**Clackmannanshire UNISON Branch**

**Officer Report – Equalities**

**I am Elaine Dewar and I am the equalities branch officer for UNISON.**

UNISON is all about fighting for fairness and equality in the workplace.

This has been a difficult year to advance equality issues in the workplace simply because many workplaces are closed, lots of staff are working from home and most of us are focussed on dealing with the ongoing Covid situation

This has been a horrific year and I would like to take this opportunity to send my condolences to all of our members who have lost a loved one due to this pandemic.

This does not mean that UNISON has been silent on equality issues. In the past year UNISON has campaigned on a better approach for those going through the menopause where we ran a campaign to raise awareness (which included some excellent hand held fans), organised training and negotiated a new menopause policy with Clackmannanshire Council, one of the very first councils in our country to implement such a policy. This is for women members in the workforce to make their time at work more comfortable and support them through what can be a very difficult time in their lives.

UNISON has a women members group, not just to help fight their specific issues but also to offer support in a range of areas. Please do get in touch if you would like to know more (or indeed if you would like one of our menopause fans.)

We continue to fight for fair pay and equality for all and we help to ensure our employers are abiding by the public sector duties in relation to equality impact assessments.

A key topic for the coming year for me will be UNISON’s “race for equality “ which challenges racism. The fight against racism has been high on the international agenda in recent times with the Black Lives Matter campaign raising awareness to unprecedented levels. As I’m sure you’re aware professional sports teams have been raising the issue by taking a knee before game and their involvement in the ‘show racism the red card charity. (See <https://www.theredcard.org/> for more info)

Look out for more information on our race for equality campaign during 2021 and please to do get in touch if you would like to discuss equalities and/or any issues you have at work.

Elaine Dewar