

# Time for Action



**UNITE EQUALITY STRATEGY**  
[www.unitetheunion.org/equalities](http://www.unitetheunion.org/equalities)

## Equal Work

- No discrimination No harassment  
No bullying
- Fair Opportunities for training and progression
- Equality Impact Assessment agreed and carried out with union involvement
- Ensuring health and safety and risk assessment includes all

## Equal Voice

- Union equality reps elected and with equal rights to other union reps
- Inclusion of union equality reps on the negotiating committee and at the bargaining table
- Nothing about us without us – fair involvement of Women, BAEM members on the negotiating committee and at the bargaining table, and action to address the involvement of Disabled and LGBT+ members
- Unity over Division campaign

## Equal Pay

- Equal pay and equality audits
- Close equality pay gaps
- No low pay
- Challenge the rise in the cost of living

# A Message from the General Secretary

Unite stands firmly for equality for all - and now is the time for action. Equalities issues must be at the centre of our Industrial Strategy and firmly on the bargaining table.

We oppose and challenge those employers who refuse to deal with discrimination and to eradicate barriers to equality and fair pay.

And we continue to call for statutory rights for union equality representatives - who make a real difference in the workplace.

Unite stands for unity - all workers stronger together. We will not tolerate any discrimination, and must address barriers and adapt our culture so all feel fully included.

This Unite Strategy for Equality is about action. Please support it wherever you can - in your workplace, in your community and in our union.

Thank you.

**Sharon Graham**  
General Secretary



*Sharon Graham, General Secretary*

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# Unite Equal W



## Equal Work Voice Pay for Disabled Members

No unfair selection for redundancy of disabled workers, or discrimination through sickness absence and capability procedures

Defending the rights of disabled workers, post-COVID

Reasonable Adjustments

Closing the disability employment gap

Recognition of Neurodiversity

Disabled Members Access to union activities

Identifying the disability pay gap  
and action needed to close it

Universal Social Security



Ensure workplace LGBT+ equality and recognition  
of sexual harassment of LGBT+ workers

Trans+ and non-binary Equality

End rainbow washing

LGBT+ Inclusion within Unite

Recognising the impact of LGBT+ discrimination  
on pay and acting to address it

# ork Voice Pay



## Equal Work Voice Pay for Women

No unfair selection for redundancy for workers on maternity or family leave, or with childcare and caring responsibilities

End violence and abuse against women

Women's health

Organise women through collective bargaining and union recognition

Equal Pay for Women at Work, Closing the gender pay gap and tackling low pay for women and part-time workers, paid the same for doing the same work and work of equal value, tackling gender occupational segregation

Supporting unpaid carers



## Equal Work Voice Pay for Black and Asian ethnic minorities

Defending the rights of all BAEM workers including outsourced workers

BAEM Equality Audits

Expose and take action to address the pay gap for BAEM workers and race glass ceiling, including action on fair opportunities for progression

Tackling under-representation of BAEM members in the union and the workplace



# Building our collective strength

Unite uses the full force of its collective strength to ensure:

- no worker is left behind
- a decent income is provided for all
- secure, decent jobs in the longer term
- sectoral collective bargaining so that everyone is protected
- statutory rights for union equality reps
- the health, safety of Women, BAEM, Disabled and LGBT+ members are taken seriously and supported as a collective issue and not individualised

Women, BAEM, Disabled and LGBT+ workers are joining Unite and we are reaching out to current and new members to get organised and get involved by:

- Standing for election as a union rep, health and safety rep, union equality rep, or branch officer
- Bringing work colleagues into membership
- Demanding union recognition and collective bargaining for wages and conditions going forward
- Demanding an end to the scandal of low pay and the undervaluing the work done by Women, BAEM, Disabled and LGBT+ workers

Strong and effective links between Unite Equalities, Industrial Sectors, Retired Members and Community Members is part of our collective strength, campaigning together to advance equality for all.

We jointly campaign, nationally and regionally, on pensions justice including for same sex families; properly funded health and social care; NHS - no to privatisation and cuts; dignity in retirement; safe, accessible and affordable publicly controlled transport; ending fuel and pensioner poverty; better communities; securing decent public services; ending poverty; stronger social cohesion; safe, secure and affordable decent homes; and a decent social security system for all.



# Time for Action

## Unite Equality Checklist

An **EQUALITY AUDIT** or an **EQUALITY IMPACT ASSESSMENT (EQIA)** is not about putting a tick in a box, it's about checking that ALL members are safe, treated fairly, and that their pay, jobs and conditions are protected. Equality audits and impact assessments need to be integrated in all we do. They protect everyone from discrimination, violence and harassment, inequality, unfair pay, exclusion and under-representation.

### Time for equality – Checklist for action

- ✓ **Do you have an equal opportunities policy or agreement with the employer?**
- ✓ **Have you checked what it covers?**
- ✓ **Does it include a clear commitment to:**
  - oppose all forms of discrimination
  - prevent discrimination, harassment and bullying
  - promote equality for all
- ✓ **Does it include practical steps to put these commitments into action:**
  - Recognising union equality reps and providing for paid time off, facilities, union education courses, and a place at the bargaining table *(refer to Unite model agreement on union equality reps which follows)*
  - Paid release for all shop stewards/workplace reps to attend union equality and dignity at work courses
  - Zero tolerance of workplace harassment with fair agreed procedures for dealing with it, including union involvement
  - Promoting awareness and specific understanding of sexual harassment, racial harassment, disability harassment, LGBT+ harassment (homophobia, biphobia, transphobia, non-binary identities), recognition of the impact of domestic abuse and violence in work and action to support survivors



# Unite model Agreement for Union Equality Representatives

## Statement of intent

In line with our commitment to equal opportunities and dignity at work, the organisation/ company and Unite are committed to establishing and supporting the role of union equality representatives.

