



A strategy for equalities

2020-2021

Planning for the future

We are proud of the diversity of our membership. We represent and welcome members and their families across all industries, sectors and regions of the UK. Striving for equality and fairness for our members at work and in wider society is at the heart of what we do.

Yet this doesn't come without challenges. The landscape of work in the UK is changing and the challenge for trade unions to stay relevant is as urgent now as ever. More women are entering the workforce, younger workers expect to work flexibly and in new forms of employment, technology is changing the nature of work. If we don't modernise, identify and develop future leaders; if we look visibly and significantly different from our membership and the wider workforce then we risk losing effectiveness, relevance and purpose.

We know we'll need to test new ways of working and engagement to reach beyond our traditional membership and learn from what does or does not work. So in partnership with our membership, our staff and our National Executive Council we have written this strategic plan and committed to its contents, to deliver a more equal and fairer world of work.

Key to creating this change for our members is the work of equalities at every level of the union. Whether negotiating for equal pay and reasonable adjustments or representing members in a discrimination case or a sexual harassment complaint, we will support local activity through new specialised training, national support and high-quality resources.

Equality work isn't just a job for people who define into particular groups. We need to work with all of our colleagues and fellow members to achieve fairness. Because of the nature of discrimination, it's usually people who don't define as women, LGBT+, Black and Minority Ethnic or disabled who are in positions of power, making decisions in the workplace that effect everyone. We must make sure everyone's voices are heard and work with anyone who is supportive to our cause. We need all members to work as allies to create change and achieve equality at work.

We'll develop our national voice for those who often go unheard, to create change that benefits our members and people at work. We'll lead by example as an employer, nurturing diverse talent to better deliver for members. We'll gather better data on our members so we can increase diversity within our structures, develop future leaders and reps who reflect the world around us, and amplify the voices of under-represented groups.

But all this is not something we can do individually. It's a plan for how every one of us can work collectively, no matter where your workplace is or to which sector you belong, to create a more equal and fairer world of work.

Lauren Crowley
Head of Equalities, Community



Our vision

“We will deliver a more equal and fairer world of work.”

Mission statement:



TUC LGBT+ Workers Conference 2019

#TUCLGBT

or

#TUC



Equality bargaining

Outcomes

We will have 100 branch equalities reps working on behalf of members to negotiate on equality-related topics.

We will provide ongoing published guidance and resources for reps, ensuring that our reps are knowledgeable and equipped to deal with and progress equalities issues.

We will develop and deliver bespoke equalities rep training to support further development and complement the other reps training programmes.

Objectives

We will continue to run equality and diversity awareness training for lay officials and staff to ensure representatives of the union are up to date on the latest equality and legal issues.

We will run an equalities rep recruitment drive and develop a new course on equality bargaining. We will provide close support, advice and guidance for new reps on local workplace issues.

We will develop and publish quarterly resources, guidance and tools for reps on the latest issues facing members.

We will run additional training on demand for specific issues that may be topical or requested by members, such as menopause at work or antisemitism. We'll explore alternative methods of delivery such as webinars and 'lunch and learns'.

We will work in partnership with employers by working with existing employer-backed networks to promote our equalities activity and bring new people through to union involvement.

We will run a biennial equalities survey to alternate with Biennial Delegate Conference, hearing directly from members to set the bargaining agenda, nationally and by sector.

We will develop an online good practice hub — promoting success stories of where branches have created change and offering support to other reps and branches.

A diverse growing union

Outcomes

We will have accurate equalities data for the majority of our membership — we need better knowledge about our membership so that we are reaching the right people.

We will have a membership that reflects the diversity of the wider UK workforce.

We will have internal membership structures that are reflective of the membership and are fit for purpose to oversee the union's equalities work and drive change.

We will ensure that equalities work will be used as a tool for growth and should be seen as organising opportunities by industrial staff and branch secretaries.

We will identify and develop future leaders within the membership at an early stage.

Objectives

We will run the equalities audit annually to ensure we monitor progress and areas of improvement. Officers of the union will be accountable to the NEC both on reporting and progress.

We will establish a young workers taskforce aiming to significantly increase the number of young people Community is recruiting.

We will evaluate the process for nominating delegates to Biennial Delegate Conference and explore the role of the NEC equalities seats in the next review of the rulebook.

We will collect equality and diversity data on all members by introducing equalities monitoring at all member interaction points, where possible.

We will establish internal structures, networks and groups for relevant sections including a national equalities committee in line with the sector committees and regional equalities networks that meet at least twice a year.

A proud national voice

Outcomes

We will be changing national policies and practices on issues that affect women, LGBT+, disabled, BME and young members.

We will work in partnership with employers on a national and local level on issues identified by members.

We will regularly communicate with our members about the issues that matter to them and update them on the work we are doing on their behalf.

We will be unapologetic about our role in working for equality and we won't shy away from difficult issues.

We will develop and grow our relationships with international networks to bring best practice and learning back to our own movement.

Objectives

We will run a biennial equality survey to monitor our progress, identify the top issues faced by members and set the national bargaining agenda.

We will establish a biennial equalities conference to complement and alternate with BDC — this will bring together members and reps from across the union, attract flagship speakers, include training and workshops supporting reps to return to workplaces with improved knowledge, skills and motivation to create change.

We will take issues to the highest levels, whether government or employers nationally to create change wherever needed to make work fairer.

We will utilise communication methods and develop new communication methods to reach new and different types of members.



An inclusive welcoming employer

Outcomes

We will have a more diverse and gender-balanced senior management team.

We will provide support and development programmes for under-represented groups within our staff team.

We will practise what we preach and ensure our workplaces are inclusive, diverse and welcoming.

We will identify and remove barriers in our employment practices for progression of equalities groups.

Objectives

We will build inclusive workplaces by training line managers on equal opportunities and using pay gap data to drive progress.

We will provide leadership and development training for potential future leaders.

We will review our recruitment practices with attention paid to how we target under-represented groups to join the organisation.





We are Community.

The modern union for a changing world.

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