



2011 NATIONAL BLACK MEMBERS' CONFERENCE

RECORD OF DECISIONS

1. ELECTION OF A DELEGATE TO THE NATIONAL DELEGATES CONFERENCE & THE NATIONAL SERVICE GROUP CONFERENCES REPRESENTING UNISON BLACK MEMBERS FROM 2012 AND THEREAFTER

Carried

This Conference notes that since vesting day the National Black Members Committee (NBMC) have consistently elected from within its own committee, representation to National Delegate Conference (NDC). This is despite nominations from regions being submitted for consideration.

This Conference believes that this course of action denies the wider membership of the National Black Members Conference the opportunity to gain experience develop skills and knowledge of UNISON as a trade union movement.

We therefore call upon the NBMC to ensure an election for nominations to NDC and service group conferences is held at every Conference from 2012, including candidates' hustings, in the interest of democratic accountability.

Once elected the NDC delegate who is not an NBMC member should be co-opted to the NBMC up until the NDC as an observer with no voting rights thereby enabling them to attend the 2 NBMC meetings which shall include the Policy weekend so that they can gain the same experience and training as the newly elected NBMC members, The costs to be met equally between the national union and the delegates own region. After attendance at the NDC the delegate's position as an observer shall be withdrawn.

This will ensure that the person elected can obtain the maximum support from the NBMC who will act as mentors thereby enabling the elected delegate to best represent UNISON Black members at the NDC having had the opportunity to capacity build their skills with the support, guidance, knowledge and experience of the full committee of NBMC.

The two Women delegates who attend the NDC representing the National Women's Self Organised Committee are elected at their Annual National Women's Conference. This democratic and accountable process works for the women in UNISON so can also work for Black members in UNISON.

Conference this motion will ensure we are more effective in succession planning and also ensure that new Black activists can be properly supported and play a positive role in our union.

Conference therefore asks that:-

1. The NBMC produce a standard set of guidelines on the roles and responsibilities of the delegate representing National Black Members Conference at the NDC and other service group conferences;
2. This guideline shall be produced regularly in the National Black Members Annual Report starting in January 2012;
3. The delegate will be required to provide a comprehensive detailed report for the Annual Black Members Conference.

2. BLACK MEMBERSHIP IN UNISON

Carried

Conference notes that Black members remain concerned with their under representation throughout UNISON structures.

Many branches still don't have self organised groups while at the same time employers are setting up Black Minority Ethnic Group/Forums. This can not only undermine the unions' structures and take away branch development opportunities in terms of establishing Self Organised Group's (SOG) but can also water down the real impact of the current climate faced by Black members, which is more severe than ever before.

It is essential that Black members involve ourselves within our branches and the wider union, taking up positions as stewards and branch officers and thus ensuring that our voices are heard, we are at the forefront of the fight against the cuts and that our branches are equipped to understand and tackle discrimination issues within our workplaces.

In this current climate it has never been more essential that we organise ourselves to save our members jobs.

Conference instructs the National Black Members Committee:

- 1 To work with branches and regions to encourage the establishment of SOG's within branches
- 2 To ensure that Black members voices are at the heart of the Million Voices campaign and that we take this campaign out to our wider Black members and our communities.

5. NATIONAL BLACK MEMBER'S CONFERENCE REVIEWS

Carried

This Conference believes that with any structure there is usually room for improvement. The discussions at and after Conference shows that there have been concerns about the facilities and information made available.

This Conference notes that:

- We have been holding National Black Members' Conferences throughout the life of UNISON.
- The National Black Members' Committee (NBMC) conducts a review of Conference each year to look at what worked well and what could be improved;
- At the moment these reviews are not made public and Conference delegates visitors and stallholders are not asked for their views.

We further note that some Regional Black Member's Groups/Committees have provided an information sheet when the Conference had been in their region. In previous years this included details about the area, including local attractions and restaurants.

