

UNISON

YEAR OF BLACK WORKERS TOOLKIT



2023 YEAR OF
BLACK
WORKERS
Establishing legacy to generate change

UNISON
the public service union

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Foreword

We estimate there are over 185,000 Black members in UNISON.

UNISON has worked hard to improve racial equality in the workplace, but racism can be deep-rooted and difficult to get rid of. Bullying, harassment, and other unfair treatment, including stereotyping is still going on. All too often, the experience of Black members at work is marked by racism and discrimination.

The experience of Covid also highlighted how deep-seated structural racism impacts on income, on health and at work. During the pandemic, Black people had a higher risk of dying from Covid-19 than white British people of a comparable age. Black workers are more likely to be on the frontline, more likely to be low-paid, over-exposed to risks, offered less protection and were more likely to suffer from the deadly pandemic.

Racial discrimination and unfairness continue to be an every-day experience for Black people at work, and in wider society too.

We are delighted that UNISON has designated 2023 the Year of Black Workers. The Year of Black Workers is an important opportunity to highlight the progress that has been made to date and identify the change that is still needed and put plans in place for practical steps to bring about racial equality.

The mission statement for the Year of Black Workers is: “Establishing Legacy to Generate Change”. National Black Members Committee wants to ensure a lasting impact for UNISON’s existing work, initiatives and campaigns on race equality and ensure that these are also the basis for positive change at branch, regional and national level, with employers, and in our own union.

UNISON is committed to tackling any discrimination and unfairness in the union and have set up a joint inquiry panel to ensure race cases are being dealt with in line with “UNISON’s ten good reasons to use the race discrimination protocol” to help branches effectively deal with race cases.

A lot has been achieved but there is so much still to do. We’ve developed this toolkit to help members and activists identify how they can influence and bring about race equality in the workplace, ranging from small changes in workplace policies and procedures to national level campaigns. No change is too small. We hope you find it useful.

Change can only come if we work together collectively to eradicate it.

Yours

Kebba Manneh

Chair National Black Members Committee (NBMC)



Christina McAnea

General Secretary



Introduction

2023 has been designated UNISON's Year of Black Workers.

Given the disproportionate impact of the pandemic on Black workers and communities, layered on top of decades of structural and institutional racism, this is an appropriate time to:

- celebrate UNISON's long history of achievement on Black worker's rights
- highlight the change that is still needed
- and develop practical steps to successfully bring about racial equality.

The Year of Black Workers is intended to help focus UNISON at all levels on challenging racism in the workplace.

Why we still need to focus on racism and discrimination

A report from a team of academics from the universities of St Andrews, Manchester and King's College London published in April 2023^[1] highlighted that nearly a third of people from ethnic and religious minority groups reported racial discrimination in employment (29%). More than 14,000 people across 21 ethnic groups, including white British, were surveyed between February and October 2021 as part of an Economic and Social Research Council-funded project. Produced by the Centre on the Dynamics of Ethnicity at Manchester University, the report claims to be the most extensive survey of racial inequalities since 1997, offering an unprecedented scale of access, granular detail, and national reach.

It directly challenges the findings of the government-commissioned Sewell report on racial disparities published two years ago, which downplayed the existence and impact of structural and institutional racism in the UK.

In 2020, UNISON surveyed Black members, asking about their experiences at work during the Covid-19 pandemic. More than 10,000 members responded, giving harrowing accounts of how they had been placed at risk as key workers. The survey revealed the widespread failure of employers to conduct individual and specific risk assessments. It highlighted concerns about the safety of workplaces and whether they were truly Covid-secure, as well as continuing problems with the supply of appropriate safety kit. Testimony from school, NHS, police and council workers revealed shocking and inexcusable racial bias, delays in carrying out risk assessments and a lack of urgency to take action to protect the lives of Black workers. UNISON has contributed this evidence to the UK Covid-19 Inquiry.^[2]

Research undertaken by the King's Fund in the NHS in 2020^[3] highlighted a persistent issue of a lack of career progression and promotion opportunities for Black people compared to their white counterparts and a lack of representation in senior NHS roles. Within local government, UNISON's own equality survey January 2019 highlighted the pay penalty experienced by Black workers in the workplace and found that negative impacts are often greater because of discriminatory practices and institutional racism.

