

24 June 1985 HC and GW

HC told GW that he was absolutely disgusted with Gates' behaviour to BW at the 22nd May meeting. He said that he went straight to management to make his feelings known. The minutes of the 12th March meeting was also raised. HC said that BW and student discontent was an item on the meeting agenda but was not discussed, therefore, no one expressed any dissatisfaction about BW

1 July 1985: Gil Butchere and Bis Weaver

GB told BW she was going to "ensure that the union's policy on sexual harassment was not just a paper commitment" and that "the enquiry was fair and not rigged." She did not elaborate on how the enquiry would be rigged

September 1985: GW and Najma Hafeez. (recorded by GW)

NH asked about BW's problems and what she could do to help.

I (GW) said it was being dealt with in NATFHE but she could keep her eye on it through NATFHE.

I asked her to do this because he knew she was in a Labour Party ward (Moseley) as were several other Birmingham Liaison Committee officers, including Mackney. I thought that if NH began to ask a few questions they (liaison officers) might see the need to ensure the complaint was dealt with properly.

Dec 1985 A Branch Officer told BW that the branch is concerned about the number of letters sent out. "The letters were causing concern in the union and although the union dog was only barking at the moment it could bite."

BW I have a right to set the record straight about Day' enquiry. Is this a threat?

BOff No only advice

Dec 1985 BW and HC in discussion when Richard Downey entered (recorded by BW)

Bis said to Downey to ask HC what Gates had said to her in the May meeting

HC told Downey that it was true that Gates had told Bis to take her fucking finger out

BW told Downey of the treatment that she had received (This was not the first time that Downey had been given this information)

Downey said that "It has to be put into context" Downey then said that Alan Day was useless, he has made a mess of a lot of cases, it's not just yours

BW said: "Why did you recommend him to investigate my complaint if you knew he was useless?" Nothing was said by Downey

December 1985 Outer London Conference

Several speakers spoke about the inadequacy of NATFHE's procedures for dealing with complaints from Black people and ethnic minorities.

BW spoke about the imposition placed on complainants by having to sign away rights under Rule 24. Muff Sourani, guest speaker, made the point that NATFHE should look at Rule 24

BW spoke to Brian Pinto about her complaint and he asked her to send details to him. BW spoke to a HO official (Stephen Crane) about writing to Dawson about her complaint. He said it would probably lie on his desk for weeks before he did anything.

11th January 1986: After BW's letter to Doughty (10th January) Doughty phoned to say that he would provide information. RD said only Mackney and Gates of the Birmingham Liaison Committee spoke to Day on 15 June 1985 to his knowledge.

They were not officially acting on behalf of the liaison committee.

10 February 1986 Meeting CS Mgt, BW & JP & Hartland

Prior to this meeting several students had asked for the inclusion of literature on the Access Business Studies course. BW (coordinator) & SMC of Access, and the appropriate tutor of English and English Head of Dept had agreed for this to be included.

Hartland, who was a tutor of business studies module on the course had approached me (BW) and said that the students had said to him that they didn't want literature.

BW explained that the students had requested it and as it was more appropriate to their studies it was decided to put it on.

At a meeting called to deal with this, on the 10th February, Hartland claimed that the students' studies had been changed and he knew nothing about it. I (BW) said he was informed. Hartland said he was not. I then gave details of the conversation I had with Hartland.

Comment: History was repeating itself with this newcomer to the Business Studies provision albeit in a lukewarm form

27 February 1986

KMc (SWP) approached BW to ask her to propose a motion at the next branch meeting opposing the appointments of security guards in the college. He thought it would have a stronger impact if it came from a Black member of staff.

BW asked if he had voted for her in the recent election for delegates to the Bh L C.

KMc said he had not

BW thought it rich that a Black voice on the BhLC did not figure in his programme but a Black voice in the Branch to oppose security guards did. Black people had their uses.

29 April 1986: BW telephoned Triesman. (recorded by BW)

Triesman was out. BW left him a message to call Mrs Weaver on home number.

30 April 1986: Triesman phoned BW.

Triesman welcomed the opportunity to speak to BW

BW: I am at home on sick leave and speaking to him while I am flat on my back having had a bad disk for some months.

Triesman sympathised with my back problem because he also suffers from a bad back.

