

Birmingham UNISON Equalities Coordinator

All branch representatives are expected to promote equality and challenge discrimination in their union role, however the Branch Equalities Officer will lead and co-ordinate the branch's equality work. You will work with representatives of self-organised groups, with equality representatives and all activists. In conjunction with the Education Coordinator you will support the training and development of branch activists and monitor progress. You will also monitor branch representation to ensure proportionality.

Key tasks for the Equality Team include:

- To be the central liaison point for equality in the branch and to distribute information on equality issues to branch activists, Branch Executive and Branch Committee
- To co-ordinate and support the work of UNISON equality reps at branch level
- To liaise with and support the branch self-organised groups
- To promote an equality dimension in all the branch's work, including bargaining
- To advise branch officers, the Branch Executive and the Branch Committee on proportionality and fair representation, including in branch elections
- To act as a mentor to new equality reps and assist with casework and negotiating
- To lead negotiations with the Council on equality issues and ensure that the council carries out its legal obligations
- to work together with other officers at branch and directorate levels to carry out the priority work of the branch, if required by the Branch Executive or Branch Committee, including within reason to cover for other positions if absent, or if a position is temporarily unfilled.