



The Union's role in creating a diverse and inclusive workplace

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Our rule book fundamentals

Context - a union of 1 million+ women (70%)

Aims and objectives

Point 2: Seek to ensure equality of treatment... race, gender, sexuality, gender identity, disability, age or creed.

Point 3 Protect the rights to be treated with dignity and respect irrespective of...race etc.

Proportionality

Fair representation

Self organised groups (SOGs)

Women, Black, Young, LGBT+, Disabled, Retired

Throwing Stones

But do we do what we say you should do?

Far from perfect - strive to do better

Our **gender pay gap**... see later....

Representation in our **governance** structures

- lay representatives and Officials

When we get it wrong – quick analysis, withdraw, apologise, plan to prevent repeat

Mainstreaming – drummed into organising staff that bargaining, negotiating, policy etc must be equality proofed

Challenges Local Government faces

Regular equality surveys. Latest - black members' work experiences in L.Govt

- **59%** of Black members **isolated or uncomfortable at work because of race**. Of these two thirds had felt so on five to ten or more occasions in last five years.
- **Half** (believe they have been **treated unfairly** in the workplace on account of race in the last 5 years – mostly around promotion
- **43%** subject to **bullying at work**, (a third said it had happened five or more times in the last 5 years). Half were bullied by their manager, 39% by a colleague, 13% a service user and a quarter (25%) more than one of these.
- **15% racially harassed by a colleague**; 27% by public/service-user. 27% saw racial harassment of colleague by other work colleague and a quarter saw harassment of a colleague by public/service-user.

UNISON work plan:- build on earlier work. Targeted additional guidance, training and link into Ethical Care and Residential Care Charters

Equalities on the web



<https://www.unison.org.uk/about/what-we-do/fairness-equality>

A screenshot of a web browser displaying the UNISON website page titled "Fighting for fairness and equality". The browser's address bar shows the URL "unison.org.uk/about/what-we-do/fairness-equality/". The page has a navigation menu with "Home", "About", "News", "Events", "Campaigns", "Where you work", "Get help", and "Get involved". Below the navigation, there are links for "Home", "About", "What we do", "Fighting for equality", "Black members", "Disabled members", "LGBT+ members", "Retired members", "Women members", and "Young mem". The main content area features a large heading "Fighting for fairness and equality". To the left of the main text are social media sharing icons (Facebook, Twitter, Email, Print) and a "Print / Translate" option. The main text states: "Everyone is entitled to be treated with dignity and respect. The ability to live and work without prejudice is a fundamental right, regardless of your background, colour or sexual orientation." Below this, it says: "One of UNISON's main aims is to help workers fight for fairness and equality in the workplace and beyond. Challenging discrimination and winning equality is at the heart of everything UNISON does." and "Besides the right not to be discriminated against or bullied, fair treatment also includes equal working conditions and pay." To the right of the main text is a section titled "Sign up to Equality E-bulletin" with a "Sign up here" button. Below that is a "Join today" section with three numbered steps: "1. Join securely online", "2. Call 0800 171 2193", and "3. Return a paper form". At the bottom right, there is a "UNISON in numbers" section with a list of statistics: "UNISON has more than 1.3 million members and activists, making us one of Europe's largest unions", "More than 70% of our members are women.", "UNISON is spread over 12 UK regions.", and "There are more than 1,000 UNISON branches around the UK". At the bottom of the page, there is a "Black members" section with a "Read more" button. The browser's taskbar at the bottom shows various icons and the system clock indicating 15:39 on 27/09/2019.

Guidance on web

[Disability leave](#)

[Disability – proving disability and reasonable adjustments](#)

[Equality and diversity](#)

[Employment rights – impact of UK exit from EU](#)

[English language requirement](#)

[EU workers](#)

[Gender pay reporting](#)

[Intersex equality](#)

[Lesbian, gay and bisexual workers' rights](#)

[Medical screening leave](#)

[Menopause](#)

[Mental health](#)

[Older workers guide](#)

