



National Survey of Black & Minority Ethnic Members

May 2008





Britain's largest specialist transport union

OBJECTIVES

- ✓ The purpose of the survey is to identify the extent to which our black and minority ethnic members believe they are being discriminated against in the workplace. In particular, questions were asked on promotion, harassment and bullying, race discrimination and awareness of equality policies.
- ✓ Whilst the survey was basically comprised of tick boxes, members who had unsuccessfully applied for promotion were invited to write why they believed they had not been successful.
- ✓ We also wanted members to name one thing that would make life better for black and minority ethnic members in their workplace.
- ✓ The opportunity was taken to gauge the views of our black and minority ethnic members regarding the ethnic profile categories used to monitor our members. They were asked if the profiles used in the Census and by most companies should replace the ones introduced in the mid 1990s.





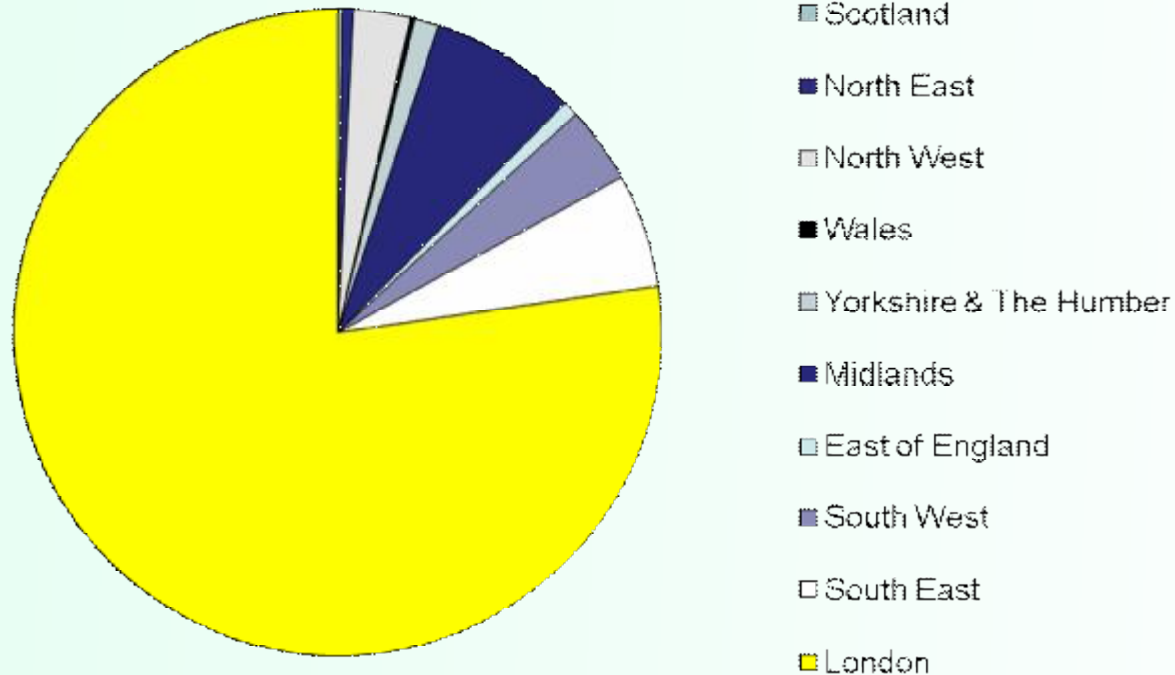
- **Q1 – What Company do you work for?**
- A total of 106 companies were named in responses. A third of those responding were employed by London Underground.
- The second largest number of respondents were employed by Network Rail, followed by the train operating companies, such as South West Trains, Virgin, Southern, South Eastern, One (now National Express), Northern Rail, etc.
- There was a significant number of responses from members employed by the smaller cleaning and security companies.





Q2 – Where are you employed?

