

Address:  
Independent Workers Union  
of Great Britain,  
St Margaret's House,  
Room 1, 15 Old Ford Road,  
London, E2 9PJ

Email:  
office@iwgb.org.uk

# Independent Workers Union of Great Britain



## **Glasgow City Council: collective complaint**

Dear Chief Executive Annemarie O'Donnell,

In the February budget the following amendment was passed by the full council:

*“Council also values the contribution of Glasgow’s foster and kinship carers and asks the HSCP to increase their allowances by 10% from April 2022, to restore annual inflation-based increases going forwards; and to recognise foster carers’ legal right to trade union representation. Council also asks the HSCP to consider the matter before the end of the current financial year.”*

This amendment followed a campaign from Glasgow’s foster carers to end a decade long pay freeze, address the many difficulties we face as workers for the City Council, and to create a fairer system for foster carers and the young people in our care. Our campaign was widely supported by the Glasgow community and their elected representatives and gained national attention.

On Wednesday the 23rd of March the HSCP failed to meet the expectations set by the council and rejected our application for trade union recognition outright, without entering into any form of negotiations or discussion. Glasgow’s foster carers currently have no collective representation within the council. We are locked out of every space in which decisions are made about our futures. We are asking for a voice - through our democratic right to trade union recognition - and we are being denied this.

The council has also failed to introduce the promised 10% increase in child allowances for all foster and kinship carers. Only carers with children under 10 year of age have received an increase - and for most this was below 10%. Considering April’s RPI inflation was 11.1% - this means that the third and final promise of the council to *‘restore annual inflation-based increases going forwards’* has also been betrayed. Rather than get even a partial restoration of the 24% real terms cut to child’s allowances, the HSCP has effectively enforced a real-terms pay cut of 11.1% for many of Glasgow’s Foster Carers.

The actions of a small number of officials within the HSCP’s have prohibited the carrying out of the council's wishes, taken money away from some of the most vulnerable young people

in Glasgow, and impinged on foster carers' right to collectively advocate over their terms and conditions through a trade union recognition agreement.

### ***Formal complaint***

*This letter constitutes a collective, formal complaint to Chief Executive Annemarie O'Donnell. The decision taken by the full council has not been enacted. We ask that you use the powers granted to you to respect and immediately enact the decisions made by the full council, including:*

- 1) To immediately enter into negotiations to recognise foster carers' legal right to trade union representation, as democratically decided by the full council;**
- 2) An immediate 10% increase in the child's allowance for all foster and kinship carers;**
- 3) A commitment to restore annual inflation-based increases going forwards.**

Due to the current pressure placed on foster carers by the ongoing pay freeze and worsening cost of living crisis, we ask that this is resolved as soon as possible and you reply to our letter by

Signed, Glasgow's Families for Children foster care workers: