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a summer of Tory chaos, U turns and broken promises...

AFTER months of saying there was no need for a General Election, Theresa May announced on 18 April 2017 that there would be a snap election on 8 June because Britain needed **stable and strong leadership** in order to quell divisions and make a success of Brexit. The outcome resulted in the Tories losing their majority and having to strike a £1 billion deal with the Democratic Unionist Party to prop up their minority government. Since then there has been a summer of Tory chaos, U-turns and broken promises that include...

Densions triple lock The pledge to retain the triple lock on pensions was downgraded to a double lock in the Tory election manifesto. Then reversed as part of the DUP deal.

Winter fuel payment The controversial plan to means-test the Winter Fuel Payment disappeared from the Queen's speech.

dementia tax The social care asset threshold labelled the "Dementia Tax" was dropped after howls of protest.

SOCIAL rented housing Promise to build a new generation of social rented housing denied by Tory Housing Minister.

Brexit Brexit talks on the process of Britain's withdrawal from the EU started despite tough talking David Davies MP saying he would "walk away" if he didn't discuss future UK-EU arrangements.

energy price cap The promised Energy Price Cap never appeared in the Queen's Speech.

public Sector pay cap The Tories got into a right muddle over the Public Sector Pay cap of 1% with some ministers saying it would be reviewed and other denying it.

abortion rights in Northern Ireland After fighting a Supreme Court case refusing to fund abortions for women in Northern Ireland the government reversed its decision.

free school meals Having said they would scrap free school meals in favour of providing cheaper breakfasts, the government withdrew the decision.



what would Betty do?

Never one for airs or graces, Betty had one of those faces That lit up the darkest corners of the world;

As she fought for peace and truth She became a living proof, And this woman's work began when but a girl.

Standing up for women's rights
She began a lifelong fight
So that all under oppression could
be free;

And I wish that in our schools They'd teach Betty's golden rules – Natural justice, peace, equality.

In this poor, benighted land She could never understand Why so many bow to royalty and fame:

Perhaps Betty's one regret Was she never lived to get The queen's telegram, To send it back again!

Betty couldn't stand it
That our one and only planet
Might one day fire the bombs
And breathe its last;
So from Radcliffe to Rangoon
Let's all sing a joyful tune,
And consign atomic weapons to the
past.

So let's all raise the Red Flag for Betty,

A hero of the workers through and through,

Fight the good fight, just like Betty – Just ask ourselves, "What would Betty do?"

POEM WRITTEN IN HONOUR OF BETTY TEBBS, A CAMPAIGNER FOR PEACE AND EQUALITY AND FORMER CHAIR OF THE NAW

social care in crisis

WHEN we say that social care is in crisis that's not news to anyone. What is astonishing is that we have been saying this for decades, and each year we expect the whole system to completely collapse. It is still in very poorly health and limps from week to week trying to keep services on the go for those in need. Is this what we really want from our social care system?

When NPC first launched its policy for a National Health and Care Service, funded by taxation, free at the point of delivery, publicly owned, publicly delivered and accountable, lots of people laughed, shook their heads and said "Oh yeah?" but never believed we would get anywhere.

Fast forward to today and the NPC, with the NHS Support Federation, took the question to politicians and, hey presto, everyone is now talking about how social care should be funded. But let's not get too complacent, because their thinking and ours are still poles apart – just the fact that there is a debate about funding social care for the future is an achievement. And in lots of ways it is an admission that something is very, very wrong with a system that has post code lotteries, puts profit before caring for people and leaves over 1.8 million people without care of any kind.

The current crisis in social care didn't just happen because there are

more older people than when it came into being. It has happened because of the events and circumstances that took place as a result of disastrous decisions made by one government or another.

It has happened because:

- although social care has always been means-tested, it was delivered through local councils who directly employed staff to care for those in need. Few local councils now own or run care homes
- re-defining conditions that older people suffer as 'social' rather than 'medical', so that more and more people are having to pay for what they need
- successive governments enabling private companies to access the social care gravy train. We all know of very good private companies, but these are becoming fewer as time goes by. The larger care providers structure themselves in such a way that they can say the money they receive is not enough, yet they all have tax havens in a number of countries where they can hive off what would be profit to save their tax bill. In the meantime, little money gets to the people who really need it
- the false economy of austerity which means the government cuts year on year the funding to local councils to the degree that they can now only support the most chronically ill.