UNISON equality evidence is available on request from equality@unison.co.uk

What is UNISON doing to address racism and promote racial equality?

Success levels in race discrimination cases in the Employment Tribunals continue to be amongst the lowest, despite long established legislation. To strengthen our support for members, UNISON developed a Race Discrimination Protocol, a tool to give more consistency and transparency to how the union takes forward race discrimination cases. Originally launched in 2010 by UNISON's previous general secretary, this was re-launched by Christina McAnea in 2021 to recommit the union to fighting for justice for Black workers.

UNISON launched the Ethnicity Pay Gap Mandatory reporting campaign in September 2021^[4]. There is undeniably an ethnicity pay gap. The Office for National Statistics' latest figures show that "many ethnic groups including Bangladeshi, Black Caribbean, Black African, Pakistani and Arab consistently earned less than those of White British ethnicity during the period of 2012 to 2019"^[5].

The TUC recognises that the ethnicity pay gap is a major cause of in-work poverty experienced by Black workers and the cause of severe intergenerational inequality in Black communities. A motion was carried at the 2022 TUC Black Workers Conference^[6] demanding that the TUC and the Anti-Racism Task Force make closing the ethnicity pay gap (EPG) a key priority to tackle the racial and regional pay inequality face by Black workers.

As part of the Year of Black Workers events programme, UNISON held a Parliamentary 'Round Table' event hosted by Bell Ribeiro-Addy MP on 21 February 2023. David Lammy MP, Anneliese Dodds MP, and other prominent MPs also attended.

Invitations for ten UNISON Black members from across the twelve regions were extended to come and talk about their lived experiences in a range from the ethnicity pay gap, to the cost of living and post Covid recovery.

UNISON has consistently supported the Trades Union Congress (TUC) and lobbied parliamentarians on anti-racism. In February 2019, UNISON supported the 'Stop the Trump' rally. UNISON has also been a long-standing supporter of the 'TUC Stand Up to Racism Anti-Racism Demonstration in March each year.

UNISON has worked closely with organisations like the TUC Anti-Racism Taskforce and Runnymede Trust, responding to the Sewell Report and campaigning against changes to the government's 'Police Crime Sentencing and Court Act. This also included responding to the Black Lives Matter campaign following the death of George Floyd, Stop and Search in the Black community including schools, and most recently the killing of Chris Kaba by the Police. In September 2022, UNISON also sent a delegation to the 'We move' the race equality and migrant rights summit.

Black members have the same concerns as any other member about jobs, fair pay and conditions of service, promotion, and progression. But their experience of the workplace is too often marked by racism and discrimination. UNISON has consistently promoted race equality and challenged discrimination at work. In 2022, UNISON led in developing a health check for trade union staff sides in the NHS on tackling race discrimination at work.^[7]

UNISON has relaunched materials to help local activists negotiating for race equality on bullying and harassment, the ethnicity pay gap, recruitment and selection and redundancy,

There is something that everyone can do.

This toolkit has been designed to help you generate ideas about what to focus on in UNISON's Year of Black Workers and sets out practical steps to help make your ideas a reality.

Defining Black

In UNISON, Black is used to indicate people with a shared history. Black with a capital 'B' is used in its broad political and inclusive sense to describe people in Britain that have suffered colonialism and enslavement in the past and continue to experience racism and diminished opportunities in today's society.

The terms 'minority ethnic' and 'ethnic minority' are in widespread official use. But these terms have negative connotations of being marginal or less important. In many neighbourhoods, towns, and cities in the UK it is statistically inaccurate or misleading to describe Black groups as a minority.

Since the '70s the term 'Black' has been used in antiracist campaigning in recognition of the common struggle against racism and under-representation. Language changes and evolves but terminology is always important in terms of intention and direction. Using 'Black' is about creating unity in the fight against deep-rooted racism that sees Black people disadvantaged in housing, education, employment and the criminal justice and health systems.

