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From the editor



What a busy time it's been this past quarter. The national pay ballot has been driving all our active

members and officers to get out there and encourage people to vote in the ballot. Young members across the country have been represented in seminars, training and conferences. We have also been doing lots of work with the equalities networks.

All this is ready in time for the big build up coming over the next few months. The Young Members' Seminar is being held next month in Milton Keynes, and Young Workers' Month is coming up throughout November. Make sure you get involved in your regions throughout November – contact details on the back for your convenors. You can ask them what's being planned in your region, or you can let them know what you're doing for Young Workers' Month.

Make sure you also look out for the Young Members' elections coming up in your regions too, they'll be held after the Young Members' Seminar until the end of October, so make sure you vote in your regional elections and make sure your voice is heard, get involved in your regions. There will also be an election for the chair, vice chair, and equality officer roles during the seminar.

Our next newsletter will introduce a new committee so let's work together for another fantastic year with our Committee and our network.

Rhea James

Durham Miners' Gala



The 134th Durham Miners' Gala was held this year on 14 July and what a day it was. This wonderful event began with a march through the streets of Durham, headed by several colliery bands who kept the crowd dancing and singing all the way to the racecourse.

Sat on the bank of the racecourse, I watched every single banner enter the field. Each was a beautiful representation of mining communities and trade unions across the country. These banners were carried down onto the field by miners, trade unions and their loved ones who then displayed the banners across the fences to create a spectacular patchwork of history.

“The Durham Miners Gala always encourages a sense of belonging, comradery and a community spirit

Down in the heart of the hustle and bustle there were endless stalls, from unions and socialist merchandise through to food stalls, carnival stands and thrilling rides.

The highlight of the day had to be the speeches from the main stage. This year, we were pleased to welcome Ian Lavery, Emily Thornberry, Dennis Skinner, Alan Cummings, Jennie Formby and Jeremy Corbyn.

Each and every speaker gave an electrifying performance. They kept the crowd laughing throughout, but also delivered their own poignant messages.

Jeremy spoke about the failings of the Tories, and the mess that is being made of the Brexit situation. He made it clear that he opposes the views and policies of the Tory government and gave his ever-lasting support to the mining communities.

The Durham Miners' Gala always encourages a sense of belonging, camaraderie and a community spirit from each and every person who attends and this year was no exception. I'm certainly looking forward to the Miners' Gala 2019.

Jasmine Froggatt (Midlands)



Chair's brief



The past few months have seen reps and members working immensely hard to reach the 50% turnout we needed for the pay ballot. While we did not reach the 50%, we did manage to achieve the highest ballot

turnout in PCS history. Young members played a vital part in the campaign, helping to leaflet, speak to members, and organise within their branches.

Everyone should be proud of what we have achieved, and understand that PCS will continue to fight for the pay rise that our members deserve.

Our colleagues in the MOJ are

currently balloting over the pay offer they have received, which threatens their terms and conditions. We should be supporting branches wherever possible, to ensure they reach the highest possible turnout, and send a strong message to our government.

The young members' seminar is only a few weeks away, and

will be a great opportunity for members from different groups and regions, to come together and make plans for the coming year. If you are attending the seminar, I look forward to seeing you there. There's still time to apply. Contact equality@pcs.org.uk for an application form.

Sarah Spencer

Young members' seminar

Last year I attended my first Young Members' Seminar, held in Leeds as it moves every year. The weekend was such a fantastic experience! Firstly it was incredible to be in a room full of other young activists, all passionate about workers' rights and social issues. It was great to have an opportunity to gather and share our experiences while there were young reps present. There were even more that, like myself at the time, were members interested in becoming more involved and having a way for their voices to be heard.

While we had several speakers over the weekend, one in particular really resonated with me. Her name is Deanne Ferguson, and she is part of our sister union GMB. She was there



Deanne Ferguson

giving a talk on some of the appalling issues that were uncovered at the ASOS warehouses, and the challenges

they faced trying to protect the workers. There were numerous issues, from victimisation of staff with health problems to staff not having adequate time for comfort breaks. I found her presentation deeply moving, as not only was it such a distressing case of disregard for employee wellbeing, but also because it happened in my local area, which has many workplaces with such issues.