I thanked him for calling and explained that I called him the day before because in my sick bed I had received information that the Branch Committee had met and voted on the issue concerning my correspondence requesting information from Branch Committee members and that at that meeting held on the 28th April I was not represented and no one spoke on my behalf and I was not even informed that there was going to be a special meeting to discuss some of my letters. I explained that Gates was at the meeting in his capacity as a branch officer and had spoken specifically to state to the committee members that I had rejected the report produced by the regional official. He also voted on the issue.

Triesman said that he would come to the Branch and that I (BW) should take out a Rule 8

Triesman informed me that Gates had not been elected to the national council.

11th May Conversation KS and GW/BW re: WMARC meeting on the 7th May 1986

BW said she was not informed of the meeting and she had asked Bob Carter to raise the issue of a complaint against Day as she was seeking support for this complaint. BW asked KS to raise the issue at the ARNP.

KS said one of the women members of the regional council had told him steps were being taken to move BW out of Bournville College.
BW phoned Bob Carter but was unable to contact him.

17th May 1986 BW and Phil Murphy phone call (recorded by GW)

PM: I have received a statement (Pattinson's statement) Did you send it?

BW: no. (Explained background to the statement)

PM: I was told last year that the complaint had been dealt with and it was sorted.

BW: That was to keep you out of the picture.

PM: Why didn't you tell me

BW: I wanted to keep it in the union.

PM: This is too important to keep it in the union. I am going to bring it up in the Race Relations and Equal Opportunities Committee (Birmingham City Council) and get it minuted for action. Send me any information on it right away.

BW: There's plenty but don't approach anyone in NATFHE or they will think I have gone outside of NATFHE, which I have not.

22nd May 1986. Telephone conversations - BW & Robin Doughty; (written down by GW)

Re: discussion with Dhesi, Yates, BW & GW. Doughty said discussion was certainly confidential. I will be writing to BCFE to make that clear [discussion included in Pattinson's statement to the Branch]

The discussion was not actually discussed by the Birmingham Liaison Committee because Teresa Daly had been told by head office not to discuss it. Therefore, it hadn't come before the committee.

Re: Gates remarks on the appointment of LII at BCFE;

Doughty: it is a confidential matter and must remain confidential

BW: Can you confirm that it happened

RD: Yes.

Re: Gates' comments about GW & LI post

RD: Gates was asked to give a statement. He said nothing was meant by it but would not put it in writing. Lovejoy said to put it in writing. The only person backing Gates was Downey.

Re: BW's request to attend NATFHE Conference in Brighton

RD: You cannot go as a visitor because they throw people out

23rd May 1986: BW phoned head office to ask if she could go to the conference

Head Office phoned back to say yes. If she approached the reception at Brighton and said who she was she would be given admission

23 June 1986: BW & GW & B Lee

BL: Norman Cave asked me what the note (from BW) was about. I said I was going to see David M (the line manager). Norman then fetched Gates and Judith Parsons and in front of the class asked me what it was about. I said it was a general complaint about what was going on in the business studies (option) At no time did I say that Bis Weaver asked for any tutors names nor did I ever give or intend giving any tutors name. I felt that as a Black person I was being used against another Black person. I then decided not to bother seeing Millichip.

25 Jun 1986 BW & GW & KMcK

McK told BW & GW that there should be no sacking. His reasons were: (i) if there is racism, talk them out of it; (ii) we cannot act in a period of defeat (i.e. labour movement) (iii) other members of staff are not happy because they think they will have to be careful what they say in the future.

27 Jun 1986: From Sardul Dhesi. Gates, Pattinson & Downey had resigned from the Birmingham Liaison Committee. Lovejoy and Mick Barr socially boycotting Gates because of remarks that "Black woman might be chair of liaison next."

7 July 1986

Avtar Jouhl calling a meeting of the Afro-Caribbean and Asian councillors to discuss the BW case. Dhesi assigned by the IWA to approach NATFHE about it. Najma Hafeez delegated to bring it up in the council.

BW (member) explained that taking on Gates was taking on NATFHE because of his position and NATFHE needed to defend him

8 September 1986 GW & DP (NATFHE member)

DP: BW should never have taken it out of the union - whatever happens; use all the procedures

GW told him about the procedures used and the union would do nothing.

SP: Bis should have still kept it in the union

GW told BW and she went to speak to DP.

DP said that he could not support her now it is in the LEA

BW: Where was your support when I kept it in the union for 12 months.

DP said he did not know about it but then indicated that he knew Bis was suffering pressures.