Securing the legacy - What you can do to support UNISON's Year of Black Workers

The Year of Black Workers Campaign is underpinned by the mission statement: "Establishing Legacy to Generate Change", with two main themes, Legacy, and Change.

Legacy - builds on specific work and campaigns, which the National Black Members Committee (NBMC) is already leading to create an impetus for different sector partners, branches, and regions to identify practical and sustainable improvements - **Change**.

In turn, this **change** will create a new **legacy**.

National Black Members Committee hopes the theme 'Establishing legacy to generate change' will stimulate discussion - both practical and uncomfortable debate, to help develop campaigns on e.g., the ethnicity pay gap, pay for Black workers and the cost-of-living crisis and in turn encourage and enthuse branches to achieve change and a legacy for the Year of Black Workers.



What can UNISON's sector groups and self-organised groups do?

National Black Members Committee (NBMC) is calling on all of UNISON's democratic structures, committees, service sector groups and branches to:

- Identify what you are going to do to contribute to YOBW
- Ensure YOBW is part of every work plan

NBMC will work in partnership with all of UNISON's sector groups as follows:

- Community, Health, Higher Education, Local Government, Police and Justice, Water/Environment/Transport and Energy.
- All Self-Organised Groups (SOG's), young members forum and retired members groups Women, LGBT+ and Disabled.

There is something for all sectors and SOGs to do, whether campaigning, bargaining, and/or organising.

Campaigning

UNISON's [Ethnicity Pay Gap Campaign](#) is priority, central to all campaigns and activities. Whatever the sector – whether health, criminal justice, education, private or voluntary sectors, helping focus branches, regions, service groups, and self-organised group's (SOG's) on the factors that underlie the pay gaps for Black workers is key. This raises the awareness necessary to organise, campaign and to develop ethnicity pay gap reporting as a bargaining aim. Reporting ethnicity pay gaps is the first step towards a plan to address the factors that create the gap and ultimately to close the gap.

Reporting ethnicity pay gaps can be a collective bargaining objective, national and/or local – information about the ethnicity pay gap can be included in evidence for submission to Pay Review Bodies. Ethnicity pay gaps can also be part of organising and recruitment strategies. Our Year of Black Workers is an important opportunity to attract young Black members and we can involve them in our work to report and narrow ethnicity pay gaps.

Ethnicity pay gaps lead to ethnicity pension gaps – there is a campaign for UNISON's retired members to get involved in too.



Ethnicity Pensions Gap

Low pay disproportionately affects Black workers leaving many unable to achieve an adequate income in retirement.

Many Pensioners are living in poverty and owing to the alleged unusual economic circumstances the UK finds itself in, the “Triple Lock” could be suspended or even scrapped. This would leave many more Black pensioners and workers living in poverty.

Low pay, and pay inequality, is just one of the myriad ways in which structural racism is evident but its effects are stark.

I support
Mandatory Ethnicity
Pay Gap Reporting

UNISON
the public service union

Resources

A Quick Guide to Bargaining on Pay Inequality Pay Gaps: What they are and what your branch can do about them is available at <https://www.unison.org.uk/content/uploads/2023/01/Pay-Gaps-Bargaining-Guide-2022.docx>

There are other campaign strands that the NBMC hope will be developed in sectors/SOG's set out below:

NBMC encourages sectors groups and SOGs to look at the resources listed and consider how to get involved in campaigning on these issues.

Ending the Hostile Environment

UNISON has had a longstanding campaign against the government's ‘Hostile Environment’, which we believe should be suspended as part of a major review of our immigration system. An immigration system which treats migrant workers with dignity and fairness is fundamental in tackling the racist discrimination faced by migrant workers and their families. The impact of this discrimination makes migrant workers more vulnerable to workplace exploitation. As part of the union's work to support those affected, we offer:

- Free helpline for our migrant worker members from immigration specialists JCWI;
- Briefings and guidance for members and non-members on how to claim refunds and reimbursements of the immigration health surcharges for health and social care workers.
- A new network for migrant workers supported by a migrant worker lead in every region.

