



Tackling racism within Caerphilly County Borough

As we work towards an anti-racist Wales by 2030, there are a number of local developments within the Council to support this vision:

- An internal 'Make One Small Change' campaign highlighting pledges we could all make to be more inclusive and tolerant. Keep an eye out for the email with October's Black History Month pledge.
- Training opportunities within the Council to better educate and raise awareness of this protected characteristic. Training courses are free, including Unconscious Bias, Equalities Awareness and Race Equality Awareness. Dates will be emailed to staff shortly. Alternatively you can request training via the Council's Equalities and Welsh Language Team - equalities@caerphilly.gov.uk
- Also see Welsh Government's [Anti-racist Wales Action Plan](#), which highlights a number of actions for local authorities.

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Challenging racism in the workplace

Challenging Racism in the Workplace is vital to UNISON's work, whether it involves bargaining and negotiating for members; growing our membership; challenging pay freezes, or organising our members around campaigns that matter most to them.

Race discrimination manifests itself in the workplace most obviously through bullying and harassment as well as the over-concentration of Black workers in lower graded jobs and over-representation in disciplinaries, grievance and redundancies.

These patterns of discrimination might not be immediately uncovered with appropriate information gathering, analysis and monitoring and that is what UNISON is here to do. Read our new bargaining leaflet on Challenging Racism here:

<https://www.unison.org.uk/content/uploads/2022/05/LEAFLET-Challenging-racism-in-the-workplace.pdf>

Unity Over Division Charter - the next steps

Following the successful signing of the Unity Over Division Charter by Caerphilly Council in October 2020 several Trade Union officials attended a briefing on what the charter means to employees and trade unions alike.

UNISON Caerphilly is now waiting for the feedback from the briefing and further training as to how the charter can be best delivered. This will **not** just be a 'tick-box' exercise.



Aelodau Du yn UNSAIN

Mae gan bobl ddu, Asiaidd ac ethnig leiafrifol (BAME) hanes hir a llwyddiannus o drefnu ar y cyd.

Fodd bynnag, maen nhw hefyd yn dioddef yn anghymesur o doridau mewn gwariant cyhoeddus - fel cymunedau sy'n defnyddio gwasanaethau cyhoeddus ac yn unigol fel gweithwyr.

Mae ymladd dros gydraddoldeb bellach yn bwysicach nag erioed.

A fyddai ymuno â ni o ddi-ddordeb i chi?

Rydyn ni'n trefnu sesiwn 'croesawu a chyfarfch' i roi cyfle i chi drafod unrhyw faterion yn y gweithle sydd gennych.

Cysylltwch ag Eve Williams: willie3@caerphilly.gov.uk / 01443 863279

Black Members in UNISON

Black, asian and minority ethnic (BAME) people have a long and successful history of organising collectively.

However, they also suffer disproportionately from public spending cuts, both as communities that use public services and individually as employees.

Fighting for equality is now more important than ever.

Would you be interested in joining us?

We are arranging a 'meet and greet' to provide you with a space to discuss any workplace issues you have.

Contact Eve Williams at: willie3@caerphilly.gov.uk / 01443 863279

Ethnicity pay gap campaign

The Ethnicity Pay Gap (EPG) cost Black workers over £3.2 billion in lost wages in 2018 (Resolution Foundation). This gap is getting wider.

In February 2022, the Women and Equalities Committee published a new report clearly stating that the EPG should be mandatory and urged the government to introduce mandatory ethnicity pay gap reporting by April 2023 for all organisations that currently report for gender. UNISON supports this recommendation.

Our campaign is gaining traction in the houses of Westminster, where we held a successful drop-in session in May to raise awareness of the issue. MPs and Members of the Lords pledged their support.

Our motion to the TUC Black Workers Conference on the "Ethnicity Pay Gap" was selected to go to TUC Congress in September.



UNISON Caerphilly black members forum

If you identify as black and live within the County Borough why not join our black members forum?

This confidential forum meets bi-monthly at various locations regularly throughout the County Borough and discuss a wide range of topics. The next is 13th October. Contact the Branch Black Members Officer Evelyn Williams at willie3@caerphilly.gov.uk for more details.

