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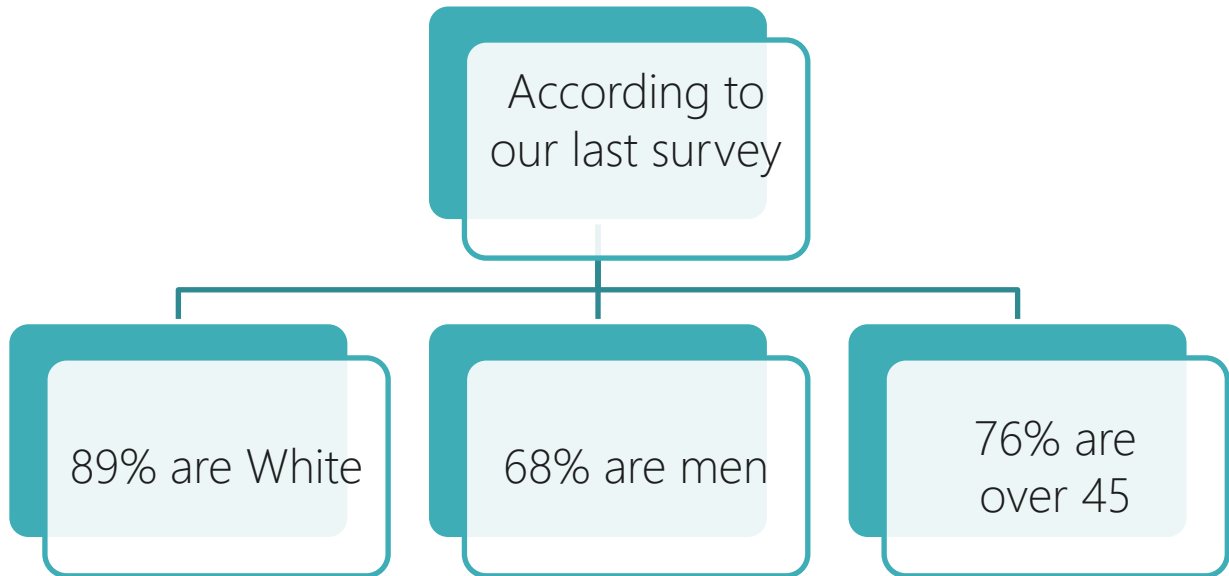
# Health and Safety Reps connect

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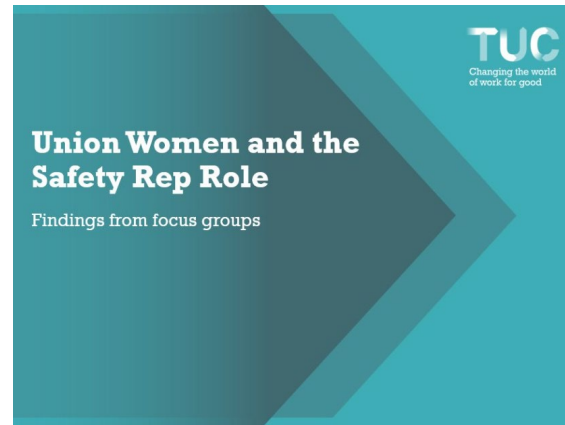
## What do we mean by Black

‘Black’ – with a capital B– is used to indicate people with a shared history. ‘Black’ is used in a broad political and inclusive sense to describe people in the UK who have suffered from colonialism and enslavement in the past and continue to experience racism and diminished opportunities in today’s society”

## Who are our safety reps?



# Black and Women safety reps: Research



# Health, Safety & Racism in the workplace 2022

- Over one third reported experiencing racial discrimination in their workplaces
- Over a quarter of respondents reported witnessing discrimination in their workplaces
- A third of respondents felt significant compromises, or shortcuts with workers safety
- Nearly a quarter did not perceive that health and safety conditions in their workplace were good and a slightly higher proportion (28%) reported that workers safety was not a priority for management.
- The occupational segregation of Black workers employed in lower paid and lower grade roles, in contrast to predominantly white colleagues represented in more senior roles, was seen by focus participants as the key racial and ethnic fault-line constituting 'structural racism'
- Perceptions of unequal exposure to health and safety risks, including based on race. Black workers pushed onto the frontline, while racial hierarchies, outsourcing & privatisation meant disproportionately white management were able to isolate.
- The pandemic has placed renewed focus on health and safety and the crucial role of union health and safety reps in the workplace.

# Black Health & Safety Reps

- Over one quarter disagreed that health and safety reps are representative of the racial and ethnic composition of their workforce.
- One in five disagreed that Black workers were equally encouraged to take on union roles, specifically health and safety (21%).
- Overall, 16% of respondents indicated that they would consider taking on the union health and safety role. However, there was more willingness to take on a general union rep (38%) and equality rep role (32%).
- Concerns of victimisation, lack of access to support or opportunities due to others already holding the role. The positive effect of role models or mentors was raised by numerous respondents.
- General shortage of health and safety reps and the under-representation of Black workers, the survey indicates the importance of interaction with existing workplace health and safety reps for encouraging new recruits to the role and the importance of identifying, nurturing, encouraging and supporting a new generation of Black reps.

# What's the put off?

- Already have a rep, told we don't need another
- Fear of victimisation
- Training times and locations
- The 'boring' role
- Casualisation and lack of job security
- "Boys' club"
- Lack of role models or mentors
- Daunting: involves legalistic knowledge
- Not as combative / too combative
- 'Pigeon-holed' into other roles e.g. Equalities rep
- Already have a rep and don't want to challenge

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Interactive  
Session



The logo for TUC (Transport Union of Canada) features the letters 'TUC' in a bold, sans-serif font. Each letter is white with a light blue gradient and contains a white arrow pointing in a specific direction: the 'T' has an arrow pointing up, the 'U' has an arrow pointing down, and the 'C' has an arrow pointing right.

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