Links and resources:

<https://www.unison.org.uk/unison-migrant-worker-network/>

<https://www.unison.org.uk/news/article/2023/04/unison-launches-new-migrant-member-network/>

<https://www.unison.org.uk/get-help/knowledge/vulnerable-workers/migrant-workers/>

Modern Slavery

UNISON's campaigns against modern slavery range from work on global supply chains to protecting victims of modern slavery in the UK. UNISON has consistently raised concerns that immigration enforcement and lack of appropriate firewalls has distorted and damaged the Government's work to tackle modern slavery. It has left victims of modern slavery facing deportation rather than being given appropriate support.

A joint investigation by HMICFRS, the College of Policing and the Independent Office for Police Conduct^[8] warned victims of modern slavery were incorrectly being treated as immigration offenders with details being passed on to the Home Office rather than being treated as trafficking survivors. Rather than tackling these concerns recent Government legislation has weakened the fight against modern slavery. In 2023 UNISON is campaigning against the 'Illegal Migration' Bill, highlighting our concerns that, if enacted, this Bill would withdraw vital support for victims of modern slavery, in breach of Article 4 of the European Convention on Human Rights, resulting in modern slavery victims who are trafficked to the UK being denied refuge and placed in a vulnerable position where they are at risk of being exploited further.

Currently, asylum seekers who may be potential victims of trafficking or modern slavery can be referred into the National Referral Mechanism, the UK's body for identifying and protecting victims of trafficking and modern slavery. They will receive limited financial support and accommodation, until they receive a final 'conclusive grounds' decision. Clauses in the Bill would disqualify potential victims of slavery or human trafficking from:

- modern slavery support, under section 50A of the Modern Slavery Act 2015, which sets out that modern slavery victims will receive, where the Secretary of State deems it necessary, support in their recovery from any physical, psychological, or social harm.
- the express protection from removal from the UK pending a conclusive grounds decision, under sections 61 and 62 of the Nationality and Borders Act 2022. This 'protection from removal period' enables the worker to receive limited financial support and accommodation, until they receive a final 'conclusive grounds' decision.

This would remove vital protections from some of the most vulnerable groups of people in the UK.

Links and resources:

https://www.unison.org.uk/content/uploads/2019/07/25674_mds.pdf

<https://committees.parliament.uk/writtenevidence/94963/html/>

<https://www.unison.org.uk/about/governance/our-statement-on-modern-slavery/>

The Police, Crime, Sentencing, and Courts Act 2022 – stop and search

UNISON opposed new clauses in the Bill which increase search powers disproportionately for, amongst other things, the 'suspicion' of causing 'serious disruption to two or more people or an organisation'. Any protest might do this. There are also powers in the Act to stop a given individual **without any 'suspicion'** in areas where police believe that the offense of 'nuisance' may happen 'within the officer's police area'. Research shows that stop and search powers are already disproportionately targeting certain groups in our society. Extending these powers so police can stop and search an individual without ANY suspicion of that individual but just because an officer believes that some 'intentional' nuisance may happen in the area is a dangerous path that could lead to areas where police feel they can stop and search anyone, at any time, with no suspicion of the individual whatsoever.

UNISON have since been signatories to several statements and briefings both from coalitions of civil society organisations and individual organisations such as Liberty highlighting the dangers of these new laws.

Teaching Black History

Wales has become the first nation in the UK to mandate Black history lessons across its national curriculum. This means all learning areas will need to reflect the diverse experiences and contributions of "Black, Asian and Minority Ethnic" communities and individuals, in both the past and present Wales.

Links and resources:

Learning of Black, Asian and Minority Ethnic histories included in new Welsh Curriculum | GOV.WALES

Wales introduces BAME history in its national curriculum

The TUC Anti-Racism Manifesto 2022-2027

Over the past two years, the TUC's Anti-Racism Task Force has scrutinised our movement and found us wanting. We acknowledge that the trade union movement and individual unions still have some way to go to represent Black workers fully and none of our trade unions is exempt from the existence of institutional racism.

