

SUBSTITUTE DELEGATES ON NATIONAL INDUSTRIAL SECTOR, NATIONAL EQUALITIES AND REGIONAL COMMITTEES

In the Autumn of 2025 Unite will be reconstituting its National Industrial Sector, National Equalities and Regional Committees for the coming triennial electoral period. each committee made up of named delegates from Regional Industrial Sector Committees, Regional Equalities Committees and, as appropriate, Area Activists Committees.

To deal with the unavoidable absence of committee members due to, for example, holidays or shift patterns, from the Autumn 2025 in addition to the named delegates elected to the National Industrial Sector, National Equalities and Regional Committees there should be a one named substitute delegate also elected who could provide cover if a named primary delegates were unable to attend the meeting of the committee.

Where the Executive Council has allocated a designated BAEM or woman seat on National Industrial Sector, National Equalities or Regional Committees to an appropriate RISC, Regional Equalities Committee or as appropriate Area Activists Committee, the relevant Committee shall also elect a BAEM and/or women substitute, as appropriate. This will ensure that where a named primary delegate is unable to attend a meeting, a 'like for like' substitute is able to attend the National Industrial Sector, National Equalities or Regional Committee meeting. No Committee should elect more than 3 substitute delegates.

The procedure will be that if a primary delegate is unable to attend a meeting of the committee, they should advise the National Officer/Regional Secretary. The appropriate officer should then invite the appropriate substitute to attend the committee meeting. In other words, there should no informal system whereby the non-attendee contacts the substitute and asks them to cover the meeting.