

IT'S TIME TO FACE UP TO RACE EQUALITY ISSUES

#faceuptorace



With the introduction of compulsory gender pay gap reporting, as well as the widespread #MeToo movement, there has been a renewed focus on gender pay equality and sexual harassment in the workplace.

Prospect welcomes these changes. However, we also know they don't go far enough. This report highlights the stark challenges faced by our black, Asian and minority ethnic members in workplaces across the UK. The shocking statistics and personal stories reveal a deep divide that is causing issues from an ethnicity pay gap and limited career opportunities, to direct racial discrimination, harassment and abuse. Furthermore, many of our members don't feel comfortable

reporting abuse, or feel that they will be supported if they do.

Prospect is therefore calling for more effective action to tackle race discrimination: by government; by employers; and in the workplace. We want government to provide greater guidance to employers around the ethnicity pay gap. We want employers to share equality monitoring data, and we want a commitment from all industries to work with unions to proactively address racial harassment, discrimination and bullying. It's time to make the change to a more transparent, equal and harassment-free UK work culture.

OUR RESEARCH RESULTS

Prospect represents over 142,000 specialist members working in a diverse range of professions – from scientists to air traffic controllers, nuclear physicists to digital specialists, engineers to film directors.

In 2018 Prospect undertook a survey of members who had self-identified as being from a black, Asian, or minority ethnic (BAME) background. The results revealed that:

45% of respondents have seen racist behaviour in the workplace.

24% have been abused and did not feel comfortable reporting it

“ At first I reacted, but because it happened so frequently it is always dismissed as banter or a joke, and you get isolated if you react or speak up. I depend on my job financially, so I've become numb.

My cousin died last year, and I was openly upset so I told my colleagues. They asked if he was murdered. I don't think that would have happened to a non-black person.

A colleague once told me that I was an abomination and that my parents had gone against nature in marrying and producing children with someone outside their own race. I had only been in my job for

a week or two, and was on a temporary contract, so I didn't challenge or report it, as I didn't want to rock the boat.

I complained after being verbally abused by a line manager. He was moved to a different department, but then I was seen as a trouble maker.

I was verbally abused by a senior manager and I was in fear of losing my job or not being believed by anyone, so I kept quiet.”

There is nothing you can do. If you react, you'll lose your job.

51% have seen a white colleague promoted despite having a similar level of experience or expertise.

"All the job panels are always entirely white."

"I once went to an interview (I guess I was selected because I have an English sounding name) and when I walked into the room, their faces dropped. I knew instantly I wouldn't get the job."

"I was left feeling that there would be little point in applying for future posts in my current place of employment, as I didn't feel I was entering a fair process."

"I know it's unfair, but I've come to accept it."

"When I raised it, everyone involved went silent and the sift records regarding the job were immediately destroyed."

46% are aware of a white colleague with less experience or expertise being paid more than them.

"I feel like I have to work above and beyond non-BAME professionals just to be comparable."

"I stuck up for myself and then had my contract terminated."

"There is no point challenging being consistently overlooked for promotion. It is normal."

"It is so systematic and unconscious that I don't feel there's anything I can do."

52% are not confident that colleagues would support them around racial issues

I am the only non-white person in my workplace.

I feel like an outsider.

It happens all the time, but there's nothing I can do about it.

Being the only black person in the room is very difficult, as the person says whatever seems funny at the time, then it's suddenly not funny when they remember a black person is actually in the room.

It is difficult being the only person of colour in an entire workforce. I feel like a token for diversity.

Genuine questions our members have been asked in the workplace:

When you black people have sex, is it more violent or aggressive in nature?

Why are all muslims terrorists? Are you going to turn up in a suicide belt one day if you get annoyed with us?

Where are you really from?

Can I touch your hair?

Do you date white guys?

You're black. Do you carry a gun?

What colour is your vagina?

How come you speak English?

How did you get such a high level of security clearance?

Can you try and be a little less black?

When are you going back to your country?

Are all brown people good at IT?

Names that our members have been called in the workplace:

**Nigger. Negro. Monkey. Paki. Chink.
Gollywog. Curry muncher.
Teabag. Coon. Turban head. Half-caste.
The black girl upstairs.**

WHAT OTHER RESEARCH SHOWS

From a list of more than 1,000 of the UK's top political, financial, judicial, cultural and security figures drawn up by the Guardian in partnership with Operation Black Vote and in consultation with academics, only 36 (3.4%) were from ethnic minorities (BAME). Just seven (0.7%) were BAME women.

Black workers with degrees earn 23.1 per cent less on average than White workers.

Black people who leave school with A-levels typically get paid 14.3 per cent less than their White peers.

(<https://www.equalityhumanrights.com/en/latest-projects/race-report-statistics>)

Throughout the UK, people from BAME communities are less likely than white people to be paid the living wage.

(<http://www.irr.org.uk/research/statistics/poverty/>)

Relative to the UK population overall, people living in households headed by someone in the Asian, Black or Other ethnic groups are disproportionately likely to be on a low income.

(https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/686071/Revised_RDA_report_March_2018.pdf)

I want equality for all regardless of gender or race. I just want to be seen as a human being.

What we're calling for:

The good news is that 72% of respondents feel that Prospect union supports our members on race equality issues, but we know that isn't enough. So we're demanding big changes from UK government and industry.

1

We are calling on the Government to expand gender pay gap reporting to include a requirement for ethnicity pay gap reporting, and to help businesses develop the tools to report on this.

2

We are also calling on the Government to make the publication of equality monitoring data compulsory for all employers with more than 250 employees.

3

We are asking all employers who recognise Prospect to voluntarily share their equality monitoring data.

4

We are asking all employers who recognise Prospect to work with the union on a detailed action plan to identify and address any instances of racial harassment, discrimination and bullying.

HOW CAN YOU HELP?

Only by working together can we achieve real change. We are therefore asking you to:

1. Join Prospect (if you're not already a member) at prospect.org.uk/join
2. Talk to your local representative or Prospect full-time officer about race and equality issues in your workplace, so we can influence your employer to work with us on an equality action plan.
3. Sign up to be a supporter of our 'Face up to race' campaign when it launches later in 2018 at: bit.ly/faceuptorace
4. Talk to the people you work with and encourage them to complete the actions above. The more members and supporters we have in your organisation, the stronger our voice to achieve real change.