The organisation/company recognises that Unite will elect its equality representatives and shall notify the organisation/company in writing at the earliest opportunity of their names, numbers and section/ department/site.

## Remit of the Representatives

The Union Equality Representatives are elected members of Unite and will concentrate on equality issues. Their duties will include:

- Supporting, representing and negotiating on behalf of members in discrimination cases including on different sites wherever relevant
- Ensuring equality issues are on the negotiation and consultation agenda
- Providing information and guidance on tackling potential problems
- Working closely with shop stewards and other union representatives to promote equality
- Representing the union at meetings and on committees on equality
- Promoting good practice on all policies and procedures, including conducting equality impact assessments and equality audits
- Raising awareness about discrimination
- Identifying ways in which equality can be an integral part of the workplace culture
- Promoting diversity and tackling under-representation

## Training and time-off

Union Equality Representatives will have reasonable paid time-off during their working hours for trade union duties and activities. These can include:

- Receiving union training on representation and negotiation skills, discrimination, harassment and equal opportunities and any other courses to extend their skills as representatives
- To meet members and union officials
- To prepare for and to attend union meetings, committees and conferences
- To meet all newly recruited staff
- To prepare for and take part in negotiating meetings

## Facilities

The Union Equality Representatives shall be entitled to facilities in order to carry out their duties and meet their members. These will include:

- accommodation for meetings
- access to a phone and other office equipment
- use of notice boards which could include electronic communication, for example, e-mail and intranet/internet and the ability to freely distribute and display official Unite communications
- dedicated office space, plus a computer, and with a secure e-mail address

## Election

Union Equalities Representatives shall be elected as per Union rules.

# Union equality representatives:

## Unfinished Business of the Equality Act

Unite strongly supports the important role of union equality reps in the workplace. Unite's rules support union equality reps at the workplace and in the branch, and Unite campaigns for statutory rights for union equality reps.

The first of its kind, all newly elected Unite equality reps and branch equality officers across Unite regions and sectors joined the Unite Equality Reps Conference 2022. In April 2023 marking 13 years since the Equality Act 2010 received Royal Assent, Unite equality reps spoke out about the injustices they face. The struggle continues.

### Unite equality reps take action in workplaces and branches on:

- Women and closing the unequal pay & pensions gap
- Lack of progression of black & Asian ethnic minority workers and systemic inequalities
- Action on disabled workers, reasonable adjustment and the social model of disability
- Ending harassment of LGBT+ workers and promoting 'pride'
- Pregnancy and family rights
- Harassment and discrimination
- Unfair pay and pensions
- Equality, safety and covid
- Equality and redundancy

### Unite in action for union equality reps

- Negotiating with employers for equal rights for union equality reps
- Campaigning for statutory rights for union equality reps and lobbying Westminster Parliament and parliamentary lobbies in Scotland, Wales, Northern Ireland and the Republic of Ireland



Unite Equality Reps take the campaign to Parliament - April 2023.

# Unite regions and nations

## North West

- Discrimination case monitoring- work with Legal Officer
- Disability Stigma
- Equal pay audits and training
- Race Hate Crimes
- Menopause and Mental Health Awareness

## West Midlands

- Gender pay gap and barriers to progression
- Getting menopause on the workplace agenda
- Justice for BAEM workers
- Creating a disability database
- Increase visibility of LGBT+ workers in the workplace, Unite and the region
- LGBT+ people and mental health
- Paid time release for education courses
- Equality audits of Unite recruitment and selection

## Ireland

- Ban conversion therapy
- Campaign to improve services for those experiencing domestic violence and abuse
- Opposing racism and division
- Apprenticeships for disabled workers

## Wales

- Tackling Domestic Violence and Harassment as a Workplace Issue
- Supporting Unpaid Carers to remain in employment
- Keep delivering our Unity Over Division Workplace Charter across all sectors in Wales
- Increase the participation of Women and BAEM members through our Future Leaders Programme
- Work with Welsh Government to ensure Unite is a leading voice in the delivery of Equality Action Plans.

## South West

- Equal pay/pay equity pilot in relation to Women, BAEM, Disabled and LGBT+ members
- Promoting the Disability Employment Charter
- Promoting the Get Me Home Safely Campaign Increase the diversity of our Reps

# equality priorities



## Scotland

- End Domestic Abuse
- Under-representation of BAEM workers in Unite and the wider society
- Disability Access
- Gender Recognition Act Reform

## North East Yorkshire and Humberside

- Working with industrial sectors on their sector-specific priorities for Equalities
- Developing and supporting more Women, BAEM, Disabled and LGBT+ active members
- Encouraging awareness and use Equalities industrial resources (model policies and negotiation guides) amongst all rep and activists
- Piloting an equalities short course programme for reps and members

## East Midlands

- Equality on the bargaining agenda and add Equality documents to Work, Voice, Pay page
- Clear understanding of equality issues particularly legal cases, provide support, involve everyone.
- Share best practice, closer working between Women's and Equalities Officer and Industrial Officer.

