

Do you care about equality?

The majority of Lambeth Council's workforce are **black** and minority ethnic employees. But we are a long way from race equality at work.

BME workers in Lambeth, on average, **earn 11% less** than white workers (*source – report to Lambeth Council Joint Strategy Forum September 2016*).

Of BME staff (49.5%) almost **half had witnessed or experienced racism** from managers in the past two years (*source – UNISON survey 2017*).

Of BME staff (55.8%) **a majority felt that restructures are used by the employer as an opportunity to make BME staff redundant** (*source – UNISON survey 2017*).

Over the period since 2010, **BME staff were more likely to be made redundant** than white staff (*source – the Council's cumulative equality impact assessment 2016*).

In Lambeth Council in 2017 **the senior management is overwhelmingly white** (*source – the evidence of our own eyes*).

Racism at work is not a new problem – but it is **not acceptable** that we are still facing this 37 years after Lambeth Council adopted its Equal Opportunity Policy!

The Council recognises the problem;

“The Chief Executive and the Trades Union have jointly recognised the issue of under representation of BAME employees in the senior management of the Council. Work has taken place to examine the underlying causes and to begin developing an action plan to remedy this. The Trades Union have raised wider issues and concerns around racial inequality which also require work to gain a deeper understanding and to develop the actions necessary to manage them. This work will be included in the plan.” (Extract from management report to Joint Strategy Forum April 2017)

The Council's senior leadership say that they are **serious about tackling institutional racism** at work – we must take them at their word.

Come to the **UNISON Branch Meeting** to discuss the next steps in UNISON's campaign for racial equality in the workplace.

UNISON Branch Meeting

Tuesday 18 July 12.30pm

Lecture Theatre, 2nd Floor, International House

PAID TIME OFF AGREED FOR UNISON MEMBERS

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