NCLobbyingGovernance - NC |
| **Future items** |
| Live feedback - KW |