## London & Eastern

- Embedding equalities in local negotiations
- Migrant women workers & low pay
- Get Me Home Safely campaign
- Education on Reasonable Adjustments in the workplace

## South East

- Workplace equality rep success stories and barriers
- Unite equality education and training
- Organising for equality in the community
- Equality Act 2010 update

# Unite national industrial sector equalities and collective bargaining strategy

Unite's National Industrial Sector Conferences held in November 2022 agreed motions on equality and discussed priorities for equalities as part of the collective bargaining strategy.

Public figures show that the top two sectors for Women are health and social work, and education; for BAEM workers are public admin, education and health, banking and finance; for Disabled Workers are human health and social work, wholesale, retail trade and repair of motor vehicles; and there is a lack of information on LGBT+ workers and public figures notably only record LGBT+ workers as being mainly employed in managerial and professional and middle management jobs.

The Equalities priorities agreed at these Conferences are summarised in the boxes below:

## Transport and food sectors

### Passenger Transport

- Include ILO C190 in Unite education programme; pressure government to fully implement the convention; integrate C190 in workplace agreements; national campaign around ending violence and harassment in the world of work; and work with National Women's Committee in highlighting this campaign.
- Launch a similar campaign to "Ask for Angela" initiative seen in bars and clubs for those using or working in public transport.
- Campaign for a safe maximum working temperature and for better facilities including toilets, summer work wear and a correctly ventilated working environment. This will contribute to better mental health for members.

### Civil Air Transport

- Continue to run Hidden Disabilities and Mental Health courses and activities.

### Road Transport Commercial, Warehousing and Logistics

- Continue to campaign for better mental health in collaboration with employers and the government.

### Docks, Rail, Ferries and Waterways

- Continue with Get Home Safely Campaign.

### Food, Drink and Agriculture

- Campaign to tackle isolation, loneliness and mental health issues faced by members living and working in rural areas through initiatives to build membership and bring together members from different sectors.

Highest number in these sectors of:

Women: CAT, FDA  
BAEM: Passenger Transport, CAT  
Disabled Members: FDA, RTCWL  
LGBT+: CAT, Passenger Transport

## Service Industries

### Service Industries

- Continue with Get Home Safely Campaign.
- Organise meetings around the issue of the menopause.

### Health

- Continue to promote the BAEM Education Resource.
- Campaign to make flexible working a reality for ALL NHS workers.
- Sustain the right to Covid-19 sick pay and absence to be recorded separately and not trigger management of absence processes.

### Finance and Legal

- Devise and deliver menopause training for reps/stewards.
- Funding for urgent action to address the pension gender pay gap and promote participation of young members.
- Work with TUC to get Long term Covid treated as a disability.

### Community, Youth Workers and Not for Profit

- Launch an organising campaign around precarious funding and contracts, fixed-term contracts and relying on the work of interns.

### Local Authority

- Publicise Unite guide on Equality Impact Assessments and domestic violence and abuse.
- Support the call for a legal duty on employers to prevent workplace harassment, the introduction of statutory 2 weeks' paid leave for workers suffering from domestic violence and abuse and day-one right to flexible working.

### Government, Defence, Prisons and Contractors

- Develop smarter working policies including hybrid working which could also meet reasonable adjustments for members.

Highest number in these sectors of:

Women: Health, Finance and Legal  
BAEM: Health, Service Industries  
Disabled Members: CYWNP, Health  
LGBT+: CYWNP, Health

## Manufacturing

### Aerospace and Shipbuilding

- Develop tailored policies/strategies for Environment, Social and Governance (ESG) and be involved in decisions around initiatives such as gender balance and health and safety.
- Developing highly skilled apprenticeship programmes.

### Automotive

- Support members to take on profiteering employers amid the rise in cost of living affecting ALL workers and win decent jobs, pay and conditions.

### Engineering, Manufacturing and Servicing

- Support initiatives to increase the number of women, BAEM, disabled and LGBT + workers entering into apprenticeships.

### Energy and Utilities

- Launch campaigns on women in Energy and Utilities.
- Develop women members to become Unite reps with initial target to double the number of women reps.
- Campaign and lobby the government to amend the Warm Home Discount Scheme including to: change the eligibility criteria to all households that have children under the age of 16 years; make it available to anyone in receipt of benefits including for a disability or care need; and remove means-testing.
- Campaign for inflation based pay rises and cheaper energy particularly for homeworking staff who face increased risk of mental health and mobility issues.

### Graphical, Paper & Media and IT

- Increase our efforts to reach out to school leavers and encourage a more diverse intake of apprenticeships.
- Carry out a pay and equality audit across all sites
- Tackle isolation due to the pandemic causing stress or mental health issues.

### Chemicals, Pharmaceuticals, Process & Textiles

- Continue to develop micro courses addressing issues such as Covid planning and the job retention scheme, and black lives matters.

Highest number in these sectors of:

Women: Aerospace and Ship Building, EMS

BAEM: Automotive Industry, EMS

Disabled Members: GPMIT, EMS

LGBT+: Automotive Industry, EMS



## Retired Members and Community Members

### Retired Members

- Campaign on the Gender Pay Gap Day through engaging with the National Women's Committee to highlight the issue of State Pension Age (SPA); benefits and allowances eligibility such as pension credit for mixed age couple and loss of carer's allowance on SPA; and the Gender Pension Gap.
- Call for an end to pensioner poverty that puts WASPI women at particular risk.
- Campaign for a comprehensive Health and Social Care Covid-19 recovery plan.