This manifesto has been shaped by important research including research which centres the voices of Black workers from across the movement. It sets out what trade unions, and the movement, will do to make sure we secure the economic and social justice of Black communities. Along with the Anti-Racism Action Plan adopted by Congress it sets out how unions will refresh, renew, and reboot the movement's campaigning, organising and bargaining work. And what we need to do to tackle racial inequalities in our workplaces and communities.

The TUC's Anti-Racism Implementation and Oversight Group will report regularly to the General Council and annually to Congress on the progress and outcomes of this important work during 2022-227 as they work to secure transformative change.

This manifesto sets out the TUC's intent and provides a mechanism to monitor and assess the progress and review the changes we need to see in our unions and across our movement.

Sector groups and self-organised groups can get involved in making the changes set out in the manifesto too.

Download manifesto PDF: <https://www.tuc.org.uk/sites/default/files/2022-09/ARTFManifesto2022.pdf>

Bargaining

NBMC encourages sectors groups and SOGs (and branches too) to review the bargaining activity described below and consider how to get involved in or adapt the activity for your areas.

The Impact of the cost of living and low pay

UNISON health service group passed conference motions in 2023 committing the union to:

- organising and bargaining work to extend NHS pay terms and conditions to outsourced staff working for private contractors and subcos;
- undertake further work to embed the real Living Wage in the Agenda for Change pay structure.
- develop proposals for improving pay progression/reward on promotion in bands 1-4.
- resource and pursue re-banding campaigns including our Pay Fair for Patient Care work on pay banding for healthcare assistants

A Project on Racial Discriminatory Disparity

Race for Equality is the UNISON health group's lead campaign to tackle racial inequalities in the NHS. Resources are available as part of the campaign:

- Leaflets and materials for branches to give to members

- branch action plans as well as specific action plans on bullying and harassment, disciplinaries, and recruitment and career development.
- Case studies from branches on how to challenge racism in their employers – including one on rolling out a Black Hair & Skin project coming soon.
- Anti-racism charter and model anti-racism policy
- Advice for black workers around COVID
- Guides on how to analyse Workforce Race Equality Standard - or WRES – results (England)

UNISON is expanding WRES training for activists and branches and hope to deliver this in all English regions. This training focuses on using WRES as a negotiating tool and a member support tool - “every case a negotiating opportunity with WRES”

We are investigating the equalities impact of outsourcing and fed into an EHRC report which found that outsourcing leads to discrimination.

We are developing a project around disciplinary rate disparities and this was the topic of a Health Conference focus group.

Links:

- Race for Equality page:
<https://www.unison.org.uk/at-work/health-care/big-issues/race-for-equality/>
- Race for Equality resources:
<https://www.unison.org.uk/at-work/health-care/big-issues/race-for-equality/#heading-3>
- Race for Equality merchandise:
https://shop.unison.site/?s=race+for+equality&post_type=product
- Race for Equality case studies:
<https://www.unison.org.uk/at-work/health-care/big-issues/race-for-equality/race-equality-case-studies/>
- Equalities impact of outsourcing:
<https://www.unison.org.uk/health-news/2022/06/fighting-outsourcing-on-equalities-grounds/>

The service group has also passed motions committing UNISON health to:

- Promote the Race for Equality campaign through regions and branches, including offering training to help branches challenge racism in the NHS and racist behaviour from patients, public or staff.
- Work through partnership structures and engagement with the UK and devolved governments to influence NHS racial equality strategies.
- Use the WRES to understand racial disparities in the NHS, including disparities in career development opportunities, and work to see the WRES extended to all parts of the UK.
- Encourage Black members to become active in UNISON regional and national structures
- Work with the National Black Members' Committee to tackle the challenges around the mental health of Black staff in the NHS and how Black communities receive mental health care.
- Protect overseas nursing and care staff
- Monitor Employer Recruitment, Promotion and Selection: Developing strategies to address any issues that are identified - see our guidance at: <https://www.unison.org.uk/content/uploads/2022/12/Negotiating-for-race-equality-recruitment-and-selection-YOBW.pdf>

Merchandise, leaflets and negotiating bargaining materials are available.
To order merchandise please contact June Anderson: June@tc-group.co.uk

See our guidance at
<https://shop.unison.site/product/2023-year-of-black-workers-leaflet/>

What can branches do?

