



Council – 4 November 2021

Notice of Motion – Unity.

Notice of Motion from Councillors A Pugh, D H Hopkins, R C Stewart, A S Lewis, M C Child, E J King, L S Gibbard, R V Smith, R Francis-Davies, M Thomas & A H Stevens

The huge social and political changes that the country has seen over the last few years have given rise to major social division especially along the lines of race, ethnicity, religion and nationality. One of the most worrying consequences of this is the sharp rise in reported race hate crimes which have increased by almost 30% since 2016. There is no place in a modern society for racial discrimination and intolerance and we should make a commitment to unite and eradicate it in all its guises.

The adoption of the Unity over Division Charter would provide a starting point for what will hopefully be a more proactive approach to building an inclusive workplace.

And so, we the Elected Members named above request that Swansea Council: -

1. Swansea Council will adopt the Unity of Division Charter
2. Swansea Council will appoint an Inclusion Champion, who will be the lead person for the Unity over Division Charter agenda, with the support of Trade Unions and the Council to collaborate, monitor, facilitate and promote workplace inclusion wherever possible.
3. Swansea Council will ensure that all staff members including schools are given mandatory training on how to adhere to the Council's Equality and Diversity Policy and will ensure that this document is reviewed annually.
4. Swansea Council stands together with Trade Unions provide informative and up to date materials aimed at helping to promote equality and harmony within the workplace.
5. Swansea stands together with Trade Unions to condemn incidents where there are local and national examples of hate crime and discrimination.
6. Swansea Council will work with all appropriate other agencies and organisations to promote cohesion inside and outside the workplace.