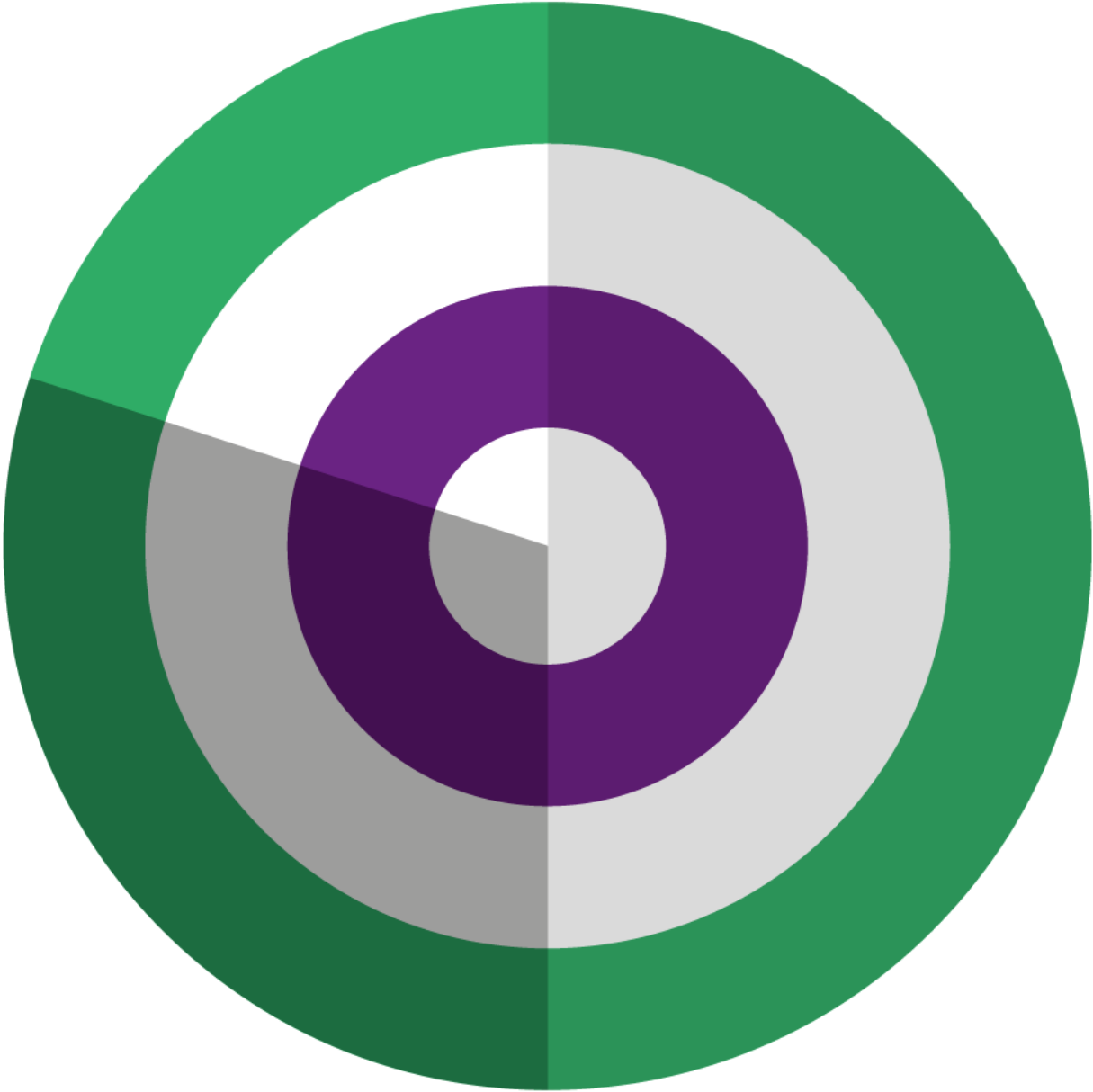


Organising to Win

Impact assessment



The Organising to Win impact assessment is a base organising planning tool to help maximise the organising and equalities impact of UNISON activity.

A traditional equality impact assessment (EIA) will tell you how effective an initiative will be in promoting equality and whether the result will affect different equality groups in different ways. Done properly, an EQIA will accentuate the positive, eliminate the negative impacts, and drive improvements to policy, service, and activity. Traditional EIA's focus on the nine "protected characteristics" set out in the Equality Act.

The Organising to Win impact assessment incorporates and expands on the traditional EIA approach by recognising:

- 1) A strong and well organised UNISON** is essential to tackle the deep systematic discrimination faced by members in workplaces and society.
- 2) Equity, proportionality, and fair representation within UNISON** are pre-requisites of a strong and well organised union.
- 3) UNISON's rule book and policy commitments** go beyond "protected characteristics" to also challenge discrimination based on social class and to support and organise marginalised groups of public service workers including migrant workers.

The following template supports UNISON representatives, officers, and organisers when planning activity to build and maintain a strong, diverse, and representative UNISON and to challenge discrimination in workplaces and wider society.

Step 1: Define and draft the activity / initiative

What are the goals and aims?

In broad, draft terms, outline how the aims will be delivered?

Step 2: Organising Impact Assessment

How can each of the below be incorporated? Is the activity/initiative planned in such a way to maximise organising outputs?

Raise UNISON profile

Increase membership

Increase member participation

Identify new potential activists

Develop activists

Achieve collective wins

Step 3: Equality Impact Assessment

Consider the potential impact of planned activity on equality groups. Is activity planned in such a way to maximise positive impact? Could there be unintentional negative impact? Consult with equality co-ordinators, SOGs and representatives of affected and under-represented groups.

	Positive impact in workplaces/society? Yes or No. How?	Positive impact in UNISON participation and organisation? Yes or No. How?
Social class		
Migrant status		
Part time workers		
Shift workers		
Age		
Disability		
Gender reassignment		
Marriage or civil partnership		
Pregnancy and maternity		
Race		
Religion or belief		
Sex		
Sexual orientation		

Step 5: Monitoring and review

When, how and who will monitor and review the activity and outputs against the organising and equality objectives? Once the project has concluded ensure a full closure report is produced to capture key lessons to inform future activity.

Organising to Win resources

Ultimately all organising is a set of tools and techniques deployed to shift the balance of power in favour of our members. How those tools are deployed will vary in different circumstances but generally the fundamentals remain the same.

Our Organising to Win webinars and resource library provide a growing set of organising guides including:

- Organising conversations
- Leader identification and activist recruitment
- Workplace mapping and charting
- The organising and equality impact assessment template and guide
- The five phase plan to win template and guide (Strategic organising)

This guide is one of many key organising resources in the Organising to Win series. UNISON activists and staff can access all resources at:

The Organising Space

UNISON's online platform for activists. Visit the Organising to Win tile at organisingspace.unison.org.uk

Pearl

The UNISON staff intranet. Visit the Organising to Win page.

Had an organising win?

Lets celebrate and share what works! Send a summary to win@unison.co.uk

Other UNISON Equality Resources: UNISON's guide Bargaining for equality and diversity: a trade union priority gives an overview of equality bargaining and details of where to find in-depth guides on particular equality bargaining issues. You can find an up-to-date list of all equality resources at www.unison.org.uk/equality, where you can also sign up for the monthly equality e-bulletin.