National Black Members Committee (NBMC) is calling on all of UNISON's democratic structures, committees, service sector groups and branches to:

- Identify what you are going to do to contribute to YOBW
- Ensure YOBW is part of every work plan

There is something for all branches to get involved in. However, our ethnicity pay gap campaign is priority, central to all campaigns and activities, whatever the sector. Reporting ethnicity pay gaps can be a collective bargaining objective and part of organising as well as recruitment strategies.

Branches could ask employers to provide data on their ethnicity pay gap and develop a plan to close any gap - see our guidance at <https://www.unison.org.uk/content/uploads/2023/02/Negotiating-for-race-equality-ethnicity-pay-gap-YOBW.pdf>

NBMC is also encouraging branches and members to contact their MPs to seek support for a new law requiring employers to report their ethnicity pay gap and to take action to close any gap.

Our advice about how to contact MPs and a model letter is at the back of this toolkit.

Other things to consider for inclusion in your YOBW workplan are:

- Challenging Racism in the workplace - see our guidance at <https://www.unison.org.uk/content/uploads/2022/12/Challenging-racism-in-the-workplace-YOBW.pdf>
- Negotiating for race equality – bullying and harassment see our guidance at <https://www.unison.org.uk/content/uploads/2023/02/Negotiating-for-race-equality-bullying-and-harassment-YOBW.pdf>
- Negotiating for race equality - performance management and career progression -see our guidance at <https://www.unison.org.uk/negotiating-for-race-equality-performance-mgt-yobw/>
- Negotiating for race equality disciplinary procedures – see our guidance at <https://www.unison.org.uk/content/uploads/2023/04/Negotiating-for-race-equality-disciplinary-procedures-YOBW.pdf>
- Negotiating for race equality – recruitment and selection <https://www.unison.org.uk/content/uploads/2022/12/Negotiating-for-race-equality-recruitment-and-selection-YOBW.pdf>
- Negotiating for race equality – redundancy – see our guidance at <https://www.unison.org.uk/content/uploads/2023/02/Negotiating-for-race-equality-redundancy-YOBW.pdf>
- Negotiating for race equality - insecure work <https://www.unison.org.uk/content/uploads/2023/05/Negotiating-for-race-equality-insecure-work-YOBW.pdf>
- Ten good reasons to use the race discrimination protocol see our guidance link: <https://www.unison.org.uk/ten-good-reasons-to-use-the-race-disc-protocol-yobw/>

NBMC hopes the running theme 'Establishing legacy to generate change' will stimulate discussion - both practical and uncomfortable debate, to help develop campaigns. Branches could develop campaigns on the ethnicity pay gap, pay for Black workers and the cost-of-living crisis and in turn encourage and enthuse branches to achieve change and a lasting legacy for the Year of Black Workers. Branches could also get involved in local, regional, or even national anti-racism campaigns and campaigns for racial equality – see earlier list of our national campaigns.

Does your branch have a Black members group?

Why not set one up?

Celebrating the achievements of Black workers and trade unionists is also important and NBMC encourages branches to develop their own programme of events to celebrate Black History Month in October.

Black History and Black British History in particular, is often marginalised. So Black History Month is a key time to acknowledge achievements and provide an opportunity to discuss wider issues affecting the Black community.

Branches could also work with employers to introduce commitments to eliminating race discrimination using UNISON's **Anti-Racism Charter**, modelled on pioneering work in Eastern Region.

Our **Anti-Racism Charter** is at the back of this toolkit.

Additionally,

UNISON work with Show Racism the Red Card (SRtRC)

Show Racism the Red Card is a charity working across the UK for the last 27 years using the high profile of football to deliver high quality and effective anti-racism education.

Show Racism the Red Card (SRtRC) was established in 1996 and has continued to grow. SRtRC delivers programmes of direct anti-racism education with over **50,000** young people and more than **10,000** adults every year. They also produce educational resources used daily in schools throughout the UK.