After attending the seminar last September I've become really involved with PCS and the Young Members' Network. I now represent Yorkshire and the Humber on the National Young Members' Committee, and am also involved as a rep within my own workplace. It's also led to amazing opportunities for me as an

activist. In March I was a delegate for PCS at the TUC Young Workers' Conference, and spoke in support of a motion – something achievable for me because of training I undertook through PCS in February. I was also a trainee delegate at PCS Conference back in May, and I'm hopeful that in the near future I can attend again as a full delegate and speak on a motion!

I really recommend attending the Young Members' seminar if you can. It's a really great experience, and even if you don't want to be active beyond your own branch, it's such a good feeling to be amongst like-minded people and know that we really aren't alone in our passion for equality.

Nicole Wells, Y&H convenor

Young members' elections

Following the young members' seminar on 15 and 16 September, we go straight into electing new convenors, deputy convenors and regional/nation committee representatives in all regions and nations.

Elections have to take place in the 5 weeks following the seminar, with notification of nominations and meeting dates being sent out from region and nation offices. We want as many young members as possible to get involved in PCS and you can

do that by getting involved in your local young members' committee or becoming a young members' rep in your own branch.

The regional/nation convenors make up the national young members committee alongside the chair, vice chair and equality officer who are elected at the seminar itself.

The committee meets up to 4 times a year in various locations and the role of convenors and deputies is to update on young

“We want as many young members as possible to get involved in PCS and you can do that by getting involved in your local young members' committee or becoming a young members' rep in your own branch”

members' activities in their area and to report back to their region/nation committee. The regional committee rep attends regional/nation committee meetings as an observer (up to 4 times per year), reports on young members' activities, and gets involved in national campaigns and recruitment activity.

If you want to find out more about becoming more involved, or standing for one of these posts, contact youngmembers@pcs.org.uk

Solidarity for Venezuela

Earlier this year (April 21 and 22), I attended the GFTU (General Federation of Trade Unions) Youth Festival as a delegate of PCS. Each union was able to nominate a delegate to attend an international study trip to Venezuela. I was fortunate enough to be nominated, along with Edward Derrick from Nautilus International. The trip lasted 5 days and had a jam packed agenda. We arrived safely on Monday evening, and the fun began on Tuesday!

Tuesday, we visited the FBTTT (Federation of Bolivian workers in transport) which is tied with the IFT (International Transport Workers Federation) and is a combination of all the unions associated with travel in Venezuela. The current President of Venezuela Nicolás Maduro was a member and rep in this union. We had a Q&A session with the secretary of the union and found that due to the economical and humanitarian crisis in the country, the current projects include workplace committees who are elected to ensure that factories and factory owners are producing goods and ensuring they are distributed properly. We attended a tour of the cable cars which go over a working class community in Caracas. The idea was proposed and actioned in December 2009 to support the community and there are now 5 stations in the city of Caracas. We had the honour of attending a school's end of year ceremony. Students ranged from the ages of 5 years old to 16. We watched the students perform in their school orchestra, dance and sing. We finished up the day in the hotel lobby by having a meeting with the Bolivian Petroleum Young Workers regional committee, we discussed how they were organised and how their union was formed.

Wednesday, we visited a factory based on a previous military airbase. The factory designed tablets and mini laptops using Portuguese and Chinese technology for students in all years of education. We



participated in a tour and were able to see how everything was built and quality checked. We looked at the previous laptops and saw the progression of technology in the factory. Interestingly the factory was designed to ensure no trees were cut down, therefore the factory is built around the trees. After this we met with one of the Vice Ministers for European Solidarity, Marco Garcia. We discussed the solidarity brigades' project. There are 30 organisations involved, the delegates tour 6 or 7 different states in Venezuela and it allows them to gain and share experiences. It is tied in with Venezuela's CLAP project, which is the local committee of distribution and production project. We then visited a local community centre called Tiuna El Fuerte. We were given a tour and then spoke with Pikey of Bituaya who discussed the struggles of the community over the past few years, what the centre does for the community and their plan for the future. Bituaya is a band from Venezuela that blends Afro-Caribbean sounds with lyrics that reflect the life of young people in Caracas.