So, nothing to do with us getting older at all. Burying heads in the sand and not heeding timely warnings about people living longer; not listening to what older people want and how to achieve it; just allowing social care services to slip away.

Care homes are closing; private care providers are now walking away from contracts because they cannot make a profit from the funding on offer; council tax increases to 'pay for social care'. 900 carers a day quitting their jobs with 60 per cent of those leaving the adult social care sector for good. It is a damning indictment of a nation that is the 5th richest economy in the world.

Social care, and tuition fees are the only services people get that are not covered by the taxes that everyone pays – they are paid for by the individual who needs the service. In a fair society, the risk is shared – shared by everyone paying in to be able to access care at whatever stage of their life it is needed.

Our campaign for a National Care Service will definitely be one of the major campaigns for a fairer society.

BY JAN SHORTT. JAN IS GENERAL SECRETARY OF THE NATIONAL PENSIONERS CONVENTION WWW.NPCUK.ORG

THIS IS AN EDITED VERSION OF HER SPEECH AT THE PENSIONERS PARLIAMENT 6-8 JUNE 2017

merthyr rising

NAW PRESIDENT SPOKE AT MERTHYR RISING – A FESTIVAL OF CULTURE AND RESISTANCE IN THE BIRTH PLACE OF THE RED FLAG. WWW.MERTHYRRISING.UK

ACH year at the end of May the Welsh town of Merthyr Tydfil celebrates the 1831 rebellion by working people, led by miners against the lowering of wages and the scourge of unemployment. The protest grew so that by the beginning of June 1831 over 10,000 workers, marching under the red flag of revolution, controlled the town. The streets rang with the cry of Caws a bara (cheese and bread) and I lawr â'r Brenin (down with the king). After sending in the army, the authorities regained control of the town through force. Twenty-six people were arrested and several were sentenced to terms of imprisonment, or transportation to Australia. Two were sentenced to death by hanging - Lewsyn yr Heliwr for robbery and Dic Penderyn for stabbing a soldier in the leg with a seized bayonet. Lewsyn yr Heliwr's sentence was downgraded to a life sentence and transportation but

Charles Grey, 2nd Earl Grey, was determined that at least one rebel should die as an example to others. The people of Tydfil Merthyr convinced were that Dic Penderyn, 23-year-old was not miner, responsible for the stabbing, and 11,000 signed а petition demand-

ing his release. The government refused, and Penderyn was hanged at Cardiff market on 13 August 1831. The name Penderyn still resonates throughout Wales as a working class martyr.

The annual Merthyr Rising Festival, supported by the trade union movement has grown each year and in 2017 was sponsored by Unison with the *Morning Star* as the media partner. A weekend of music, art, culture and political debate attracted thousands of



people, with a range of speakers that included John McDonnell MP, Lindsay German from Stop the War and Roger McKenzie from Unison. Trade union stands, food tents and craft stalls filled the main town square while inside the Red House, the former town hall there were films, exhibitions, debate and discussion. The weekend closed with the traditional trade union march through the town, led by a colliery brass band.

equal pay - the battle goes on!



SARAH VEALE IS THE FORMER HEAD OF EQUALITY AND EMPLOYMENT RIGHTS AT THE TUC

T is illegal to pay women less than men for doing the same, or "like", work or to discriminate against them in other ways. It is also unethical and makes no economic sense. Despite that, the gender pay gap in the UK stubbornly persists and, as the recent furore over unequal pay at the BBC has demonstrated, it is finally being seen even by the right wing media as being unacceptable – or at least it is where an organisation that they dislike is doing it!

The Equality and Human Rights Commission explains that whilst both equal pay and the gender pay gap deal with unequal pay in the workplace, they are two different issues. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

In the Britain, there is an overall gender pay gap of 18.1% for full time workers; it is greater for part time workers. The causes of the gender pay gap are complex and sometimes overlap, but these are some of the factors. Girls often do well at school, but tend to end up concentrated in employment sectors where pay is lower. On the other hand, many of the highest paying sectors are disproportionately made up of male employees.

