

UNISON

Influencers 2026

BLACK WORKERS

Black workers continue to face systemic racism in the workplace and across public services in Scotland. This is reflected in pay inequality, underrepresentation in senior roles, and unequal access to opportunities. Without structural change, these inequalities will persist.

Key Facts

- Ethnicity pay gaps remain widespread and largely unreported
- Black workers are underrepresented in leadership and senior positions in Scotland
- Workplace racism and discrimination remain significant barriers
- Public services often fail to deliver equitable outcomes

UNISON is calling for

- Mandatory ethnicity pay gap reporting across all sectors
- Action to improve access to senior and leadership roles
- Investment in anti-racist practice across public services
- Strong enforcement of equality duties with zero tolerance of racism

Questions for candidates

- Will you support mandatory ethnicity pay gap reporting?
- How will your party tackle systemic racism in workplaces?
- What action will you take to improve representation in senior roles?

Action for you

- Challenge candidates on racism and inequality in your workplace
- Campaign for anti-racist policies within your party
- Raise awareness through local media and community networks

Follow our campaign *Public services at the heart of a fairer Scotland* [here](#)

Public services:
the heart of a fairer
Scotland

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