

## **St Mungo's commitment to the principles in Unite's Unity over Division charter**

### **Principle 1**

**Unite and the employer will each appoint an inclusion champion who will be the lead person for the Unity over Division agenda. With the support of Unite and the employer their roles will be to collaboratively monitor, facilitate and promote workplace inclusion wherever possible.**

St Mungo's has a Trustee Diversity Champion at Board level, a Diversity Champion at Executive level, and a Head of Diversity and Inclusion. There is a Diversity and Inclusion Steering Group, which nominated representatives can attend. We also have a Race Action Working Group, on which there is a place for a representative from each Union. We would welcome both our Unions appointing a specific Diversity and Inclusion champion.

### **Principle 2**

**The employer will ensure that all staff members are given training on how to adhere to the company's equality and diversity policy and will ensure that this document is reviewed annually.**

There are mandatory training programmes and refreshers on Equality and Diversity for all staff at St Mungo's and these will be reviewed annually as part of the annual report to the Board.

### **Principle 3**

**Unite and the employer will provide informative and up to date materials aimed at helping to promote equality and harmony within the workplace.**

St Mungo's will follow best practice in promoting informative and up to date materials, and this should be a key strand of work going forward and will be shared internally. Again the Unions' engagement in this work would be welcomed. We have developed curated learning for our staff based on good practice that we found in other organisations, including learning from the TUC.

### **Principle 4**

**Where there are local and national examples of hate crime and discrimination Unite and the employer will stand together to condemn such incidents.**

St Mungo's would always tackle local and national examples of hate crime. As St Mungo's is not a political organisation we cannot stand alongside any Union, but would always make a stand.

### **Principle 5**

**Where appropriate Unite and the employer will work with other agencies and organisations to promote cohesion both inside and outside the workplace.**

St Mungo's welcomes input from staff and Unions on anything that could be done to work towards best practice with regards to Diversity and Inclusion.