

# Unite the Union

# Unity over Division

# Charter

UNITE STANDS FOR



Unite the Union's Unity over Division Charter sets out 5 core organisational principles which are aimed at building more inclusive and harmonious workplaces.

## Why do we need a Unity over Division Charter

The huge social and political changes that the country has seen over the last few years have given rise to major social divisions especially along the lines of race, ethnicity, religion and nationality.

One of the most worrying consequences of this is the sharp rise in reported race hate crimes which have increased by almost 30% since 2016.

Unite the Union believes that racial discrimination and intolerance has no place in a modern society and are committed to eradicating it in all its guises. We are inviting employers to join us in this fight by signing our charter and implementing the following set of progressive workplace initiatives.

## The 5 Core Principles

- Unite and the employer will each appoint an inclusion champion who will be the lead person for the Unity over Division agenda. With the support of Unite and the employer their roles will be to collaboratively monitor, facilitate and promote workplace inclusion wherever possible.
- The employer will ensure that all staff members are given training on how to adhere to the company's equality and diversity policy and will ensure that this document is reviewed annually.

- Unite and the employer will provide informative and up to date materials aimed at helping to promote equality and harmony within the workplace.
- Where there are local and national examples of hate crime and discrimination Unite and the employer will stand together to condemn such incidents
- Where appropriate Unite and the employer will work with other agencies and organisations to promote cohesion both inside and outside the workplace.

## Commitment to the Wider Equality Agenda

Whilst this charter focuses specifically on the issues of race, ethnicity, religion and nationality Unite and the employer will continue to carry out their legal and moral obligation to protect all workers from discrimination as required by The Equality Act 2010

## The Spirit of the Charter

The Unity over Division Charter provides a starting point for what will hopefully be a more proactive approach to building a more inclusive workplace within in modern Britain.

However, this represents the beginning of what is likely to be a long and difficult journey. For this reason, along with adhering to its 5 core principles, the signatories of this charter are also committed to working within the spirit in which the document has been written.

Signature:

-----

Signed on behalf of the Union

-----

Date:

-----

Signed on behalf of the Employer

-----