Thursday, we visited La Guaira

where we attended a press conference to announce the 4th Congress PSUV (United Socialist Party of Venezuela) election results. There are 198 communities within the states and a total of 11 delegates are elected which include equality strands such as youth, women and workers. We were able to gain insight into the process with a member of JPSUV. He is a young congress member, a member of the International Commission of the Youth of PSUV and works in the Mayor's office of Vargas. We attended the National Congress meeting of factory workers, where proposals to improve working environments were being discussed. We were lucky enough to meet two ministers of labour here. This was followed by a working lunch with the Chairperson of the Mayor's Office in La Guaria. We toured the social housing project in Vargas built in 2010. There are 1300 houses in this one compound, and it is one of the many projects which were initiated by Hugo Chavez. Finally we attended a meeting organised in Las Tunitas by the Mayor to receive feedback and proposals of improvement from people in the community.

Friday, we attended a community soap factory which was seized during the revolution. They gave us a tour, let us have a go at packing the soap and we participated in a Q&A session with the factory workers. Interestingly, the factory workers negotiated the price of the soap with the community for affordability and due to the US sanctions they had to change their base ingredient from refined oil to virgin oil. We attended a meeting with the Director of the Bolivar University, a young man who was focused on ensuring higher education remained free and students were able to gain basic skills in farming and agriculture, as well as their chosen degree. Later in the evening we were invited to a TV interview with TeleSUR. Edward Derrick took the stand and discussed a number of the issues young people are facing with Brexit on the horizon.

Saturday we visited the Simon Bolivar memorial, a local art museum and finally attended a meeting for a local agricultural project in Caracas before we headed over to the airport for the flight home!

Solidarity for Venezuela.
Nikki Johnson, Midlands convener

The life of an ARMs member

I took early retirement in 2015 and having been a union rep for about 34 years I wanted to retain a connection with PCS. Since then it seems I have been in the right place at the right time. I now find myself as secretary of Greater Manchester Associate and Retired Members (ARMs) Group, on the North West Region ARMs committee and on the National ARMs committee. Sometimes I wonder why I decided to email the contact for ARMs North West to say I would like to get involved, just after they had decided they wanted to set up a group for Greater Manchester. However I would not have it any other way.

From four of us starting up the group and meeting in a café at the Peoples' History Museum we have gone from strength to strength. I occasionally reflect on what could be considered of merit in the things we have done. At the 2017 ARMs Forum our guest speaker from the young members' network, Declan Henry, provided one answer. He had been one of the first people we had invited to address our members meeting. Little did I know we had made such an impression to be mentioned in his forum speech. He explained that there was no



intergenerational divide as evidenced by the fact that Jacquie Hadfield and the Greater Manchester Group like to go to the pub after meetings just as young members do. I confess to being slightly embarrassed as an ARMs national committee member attending my first forum in the presence of the PCS National President.

Should we be remembered for more things such as the fact that we have had Shadow Secretaries of State Rebecca Long-Bailey, Angela Rayner and Andrew Gwynne as guest speakers to members' meetings? Perhaps our support of PCS campaigns including

against the closure of Sheffield Eastern Avenue; the ACAS and EHRC disputes, and attending meetings and helping on the phone bank for the recent pay ballot deserves more recognition. Maybe our support for other unions like the RMT, UCU, Mears workers at Unite, McStrike and Unite Fujitsu is of more merit. Could standing with campaigners for the NHS, anti-fracking, against the DFLA and President Trump's visit rank more highly amongst our activities? Who knows? All this is good.