DP then said that GW had become bitter and twisted in his old age; that Bis should telephone him to tell him about the issues; and that GW has become reactionary and the next logical step is to go to the Tories.

DP said that if BW withdraws the complaint from the LEA he will support her. He said that Triesman's advice was bad and Bis should not have taken it.

BW asked where was the alternative advice – the Left' was not interested.

GW said this is your excuse because where was he when BW struggling against these so-called anti-racists in the union.

DP said he did not know;

GW reminded him of a conversation outside the Australian Hostel in Hurst St in September 1985 when GW told him about Bis' difficulties with Gates.

DP (caught out) said that Gates is in the Communist party so there would be no action, if he was in the British Movement it would not be OK. It's different for Gates because he is a good trade union activist

BW said "am I not, I support and act in favour of the unions, miners and other causes.

11 September 1986 Re: Meetings at City Council; BW account

I was invited to join Olwen Cupid as two members of the Black community working in the City Education department in the delivery of the city's Equal Opportunities policy at the invitation of Kurshid Ahmed. Arrived at the council house at 11am, having attended the INSET programme arranged at MBC at 9 am.

I had explained to Steve Stephenson about this appointment at the city education department and he agreed I should attend. I reminded him on the 11th and I left MBC at 10.30am. I also explained to Barry Withers (VP BCFE) of prearranged appointment.

At the Council House I went into the room where the EEC delegation was due to arrive – room 2.

Already there was K Ahmed, M Coles, Sayeed, Olwen Cupid, Bill Gray, personnel officer, housing officer, and other.

All introduced themselves. I introduced myself as member of the Black community employed in a FE college.

Contributions

Delegation left at 12.30pm for lunch.

Gray, who left after the intros returned and spoke to Olwen Cupid and me about his proposed trip to Ireland. Gray explained that his plan for Equal Opportunities & Race Relations was to have a senior member at Assistant Chief Executive level with more power to implement policy etc.

BW returned to MBC for 2pm session

18 Sept 1986 GW & H Stretton

GW: I am resigning as rep for General Studies, please give a written reply

HS: The Branch resolution confirmed no correspondence but you could write to the Branch or write to London and ask them to tell us

19 Sept 1986

Alton Burnett and BW were nominated by Ethnic Minority Liaison Committee to attend the Labour Groups meeting before the meeting of the RR & EOC meeting.

Phil Murphy to Chair the RR & EO committee while Bill Gray in Ireland. The agenda of the meeting included Section 11, racial harassment, and proportionate employment for ethnic minorities. All three items directly related to BW's work as EOC.

BW had gone to BCFE at 8.30am to remind management of her attendance at both these meetings. BW asked management for a note to attend both meetings. At meeting of EMLC BW was nominated to attend conference in Manchester on Equal Opportunities, opposed by Dick Knowles on grounds that only council officers could attend. BW then went into RR & EOpps meeting. Left at 12 and went back to the college.

25 September 1986. Phil Haynes phoned BW (rec GW)

NATFHE had approached the city to reverse the order by which the city would interview all parties. NATFHE asked for BW to attend on Thursday; Gates, Hartland and Cave on Friday

BW: This is another attempt to frustrate her pursuit of justice. BW explained NATFHE's attempt to cover up the complaint because Gates was a Branch officer and was on the regional and national council; that NATFHE refused her any representation; and she was being represented by Gordon Weaver

15 Oct 1986 LES to BCFE management:

Hall to report to the CEO when he returns from the USA. He wants an investigation of BCFE.

Crawford (et al) concerned about the tremendous pressure coming on to G Hall from NATFHE nationally. Hall was open minded when the investigation started but now he sees the amount of pressure NATFHE had exerted on BW

Crawford felt that BW was under pressure from the union and the Labour party.

15 October 1986 REC member to Krishna Shukla (KS told GW)

Member said BW has been transferred to Margaret St (LEA HQ) to separate her from Gordon Weaver because they are causing trouble at BCFE. GW has been put in his place by the Principal of BCFE. Triesman had apparently told the member that GW was a trouble maker. Member said that BW should not have brought charge of racism against Gates, if she had left it at abuse she would have won.

Member said BW did not get union assistance because she did not ask for it.

28 October 1986: Black workers group wrote to BCFE Governors concerned at racism at BCFE

7 November 1986. GW and DS

GW: I have resigned from Branch Committee. I don't know how the Branch Committee dealt with it because of the 29th April motion

DS: The Branch Committee got in touch with head office and head office said it was OK to discuss it.

