



EQUALITY REPS' PROJECT: UNITE THE UNION

Dear Colleague

The Unite Equality Reps' Project involves the development of 400 new Equality Reps throughout the Unite Amicus Section; to ensure they have access to training; appropriate communication tools and recognition by their employer and the union.

So what is Equality?

Equality is about making sure people are treated fairly and given fair chances. Equality is not about treating everyone in the same way, but it recognises that our needs are met in different ways. It focuses on those areas covered by the law, namely the key areas of age, disability, gender, race, religion or belief, sexual orientation and gender identity. People must not be unfairly discriminated against because of any of these factors and we must all contribute to creating a positive workplace environment where discriminatory practices and discrimination no longer happens.

Unite is committed to achieving equality in the workplace. Under the Union rule book, Equality Reps have the same rights and participation within the union, alongside Workplace, Learning and Health & Safety Reps. We want to ensure there is equality of opportunity and access at work for our members.

By developing new methods of engaging members who experience discrimination and by encouraging members to become Equality Reps, the project aims to increase the diversity of both its membership and representatives. Equality Reps play a key role in achieving this by negotiating with the employer and making sure that members are better informed on their rights in this area.

This project also seeks to address and recognise that there is a range of discrimination and equality legislation which needs to be implemented in the workplace if we are going to bring about more equality.

You can help us achieve this by taking the time out to complete this questionnaire, as this will form the basis of any report presented to Government.

Yours sincerely

A handwritten signature in black ink, appearing to read "Siobhan Endean".

Siobhan Endean

Head of Equalities

Unite Amicus Section

IDENTIFYING EQUALITY IN THE WORKPLACE

EQUALITY QUESTIONNAIRE

Company/Organisation:.....

Job Title:.....

1. Gender: Male Female

2. Age: 16-27 28-40 41-59 60+

3. Are you a member of Unite? Yes No

4. Are you a representative of Unite? Yes No

5. If yes, which position do you hold?

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6. Hours of work: 0-16 hours 16-30 hours 32 + hours

7. Do your work hours/shift patterns change? Yes No

If yes, are there any flexible working arrangements? (Please provide details):

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8. Who does equality matter to at work? You Your employer Everyone in the workplace

9. How important is equality at work to you? Important Not important

10. How important do you think equality at work is to your employer? Important Not important

11. Does your employer have an Equal Opportunities Policy? Yes No Don't know

If yes, do you know how to access it?

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IDENTIFYING EQUALITY IN THE WORKPLACE

12. Please tick any of the issues below that prevent you from progressing at work?

Age	<input type="checkbox"/>	Childcare commitments	<input type="checkbox"/>	Disability	<input type="checkbox"/>	Gender	<input type="checkbox"/>	Lack of confidence	<input type="checkbox"/>
Lack of training opportunities	<input type="checkbox"/>			Lack of interest	<input type="checkbox"/>			Long working hours	<input type="checkbox"/>
Other caring commitments	<input type="checkbox"/>			Race	<input type="checkbox"/>			Religious Belief	<input type="checkbox"/>
Shift patterns	<input type="checkbox"/>			Sexual orientation	<input type="checkbox"/>			Travel/location	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>							

13. Do you feel there should be Union Equality Reps in the workplace?

Yes No

If so, what would you like their role to include?

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14. Would you go to a Union Equality Rep for advice on workplace equality issues?

Yes No

15. Do you think your Union Equality Rep should negotiate on equality issues with your employer?

Yes No

16. What do you think are the key equality issues in your workplace?

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IDENTIFYING EQUALITY IN THE WORKPLACE

17. Would you like to get involved in equality issues in the workplace?

Yes

No

If yes, please give your Name, Address, Email, Mobile Number and Membership Number:

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18. Is there anyone in your workplace you can identify as a potential Equality Rep?

Yes

No

If so, who:

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19. Any additional comments you would like to make:

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If you are interested in joining any of the Equality Networks, please log on to:

<http://www.amicustheunion.org/Default.aspx?page=4217>

Thank you for completing this questionnaire. If you have any relevant documents please attach them to this questionnaire.

Please return your questionnaire to:

FREEPOST PLUS RRAK-RYUS-GBLZ

Bridget Clemson Equalities Dept

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