I will end with a little about the latest highlight for our group. There is a lot of talent

amongst ARMs members and on Thursday 26 July we were able to tap into this talent with an afternoon of music and chat at the appropriately named Kings Arms pub in Salford. ARMs member Neville Grundy came all the way from Southport with his guitar, ARMs members Chris and Es Chorlton came from Oldham with a guitar and committee member Christina MacLachan gave us a couple of impromptu songs. We had members turn up who don't get to meetings and even had apologies from some who wished they could be there. All this is good too.

Jacquie Hadfield, ARMs

Young black members

Getting involved in BEC, pathway, challenges

Over recent years, there has been a noticeable change in the makeup of the public sector, with younger people representing a greater proportion of those joining the civil service.

In a climate where local reps have inadequate facility time and limited access to members, these obstacles can challenge our efforts to dedicate the time needed to promote greater participation by young members in PCS activity. However, this cannot divert us

from encouraging all young members to join PCS, and particularly young black members to becoming active local advocates and BEC members, to ensure we have a diverse and representative union.

Many branches are striving to persuade young members to get more involved in local BECs.

My local branch has a Young Members' lead who, with the support of the branch and young activists, led focused activity to explore the issues

“Whilst the pathway for young black members may differ, the unifying message is clear: we need to listen to the diverse young members who are underrepresented on our BECs

affecting young members. Activity such as local meetings, workplace stalls and a members' survey have given us a better understanding of what is important to young members. Importantly, these conversations helped to support and encourage young black members to get more involved with the BEC.

In February, two new young BAME members were elected to my branch BEC. While anecdotal, I do feel this is a

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reflection of the wider commitment amongst young members to make a difference to their workplace and to PCS. Rather than be the voice for my two new BEC colleagues, I will let them give their own account of what led them to get involved and become BEC members.

One of my new BEC colleagues highlighted the value of meeting with local reps "I was previously a local rep in the Royal Mail and wanted to see how I could replicate this

support when I joined the civil service", "I found talking to other union members and seeing how progressive they are helped make my decision to become a PCS activist a lot easier". The second new BEC member said "I met with the branch chair, he ran through the PCS and what the local branch represents".

Over several months local reps met regularly with the young members; opening up debates that enabled them to raise issues they felt needed to

be advanced by PCS – better utilising the free first 6 month of membership for apprentices to support recruitment of young staff, tackling under-representation of BAME staff in the civil service and leading on promoting fairness, diversity and inclusion for BAME staff.

Whilst the pathway for young black members may differ, the unifying message is clear: we need to listen to the diverse young members who are underrepresented on our BECs, so we can better understand

the challenges that may prevent them from getting involved. It can often be a case of demystifying some of the perceptions associated with unions and also those we as existing reps may hold of young people joining the civil service.

But the starting point is to begin the conversation.

Paulette Romain (this article was originally published in Equality, Freedom and Justice – the PCS national Black members' newsletter)

Proud young members

Firstly I'd like to thank the Young Members Committee for the opportunity to address our union's young members and share some thoughts on the issues facing both young and LGBT+ members of PCS.

There's certainly little doubt that for many young LGBT+ people in the UK today, the situation is miles apart from that of even just a decade ago, thanks to the continued campaigning of LGBT+ activists, including within PCS, and allies. We live in a country which is considered among the best around the world for legal LGBT+ equality.

And it is an image that is fed through many current day Pride events. Gone, for the most part, is the political aspect of Pride, replaced with "celebration" of the LGBT+ utopia we live in today, particularly for younger LGBT+ people who have grown up at a time that many legal advances have already been achieved for the LGBT+ community.

However a quick scratch beneath the rainbows and glitter shows that for many young, and older, LGBT+ people there remains a huge amount of work still to be done.

I was honoured to address this year's STUC Youth Conference on behalf of the



LGBT+ Workers' Committee and I was particularly struck by the debates around mental health, including some excellent contributions from our union's delegates.