GW: There was an easier solution and that is to restore BW and my rights. Revolutionary socialists should defend the rights of trade unionists who have their rights removed. We pay the same subs and not only that it is a matter for the courts but we were not too keen to use the courts. The anti-apartheid social is an opportunity for you (DS) to raise the issue of rights of representation for Blacks in the branch.

DS: But it is not a racial issue because your rights, a White, were taken away as well.

GW: You know very well that a Black woman's rights were removed for seeking justice and that my rights were taken away because I was supporting this Black woman. No one in the history of this Branch had their rights taken away before except this Black person and her White supporter. I have discussed this with a lot of Black people and they consider it racially discriminatory.

DS: But I don't agree with the view that it is racist

GW: I said racially discriminatory

12 November 1986;

Rust agreed to take up the case. He said he would change date and venue. Possibly use an advocate.

6 December 1986: Meeting AR, BW & GE

Rust said that Bis probably had a good chance if we concentrate just on the discrimination – non provision of assistance. He had got a venue change after a lot of trouble. Possibly date of 14 January 1987

10 December 1986 BW, GW & Heather Stretton

BW had arranged to see HS to see BW's union case file

BW: Could I see my file

HS: I don't think anyone will object to that

BW: It is not a case of objecting. It is about me so I have a right to see it

HS: I haven't brought it with me. It contains mostly your letters and you have seen the rest of the correspondence

BW: I would still like to see it

HW: I'll have to fetch it. I have a divisional meeting at 3.15. If I leave it with you will you make sure it is returned to me?

BW: Yes, we'll come to the office if you like, save you a journey

HS: No it will be alright

HS then left

HS returned

HS: In view of the Industrial Tribunal I think I need advice before I let you see it.

BW: But I have a right to see it

GW: Have you spoken to anyone?

HS: Yes

GW: Who was it?

HS: Head office but the person I wanted to speak to wasn't there

GW: Was it Triesman you asked to speak to?

HS: Yes but he wasn't in. I asked them to ask him to ring me

BW: will you tell me what he says when he rings back?

HS: Yes

BW: Will you write it down

HS: Yes (wrote brief note)

11 December 1986: BW & Bill Gray (City Councillor)

Bill Gray told BW that he was not responsible for making the enquiries. Gray was going to write to Caulcott asking for a full inquiry and he would give her a copy of the letter.

12 December 1986

City contact to GW: both management and the LEA have stated that the complainants (Cave and Hartland) did not expect management to act so quickly. Cave and Hartland expected BW to react when she was informally approached by management and possibly verbally attack them. But BW drifted into the background and did nothing. Management got in touch with Margaret St (LEA) very fast and took action

The Labour Party split, some up in arms about BW being monitored

The union are thinking of taking the Beider case to an Industrial Tribunal charging the college with racial discrimination.

12 December 1986 BW & GW & Heather Stretton

HS: I would reply in writing to Bis' request but you (Bis) cannot have a rep because it is to do with case work

GW: I understand that the issue to be raised concerns Bis' interests as a Branch member and she is entitled to be there

HS: We are bringing up another piece of case work and you won't be mentioned

GW: I know the case and it is impossible to discuss this case without making reference either directly or indirectly to BW

BW: If my name is even mentioned I have a right to be there

GW: or if issues indirectly or directly related to her are raised. Whose decision is this?

HS: Mine

GW: have you spoken to anyone else

HS: No

GW: Any member of the Branch Executive

HS: No

GW: to Triesman:

HS: No

GW: I will come and you can tell me this at the meeting

HS: You can come to the discussions on other issues

GW to BW: Contact AW and say you want a complete report back on any discussion.

15 December 1986 BW & AW

AW: BW not mentioned by name but the incidents mentioned

16 December 1986: City contact told BW that the report was out but the Labour group sitting on it. It has been leaked to NATFHE.

17 December 1986: City contact told BW that NATFHE decided not to take Bournville College to Industrial Tribunal over Beider sacking. NATFHE to pursue it through Stage One of the city's internal procedures.

20 December 1986 Conversation GW, BW and MB

MB: There was a big debate about whether Liaison committee rep should speak to BW and GW in March 1986

GW: said that MB could raise the issue of BW's rights being removed by the branch.

MB said he was not from Bournville and could not raise it

GW He could raise it at liaison and see if it was ruled out of order. GW Raised the issue of the BW monitoring. NATFHE heard about it and one liaison member said it should be taken up as it sets a precedent. When it was found out the BW was the member monitored, nothing was done.

