



ASSOCIATION OF  
**AMBULANCE**  
CHIEF EXECUTIVES

Bringing together skills,  
expertise and shared knowledge  
in UK ambulance services



# UNISON's Anti-Racism Charter



The charter commits organisations and their leaders to a raft of pledges designed to prevent **all forms** of conscious or unconscious racial bias.

This includes:

- **championing** a racially diverse workforce
- **recognising** the impact of racism on staff wellbeing
- **regularly reviewing its strategies** to improve racial equality, diversity and inclusion, so that the organisation reflects the communities it serves.

**UNISON's Anti-Racism Charter** aims to help tackle racism in the public sector.

The charter commits organisations and their leaders to a raft of pledges designed to prevent **all forms** of conscious or unconscious racial bias.

\*

The charter states that -

*'organisations should have a **clear and visible** anti-racism programme in place, while **unconscious bias training** should be provided for **all staff** and **robust equality training for managers**.'*

\*

Organisations will also report on their ethnicity pay gaps and monitor disciplinary and grievance processes to ensure outcomes are fair.



[Anti-racism-  
charter.pdf  
\(unison.org.uk\)](https://unison.org.uk)

# Anti-Racism Charter

Our organisation pledges we will introduce the following ongoing commitments within 12 months of signing:

#### Our leaders will

- Recognise the need and benefit in championing a racially diverse workforce.
- Challenge racism internally and externally wherever it arises in relation to the organisation.
- Recognise the impact of racism upon staff members' wellbeing.
- Set and regularly review strategy to improve racial equality, diversity and inclusion so that the organisation reflects the communities it serves.

#### Our organisation will

- Have a clear and visible race equality policy championed by leadership.
- Have a clear and visible anti-racism programme of initiatives and actions.
- Undertake equality impact assessments for all strategic-level decisions.
- Undertake ethnicity pay gap recording and publicly publish results.
- Undertake workforce ethnicity recording and publicly publish results.
- Provide unconscious bias and anti-racism training for all staff members.
- Provide a racism reporting process for notifying, investigating and recording outcomes.
- Provide robust equality training for managers involved in recruiting, promotions and investigating allegations.
- Provide a wellbeing support facility for staff experiencing racism in the workplace.
- Will be anti-racist, not just non-racist in all we do.

#### Our equality auditing process will review

- Recruitment processes to identify and address race disparities in equality of opportunity.
- Exit interview results to identify and address race disparities in retention of staff members.
- Promotional processes to identify and address race disparities in equality of opportunity.
- Discipline and grievance to identify and address race disparity in outcomes of comparable cases.
- Policies and research under a duty or commitment to promote solidarity and tackle racism.
- Our mission, values, and support to removing racial discrimination in all its forms.

Employer

Date



*Who has already signed up  
to the charter?*





*"I am delighted that EEAST is among the first NHS trusts to have signed this important Anti-Racism Charter. It underlines our commitment to eliminating discrimination in all forms at the Trust.*

*Signing this charter is an important part of our inclusion work as we work to make EEAST a better place to work and receive care."*

**Tom Abell, CEO EEAST**

MARCH 2022:

**The East of England Ambulance Service (EEAST) led by Tom Abell, Chief Executive of the East of England Ambulance Service, is the first NHS Trust to have signed up to the UNISON Anti-Racism Charter.**

[East of England Ambulance Service signs up to anti-racism pledge \(eastamb.nhs.uk\)](http://eastamb.nhs.uk)



**Paramedic and UNISON EEAST chair Glenn Carrington said:**

*"Official figures show that Black and ethnic minority employees often have a+++ different experience to their white colleagues, even in the public sector. By signing this charter, the ambulance service is making a real commitment to tackling the disparities which exist between different groups.*

*"A fairer workplace is a better workplace so by actively combatting discrimination, EEAST will be ensuring a better ambulance service for people across the east of England."*



CCGs director of workforce and system infrastructure Amanda Lyes said:

*"This is a very important milestone for us. We are very proud to be working in partnership with UNISON and launching such an important policy around anti-racism is integral to everything that we do.*

*This is a good charter and symbol which recognises that we as an employer and as a wider system are committed to anti-racism."*

**MARCH 2022:**

**The NHS Clinical Commissioning Groups (CCGs) across Suffolk and northeast Essex** have become the first in the country to sign up to UNISON's anti-racism charter.

The pledge ensures, within the first 12 months, the organisation has implemented a clear and visible race equality policy, a programme of anti-racism initiatives and actions and ensures there is a programme of equality training for staff across the organisation.

It also stipulates strong measures are implemented to remove any instances of racial discrimination in all its forms.

UNISON Eastern regional organiser Winston Dorsett said:

*"Black employees often have a radically different experience to white employees, even in the public sector.*

*Black workers are paid less, more likely to be subject to disciplinary procedures, less likely to access training and more likely to be dismissed or made redundant".*

MARCH 2022:

**The Princess Alexandra Hospital NHS Trust (PAHT) has become the first NHS hospital in Essex to sign up to a new anti-racism charter.**

PAHT has signed the anti-racism charter, developed by trade union representative UNISON, at a special ceremony that commits the hospital to a range of pledges designed to prevent racial bias.

**UNISON eastern regional organiser Daphne Lewis** said:  
*“This charter means PAHT is making a firm commitment to tackling discrimination in all its forms.*



PAHT director of strategy and estates Michael Meredith and UNISON Eastern regional secretary Tim Roberts



**Essex Partnership University NHS Foundation Trust (EPUT) has pledged support to tackle all forms of racism after signing UNISON's anti-racism charter**  
**Sean Leahy, Executive Director of People and Culture at EPUT, said:**

*"We are honored and proud to sign UNISON's Anti-Racism Charter today.  
We respect and value the diversity of people who access our services,  
and the people who make up our workforce".*



**Inspire Education Group (IEG)**  
has become the first further education provider  
in the country to sign up to a  
new Anti-Racism Charter from trade union UNISON.



**Cambridge County Council**  
is the first upper tier local authority to sign the charter, committing the Council  
and its senior management to a range of pledges designed to prevent  
racial bias being put in place over the next 12 months.

For more information on how **AACE** is supporting this initiative please visit our website or use the link below:

[Stamping Out Racism - aace.org.uk](http://aace.org.uk)



# ASSOCIATION OF AMBULANCE CHIEF EXECUTIVES

Bringing together skills,  
expertise and shared knowledge  
in UK ambulance services



Glenn Carrington  
State Registered Paramedic  
Branch Black Members Officer  
Branch Chairperson  
Tel 07508110711  
Unison 20106  
East of England Ambulance Service  
Peterborough