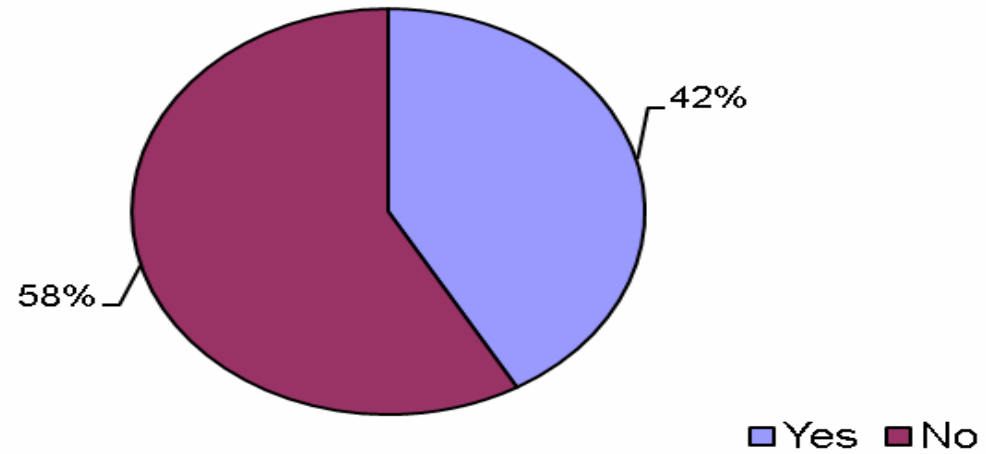
The vast majority of our black & minority ethnic members are employed in London and the South East. This is reflected in the geographical spread of responses as shown in the Chart below.





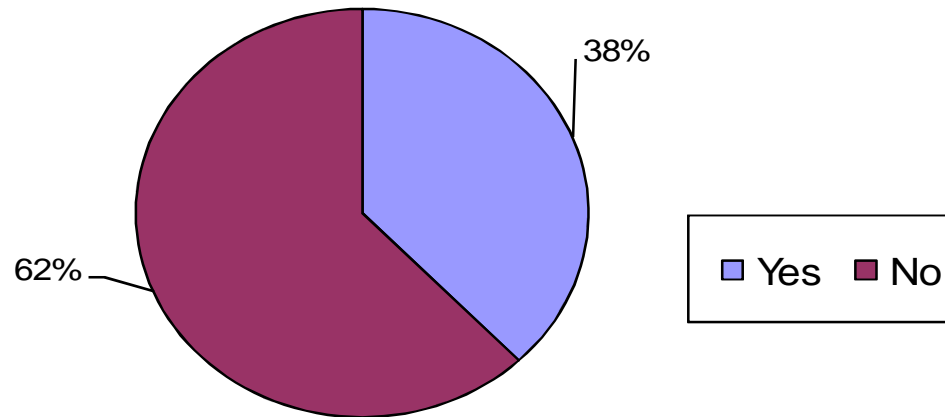
Britain's largest specialist transport union

Q7 - Since you started work with the company, have you ever been promoted?





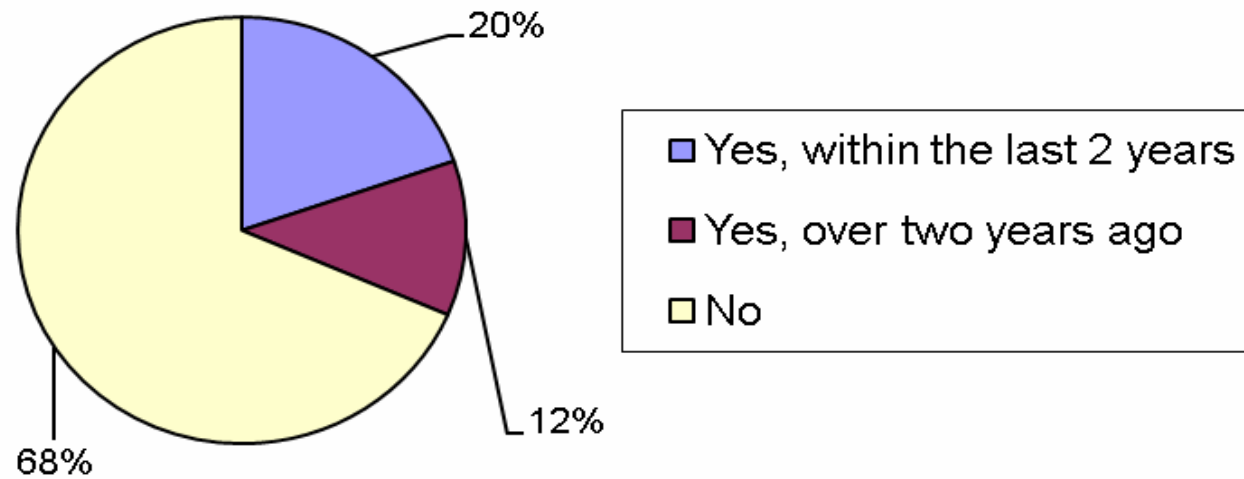
Q8 - If no, have you ever applied for promotion?