### Community Members

- Set up national and regional plans for recruitment of unemployed workers and jobseekers, carers, retired, students, and asylum seekers with particular attention given to recruiting Women, BAEM, Disabled and LGBT+ workers.
- Support Unite's commitment to the full re-nationalisation of healthcare and the reinstatement of the NHS as an exclusively public service that have been serving our Community members that are predominantly older, retired, disabled, out of work and carers.
- Create a commission to provide a policy for a social security system including pensions that is fit for purpose.

## Young Members

### Young Members

- Provide a dedicated, focused, strategy on organising in unrecognised workplaces; resources and guidance including contacts for young members around union recognition, workplace organising and representation.
- Continue to organise and recruit apprentices, provide support thorough organising education and awareness events on getting involved, becoming a rep and workplace organising.
- Develop a just transition strategy across key sectors including training to preserve and create new skilled, unionised jobs for future generations of workers.
- Include climate justice training across all reps courses, including but not limited to divestment of pension funds from fossil fuels.
- Call for an end to the exploitative practice of unpaid trial shifts and develop a campaign and resources to better educate young members of their rights at work.

# Unite Women

**Building on the Unite Charter for Women, to actively recruit and support women in the workplace, action on Women and the effects of COVID-19, pregnancy discrimination and family friendly rights, quality affordable childcare, equal pay and mandatory pay audits, no to violence against women, women's health, a woman's right to choose a safe legal abortion, and 8th March International Women's Day campaigning, the following priorities were set at the 2022 Conference:**

(Next conference due 2024)



## Bargaining

### Equal pay

Relaunch Unite's PayUp campaign, equal pay as a collective bargaining issue, support for reps, recognised companies to consider this urgently, one day training courses, work with RWEOs to identify three companies to forward equal pay, gender pensions gap and update "8 Good reasons to have a pension" to include this disparity.

### Campaign for a maximum working temperature

Launch a campaign on a maximum working temperature recognising issues specific to working women.

### Supporting unpaid carers in the workplace

Guidance for reps and officers, employer and society's recognition of the positive contribution and skills, on the bargaining agenda eg. flexible working and family friendly policies, a fit for purpose Carers' Allowance and maintaining and protecting support services.

### Domestic violence

Launch a new campaign to negotiate domestic violence and abuse policies and deliver training for all reps.

### Historical deprivation of women in the workplace

Government to empower women in the workplace, continue our work with organisations such as Maternity Action, update Unite resources and campaigns, properly funded apprenticeships and training, flexible working from day one and flexible working agreements.

### Hygiene and dignity at work

Research and campaign for the installation of handheld bidet sprayers in the workplace and in accessible toilets within Unite's buildings.

## Organising

### Trade union women organising

Use collective bargaining and union recognition to negotiate policies on pay as well as flexible working, menopause, maternity and paternity rights, and survey workplaces with over 50 members on agreements and policies then share and use good practice examples in each sector to campaign and organise.

## Survey Unite women's membership

Survey of women members to list their top three workplace issues, their age, sector and if in a unionised/organised workplace.



## Campaigning

### Women's health

- **Lowering the age of cervical screening**  
Lowering the age for cervical screening and available for women and those born with a cervix, under the age of 25.
- **Period Poverty**  
Secure a Labour Party policy similar to Scotland to provide period products to everyone who needs them.

### Violence against Women

- **Violence against women and young girls**  
Work with other organisations including TUC and STUC to keep this high on the agenda and end this violence.
  - **Making misogyny a hate crime**

### Maternity and Pregnancy Protection

- **Pregnancy, progression and return to work**  
Automatic right to flexible working when returning from maternity leave, government to offer free hours or childcare vouchers and free childcare for under £25,000 earner.
- **Call to increase protections in law for pregnant women and new mothers facing redundancy**  
Meet Dan Jarvis MP to extend the scope of his Private Members Bill, affiliate to Maternity Action, collect best practise examples via new collective agreements.

### Abortion Rights

- **Legal, local and safe Abortion rights**  
Affiliate Abortion Rights UK, work with TUC and other unions, support a national awareness campaign across the union, develop model policy on buffer zones around abortion clinics, lobby councils, send a message of solidarity to activist groups and support the campaign in the USA and other countries.

### School Uniform affordability & suitability

Cap on uniform prices, increase uniform grant and allowing girls the choice of wearing trousers.



# Unite Black and Asian Ethnic Minorities



Building on the Unite Race Forward Campaign and action on progression and representation of of BAEM members, no to racial discrimination and harassment, tackling institutional racism, fair treatment of BAEM women, justice for refugees and Black History Month, the following priorities were set at the 2022 Conferences:

(Next conference due 2024)

## Bargaining

### **Campaigning for rights of all BAEM workers including outsourced workers**

Tackle inequality and racial discrimination, recognise and value outsourced workers, regular detailed pay audit of ALL BAEM workers, regular equality impact assessments, take outsourced workers into account when negotiating pay claims and minimum standards, a real Living Wage, bring contracts in-house, health, safety and welfare of BAEM workers is a collective issue and not individualised.

### **Cost of living crisis**

Mandatory reporting of the pay gap for BAEM workers.

### **BAEM Equality Audits**

Campaign with the TUC and others and make representations to MPs and the EHRC to ensure employers publish race equality audits and include gender.

### **Environmental, Social and Governance Framework (ESG)**

Advocate for BAEM positive initiatives and ensure jobs are protected by ensuring companies are attractive to investors.