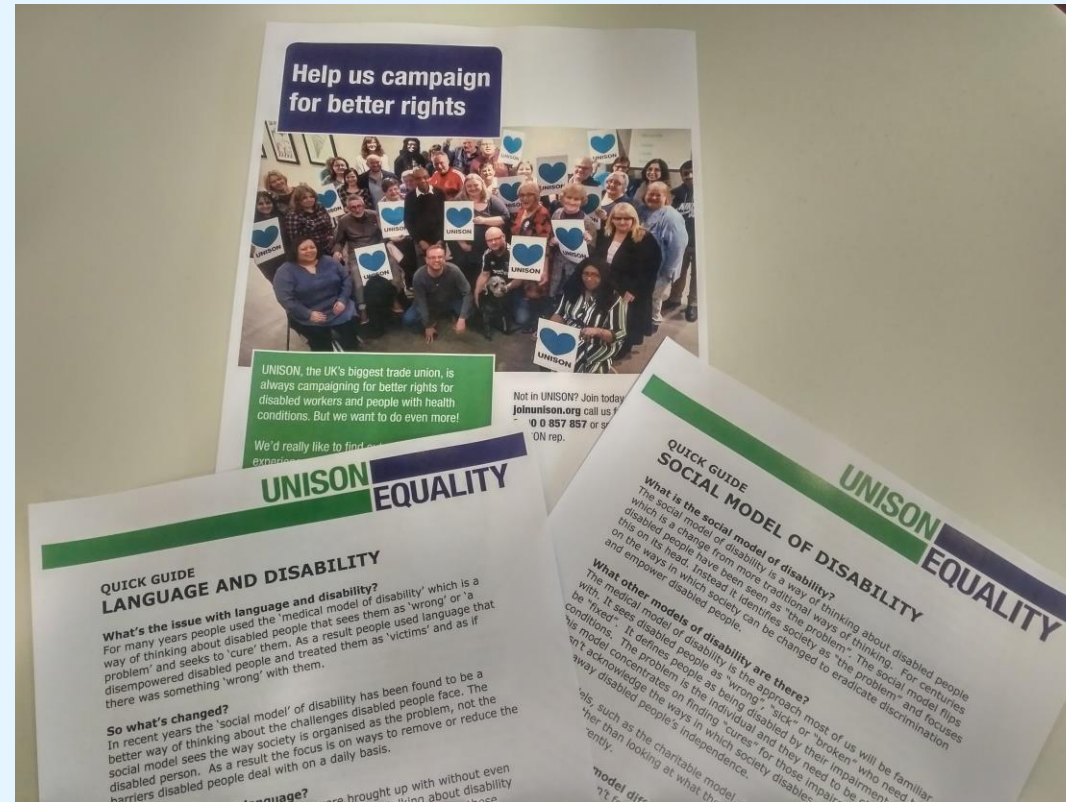
[Pregnancy](#)

[Tackling hate crime and hate incidents: a workplace issue](#)

[Transgender workers' rights](#)

[Women's reproductive health issues](#)

Quick guides – disability



Campaigns - low pay



Tackling **low pay** - direct impact on women, black workers etc

National Minimum Wage – UNISON driven

NJC recent pay **re-structure at bottom**

2019 NJC claim - evidence **highlights low pay and equalities**

References: eg **Women's budget group** report on low pay and austerity-

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Pay gaps

UK median GPG:18.1% Public sector median: 14.1% UNISON staff:14.6%

Many LAs improved GPG: Women in **top jobs** or low paid **redundancies?**

NHS improvements: Agenda for Change **higher rates**. Cut bottom pay band

Maternity/caring: If/when return to work: more **P/T, lower paid**. 2% wage decrease p.a. not employed. 29% say return not financially viable.

#bridge the gap campaign

- Help reps analyse data & ask questions. Training and guidance
- Analyse recruitment – gendered language: apprentices: boys jobs'
- Incorporate GPG and EPG in bargaining strategies, pay claims
- Lobby Government on GPG, EPG, parental and carer's leave.
- Campaign for mandatory publication of action plans to close the gap



Moving on

Changed SOG name to LGBT+ Make the group more inclusive

People increasingly identifying sexual orientation and/or gender identity that don't fit into LGBT definition.

UNISON needs to remain relevant to workforce

#UsToo - Sexual harassment campaign

Survey/case studies: unison.org.uk/our-campaigns/ustoo/

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Transgender workers

Guidance for workers – support materials and also network of trans members in LGBT+ SOG

Materials for our branches and reps – ‘Improving trans equality in local government workplaces’ and a jargon buster

Work colleagues – ‘How to be a good ally to trans people at work

Model policy – adopted by a number of councils

Need to work together

We recognise **we are not the employer** - but there are things we can do jointly

Low pay – agree the NJC pay claim...

Joint guidance, charters (ethical residential apprenticeships) and policies

Positive celebrations and recognition

Tackle problems FAST - sadly we have too many issues kicked into the long grass by some councils – **we can be helpful!**