Britain's largest specialist transport union

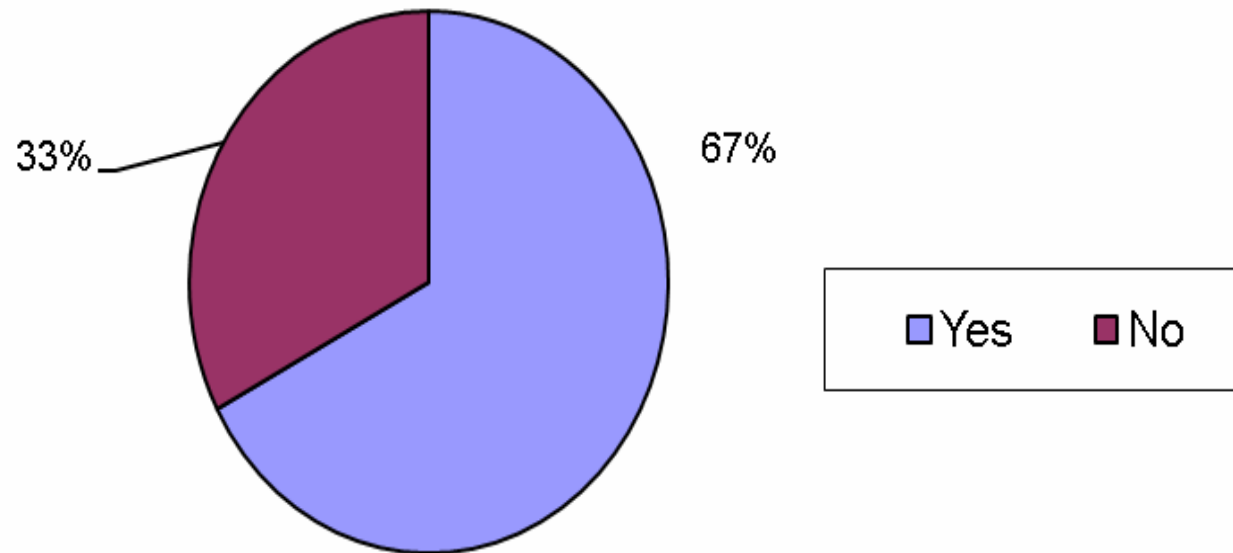
Q10 - Have you been subjected to any form of racial bullying or harassment at work?





Britain's largest specialist transport union

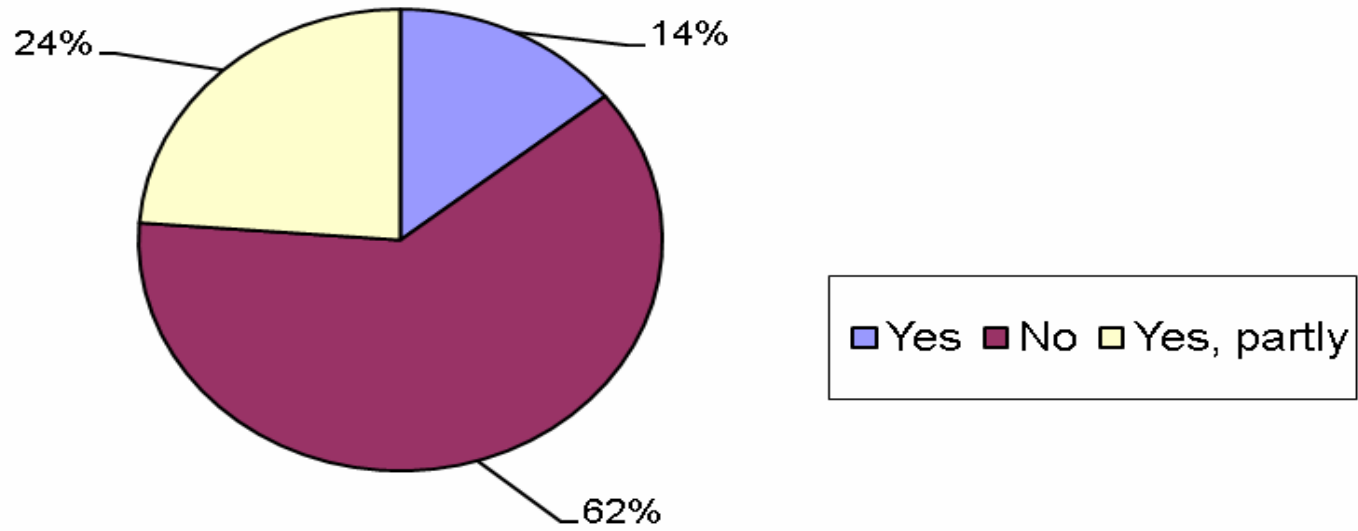
Q11 - If Yes, did you complain to management about it?





