



EQUALITY AT THE HEART OF OUR UNION

Unite the Union is firmly committed to equality for all and a key rule book objective is: "To promote equality and fairness for all, including actively opposing prejudice and discrimination on grounds of gender, ethnic origin, religion, class, marital status, sexual orientation, gender identity, age, disability, caring responsibilities; and to pursue equal pay for work of equal value."

We are the largest and most diverse trade union in the UK and Ireland and our structures ensure industrial, geographical and equalities diversity.

Rule 11 is the main rule dealing with Equalities structures and it sets out how the union will achieve the aim of reflecting the make-up of it's the membership by ensuring all constitutional committees and conferences have a gender and ethnic balance reflecting at least the proportion of women and Black & Asian Ethnic Minority members of the union. Rule 9 deals with the involvement of young members and Rule 10 with retired members in the structures of Unite.

The schemes of representation (circulated separately) for each committee set out not only how various industrial or geographical constituencies will be made up but also how the gender and ethnic balance of that committee should be achieved.

The EC has also issued guidance which states that reference to black and Asian ethnic minorities in Rule 11 aims primarily to tackle the under-representation of black and Asian ethnic minorities, i.e. the particular discrimination faced by 'visible' ethnic minorities. This recognises that black and Asian ethnic minorities face barriers in the labour market and in the union based largely on the combination of colour and ethnic origin.

In accordance with rule the EC reports to each Policy Conference on the implementation of Rule 11 showing how minimum proportionality has been achieved, throughout the union's structures.