



UNITE AND CBS COMMIT TO EQUALITY

In some parts of the financial services industry discrimination exists across various groups. For example the government, in a recent report, indicated that the pay of women is over 40% less than men.

It is not thought this is the situation at The Coventry, but Unite has been talking to CBS about how we can work together to ensure that no group of people is unfairly discriminated against. An "Equality Charter" has been agreed, which CBS and Unite have both now signed and agreed to. Similar agreement have been reached between Unite and several major employers within the sector. Unite believes that as the only major Union within financial services, we are uniquely placed to help bring best practice together.

Unite and CBS seek to be leaders in achieving equality for employees in the financial services sector. Working together, we are committed to act to address the historical factors that contribute to inequality in the sector. Together, we will focus on taking action to achieve full equality for all employees.

COMMITMENT TO ACTION

- A commitment to equality for all employees in the organisation with particular reference to age, gender, disability, ethnic minority, sexual orientation and religion.
- We will work together to consider where there could be any instances of inequality and agree how we might test or audit for this.
- Where appropriate, an action plan will be agreed by both parties and implemented.
- Initiatives and results will be communicated to staff.
- We will identify areas of best practice to be shared within the finance sector.

If any member of staff takes a particular interest in this issue, or has an idea for promoting the equality agenda within the Society, please speak to either of your Reps, Mark Coulson or Bev Goodman, or speak to HR if you are not a Union member.

Working for you in Coventry Building Society

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