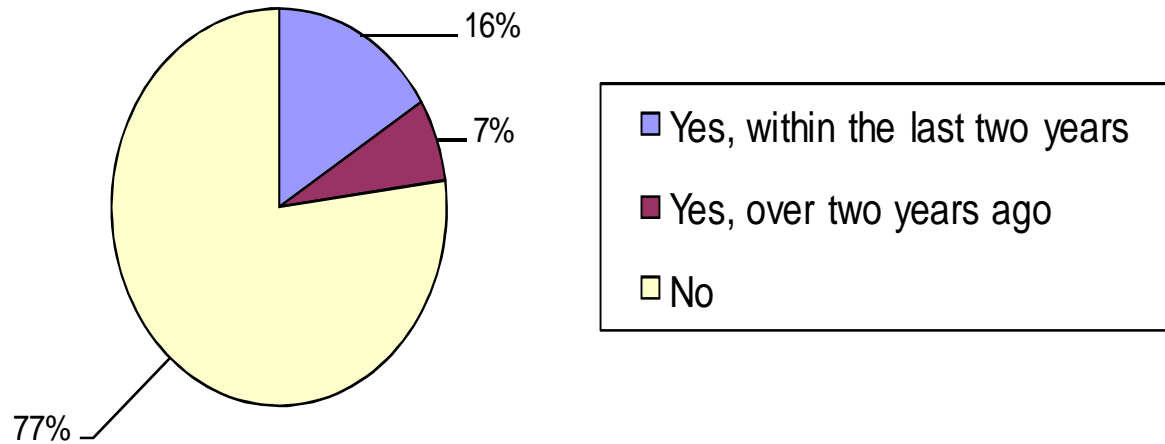
Britain's largest specialist transport union

Q12 - If Yes, was the complaint resolved to your satisfaction?



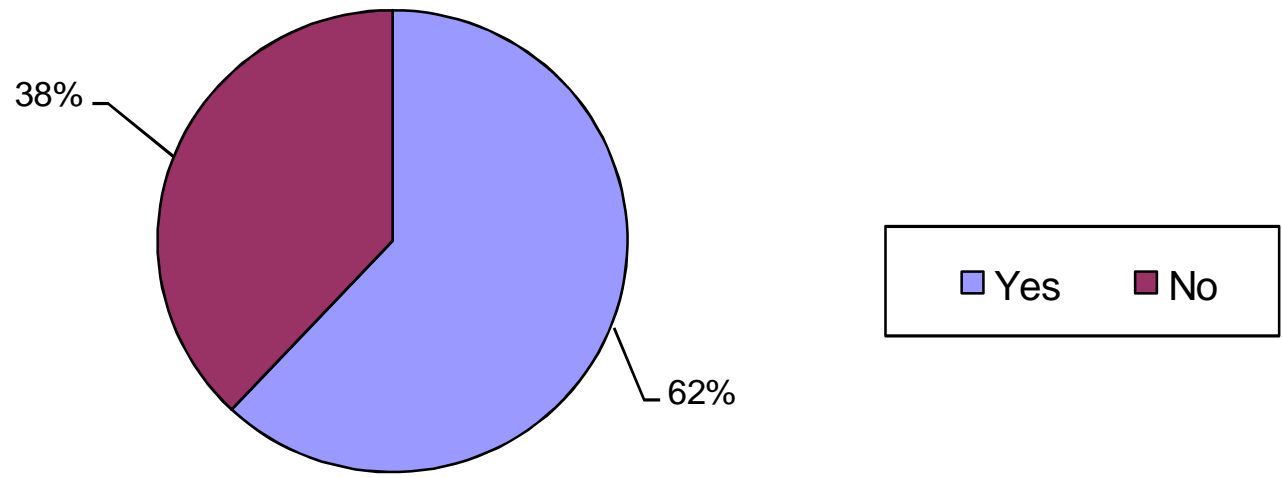


Q13 - Have you ever been subjected to any form of racial discrimination in relation to pay, working hours, holidays, time off, training opportunities?