The difference in years of experience of full-time work – or in other words

the negative effect on wages of having previously worked part-time or of having taken time out of the labour market to look after family – is another factor. It is usually women who take time away from work to bring up children or take care of dependent relatives.

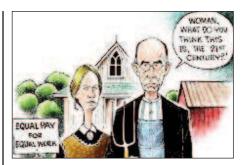
There are also historical reasons. A century ago it was generally accepted that a woman's main role was to be at home looking after the family. For many of course, economic reality meant that women had to go out to work as well as being the main carer, cook and cleaner at home. Nevertheless, women's earnings were regarded as 'pin money', to supplement the male bread winner's wages.

During the 1960s women increasingly entered the labour market, many working part time. A growing number of women entered university or training and took up professional jobs, many in the expanding public sector.

The Labour government, from 1964 to 1970, was socially liberal, introducing a swathe of legislation designed to outlaw discrimination on grounds of gender and race, including the Sex Discrimination Act of 1975 and the Race Relations Act of 1976.

The right to equal pay between women and men for equal work was first protected by law in the Equal Pay Act 1970, and is now protected in the Equality Act 2010 (the Act).

The equal pay provisions of the Act aim to address situations where women are being paid less than men, even though they are carrying out work of equal value. Paying women less than men is unfair and also has far-reaching implications for society, by contributing to the gender pay gap, women's lower pension contributions



and their higher incidence of relative poverty in later life.

The Equality and Human Rights Commission, says: "It's important to provide equal pay in order to comply with the law, by identifying, explaining and eliminating unjustifiable pay gaps, and to and to contribute to a fairer society in which everyone has equal opportunities".

In practice is it very difficult for an individual woman to pursue an equal pay case.

For one thing (and this was the issue with the BBC) it is very hard to know who is being paid what in an organisation. Although larger organisations (employing over 250) now have to publish their gender pay gap, this does not provide sufficient detailed information to facilitate an equal pay claim being made.

Even if a woman knows that a man doing the same job is being paid more and could make a claim under the Sex Discrimination Act, it would be challenging for her to work out whether a man was doing a job that was different but of equal value, which is what she would need to prove in court to win an equal pay claim.

Nearly all successful equal pay claims have been brought by trade unions on behalf of groups of women.



Fatima Ahmed Ibrahim



The majority of these claims were taken against public sector employers, partly because unions are much more likely to be recognised in the public sector but also because public sector employers have to be more transparent about their pay rates.

What should we be campaigning for? Equal pay laws should be made more effective, by placing a duty on employers to carry out regular audits of their pay systems, rather than simply measuring the gap, and to take action to narrow any gender pay gaps that cannot be justified by reasons not related to gender.

The legal system should be reformed to allow unions to take representative actions against employers, naming a group of workers, rather than having to put together lists of named individual workers.

Equal pay cases should be heard in a specialist division of the Employment Tribunal system, with specialist judiciary hearing the claims, including trained lay judges from both sides of industry.

When a future Labour government introduces sectoral level collective bargaining, as pledged in their manifesto, that should specfically include issues such as equal pay.

Ultimately the best way to eliminate the gender pay AND eliminate unequal pay is to build strong trade unions that are committed to tackling the issue in the workplace. Only in that way will the unfair pay systems and other discriminatory practices in the workplace be ended



THE Sudanese feminist and political activist Fatima Ahmed Ibrahim died aged 88 on 12 August 2017. She was a pioneer in the field of women's rights, founder of the Sudanese Women's Union and later, after her exile from Sudan, President of the Women's International Democratic Federation. In 1965, Fatima became Sudan's first female Member of Parliament after participating in a democratic movement that removed military rule.

She fought against British colonial rule in Sudan and the postcolonial military government of Ibrahim Abboud, and was a founder member of the Sudanese Women's Union, which went on to campaign for and secure the right of women to vote, receive maternity pay and a pension.

She was born in the city of Omdurman and at secondary school created a student paper called Elra'edda, or The Leading Woman, railing against the British colonial government of the time. When the school cancelled science classes for girls, she led a protest to have them reinstated. Aged 14, she set up the Intellectual Women's Association, against British efforts to limit the role of women in Sudanese society.

Although Fatima passed the Cambridge Certificate Examination and was admitted to the University of Khartoum, her father forbade her attendance so she became a teacher. At age 19 she joined the Sudanese Communist party, the only party at that time that allowed female membership.