## Campaigning

### **This government's reform plan of Human Rights Act 1998**

Raise awareness and campaign with the TUC against proposed changes and its impact on Equalities and BAEM workers, stop the repeal of section 3 and ensure that UK courts can no longer alter legislation contrary to its meaning and the overall purpose of the law.

### **Asylum seekers/refugees**

Petition the government to stop deportation of BAEM people.

### **Statutory rights for union equality reps**

Statutory rights in line with Fair Work in Scotland, Unite education and training.

## Involvement, Education, Support and Representation

### **Substitute seats for constitutional committees**

Tighten the guidance regarding substitute delegates.

### **Action, not words - improving the visibility and representation of BAEM members**

Continue and resource regional initiatives such as the Future Leaders Programme in Wales, ensure BAEM members are applying for the Unite Future Candidates Programme and other training, support Unite BAEM Women's Network, regular audit of Unite's progress in this, and ensure Unity over Division continues to be a prominent campaign.



### **Race discrimination legal advice and support for all rejected**

**BAEM members cases** - Appropriate policy, procedures and process for legal assistance on Race Discrimination Cases, Regional Panels for Equalities Cases with officers and senior BAEM members, RWEOs to review and monitor Race cases rejected on grounds of “Reasonable and Practicable”, report of rejected race discrimination cases to Regional and National BAEM Committees and the EC, only use solicitors that are up to standard with equality issues including race discrimination, and National BAEM Officer and RWEOs to inform chair of the BAEM Committees of race discrimination cases.

### **Paid time for union activity**

To increase not only BAEM members’ but all members’ activity, consider paying reps’ lost salary when on unpaid release to attend union courses.

### **Making our union accessible to all**

Unite ESOL provisions, celebrate and promote our membership diversity and spoken languages, a ‘go to’ regional directory of recommended services for members for whom English is not their first language.

### **Intersections of race for autistic people**

Training for BAEM members and reps, speak up against abusive “therapies” such as ABA and PBS, ensure community organisations are aware of the need for training, and involve BAEM and autistic members in training and policies affecting them.

### **Unite – a transparent and welcoming employer**

Ensure the same opportunities for potential BAEM applicants in all regions, filling all temporary opportunities through open advertisement and a fair, impartial and accountable process, offer currently employed staff ‘stand down officer’ and temporary acting-up posts by advertising across Unite with the oversight of HR department.

**Unite BAEM Equality Audit** of its employees and report to EC.



# Unite Disabled Members

**Building on Disability Equality at Work negotiators guide, support for disabled workers post-COVID, workplace disability audits and disability employment and pay gaps campaign, action on rise in the cost of living, universal social security and for a National Independent Living Support Service, acceptance of neurodiversity and Disability History Month, the following priorities were set at the 2022 Conferences:** (Next conference due 2024)



## Bargaining

### Defending the rights of disabled workers, post-COVID

Mandatory disability pay gap reporting, duty on employers to consider all disabled workers suitability for working from home, reform "Access to Work" fund to include working from home, right to a phased return for those affected by COVID-19 and Long Covid, strengthen EHRC Statutory Code of Practice on Employment.

### Reasonable Adjustments

Individual risk assessment when working environment is altered.

### Disability Employment Charter

Produce a model motion for branches to adopt the Disability Employment Charter and negotiate for its adoption by employers, as far as possible incorporate negotiation and campaigning on the Charter into Unite courses, and encourage and support disabled members to become reps.

## Campaigning

### A call to prevent suffering of disabled people with rising energy bills

Lobby government, devolved Assemblies and the owners & controllers of Utility & Energy companies to ensure disabled people whose condition may be exacerbated by extremes of temperatures are not forced into Fuel Poverty.

### Disabled Parents

Disabled carers to be included in the campaign for carers rights.

### Campaigning for disabled workers in the light of the cost of living increases

Highlight the impact on disabled workers, lobby government to make changes to the benefit system including the permanent abolition of VAT on heating and a ban on evictions.

### Social Security

- **Universal Social Security** - campaign to: scrap sanctions; increase Statutory Sick Pay; increase the Employment and Support Allowance and Carer's Allowance; end the two child element; scrap the Bedroom Tax; reinstate Housing Benefit for under-21s; sufficiently fund Access to Work; invest in services and the hardware to eliminate digital exclusion; fund the local authority directly and the funded advocacy, support and justice organisations that support social security applications and appeals; and establish a National Independent Living Support Service.
- **Discrimination/benefit system** - Press Government to stop this discrimination and for a fair benefit system for all.
- **PIP system** Government and the DWP to establish a new fairer system for applicants by: introducing better quality assessments, rethinking work and the individual's disability, supporting people with autism and ending privatisation.



## Involvement, Education, Support and Representation

### Closing the disability employment gap guide and toolkit

Update Disability Equality at Work Guide and encourage, support and monitor workplace branches adoption and implementation of the guide, campaign for mandatory disability audits and reporting and the elimination of the disability employment gap, and create a Reasonable Adjustments Toolkit.

### Disabled members benefits course

Education Department to research and deliver courses on benefits suitable for disabled members.

**Neurodiversity** - A more accessible and inclusive union for members with learning disabilities and neurodiversity, train staff and officers, carry forward reasonable adjustments request for one meeting to all regional and national meetings to prevent repeated form completions:

- **Unite guidance document to be created to assist neurodiverse members seeking reasonable workplace adjustments**

### Neurodiversity and Invisible Disabilities, Neurodiversity in the Workplace, Neurodiversity within Unite – recognition and acceptance

Neurodiversity Awareness Campaign within Unite; produce a Toolkit including a guide and a model policy; education programme for officers, reps and activists; change “Awareness” to “Acceptance” on courses; include neurodivergent members in training and policies; increase accessibility in Unite’s communications; and add a “brain” icon to the Disabled Members logo.

