



UNISON

Scottish Black Members

Tackling Racism information pack

Challenging Racism

Challenging racism in the workplace is crucial to UNISON's work. Black members in UNISON work to improve equality in the workplace and challenge racism and discrimination. Black members have many of the same concerns as other members regarding access to employment, pay, promotion and training. However, race discrimination can deepen the impact of problems faced in the workplace.

Defining Black

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

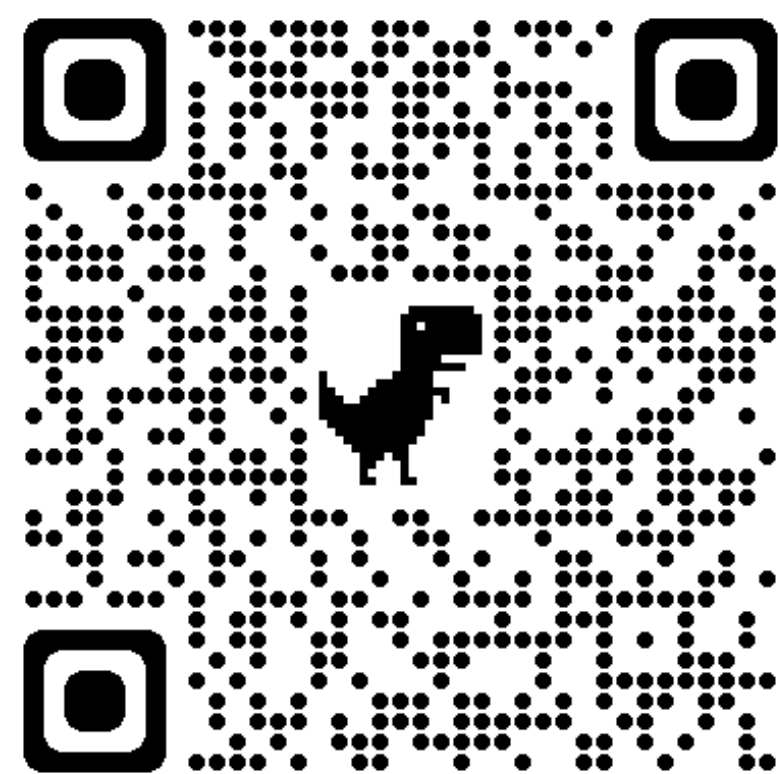
UNISON resources

This pack provides access to below UNISON resources.

- Animation & video on raising awareness.
- Challenging Racism Guide.
- Race Discrimination Protocol.
- Thompsons & Equality Act.



Watch our animation on raising awareness of racism and race discrimination in the workplace.



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Scottish Black Members Committee

The Scottish Black Members Committee (SBMC) is made up of elected representatives from across Scotland spanning various Branches, Sectors and Jobs. In addition to improving equality in the workplace SBMC are committed to providing advice and support, building members confidence and promoting anti racism and equality training.



UNISON assistance

UNISON offers support, representation and free legal advice to all Black members. If you tell UNISON you have been subjected to racism or race discrimination, our trained representatives will provide support, explain the UNISON Race Discrimination Protocol and forward your case to our lawyers. Contact your branch straight away for advice and support.

Challenging Racism

Racism or race discrimination in the workplace can take many forms such as racist language, jokes, workload and opportunities. Race discrimination manifests itself in the workplace most obviously through bullying and harassment as well as an over representation in disciplinaries, grievances and redundancies. If your employer allows racial discrimination in the workplace they are breaking the law.



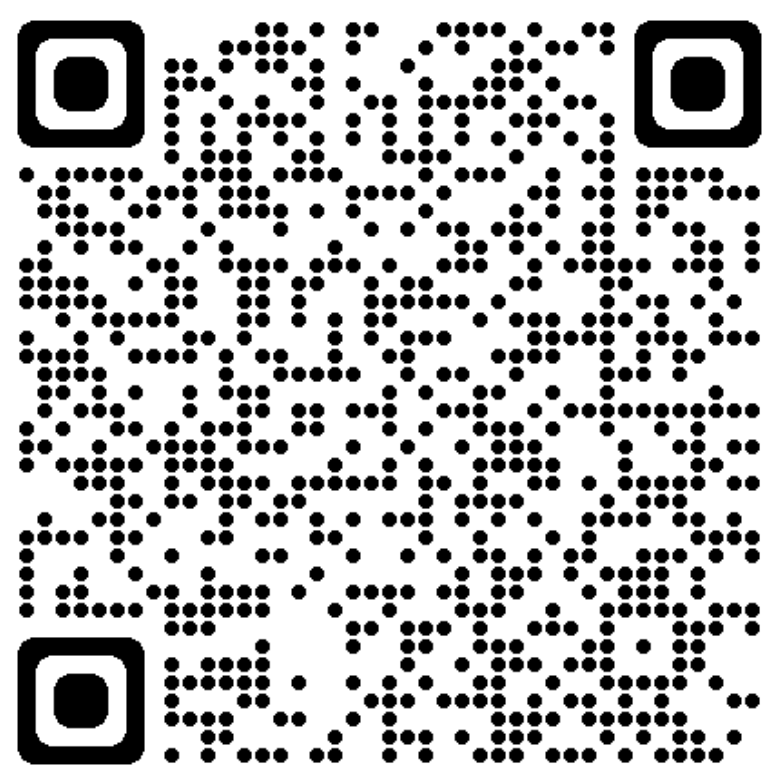
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UNISON Legal Support