She co-founded the SWU in 1952, and was elected its president in 1956. She was also editor-in-chief of its magazine, Sawt al-Mara, or Women's Voice, which played a leading role in the resistance. After the 1964 October revolution, which brought down Abboud's regime and reinstated constitutional government, women were allowed to vote and run for election. and it was then that Ibrahim became the first woman to become an MP. In 1968 most of the rights for women that she had fought for were passed: the right to work in any field, equal pay, provision of nurseries and the rights of girls to higher education.

In 1969 she married the trade unionist Alshafie Ahmed Alshiekh. The same year, a coup led by Jaafar Nimeiri toppled the government and, after a brief alliance with the communists, Nimeiri went on to purge its higher ranks. Among the executed was her husband. Ibrahim spent the next few years either under house arrest or in jail, and was only allowed freedom of movement after Nimeiri was overthrown in 1985.

Her freedom from harassment was



short-lived. In 1989, another coup by Omar al-Bashir installed a hardline Islamic military dictatorship that went about violently dismantling civil society. The Communist party, seen as secular and thus un-Islamic, received harsh treatment. Ibrahim was again persecuted and arrested. Following her release, in 1990 she sought asylum in the UK, where she joined her son, Ahmed, a doctor, and continued to campaign for human rights. She started a London branch of the SWU, and was elected President of the Women's International Democratic Federation.

In 1993 she received a UN award for outstanding achievements in the field of human rights, and the Ibn Rushd prize for freedom of thought in 2006. She returned to Sudan and its parliament in 2005, following pressure on Bashir to reform. However the country remains a military dictatorship, and Ibrahim retired from politics in 2007.

Almost 30 years after Ibrahim left Sudan, women still suffer the random long arm of public order laws. However, her death inspired protest once again, as mourners shouted slogans against the current government and ejected its representatives from her funeral.

victory! employment tribunal fees

THE INSTITUTE OF EMPLOYMENT RIGHTS ASKS – HOW CAN WE BUILD ON UNISON'S TRIBUNAL FEES SUCCESS?

WORKERS across the UK will be delighted with the Supreme Court's decision that employment tribunal fees are unlawful; leading to their immediate repeal and pressure on the government to commit to repaying the £32 million it has charged claimants over the last four years as quickly as possible.

The ruling came as the result of Unison's dedication to its judicial review challenging the legality of fees, which it launched immediately after the charges were introduced in 2013.

While the Court's unanimous decision reverses the damage done to access to justice by the Coalition government's policy, it also shines a light on further action that could be taken to improve upon the enforcement of employment law in the future.

Great swathes of employment law are policed by workers themselves. This requires workers to have an understanding of the law and when it is being broken, as well as access to the resources and legal assistance they need to pursue a claim. In the likely case that individual workers don't follow-up on every breach, employers can get away with breaking the law.

In our Manifesto for Labour Law – 25 recommendations for reform that acted as a blueprint for the Labour Party's General Election Manifesto this year – we argue that the onus should not be on individual workers to enforce their own rights.

Rather, an independent Labour Inspectorate should be established to ensure that employers stay within the law; employers should demonstrate they stay within the law; and organisations should be encouraged to work with trade unions to agree the terms of employment, including dispute resolution procedures that can be conducted in-house.

an Independent Labour Inspectorate

A properly-resourced Labour Inspectorate is required by International Labour Organization conventions. The role of the Inspectorate should be both to ensure that labour law is implemented and to take action where it is not, including by bringing legal proceedings on behalf of workers, issuing cease and desist notices where the law is being breached, and imposing criminal sanctions on serious offenders.

employers

We also argue that there should be a positive duty on employers to demonstrate that they stay within the law.



This could include the publication of audits and reports on such things as pay levels.

As many businesses are becoming increasingly fragmented in their supply chain, we propose that it should also be the duty of an employer to ensure their contractors comply with labour standards.

trade unions

One of the key proposals we make in the Manifesto for Labour Law is the reinstatement of Sectoral Collective Bargaining, which would see employers' associations and trade unions negotiate at industry level for minimum standards in pay and conditions across that industry. These minimums could then be built upon at enterprise level.