MB: BW has not asked for it to be taken up

GW: BW has no rights in the branch to write for assistance and MB knew that

MB: BW can tell me about it now

BW: You get my rights in the branch restored then I can write to the branch, according to proper procedures, to have the matter taken up

22 December 1986: told Rust about Beider and that the City think it's a fix, and City have told NATFHE so. We told Rust the LEA report is out but Labour group sitting on it.

Rust: NATFHE, through ACAS, have floated an out of court settlement. They may make a statement before the rules conference that, perhaps, Mrs Weaver has a point regarding rules on tenure and recommended changes

GW: Very magnanimous. Bis withdraws the complaint (the so-called typical Black makes a complaint of racial discrimination then withdraws) and NATFHE magnanimously suggests a change to rules. If NATFHE are serious in their concern about the treatment of Bis then they can undertake to withdraw the report and make a public statement in the NATFHE Journal to the effect that the report has been withdrawn because the investigation was not properly carried out.

8 January 1987 City contact told BW/GW that report held up at Crawford's office and being carefully scrutinised by city solicitor. City had been in touch with NATFHE as they want to see senior rep of NATFHE. Triesman going to see the city officers in February.

22 January 1987: contact to GW: NATFHE regional officer going around to people at a LEA officer's conference after a challenge was made against NATFHE's record on anti-racism. She was saying that NATFHE had bent over backwards making offers to BW but the officer was given short shrift by those attending

22 January 1987: BW went to University of Warwick. Spoke to tutors on a course BW was providing an input. She heard that some students had organised a meeting to complain about her. Other students distanced themselves and said that they were appalled at their behaviour towards BW. Some student had put up a sign calling on them to boycott BW's lectures. BW explained background of her case of abuse and harassment and the connection to Beider, who was a student in that faculty. The tutors were horrified at NATFHE and drew a connection between the Bournville situation and the students' action. BW decided to withdraw from the lecturing programme and the tutor's agreed to release her from her contract.

24 January 1987: KS phoned GW.

KS said he was thinking of resigning as the enquiry into the WMARC was an attack on his credibility.

GW said not to resign at this stage

KS said that [a West Midlands woman officer] had said at a meeting of LEA officer's that NATFHE would give support for anti-racism initiatives as it had experience and commitment to anti-racist objectives. A speaker had said how can she say that with the situation that has been going on at Bournville College.

KS had supported the speaker and said NATFHE should establish some credibility.

The NATFHE woman officer said nothing

25th January 1987: BW phoned SD and AB to let them know about the difficulties KS facing in the REC and WMARC and reminded them of the WMARC meeting on the 25th February 1987

27 January 1987: AK phoned GW to say that he had been contacting people to tell them that the Black Sections taking up the BW issue. The response was to say the issue was complicated, which AK rejected as the issue was not complicated, it was an issue of a Black person and the treatment she is receiving. He suggested GW produced a statement on the issue

27 January 1987: NB conversation with BW & GW

NB: MB and BL were very anxious as soon as your names were mentioned. Some of your actions have caused them anxiety. They don't know how you have the time to write so much detail and at such length. They outlined their position and that of the union and branch. They are unhappy with NATFHE head office and the local branch. They mentioned a regional motion that was put forward but was overruled. The union is unable to deal with particular issues and member against member disputes.

3rd February 1987: Conversation GW and HS in Community Studies Workshop

GW: asked HS how it was that BW's nomination of him was accepted as the branch could not deal with BW's correspondence. Did HS get approval from head office?

HS said that head office authorised the branch committee to accept BW's nomination

GW said that she is saying that BW's political right to nominate GW for a union post had to be authorised by head office. He asked her to put it in writing.

This conversation was witnessed by AW and IM

GW said that AW and IM had heard what she had said and he would ask them to witness what was said.

HS said GW should write to head office for confirmation

GW said he did not need to as there were two witnesses of integrity who heard what she said.

6th February 1987: Contact to BW

Geoff Hall objected to Gates attending Governor's meetings. He checked with the city solicitor, who found that Gates could not be staff representative on board of governors. New elections to be held.

13th February 1987: KS phoned GW about ARNP meeting on 12th February

KS said it was poorly attended and raised his items on Bis Weaver case. This was overruled by the chair, DB, on grounds of sub judice because of the IT case.

