



MAKING IT HAPPEN

**Introducing the UNISON
equality scheme 2008/11**



Equality matters

- **Equality matters in UNISON**
- **The equality scheme gives us the tools to embed equality in everything we do, systematically and consistently**
- **It's a plan of action for the whole union**

An overarching scheme

The scheme embeds equality in:

- the way we organise
- our democratic processes
- negotiating and bargaining
- representing members
- policy development
- decision-making
- services to members
- UNISON's own workforce

A comprehensive scheme

The scheme covers

- age
- disability
- gender
- gender identity
- race
- religion/belief
- sexual orientation

And also

- low paid members
- other groups facing discrimination, such as migrant workers

Action planning

- **Detailed action plans for every head office unit and region**
- **SMART targets – so that we can measure progress and communicate how much we have achieved**

Timescales

- **First scheme runs from 2008 – 11**
- **In 2011 – outcomes reviewed and a second three-year scheme developed to build on the first**

Equality makes sense

The scheme will

- demonstrate that UNISON is a best practice organisation
- bring new members into the union
- build the capacity that activists and staff need to integrate equality
- provide the tools to equality-proof negotiations and campaigns

Benefits to individual members

- **Inclusive information, meetings, events, conferences, briefings, services and training**
- **Improved advice, support and communications on equality**
- **Strong focus on equal pay**
- **Equality embedded in learning and development**
- **Services tailored to a diverse membership**
- **Equality for agency workers and migrant workers**

Benefits to branches

- **Training and guidance on the public sector equality duties**
- **Piloting a new role of equality rep**
- **Sound advice and guidance on equality issues**
- **Encouraging a broader diversity of members to get active and involved**

Benefits to self-organised groups

- **Strong tradition of - and continuing commitment to - self-organisation within UNISON**
- **Action plans focus on:**
 - **Supporting and developing SOGs and young and retired members' groups**
 - **Getting more people involved**
 - **Improving and sustaining partnership working**

Benefits to UNISON staff

- **Equality-proofed policies and procedures**
- **Good management practice**
- **Work/life balance project**
- **Accessible and inclusive offices, facilities and internal communications**
- **Improved understanding, awareness and skills in equalities issues**
- **Taking steps to achieve a more diverse workforce**

Members in the driving seat

- **UNISON's lay member committees, staff and their trade unions have all been involved in the development of the equality scheme**
- **Now it's over to you to have your say**
- **We welcome feedback by 31 October 2008**

UNISON equality scheme



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