

UNISON's Anti-Racist Charter: Commitments into action

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What workforce data tells us – evidence from the NHS

- Systemic racism
- Hiring inequality
- Disciplinary disparities

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 upon 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 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 recording and publicly publish results.
- Undertake workforce ethnicity recording and publicly publish results.
- Provide unconscious bias and anti-racism training for all staff members.
- Provide a racism reporting process for notifying, investigating and recording outcomes.
- Provide robust equality training for managers involved in recruiting, promotions and investigating allegations.
- Provide a wellbeing support facility for staff experiencing racism in the workplace.
- Will be anti-racist, not just non-racist in all 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 members.
- Promotional processes to identify and address race disparities in equality of opportunity.
- Discipline and grievance to identify and address 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.

Employer

Date

Anti-Racist Charter: Leadership

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

Anti-Racist Charter commitments

- Clear and visible race equality policy and programme of initiatives and actions
- Equality impact assessments for strategic level decisions
- Ethnicity pay gap recording and publication of results
- Record and publish workforce equality data
- Unconscious bias & anti-racism training
- Process for reporting and investigating racist incidents
- Wellbeing support for staff experiencing racism
- Equality training for managers

ARC Equality Auditing Process

- Recruitment processes
- Exit interviews
- Promotional processes and practices
- Discipline and grievances
- All policies – commitment to tackle racism
- Process for reporting and investigating racist incidents

Framework for action



- Collaborative development
- Urgency for real change
- Accountability
- Measurable action
- Sustained effort