KS also raised the issue of the West Midlands witch-hunt and Triesman's letter but this was deferred until next time.

The chair disclosed that two members of ARNP involved in IT case.

DTr complimented Welch's work on sexist harassment paper. A discussion took place on the racist and sexist harassment paper and there were considerable amendments made. Most of the changes were related to the BW case even though they weren't allowed to mention the case.

23rd March 1987. Conversation BW and IB (branch committee member) about branch committee meeting of the 12th March 1987

IB said the motion made reference to case work – KMck, Beider and Bis Weaver

N Cave proposed the motion; B Hartland seconded.

Seven people attended – three were against the motion. It was about case work

BW: yes, it's about my casework and I wasn't even told.

IB: I thought it was a bit strange. The motion was supposed to be going to the branch

BW: It went to the region

31st March 1987 Governor's meeting – conversation BW and Olwen Cupid

R Downey asked when the report would be out.

O Cupid had said at the meeting that not only are the governors concerned but the Black community groups are too. She had been approached by several city councillors about it and to raise it at the next governors meeting. They want action and they want it immediately.

The meeting was told that the report would be out by Easter

1st April 1987 Meeting between BW and P Twyman (Principal)

The meeting took place after the NATFHE branch meeting

BW: The issue of Haris Beider had been raised in the meeting by Hartland (as secretary). BW gave details. Hartland stated that "The situation has been resolved. The City have made a retraction and said he (Beider) is not unfit to work. A letter has been circulated to all colleges so he can be employed in any college, including Bournville." GW had asked if any members of the college had been called into senior management and advised against reporting unfounded allegations from strangers against other members of staff. Cave and Hartland had said no.

BW said she wanted a statement put out by management to say the allegations are unfounded.

PMT: she would talk to other management members

6th April 1987 KS to GW Re: WMARC Constitution

KS said that D Evans referred to observers at WMARC not being allowed to speak or vote.

DE said Sidiq to attend meetings as he had been elected to WMARC

8 April 1987 Conversation Alton Burnett and GW

A few days earlier, a NATFHE regional officer, who was named, had said to Alton Burnett that how could he (the officer) support Bis Weaver as she is a head of department and it would be supporting management. She is getting £18,000 a year.

This response was in reply to Alton Burnett saying that NATFHE had postponed the IT and it was increasing the cost to Bis Weaver the longer it goes on.

GW observations to AB: (i) Bis Weaver had been informed she had been appointed to the post only that day; (ii) their support for anti-racist action depends on the income and position of the victim

10th June 1987 Telephone Conversation S Dhesi and Liaison Observer at IT – related to BW/GW by SD on the 11th June 1987

LO: I am finding out your views about the Industrial Tribunal. When the Tribunal started (Monday) we (the union) didn't think BW had a strong case but on the second day, Mr Triesman and Mr Day thought they were very badly treated and they also became very worried about what might happen. They thought BW might have won the case and they would appeal if they did lose. I am pleased that NATFHE won the case. There are a lot of people glad that BW took the case but there are a lot of things in the pipeline about rule change. I am not happy that she brought the case because there are other ways of going about getting changes.

8 October 1987 Anti-racism National Panel. Information from KS to GW

An official was alleged to have said: (i) they had made many mistakes but because BW, GW, DG and SP were such good friends they thought they could go for reconciliation; (ii) he deplored Gates' behaviour but it was not racist; (iii) there was no criticism of Day at the tribunal; (iv) Gates and the NATFHE branch was running the college;

O'Rourke asked to leave because he was dealing with the Rule 8 complaints.

21 October 1987 REC meeting. Told in telephone conversation KS and GW 29th November REC discussed Black Lecturers Group's motion calling for the restoration of BW's rights at Bournville College and an apology from the branch. The REC decided to do nothing.

6 November 1987 Conversation AO and GW

AO had been asked by NATFHE to second a motion on an anti-racism policy for the branch. AO asked GW what he thought.

GW said about (a) discrimination against BW in branch re: her rights; and (b) nationally, the union cannot support Black people (or women) against racist and sexist harassment.

AO phoned GW to say that she had put these points to Heather Stretton – withdraw branch motion and the union's policy.

HS had told her that she will contact union (head office) about it.

AO said that as things stand at the moment she will not second the motion.