Mental health has been a constant discussion at both STUC and TUC LGBT+ Conferences. Rates of poor mental health, self-harm and suicide disproportionately affect young LGBT+ people, a situation exacerbated by the government's continuing austerity agenda and cuts to mental health supports.

For young trans people in

particular, the situation has worsened with an almost daily onslaught of misinformation and abuse from some opposed to the proposed reforms of the Gender Recognition Act.

Our LGBT+ community, including our members in Northern Ireland, continue to face inequality with the ongoing ban on same sex marriage despite being introduced across the rest of the UK several years ago.

Day to day, many individuals face LGBT+ phobic attitudes and abuse, whether it's in the workplace or amongst wider

society. A situation which has worsened as we've seen a rise in right wing rhetoric across mainstream media and on social media.

For more than 20 years Proud has championed LGBT+ equality in PCS and our predecessor unions, and remains committed to campaigning on the issues highlighted and beyond on behalf of our members.

We recognise, however, that we also need to improve how we work with our union's other equality structures as many LGBT+ members will face additional issues, whether it be because of age, disability, gender, race or a multitude of other factors. We are currently running a survey for your views on Proud which you can find on [here](#)

Proud is open to all PCS members, whether you identify as LGBT+ or as an ally to our community, and will end by inviting all of you to join us today and help us to shape the future of Proud for the next 20 years and beyond.

Kris Hendry is Learning and Regional/Devolved Nations Organiser for Proud's National Committee. Visit the Equalities section of the PCS website for more information on Proud and how to join.

IN BRIEF**Pay Ballot**

After weeks of campaigning, the PCS pay ballot closed on Monday 23 July. Unfortunately, we were unable to clear the threshold imposed by the government of a 50% turnout, rendering us unable to legally take industrial action. Without this threshold we would have had an overwhelming mandate, with 85.6% of members voting to take strike action. Regardless, the turnout of 41.6% represents the highest in our union's history, clearly showing our members' anger. Everyone involved in campaigning should feel extremely proud, and determined to carry on with the fight ahead.

NEC Statement

The national executive committee (NEC) met on 19 July to discuss the proposed reform of the Gender Recognition Act (GRA). The NEC put out a statement of support to trans people and non binary people, campaigning for their rights highlighting the unions policy and position to oppose and campaign against all discriminatory behaviour. The NEC stated they "fully support the need to reform the **Gender Recognition Act (GRA)**". The NEC called PCS members to contribute to the GRA consultation and raise awareness of it. Closing date is 19 October

Cuts making comedy

Cuts in DWP are now part of culture today, harsh conditions members face losing their jobs are now even referenced in jokes. At Edinburgh Festival Fringe, young comedian Adam Rowe won the award for funniest joke with his one liner "Working at the Jobcentre has to be a tense job – knowing that if you get fired you still have to come into work the next day". Hopefully this sheds light on DWP and highlights how hard cuts hit our members. The government should be ashamed of continuous cuts to the DWP.

STUC Youth Conference 2018

At this year's STUC Youth Conference, myself and Rebecca Borland (HMRC) were the fresh-faced, first-time delegates elected to represent PCS.

Neither of us had spoken on a motion at any conference before, and yet we came prepared to speak in support of the vast majority of motions tabled, and move two of our own. Under the rare and exciting Scottish sun, young trade unionists debated and discussed issues ranging from equal pay for under 25s, to youth mental health provision, to our own pay campaign. Rebecca spoke passionately to encourage support for our industrial action ballot from the other unions, and the solidarity from our comrades was overwhelming – including speeches made in endorsement of unified action on pay across the trade union movement. As a DWP employee, the motion I



moved on Scottish Social Security was a very personal one for me; I see every day the impact that provision of benefits has on the public and especially the working class, and our motion called on the Scottish Government to ensure that the new system would enshrine dignity and social responsibility at its core. Both of the PCS motions were carried unanimously, and Rebecca was elected to the STUC Youth

Committee – a fantastic achievement - so will be able to take forward PCS young members' views through that committee! We were a very small delegation in comparison to some of the larger unions', but the two young women with the PCS badges in the very back corner certainly made our voices heard, and brought our members' views to the front and centre.