### Disabled Members Access to union activities

Adequate access for meetings, courses and overnight stays.

### Disabled Members Data

Add an additional column onto the members’ record enabling members to note and update their access needs to be used by admin when completing forms for training or conferences.



# Unite LGBT+ Members

**Building on Unite LGBT+ Pride and Zero Tolerance of Homophobia, Biphobia and Trans+ phobia including full ban on Conversion Therapy, LGBT+ equality in workplace, trans+ equality, campaign for better and more inclusive social care and healthcare including for older and young LGBT+ people, international LGBT+ solidarity and LGBT+ History Month, the following priorities were set at the 2022 Conferences:** (Next conference due 2024)



## Bargaining

### Attacks on workplace equality

Reaffirm support for LGBT+ equality, assist activists in holding employers to account in upholding protections for ALL and for the ongoing improvement of inclusion practice.

### Employers to continually support LGBT+ workers, not just at Pride

### Gender Neutral Toilets

Look at the provision of appropriate gender neutral toilets.

**Unity over Division Workplace Charter** to be a key part of the bargaining agenda.

## Campaigning

### Ban Conversion Therapy

Renew call on the Government to: introduce a meaningful ban, have no exemptions based on religion or for people allegedly “consenting”; continue to campaign with other unions and organisations until a full ban, produce leaflets and support materials to educate members, reps and staff and provide support to victims and survivors.

### Trans+ Equality

- **Gender Recognition Act Reform, continuing the campaign for legislation that is fit for purpose** - Reform the Gender Recognition Act for recognition without a medical diagnosis.
- **Support the Trans+ people at the EHRC** - Challenge the EHRC policy where it discriminates, campaign for Gender Recognition Act reform, encourage and work with the Labour Party and other Trade Unions to progress legal reform, lobby government to restore, secure and enhance the EHRC'S future independence.

### Renewed call for Unity over Division

Call on government to end hate crimes and all forms of discrimination, ensure our hard won equality protections are safe, united front to campaign against the increasing threat of the far right and growing attacks on LGBT+ people, produce leaflets and support materials to educate members, reps and staff.

### Health and Social Care

- **LGBT+ healthcare** - Lobby government for better LGBT+ healthcare including to: ban LGBT+ conversion therapy, increase the number of Monkeypox vaccines, and reverse the amendment to the GRA to ensure trans+ patients have appropriate medical privacy.
- **Safe social homes for young LGBT+** - Urge governments to create a safe, supportive and inclusive physical environment for Young LGBT+ people, require homeless services to improve the physical, mental and sexual health of Young LGBT+ people.
- **Inclusivity in care homes for LGBT+** - Campaign for more care homes to be more inclusive of the LGBT+ people to prevent the need to go back into the closet.

### **LGBT+ Phobia**

Oppose any watering down of trans+ rights; work with other organisations to ensure trans+ rights.

### **Abortion Rights**

Work with others to challenge any attack, liaise with National Women’s Committee and ILGA for updating LGBT+ members.



## **Involvement, Education, Support and Representation**

### **Communicating and publicising equalities**

Review how equalities is best promoted, communicated and publicised through current and new media platforms; involve Unite participants in discussions, include relevant Departments and Officers, produce an all Equalities communication at least twice a year through the use of more than one platform, engage all the expertise and skills within Unite to promote, publicise and showcase our equalities work, instigate more short podcasts and other digital communications, ensure that all work on communicating, publicising and promoting equalities is a priority within Unite’s on-going strategy of improvements.

### **LGBT+ Inclusion**

Update LGBT+ Negotiators’ Guide, produce materials for Pride and other events highlighting the “plus” in LGBT+ and Unite’s support for members.

### **Supporting trans+ and non-binary workers working group, materials**

Launch a Working Group, organise an event for Trans+ Awareness Week, produce collective bargaining tools and provide training. Work with the EC to ensure that there will be no platform for transphobic members.

### **Put an end to rainbow washing – survey of branches and workplaces**

Survey branches and workplaces for the extent of this practice, use the findings to campaign for an end to this practice and work with branches to urge employers to continually support LGBT+ workers, not just at Pride.

### **Intersectionality and Unite**

Ensure women, who may be disabled/LGBT+; LGBT+ and BAEM or LGBT+, Disabled and BAEM are recognised and involved.



# Unite for equality

## **Unite Policy Conference 2021 agreed powerful equalities priorities.**

This section to be updated after Policy Conference 2023.

