



Changing the world  
of work for good

# Tackling division in the workplace

Reps Connect

# What we'll cover

- Deeper dive on groups pushing divisive narratives and who might support these groups
- How can we tackle divisive views in the workplace?
- What next?

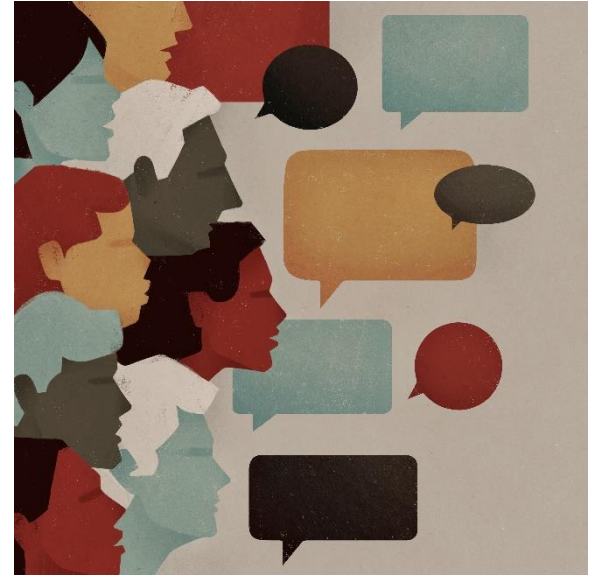
# Content warning

## Over to you

Turn to the person sat next to you.

### Spent a few minutes discussing:

- What are the challenges you face tackling division and support for far-right issues in the workplace?



# Who are the far-right?



"Accepts the essence of democracy, but opposes fundamental elements of liberal democracy"

**Reform UK fits the far-right description.**

# Reminder: the problem

Declining living standards created conditions for Reform UK's growth. With high national support and several councils now Reform-led, we face twin threats: Reform gaining support and mainstream parties adopting Reform policies to compete for Reform voters.

Both threats directly harm workers:

- Reform undermines labour protections, collective bargaining, and equality safeguards - mainstream parties adopting these policies create the same damage
- Reform has support among union members, hampering organising and creating internal divisions
- Proposed cuts to public services threaten union strength
- Scapegoating migrants, Black workers, LGBT+ people, and disabled workers fractures working-class solidarity and cause particular harm to these workers



# Divisive narratives: 'The people' vs 'the elite'

## The 'people'...

Real, authentic, everyday, like 'us' (white)

Patriots, loyal

'Truth-tellers'

Against the status quo

Bad manners, maverick

'Common sense' knowledge of the world:  
'popular economics'