25th November 1987 WMARC meeting. Telephone conversation KS and GW 29th November. D Evans said that a motion restoring BW's rights was proposed in the Branch and rejected by branch members. He said that the matter had been overtaken by events due to BW having left Bournville College

27th November 1987 Conversation BW/GW and CRC officer. He said

1. The city had bungled the enquiry
2. The city had done a deal with NATFHE – NATFHE co-operation with the city's equal opportunities policy.

15th January 1988 Information from Andrew Nickson

Told GW that the editor of *7 Days* had said AN did not inform him that his article (July 1987) concerned a CP member. The editor had been put under a lot of pressure. Collett had also been under a lot of pressure in NATFHE from senior officials.

21st April 1988:

An administrator at Bournville College told GW that Cllr Wootton had phoned the Principal on the 20th April about the correspondence he had been receiving from GW wanting action to be taken against GW. No other information available.

6th October 1988 ARNP meeting reported to GW by KS on 10th October 1988

M Scott attended and told KS that BW and GW ignored him at the EAT. Scott outlined new procedures for combatting sexual and racial harassment.

Triesman said the procedures would help victims of racial harassment.

Mehdi (member) said that these procedures did not take into account the policy of protecting only the tenure of the accused.

Gus Jones attended to speak on the Burnage High School case and the intention to publish the committee's report independently.

18th October 1988 at EOC Manchester

BW spoke on her harassment at Bournville College; the case against NATFHE; the cover up by Birmingham City Council

20th October 1988 West Midlands Women's Panel – information from contact

NATFHE's new procedure for dealing with harassment was rejected by Panel because they did not address the issue of complaints of harassment against other NATFHE members.

22nd October 1988 TUC Centre Hall Green TC Digbeth – information from contact Avtar Jouhl (IWA) used BW v NATFHE case to illustrate racism in trade unions – the failure to deal with cases of racial harassment against union members because of NATFHE's policy on security of tenure.

27th October 1988 Black Rights

Harold Mangar phoned GW

He had written to 55 trade unions about the policy of trade unions shown by the BW case. He had some unpleasant replies, e.g from Norman Willis.

Some of the unions had complained to Lord Scarman patron of Black Rights

HM said that Black Rights had written to the TUC threatening to picket the racial harassment conference to be held at NATFHE headquarters. Bill Morris said he wouldn't cross the picket line.

Black Rights had also written to the CRE.

The TUC called the conference off at NATFHE headquarters.

He asked to be kept informed of the city case.

GW told him about the deal made between the city and NATFHE that enable Gates to leave the Birmingham area without any action being taken against him.

28th October 1988

BW was told by a union member at Bilston College that when she was appointed NATFHE members went around saying that she was anti-union. One West Midlands NATFHE member said that he was not happy because he thought that trouble followed her around

October 1988 – information from contact

TUC Anti-racism meeting in July 1988

In one of the workshops with Ken Gill and Dipak Rai, the B Weaver v NATFHE case was raised. Ken Gill was very angry about NATFHE policy and D rai was very angry too.

31st October 1988 IG (HMI) to BW

IG spoke to Crawford, Hall and Stephenson in 1987.

IG asked what were they going to do about the case of racial harassment at Bournville college? He said Birmingham has done a lot of good work in setting up some initiatives and now you are really getting yourself a bad reputation over this issue.

Crawford and Hall said that they would have done something sooner except it is not as easy as all that. There is a lot of politics in this. The politicians are preventing us from taking action

17 March 1989. Telephone conversation Janice Malcolm (Shipley branch) and GW

JM said she was putting a branch motion on BW racial harassment case to the Yorkshire Regional council on the 18th March 1988. She said it had been proposed before but REC refused to allow it to be discussed because case was *sub judice*. She had then sent it to the national council and received a letter from Triesman (July 1988) saying that they did not know the facts.

GW gave her details and said Yorkshire regional TUC was interested in discussing case.

JM said that NATFHE people who blocked the motion at regional council are on the Yorkshire TUC.

GW said he would sent the EAT decision.

17 November 1986: BW & Gil Butchere (rec'd BW)

GB: (i) The letter you and Gordon sent to Heather Stretton about whether the ruling of the Branch will be lifted was discussed

(ii) Hartland said there was a case in the City being investigated

(iii) GB said she thinks the Branch Committee should treat the letter as an attempt by GW & BW to offer a way of reconciliation. N Cave said that he formed the view that GW has no such intention and that to discuss the matters raised in the letter a special branch committee would have to be called

(iv) A decision was made to call a special branch committee