

UNISON Anti-Racism Charter

Progress Report - September 2024

In October 2023 Council adopted the UNISON Anti-Racism Charter.

An update on progress is outlined below:

Our leaders will	
1	Recognise the need and benefit in championing a racially diverse workforce.
<p>We have a corporate Equality, Diversity and Inclusion (EDI) staff Steering group which is chaired by the Chief Executive and aims to ensure that EDI is championed by all services. The steering group has reviewed the most recent employment monitoring report and is providing steer on the revision of policies to ensure that our policies and practices reflect that we are truly welcoming people of all backgrounds and creating a culture where everyone feels they belong. The need for additional capacity advance our EDI work has been recognized by Elected Members, who approved a business case to appoint a full time Diversity, Equity and Inclusion Manager.</p> <p>Anti-racist Wales Action Plan Survey (Social Care): We have been fully committed in encouraging employees to participate in the Anti-Racist Wales Action Plan survey for staff in social care. All staff received a direct communication from the Strategic Director of Social Care and Education Services, stressing the importance of the survey, and expressing our firm commitment to a workplace where we celebrate difference and embrace inclusivity. We have used our liaison meetings with commissioned services to promote the survey amongst social care providers and their employees.</p>	
2	Challenge racism internally and externally wherever it arises in relation to the organisation. Recognise the impact of racism upon staff members' wellbeing.
<p>The anti-harassment policy has been reviewed to include recognition of the impact of harassment on victims and ensure that people are assured that as an organisation, we recognise the impact on wellbeing and that they will be supported and inappropriate behaviour will not be tolerated. We have rolled out anti-racism awareness sessions to our senior and middle management teams and we are in the process of a wider roll out to staff. In addition we have launched a new 6 module online EDI training module as well as offering in person training as an introduction to EDI. We report on our annual employment monitoring report any formal investigations.</p> <p>The impact of racism on an individual's wellbeing is significant. We all shared shock and sadness at the tragedy in Southport, and by the violence and demonstration of racial hatred in various towns across England. We acknowledged the impact this has on all our staff and their families, especially those from Black, Asian, and ethnic minority backgrounds, putting our colleagues at increased risk of racial aggression and harassment. We wrote to staff advising what support was available and we have developed a risk assessment and action plan to consider future pathways of support.</p>	
3	Set and regularly review strategy to improve racial equality, diversity and inclusion so that the organisation reflects the communities it serves.
<p>We revised and published our Inclusive Conwy Strategy in March 2024 that reflects these goals. We publish an employment monitoring report each year that analyses our staff profile and proposes actions for improvement. A key action this year is to increase the statistical data we hold about staff. The staff survey has been rolled out as part of our celebration of National Inclusion Week. We are working to develop informal engagement groups with community groups that represent protected characteristics.</p>	
Our equality auditing process will review	

4	Recruitment processes to identify and address race disparities in equality of opportunity.
We held a workshop in 2023 to ask communities what barriers we could help remove in relation to recruitment. We have reviewed our recruitment processes and through our annual employment monitoring report, reflected on what changes we need to consider, which includes changes in our recruitment practice and challenging unconscious bias.	
5	Exit interview results to identify and address race disparities in retention of staff members.
We have had an exit interview process for many years and this includes asking about discrimination, however this currently in a word format. We have been working with the IT team and this process has now been digitised and is due to go live shortly. Digitisation will enable us to glean more data and corporate oversight.	
6	Promotional processes to identify and address race disparities in equality of opportunity.
We are explicit in our recruitment processes about equality of opportunity and as stated above, we are reviewing our policies to ensure that our commitment to welcoming people of all backgrounds is reflected in all our working practices.	
7	Discipline and grievance to identify and address race disparity in outcomes of comparable cases.
Disciplinary and grievances are reflected upon in our annual employment monitoring report	
8	Policies and research under a duty or commitment to promote solidarity and tackle racism.
As outlined above, we have reviewed our anti-harassment policy and are raising awareness on both the personal impact of racism and how to be anti-racist.	
9	Our mission, values, and support to removing racial discrimination in all its forms.
This is explicit in our values (we are fair to all) and in our Corporate plan citizen outcome "People in Conwy are informed, included and listened to and can actively contribute to a community where their background and identity are valued and respected" as well as our Inclusive Conwy Strategy and anti-harassment and disciplinary policies.	
Our organisation will	
10	Have a clear and visible race equality policy championed by leadership.
We have an Equality, Diversity and Inclusion policy that was updated in March 2023. Equality of opportunity is reflected in our recruitment processes and Inclusive Conwy Strategy.	
11	Have a clear and visible anti-racism programme of initiatives and actions.
As outlined above, we have been rolling out a programme of awareness sessions to all staff. We are members of Inclusive Employers that provides a great resource library and support for all protected characteristics. We are also building our own resource library for self-directed learning using a variety of mediums.	
12	Undertake equality impact assessments for all strategic-level decisions.
We have undertaken EQIAs for many years. As part of our development aspirations we are looking to simplify and digitise the assessment and ensure staff are aware of the value this process brings.	
13	Undertake ethnicity pay gap recording and publicly publish results.

We have completed a 5 year equality pay gap review – Equal Pay Audit 2018-23	
14	Undertake workforce ethnicity recording and publicly publish results.
We hold 60% of ethnicity data on our workforce and we are keen to build our data for all protected characteristics to 100%. We are rolling out a staff survey in September as part of our celebration of National Inclusion Week as part of an ongoing campaign to gradually increase data levels over time as we build trust and confidence.	
15	Provide unconscious bias and anti-racism training for all staff members.
As above this is being rolled out.	
16	Provide a racism reporting process for notifying, investigating and recording outcomes.
This is part of our anti-harassment policy and is recorded in our annual employment monitoring report.	
17	Provide robust equality training for managers involved in recruiting, promotions and investigating allegations.
Training on recruitment is provided to all recruiting managers. This is currently being reviewed and staff will be invited to attend refresher training. The importance of DEI is weaved through all our HR policies.	
18	Provide a wellbeing support facility for staff experiencing racism in the workplace.
As part of our updated anti-harassment policy we have included information on wellbeing support from a variety of specialist organisations to meet the support needs of individual's circumstances. We also have an Employee Assistance Programme that includes advice and counselling. Through the anti-harassment policy our message is clear – we will not tolerate racist behaviour.	
19	Will be anti-racist, not just non-racist in all we do.
This is a key goal within our Inclusive Conwy Strategy, which incorporates our anti-racist Wales Action plan. Our focus is ensuring that an anti-racist culture is embedded in all services and that all staff understand the impact of racism and how they can be anti-racist.	