SRtRC also organise high profile anti-racism events with professional sporting clubs and a national School Competition.

More information can be found at: www.theredcard.org

UNISON branches can affiliate to SRtRC by contacting Fundraising & Partnerships Coordinator: Chris Duffy, chrisduffy@theredcard.org

Stand Up To Racism for further details about campaigns and how to donate go to: info@standuptoracism.org.uk


Mailing address is:

Stand Up To Racism, PO Box 72710, London, Greater London SW19 9GX, United Kingdom.


Social media

Social media activity can be an important and useful way to engage members in the Year of the Black Worker.

Suggested social media content

 With research showing the disproportionate impact of Covid-19 on Black workers, I'm supporting @unisontheunion's Year of Black Workers campaign. Will you? #YOBW23

 I'm supporting @unisontheunion's Year of Black Workers campaign for race equality in the workplace and beyond. #YOBW23

 Please support @unisontheunion's long history of achievement in respect of Black workers rights and join them in calling for further race equality with their Year of Black Workers campaign. #YOBW23

Merchandise, leaflets and negotiating bargaining materials are available.
To order merchandise please contact June Anderson: June@tc-group.co.uk

See our guidance at https://www.unison.org.uk/content/uploads/2023/01/27147_2023-Year-of-Black-Workers_leaflet.pdf

Please share your YOBW achievements and photos by emailing the team at: blackmembers@unison.co.uk

Or tweet **@BlackUNISON** Including the hashtag #UNISONYOBW

No change is too small. We want to share the changes you make to build our YOBW legacy.

Contacting your MP

NBMC would like you to contact your MP about our ethnicity pay gap campaign.

How can I find out who my local MP is?

Information about MPs, the constituency and political party they represent can be found on the parliamentary website here: www.parliament.uk/mps-lords-and-offices/mps/

The best way to contact your MP is through the parliamentary website. This will provide you with their parliamentary details. We recommend sending an email to your MP in the first instance, their address can be found online but will tend to follow the format **firstname.surname.mp@parliament.uk**

Some MPs will also have a constituency email address which you can use to contact them.

After you have sent an email to your MP, we recommend calling their office directly, their telephone number should be available on the parliamentary website. If this is not available, most MPs will have their own website with contact details on this, a quick search online will be able to direct you to this. You can also call the parliamentary switchboard on 0207 219 3000 and tell them your local MP's name and they will transfer you to their parliamentary office.

You can contact an MP through social media. Check the MP has a blue tick next to their name as this will confirm it is a verified account and not someone impersonating them.

You can also contact your MP through their Party's local branch. You can find these by ringing the main telephone line for the political party and asking for further details.



Draft email text/letter to contact your MP

Dear [Insert name of MP],

UNISON Year of Black Workers 2023 Campaign

I am writing to you as a UNISON member. As my local MP, I would appreciate your support for UNISON's campaign for race equality in the workplace and beyond as part of the 'Year of Black Workers 2023'.

UNISON is the UK's largest public service trade union with 1.3 million members. Our members work in the public services, and for private contractors providing public services including in the essential utilities. They include frontline staff and managers working full or part time in local authorities, the NHS, the police service, colleges and schools, the electricity, gas and water industries, transport, and the voluntary sector.

UNISON has an estimated 185,000 Black members, mainly in health and local government services, with significant numbers working in social care and schools. Many deliver frontline services, and many are low paid, impacted further by the ethnicity pay gap. As such, UNISON has made 2023 the Year of Black Workers. UNISON launched the Ethnicity Pay Gap Mandatory reporting campaign in September 2021. There is undeniably an ethnicity pay gap. The Office for National Statistics' latest figures show that "many ethnic groups including Bangladeshi, Black Caribbean, Black African, Pakistani and Arab consistently earned less than those of White British ethnicity during the period of 2012 to 2019".