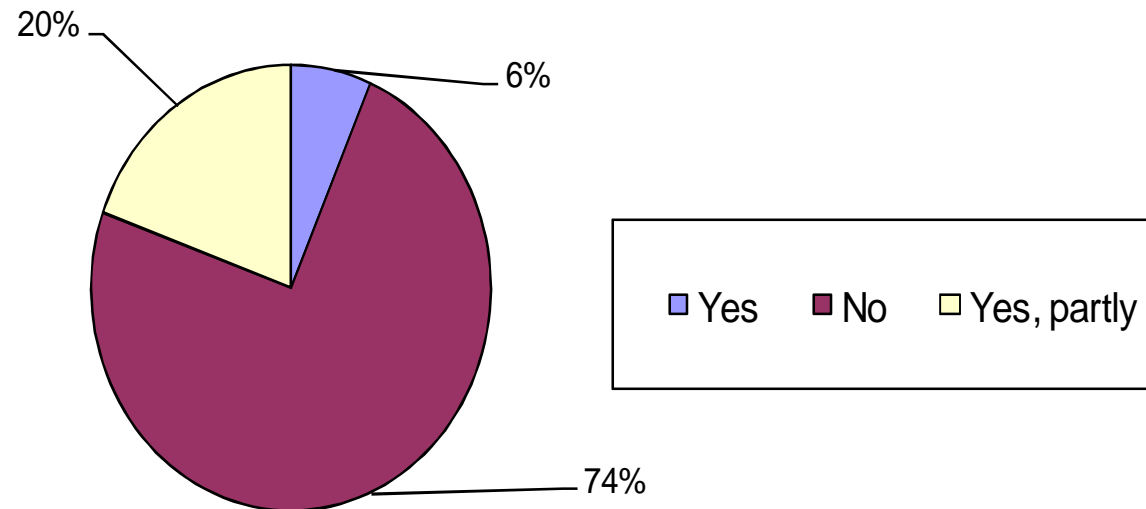
Q14 - If you answered Yes, did you complain to management about it?





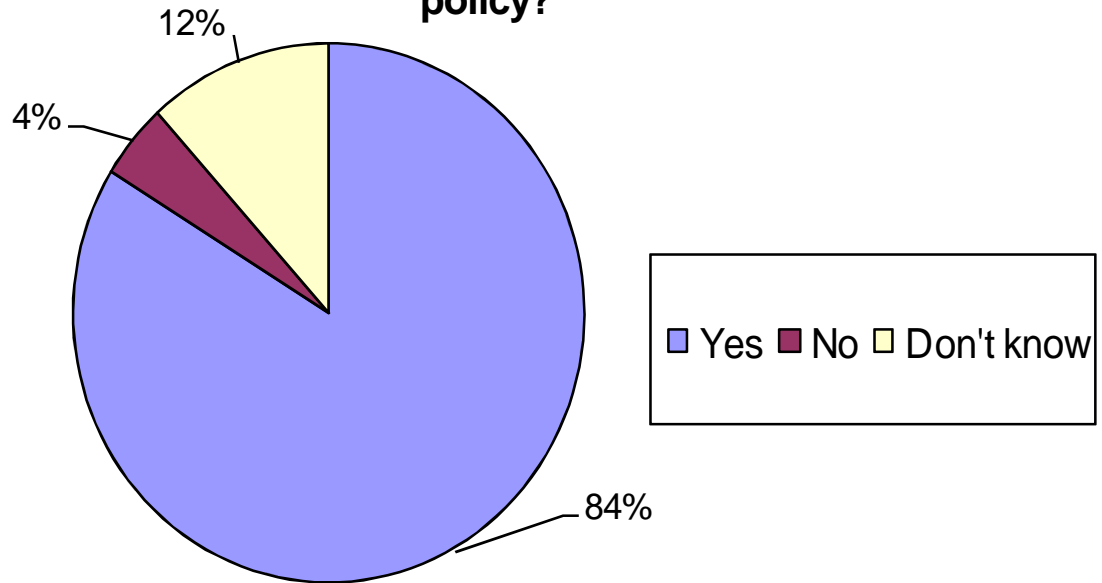
Britain's largest specialist transport union

Q15 - If Yes, was the complaint resolved to your satisfaction?