As part of these negotiations, employers and trade unions could agree in-house dispute resolution procedures which would allow breaches of law to be corrected without the necessity of going through the court system.

labour courts

That is not to say that we do not support the continued availability of a Labour Court system – in fact, we pro-

pose that this system is made stronger.

We recommend tribunals are free at the point of use and involve representatives of both employers and unions on the panel, thus providing industry context to the disputes that are heard. We also believe these courts should be granted increased powers of investigation and they should be able to impose harsher penalties, including criminal sanctions where appropriate.

For instance, we propose that the cap on unfair dismissal compensation, which the Tories set at one year's salary in 2013, should be repealed. Instead, employers who unfairly dismiss their workers should pay all earnings lost as a result.

ACAS and legal advice

At the moment, there is a mandatory requirement on workers to take their claims through an ACAS early conciliation process before tribunal. We argue this should no longer be compulsory, as some employers take this opportunity to put pressure on their workers to settle for less than they are entitled to. However, workers should have access to ACAS as well as to free legal advice.

WWW.IER.ORG.UK

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venezuela: more CIA interference

RECENT comments show the CIA is still working for regime change in Venezuela and encouraging the rightwing governments of Mexico and Colombia to do the same. In a Q&A session at the Aspen Institute think tank, CIA director Mike Pompeo said he was "hopeful that there can be transition in Venezuela" and that he had recently been in Mexico City and Bogota "talking about this very issue, trying to help them understand the things they might do so that they can get a better outcome for their part of the world and our part of the world."

The remarks – which are strongly suggestive of collaboration between the CIA and the governments of Mexico and Colombia to remove the elected President of Venezuela – have been condemned by supporters of Venezuela both at home and abroad.

Venezuela's President Nicolas Maduro, in a televised interview, denounced the comments and called for explanations from the Mexican and Colombian governments.

In a meeting with reporters in Washington, Venezuelan Foreign Minister Samuel Moncada accused the CIA of a secret operation "to split up a democratically elected government", and Venezuelan charge d'affaires Carlos Ron said: "What this group is trying to do with Venezuela is basically divide the government, recognise other leaders and foment a conflict with the Venezuelans. This is absolutely unacceptable."

Mark Weisbrot, from the Centre for Economic and Policy Research in Washington and critic of US foreign policy in Latin America, said attempts to get rid of the Venezuelan government go back 15 years.

US interference in Venezuela takes many forms, including not only political pressure, sanctions and propaganda, but also funding of right-wing opposition activity through organisations such as the National Endowment for Democracy. In 2016 alone more than \$1.6 million (£1.2m) was channelled to opposition groups for dozens of projects thinly disguised as efforts to promote political awareness or participation. For example, over £26,900 was given for a project to "promote citizen engagement in the development of innovative alternatives to address Venezuela's democratic challenges" and over £37,800 for training youth groups in "critical thinking, democratic principles, human rights, cyberactivism, and leadership skills."

One of the first major actions supported by the US was the temporarily successful coup to unseat former president Hugo Chavez in 2002 by a combination of industrialists, businessmen, media owners and conservative military officers. The coup was unsuccess-

ful thanks to popular support for the government.

Since then opposition groups have persisted with undemocratic efforts to topple the elected government, including a management lock-out of the oil industry, aided and abetted by US-linked IT staff who sabotaged computer systems, and multiple incidents of street violence and attacks on government institutions and public services, which are still continuing today.

Universities have been ransacked, health clinics set on fire, bus stations wrecked and food delivery vehicles attacked.

In the streets, masked protesters throw Molotov cocktails and set fire to barricades as they try to provoke the security forces into retaliation.

Maduro has repeatedly called for dialogue with opposition groups, but has been rebuffed.

When challenged about the CIA chief's comments, the US State Department claimed to support democracy in Venezuela, but called for the cancellation of the elections for the Constituent Assembly – which over eight million people (41.5 per cent) participated in on Sunday despite right-wing opposition calls for boycotts and violent protests seeking to

derail the elections – and threatened to intensify sanctions against Venezuelan citizens.

Ironically, the CIA revelations take place at a time when the White House is struggling to deal with suggestions that Trump's campaign team colluded illegally with Russia to influence the result of the US elections.