- ✓ Full recognition of Union Equality Reps
- ✓ Domestic Abuse Policies
- ✓ Paternity leave policies
- ✓ Disability passports in the workplace
- ✓ Separate disability related absence for absence due to sickness
- ✓ Sexual harassment as an LGBT+ issue too
- ✓ Growing Unite and our BAEM membership
- ✓ Migrant workers' rights
- ✓ Migrant women workers
- ✓ Domestic violence and abuse as a workplace issue
- ✓ Duty on employers to prevent sexual harassment
- ✓ Reintroduce protection from third party harassment
- ✓ Strengthen key regulators EHRC and HSE
- ✓ UK to ratify ILO Convention 190 on Violence and Harassment in the World of Work
- ✓ Financial compensation for women negatively affected by process of state pensions equalisation
- ✓ Lobby for meaningful public sector employment for disabled people
- ✓ Decriminalise abortion
- ✓ Promote National Independent Living Support Service
- ✓ Keep Pride as a Protest
- ✓ Unite Women's Network

- ✓ BAEM employment in Unite
- ✓ Mental health support for members
- ✓ Stand-alone mental health education module for shop stewards
- ✓ Bespoke courses for women on Pensions and TUPE
- ✓ Migrant workers forum
- ✓ Social model of disability at the heart of our union
- ✓ Support for LGBT+ inclusive education in schools

## **Unite Rules Conference 2019 equalities decisions.**

This section to be updated after Rules Conference 2023.

- Further increasing the involvement and representation of Disabled and LGBT+ Members including as workplace representatives
- Representation of Women and BAEM members in relation to non-constitutional committees
- Establish Equality Task Group to take forward these decisions



## **Unite equality strategy group 2020-2022/3 and 2023-2025/6**

**NATIONAL WOMEN'S COMMITTEE**  
Chair - Jane Stewart

Executive Council Member – Jane Stewart until 2023;  
from May 2023 Angela Duerden EC Women's  
Representative

National Women's Committee  
Vice-Chair – Paula Brennan

**NATIONAL BLACK and ASIAN ETHNIC MINORITIES  
COMMITTEE** Chair and Executive Council Member –  
Susan Matthews

National BAEM Committee  
Vice-Chairs – Julian Allam until 2022; from 2022  
Jag Bazaz and Vanessa Williams

**NATIONAL DISABLED MEMBERS' COMMITTEE**  
Chair - Dave Allan

Executive Council Member – Dave Allan until 2023;  
from May 2023 Martyn Gwyther EC Disabled  
Members' representative

National Disabled Members Committee  
Vice-Chairs - Ceri Wright until 2022; from 2022  
Tracey Whittle and Chris Mort

**NATIONAL LESBIAN, GAY, BISEXUAL & TRANS+  
COMMITTEE** Chair – Phil Jones

Executive Council LGBT+ representative -  
Jenny Douglas

National LGBT+ Committee Vice-Chairs – Samantha  
Webster-Moore until 2022; from 2022 Irvine Russell  
and Lorraine Mannion

Assistant General Secretary – Equalities: Diana  
Holland; until June 2023; and from June 2023  
Director Equalities & Education to be appointed

National Officer – Equalities: Women, Siobhan  
Endean; from 2022 Alison Spencer-Scragg

National Officer – Equalities: BAEM, Disabled  
members, LGBT+, Harish Patel and also in 2023  
Maureen Scott-Douglas

National:  
Researcher for equalities – Anooshah Farakish

Equalities education tutor – Chantelle Brown

Health & Safety adviser – Rob Miguel

**equality@unitetheunion.org**  
**020 7611 2500**

## **Regional Women's and Equalities Officers 2023**

**North West**  
Sharon Hutchinson

**North East Yorkshire and Humberside**  
Heather Blakely (acting)

**West Midlands**  
Maureen Scott-Douglas, Teresa Turner (acting)

**East Midlands**  
Neelam Verma

**London & Eastern**  
Margaret Bourne, Aisha Malik Smith

**South East**  
Jesika Parmar (acting)

**South West**  
Karen Cole

**Scotland**  
Lorna Glen, Audrey Manning (acting)

**Ireland**  
Taryn Trainor

**Wales**  
Jo Galazka

## **Regional Contacts**

**North West**  
0151 559 2004

**North East Yorkshire & Humberside**  
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**West Midlands**  
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**East Midlands**  
0116 253 2020

**South West**  
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**South East**  
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Dublin +353 (0)1873 4577

**Scotland**  
0141 404 5424

**Wales**  
02920 394521

# Unite Manifesto for Equality

## We Demand:

- **A powerful framework of equality rights and enforcement** – equality impact assessment, a restored and strengthened Equality Act and Equality Commission body
- **Employers required to prevent harassment** – including third party and dual harassment
- **A strong voice for equality at work** – statutory rights for union equality reps, equality training for all
- **An end to a low pay economy for Women workers and their families** equal pay audits, living wage, £15 minimum wage, pensions justice including for same sex families
- **Recognition of racism and disproportionate impact on Black and Asian ethnic minority workers** – close the race pay and progression gap, recognise black women's unequal pay, a future for young black workers
- **Family friendly policies respecting work-life balance** – supporting children and babies, a right to flexible working, respect part-time workers' rights, no pregnancy discrimination and redundancy, period dignity, menopause recognised
- **Social model Disability rights** – disability reasonable adjustment passport recognised, disability pay gap closed, right to disability leave, independent living, end unfair endless assessments
- **Action on violence and abuse, respect and dignity at work** – domestic abuse leave, ILO Convention 190 enacted, Get me home safely
- **Global LGBT+ rights** – positive inclusive rights, no conversion therapy, international laws to protect, inclusive care
- **Fair pay agreements, sectoral collective bargaining** – No discrimination for migrant or agency workers
- **Reinstate migrant domestic workers' rights**



# Unite in Solidarity - part of a global movement for Equality

Our work with the TUC, STUC, WTUC, ICTU and with the global union federations and ITUC has achieved actions and wins on many equality issues in workplaces, sectors, global standards and in unions too.