The TUC recognises that the ethnicity pay gap is a major cause of in-work poverty experienced by Black workers and the cause of severe intergenerational inequality in Black communities. A motion was carried at the 2022 TUC Black Workers Conference demanding that the TUC and the Anti-Racism Task Force make closing the ethnicity pay gap (EPG) a key priority to tackle the racial and regional inequality face by Black workers.

UNISON is calling for mandatory ethnicity pay gap reporting in Government legislation. As the ethnicity pay gap continues to widen, the impact of this loss of pay pushes Black workers in precarious and privatised jobs into deep poverty. This is compounded by spiralling inflation, surging food and fuel prices, erosion of wages and the cost-of-living crisis. Introducing mandatory ethnicity pay gap reporting would ensure Black workers have equal access to good quality jobs, career progression and pay and help address deep-rooted discrimination and reduce unfair treatment, including stereotyping.

UNISON also is calling for measures to implement a comprehensive National Equality Strategy across Government and for employers to conduct pay audits, introduce measures on pay progression and collective bargaining to close the EPG given that figures from a chapter of an independent report by the Commission on Race and Ethnic Disparities, *Employment, fairness at work, and enterprise* shows that the EPG figure sits at 8% less for Black Africans on average than their White British counterparts.

You can demonstrate your support for the campaign by:

Calling for race equality, through legislative change by supporting measures to make EPG reporting mandatory.

I look forward to receiving confirmation of your support.

Best wishes,

[Name]

[Address]

Further information

More information about UNISON can be found on our website: unison.org.uk

If you have any further questions, please contact Connect, UNISON's Westminster based team, at: unison@connectpa.co.uk

Anti – racism charter

Our organisation pledges we will introduce the following ongoing commitments within 12 months of signing:

Our leaders will:

- Recognise the need and benefit in championing a racially diverse workforce
- Challenge racism internally and externally wherever it arises in relation to the organisation
- Recognise the impact of racism on staff members' wellbeing
- Set and regularly review strategy to improve racial equality, diversity and inclusion so that the organisation reflects the communities it serves

Our organisation will:

- Have a clear and visible race equality policy championed by our leadership
- Have a clear and visible anti-racism programme of initiatives and actions
- Undertake equality impact assessments for all strategic level decisions
- Undertake ethnicity pay gap reporting and publish the results
- Undertake workforce ethnicity recording and publish results
- Provide anti-racism training for all staff
- Provide a racism reporting process for notifying, investigating and reporting outcomes
- Provide robust equality training for managers involved in recruiting, promotions and investigating allegations
- Provide well-being support for staff experiencing racism in the workplace
- Will be anti-racist, not just non-racist in all that we do

Our equality auditing process will review:

- Recruitment processes to identify and address race disparities in equality of opportunity
- Exit interview results to identify and address race disparities in retention of staff
- Promotional processes to identify and address race disparities in equality of opportunity
- Discipline and grievance to identify race disparity in outcomes of comparable cases
- Policies and research under a duty or commitment to promote solidarity and tackle racism
- Our mission, values and support to removing racial discrimination in all its forms.

End notes

- [1] <https://policy.bristoluniversitypress.co.uk/ethnic-inequalities-in-a-time-of-crisis>
- [2] <https://covid19.public-inquiry.uk/>
- [3] <https://www.kingsfund.org.uk/sites/default/files/2020-07/workforce-race-inequalities-inclusion-nhs-providers-july2020.pdf>
- [4] <https://www.unison.org.uk/black-members-news/2022/06/ethnicity-pay-gap-campaign/>
- [5] <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2019>
- [6] <https://congress.tuc.org.uk/motion-35-ethnicity-pay-gap/#sthash.m0ql4OqU.C02kh9es.dpbs>
- [7] <https://www.unison.org.uk/content/uploads/2022/05/Tackling-race-discrimination-in-the-NHS-%E2%80%93-a-joint-union-health-check.pdf>
- [8] <https://www.gov.uk/government/publications/police-response-to-victims-of-modern-slavery/the-hidden-victims-report-on-hestias-super-complaint-on-the-police-response-to-victims-of-modern-slavery--2>

2023

YEAR OF BLACK WORKERS

Establishing legacy
to generate change