Fiona Brittle (Scotland)

Apprentices

My name is Jasmine, and I'm the young members' representative for the HMRC Nottingham branch.

I'm also a Fast Track apprentice, on the business administration scheme. I've been in post now for 10 months and I've loved every second of it. When I joined the department, I found out that PCS offer all civil service apprentices free membership for the first 6 months. I took this offer and it gave me a great entry into the union.

Within 2 months of employment I was voted onto my union branch's branch executive committee (BEC) and since then I've been able to support other apprentices and young members.

PCS offer all civil service apprentices free membership for the first 6 months

As an apprentice, there are so many reasons to join PCS. Firstly, they offer learning support courtesy of union learning representatives. ULRs are there to offer advice whenever it's needed and can help you to make the most of the learning involved in the apprenticeship.

From a personal perspective, PCS and its representatives have helped me to find a sense of security within the workplace. I know I'm supported and I know

that should anything go awry, the union will be there to offer their advice and representation should I need it.

Being a PCS member has brought me so much confidence in the short time I've been in the department. The union has helped me find my voice and from that, the strength to stand for the position of Young Members' representative. I've made some wonderful friends along the way and I'm building new connections every day.

So, if you're an apprentice within the civil service sign up to PCS and get involved, and make sure to tell them you're an apprentice so that you get your first 6 months free. The opportunities are endless. **Find out more**

Street solidarity level 2

In July I attended one of the most amazing, engaging and proactive courses I have ever been on.

I went on a course with the Ron Todd Foundation on Street Solidarity Level 2 for a week at the end of July. This was an amazing experience and definitely a one of a kind.

Having previously attended the Level 1 course last year I thought I knew what I was in for but this experience was even more unexpected. I never thought that in the space of three short afternoons in a group of 3, that I would have created and delivered a full campaign in a local community.

Staying in a hostel in the picturesque village of Goring we set about getting stuck in with getting active.

With a lot of discussion, debate and action taking place it was well equipped to provide you with vital tools to get active anywhere.

My group decided we would run a campaign around mental health in communities and try to boost people's spirits. We decided to go to a local community and get them involved in helping us create a tree of happiness. We sought to ask people to write down on

postcards one thing that made them happy today and tie the postcard to our tree with ribbon.

Starting with the planning, we first set out to get our supplies and choose our location.

We then started creating our posters and postcards. We created suspense by placing posters up the day before announcing we would be there tomorrow which did in fact draw some people back the next day, it was nice to see as it showed that people do care about what's going on in their communities.

The day of the campaign was such a huge success that we had to create even more postcards for people on the spot. We met so many lovely people who just wanted to get involved and share their happiness. I would never have realised how easy it can be to create and run a campaign without the Ron Todd Foundation.

I saw so many familiar faces on the course and met so many amazing new people, it has been one of the best experiences of my life and I look forward to Level 3!

The course was so good, it



“Working together so closely and living together for the week gave me a completely new perspective on how solidarity should and can look and how great it can be to build relationships with like minded people who are prepared to take action with you

actually got people who were staying at the hostel joining the Level 1 course being held later that weekend!

Working together so closely and living together for the week gave me a completely new perspective on how solidarity should and can look and how great it can be to build relationships with like minded people who are prepared to take action with you.

Ron Todd Foundation run regular Street Solidarity courses, to find out the next one, follow them on [facebook](#)

To follow the campaign on Facebook, follow [#ShareASmile](#) **Rhea James, Wales Convenor**

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YOUNG WORKERS' MONTH

NOVEMBER 2018



The TUC priority campaigns for the month are mental health and harassment/bullying

Become a young member rep • Hold a stall
Recruit new young members • Host a quiz
• Organise a social • Run a bake sale
• Get involved in PCS campaigns

Find out more by contacting youngmembers@pcs.org.uk