## ACTION ON SEXUAL HARASSMENT AT WORK AND IN THE UNION MOVEMENT

Unite strongly supports action agreed across our movement including actions called for in:

### - THE TUC SEXUAL HARASSMENT WORKING GROUP

<https://www.tuc.org.uk/sexualharassmentworkinggroup>

## ACTION TO BUILD ANTI-RACISM THROUGHOUT THE UNION MOVEMENT

- The TUC Anti-Racism Taskforce (<https://www.tuc.org.uk/research-analysis/reports/action-plan-build-anti-racism-trade-union-movement>)

## ACTION TO ENSURE DISABLED WORKERS FULLY PART OF THE UNION MOVEMENT

- Joint Campaigning for Long Covid to be specifically defined as a disability under the Equality Act 2010 (<https://www.megaphone.org.uk/petitions/treat-long-covid-as-a-disability>) and for the Social Model of disability (<https://www.tuc.org.uk/resource/social-model-disability>)

## ACTION TO END HARASSMENT AND ENSURE RECOGNITION OF LGBT+ MEMBERS OF THE UNION MOVEMENT

- Joint campaigning on sexual harassment of LGBT+ workers (<https://www.tuc.org.uk/research-analysis/reports/sexual-harassment-lgbt-people-workplace>) and a full ban on Conversion Therapy, <https://www.unitetheunion.org/media/5479/jn-a6-ban-conversion-therapy-now-postcard.pdf>)

## ACTION ON KEY UNITE CAMPAIGNING WITH THE INTERNATIONAL TRADE UNION MOVEMENT

- Powerful joint campaigning across our union and internationally:

### Get Me Home Safely

#### - Unite campaigning

<https://www.unitetheunion.org/campaigns/get-me-home-safely-campaign/>

#### - ETF campaigning

<https://unitelive.org/get-me-home-safely-goes-global/>



### Toilet Dignity

#### - ITF Sanitation Charter and Sanitation Rights Toolkit

<https://sanitation.itfglobal.org/> and <https://www.itfglobal.org/en/reports-publications/itf-sanitation-charter>



#### - Unite action -

World Toilet Day - Unite protest in MOD Lincolnshire toilet shame <https://tinyurl.com/c8aerfre>



### Violence and harassment in the world of work

#### - ITUC campaigning

C190: Unions in action to stamp out violence and harassment at work - International Trade Union Confederation ([www.ituc-csi.org](http://www.ituc-csi.org))



# Unite Objectives for Equality

“...to pursue equal pay for work of equal value”

Rule 2.1.2

“...to promote equality and fairness for all, including actively opposing prejudice and discrimination on grounds of sex, gender, race, ethnic origin, religion, class, marital status, sexual orientation, gender identity, age, disability or caring responsibilities.”

RULE 2.1.6



Unite the Union's rules include equality objectives, union equality reps, structures and a commitment to equality as a fundamental principle.

## Unite Equality Representatives and Structures for Equality

- Every workplace to have elected Unite equality rep/s
- Every branch to have elected Unite equality officer
- Committees in each region and nationally of:
  - Women
  - Black and Asian Ethnic Minorities (BAEM)
  - Disabled members
  - Lesbian, Gay, Bisexual & Trans+ members (LGBT+)
  - Young members
- Regional and National Conferences of Women, BAEM, Disabled, LGBT+, Young members
- Executive Council National Women's Rep, National BAEM Rep, National Disabled Members Rep, National LGBT+ Rep and National Young Members Rep

## Unite Commitment to Equality as a fundamental principle

- Every Unite committee and conference and Unite delegations to have minimum proportionality of women and BAEM members represented
- Positive action in representation of disabled and LGBT+ members
- Representation of young members
- Equality education and equality rules implementation report to Policy Conference and National Equalities Committees

## Unite Policies for Equality

- Unite Charter for Women; Women, Cuts and Employment rights; Pregnancy discrimination/Family rights; Quality affordable childcare; Equal pay/audits; No to Sexual harassment; A woman's right to choose a safe legal abortion; International Women's Day - 8 March
- Unite Race Forward campaign; Progression of BAEM workers and members; No to Racial harassment; Tackling institutional racism; Fair treatment of BAEM women; justice for Migrant workers; Black History Month – October
- Disability Equality at Work/Workplace Disability access audits; Disability leave; Action on Long Covid, Neurodiversity, Mental Health and Stress at Work; Social Model of disability and Independent Living; no to Disability Harassment and Hate Crime; Accessible transport; Disability History Month - November/December
- Unite LGBT+ Pride; Zero tolerance of Homophobia, Biphobia and Trans+phobia; LGBT+ equality in workplace benefits/policies; Trans+ equality at work; Equal marriage; International LGBT+ solidarity, LGBT+ History Month – February
- Unite Young members' charter and strategy; No to age discrimination, harassment and bullying; No unpaid internship/work experience; Decent paid apprenticeships; Young workers' rights; Action against Youth unemployment; Fair pay for young workers at work and in National Minimum Wage; Unite in Schools; Young workers' month – November
- No modern day slavery - reinstate rights for migrant domestic workers
- Rights for union equality reps; Equality Impact Assessments; decent jobs with a living wage; Universal Social Security

**UNITY not division**

**EQUALITY not discrimination**

**TRADE UNION RIGHTS not exploitation**

**SOLIDARITY not hatred**



[www.unitetheunion.org/equalities](http://www.unitetheunion.org/equalities)

Email: [equality@unitetheunion.org](mailto:equality@unitetheunion.org)

 @UniteEqualities