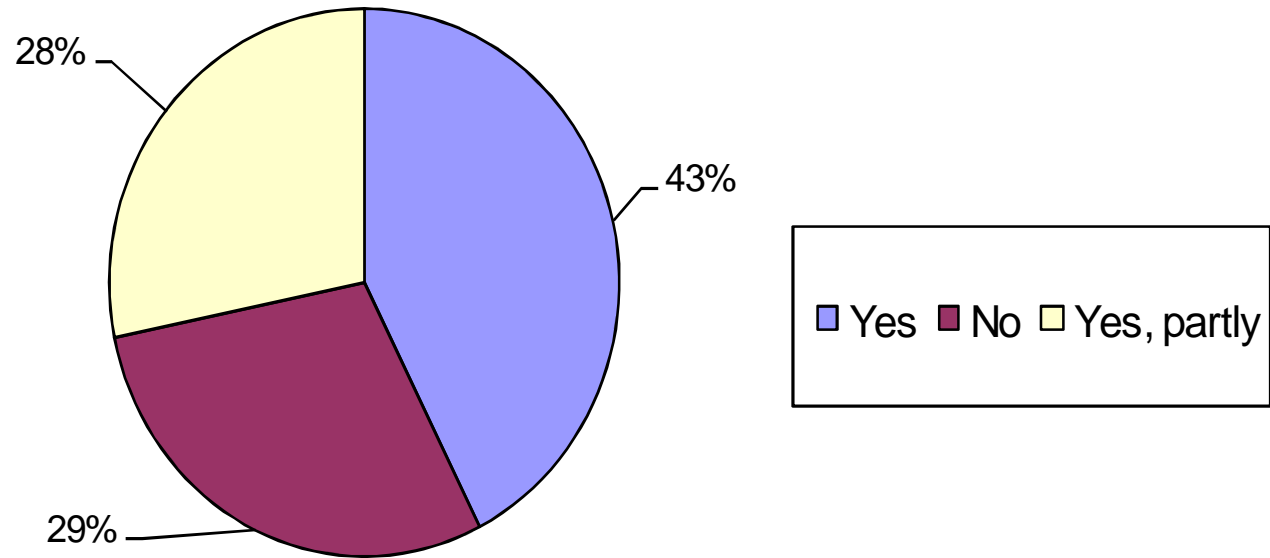


Q16 - Does your company have an equal opportunities policy?



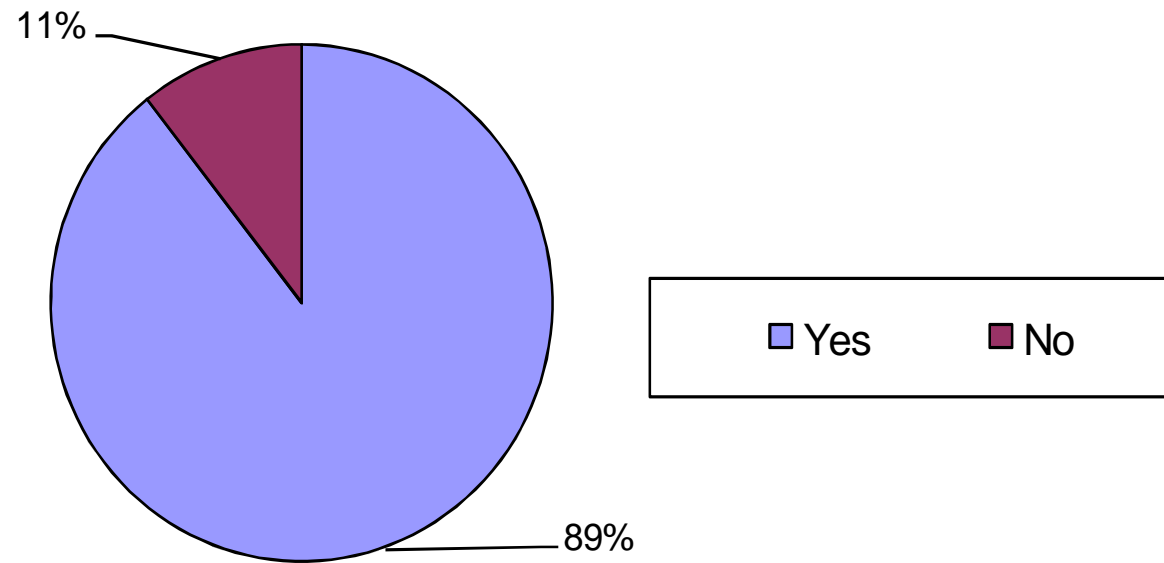


Q17 - If you answered Yes, do you think it actively promotes it?





Q18 - Does your company have a bullying or harassment policy?





Q19 - In your view, does the company actively promote the policy?