Politicisation of resentment

**VS**

## The 'elite'...

Corrupt, bureaucratic, technocratic

Treacherous, anti-British

Preachy

Tells 'us' what to do and say

Protect the status quo

*"Good manners"*

Academic knowledge

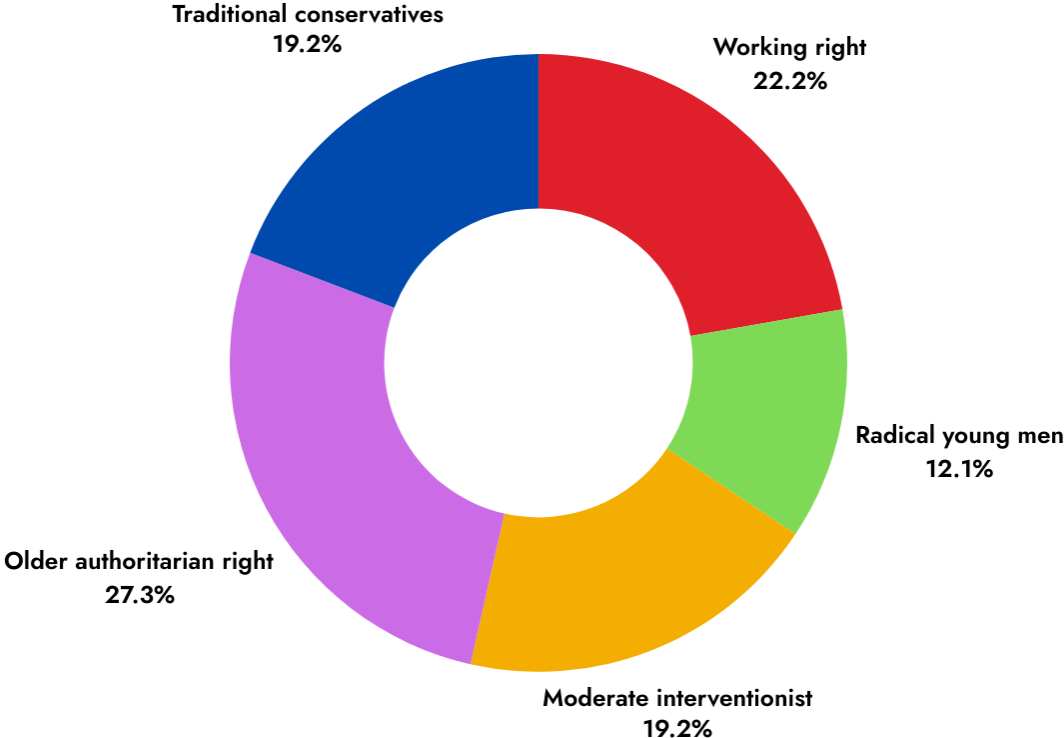
*"Too clever by half"*

# Who supports Reform UK



- **Reform UK voters are not a monolithic bloc.**
- Immigration is the issue of greatest concern for Reform UK voters, but it coexists with deep economic and political pessimism, national decline, and distrust in the political process.
- 77% support the regulation of water companies to clean up rivers, lakes, and seas in the UK.
- Among ex-Labour voters, nearly three-quarters support more equitable wealth redistribution.
- 49% back Labour's plan to improve workers' rights.
- Over eight in ten Reform voters think the political system is broken, and 92% believe that "politicians don't listen to people like me."

# Who supports Reform UK



## Over to you

### Scan the QR code:

- Do you have real-life examples of people described in the segments? Describe them (no names!)
- What are Reform curious people saying? Give an example of their talking points.

**Keep these people in mind for the next exercise.**

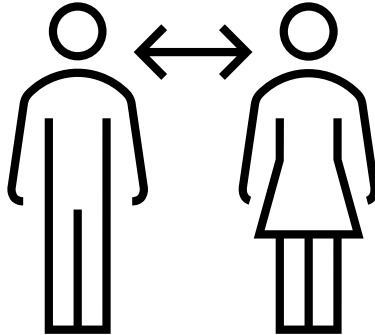
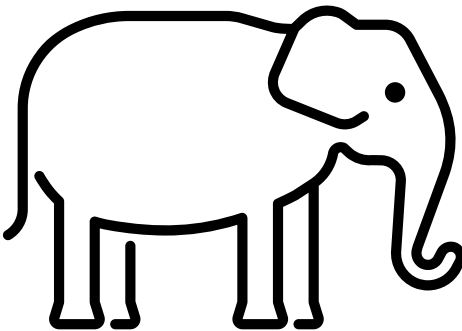


# How to avoid strengthening divisive narratives



Click [here](#) to watch video in full screen mode  
Clip from Five News of Stephen Emerson, journalist and self-described 'terror expert' on Fox News in January 2015 describing Birmingham as a 'no go zone' for non-Muslims.

# How to avoid strengthening divisive narratives



# How are divisive views being shared?



Social media



Print media and broadcast



Workplaces



# How can talk about divisive issues productively?

Step 1:  
Understand the  
concern

Step 2: Address  
the issues

Step 3: Keep the  
conversation  
going

## Over to you

Think about the divisive talking points you hear at work or follow the QR code to find some examples.

**How would you respond to these in the workplace, online, or a branch meeting?**

Think it through or act it out.

**Spend 10 minutes discussing in pairs.**

**We'll ask a few people to give their responses.**



# How the TUC is tackling the far-right?

Building our  
evidence base

Industrial  
organising

Political  
education

Political  
interventions

International  
networks

Comms and  
campaigning

# How we are supporting unions



Talking solidarity and tackling the far-right, Updated TUC Education micro-learning courses



Building union strength through constructive conversations, three-day course for union reps



Regional briefings: how to tackle far-right and political AFR events



Conference: How can unions tackle the far-right?



Developing alternative narratives to the far-right – union officials (pilot course)



Boosting Industrial Worker voices in Digital spaces



Save British Industry campaign

## Other ways we could support...



How to respond to the far-right online: training and messaging guides for union comms and digital teams, social media assets like explainers and how to go guides



Research: briefing unions with mapping research where MPs are vulnerable to Reform, understanding who is voting Reform, commissioning more research if needed.



Convening unions: piloting collaborative projects to push back on far-right.

# What next for you?

## Scan the QR code:

1. Set an intention for how you're going to tackle divisive views at work (in-person or online).
2. Let us know how else we can support you.



Reflecting:  
scan the QR  
code



The logo for TUC (Trades Union Congress) features the letters 'TUC' in a stylized, white, sans-serif font. Each letter is composed of multiple overlapping, semi-transparent shapes that create a 3D effect, with some parts appearing to be cut out or layered. The 'T' has a horizontal bar that tapers to a point on the right. The 'U' and 'C' are also formed by overlapping shapes, giving them a sense of depth and movement.

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