These latest revelations confirm that the US is stepping up intervention and hostility against Venezuela aimed at regime change. With so much media misrepresentation taking place at the moment, one thing you should remember and what should be the context to every media story about Venezuela is that US President Donald Trump's administration is seeking to complete the job George W Bush couldn't and get US hands back on Venezuela's massive oil reserves.

Progressives internationally should be clear that whatever problems Venezuela has, Trump, US intervention and neoliberalism are not the answer – the US should keep out of Latin America and national sovereignty must be respected.

SUSAN GREY IS AN EXECUTIVE COMMITTEE MEMBER OF THE VENEZUELA SOLIDARITY CAMPAIGN

the Open University may be in breach of the Equality Act in banning Cuban students

FTER receiving many letters from constituents and teacher unions protesting against the Open University's ban of Cuban students, Amber Rudd MP, Home Secretary, has responded to the ban on her website.

In a written response, the Secretary of State notes that the Equality and Human Rights Commission (EHRC) is investigating whether the Open University is in breach of the Equality Act 2010. Since CSC launched the campaign in July, over 2,150 people have contacted their MP to protest again the ban of Cuban students that has been applied by the British institution, who have cited US blockade legislation for their justification. Amber Rudd's statement in full:

Thank you for contacting me about the Open University's use of a restricted countries list in its application process. The Open University is an autonomous institution and it is for them to make decisions about how best to meet the needs of their students and structure their workforce. As such, I know that the Secretary of State has

not held any meetings with the Open University regarding its use of a restricted countries list in its application process. I welcome, however, that higher education institutions are responsible for meeting their legal obligations under the Equality Act 2010. I know the Equality and Human Rights Commission (EHRC) is investigating whether the Open University is in breach of the Equality Act 2010 and I will continue to follow this matter closely.

The UK welcomes international students and I am encouraged that the number of international students studying at UK universities are at record highs. There were over 170,000 entrants to UK higher education institutions for the sixth year running. The latest Home Office data shows that university-sponsored visa applications have increased by around 11 per cent since 2011.

International students make an important contribution to the UK's higher education sector, both economically and culturally. There remains no limit to the number of international students who can come to the UK to study.

Thank you again for taking the time to contact me.

YOU CAN WRITE TO YOUR MP TODAY BY GOING TO WWW.CUBA-SOLIDARITY.ORG.UK/OU/#PETITION

1 october: take back Manchester

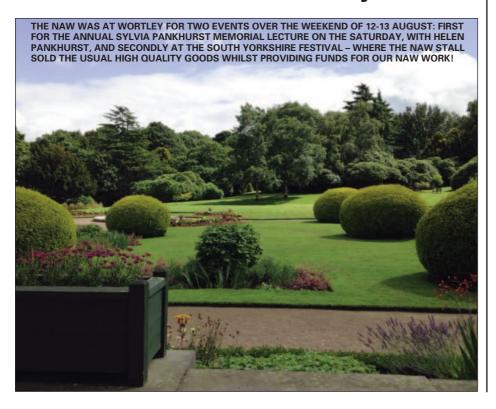


THE People's Assembly Against Austerity is again holding a week of protest, demonstrations, cultural events, rallies, comedy, music and public meetings all across Manchester while the Conservative Party hold their conference there.

The festival includes a national demonstration on the day the Conservative Party conference opens on **Sunday 1 October**.

Assemble at 12 noon at Castlefield Arena, Rice Street, Manchester M3 4JR www.thepeoplesassembly.org.uk

wonderful Wortley!



Do you pay your NAW membership by standing order?

If you currently pay your NAW membership by standing order into our Cooperative Bank Account we would like you to cancel it and take out a new standing order into our new **Unity Trust** Bank Account:

Account Number 20364894 National Assembly of Women Sort Code 60-83-01

Membership runs from 1st January to 31st December

Please consider making a regular monthly contribution to cover your membership fee plus a donation to the work of the NAW

what's on...

NAW **Executive Committee** meetings are open to *all* members.

The next meeting is on
Saturday 16 September,
11.30am, London
If you would like to attend
please contact the Secretary on
naw@sisters.org.uk or at NAW,
Bridge House, Newport Street,
Hay on Wye, Powys HR3 5BG.
A colour pdf of Sisters can be
downloaded at
www.sisters.org.uk

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