UNISON works in partnership with Thompsons Solicitors. Thompsons provide access to high quality employment advice and are committed to the Trade Union movement. If you feel you have been discriminated against due to race, religion or belief, this is discrimination, and the Equality Act 2010 is there to protect you. It doesn't matter if discrimination is deliberate or classed as 'banter'. The law exists to prevent discrimination and punish those who discriminate. You have the right to work with no fear of discrimination.



UNISON Race Discrimination Protocol

The UNISON Race Discrimination Protocol was created by the Nation Black Members Committee. It's a simple tool for consistency and transparency. It provides a step by step process involving the UNISON branch, region and legal team to support Black members.

Strict time limits apply when claiming discrimination at work. Make sure your contact your UNISON branch as soon as possible.



Race Discrimination Protocol

Foreword

The experience of our Black members in their workplaces are too often scarred by the injustice of racism. It affects their ability to access jobs, to earn decent pay, to be treated with dignity and to receive the support and opportunities that are due to all workers.

As success levels in race discrimination cases in the Employment Tribunals continue to be amongst the lowest, despite long established legislation. To strengthen its support to members, UNISON developed a Race Discrimination Protocol. This is a tool to give more consistency and transparency to how the union takes forward race discrimination cases. This was launched in 2010 by our previous general secretary Dave Prentis. I am now relaunching the Protocol and proud to recommit our union to fighting for justice for Black workers. UNISON leads the trade union movement on equality, but we are not complacent.

I am totally committed to this work. Even in the toughest times, the Black Lives Matter movement has shone a light on racism. With competing demands and an increased call on resources with COVID-19, our work in challenging racism in the workplace will remain a UNISON priority and together, we will work for zero tolerance of workplace racism.

Christina McAnea
general secretary

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Active in UNISON

Contact us to find out how you can become active, share your experiences and make a difference. You don't have to commit a lot of time, or be an expert to get more involved, a little time and a lot of enthusiasm are all that's needed.

Help grow your Trade Union and campaign along side like minded activist. Each UNISON member has a part to play.

Black members across the UK campaign for equality and challenge racism and discrimination in the workplace.

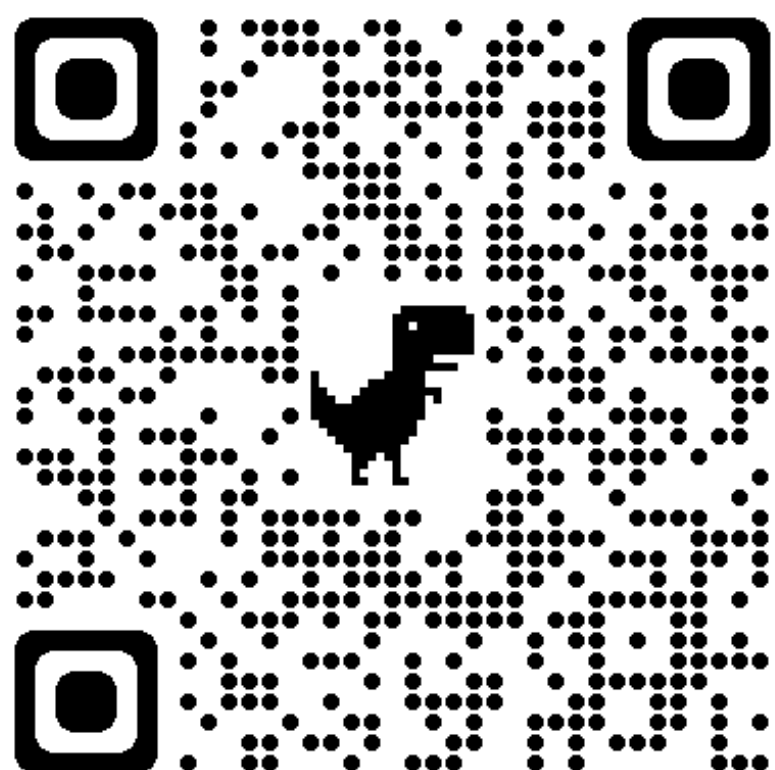
Scottishblackmembers@unison.co.uk

Contact UNISON

If you would like more information or require support. Contact your UNISON branch at your earliest opportunity. Your trained representatives are there to support you and provide guidance. Use the branch finder to identify your local branch or contact UNISON Direct.

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Branch Finder



UNISON Direct
0800 0857 857

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