This Conference therefore instructs the NBMC to work with the National Executive Council, other relevant parts of UNISON, the Conference region and local Black groups to:

1. Provide information on some of the Black history of the area;
2. Provide useful phone numbers, e.g. hate crime reporting bodies, local Racial Equality Council, local mosques, etc.
3. Information on how to claim back for travel if members have not booked through Stewart Corporate Travel and an indication of costs at Conference, eg buses and taxis;
4. Information on how delegates can claim travel costs back nationally through their branch or region;
5. Ensure travel information is clearer, eg if there are day long bus tickets available rather than spending more money on single tickets;
6. Information on the social which includes venue details such as which entrance to use and
7. Provide a list of the harder to find eating places such as African and Caribbean, popular Indian, Chinese or other Black establishments and the more usual ones which meet a number of dietary requirements such as chicken restaurants.

This Conference further instructs the NBMC to produce an evaluation form for participants to comment on the Conference and its facilities. The analysis of this form should be part of the following NBMC Annual Report so members are clear of what suggestions were made, what were delivered, what was not possible and why.

6. NATIONAL BLACK MEMBERS CONFERENCE PUBLICITY AND INFORMATION

Carried

This Conference believes that information sometime gets lost about this National Black Members' Conference. We believe that more needs to be done to inform members about the opportunity to attend this conference. Many Black members are still not aware that notification of Conference goes to branches in July and is placed on the UNISON Website. We also believe that publicity will encourage potential members to join UNISON.

This Conference notes that some information is not produced at Conference or is announced when delegates are called out of the hall, e.g. to talk to Standing Orders Committee.

This Conference instructs the National Black Members' Committee to work with the National Executive Council and relevant sections of UNISON to:

1. publicise the National Black Members' Conference in the Black media to reach members and so increase the number of potential activists;
2. issue press releases to the Black media informing members of the opportunity

to get involved and check the UNISON Website for details;

3. ensure that the Preliminary and Final Conference agendas get onto the UNISON Website;
4. provide an information board at each National Black Members' Conference where late information is made available such as:
 - a. the wording of the questions to the Annual Report and the response;
 - b. the text of verbal Standing Order reports and
 - c. the result of the bucket collections and
5. issue press releases at the close of Conference with major outcomes and debates.

7. SICKLE CELL AND THALASSAEMIA

Carried

Conference, Sickle Cell and Thalassaemia are inherited, genetic conditions which is caused by both parents being carriers of the haemoglobin otherwise known as the S gene, for thalassaemia its either A - Alpha or B- Beta.

If both parents are carriers there is a 1 in 4 chance of any children produced within the relationship having the disorder, 2 in 4 chance of being a carrier or a 1 in 4 chance of being healthy.

Sickle Cell and Thalassaemia is an increase and growing disorder which affects 1 in 50% of the Asian and Black population especially children and young people including some Europeans in the community. It affects the lives of families relationships when a crisis occurs. Individuals are unable to work, socialise, engage full-time relationships due mainly to being hospitalised during a crisis which occurs without warning at anytime.

A crisis can be brought on by stress, cold weather, living conditions.

Conference, some sufferers do not live beyond the age of 30 and for those who do, have to be extremely strict with themselves as to how they manage their lifestyle.

Conference, people suffering with this disorder have difficulty holding down a stable job due to the unpredictability of when a crisis occurs, some experience difficulty with their Managers who lack understanding of the disorder.

Conference calls upon the National Black Member Conference (NBMC) to:

1. Liaise with the National Disabled Members Committee, Health Service Group and other relevant bodies to raise awareness of the disorder and its effects on sufferers within the workplace.
2. Encourage Regions and Branches to promote the use of Equality Impact Assessments on the employers new and existing Sickness Procedures to remove any adverse effects on members with disabilities such a Sickle Cell and Thalassaemia.
3. To support and encourage Regions to arrange Health Seminars addressing

Black health issues, similar to that of the Greater London Regional Black Members.

8. INCREASING THE INVOLVEMENT OF SOUTH ASIAN WOMEN IN UNISON ACTIVITIES

Carried

This Conference notes with concern the under representation in UNISON structures and the seeming lack of involvement of South Asian women in UNISON. As part of UNISON's approach to equality and its own equality scheme it is essential that this issue is addressed. Therefore Conference instructs the National Black Members Committee (NBMC) to;

1. Carry out a UNISON wide mapping exercise to identify the numbers of UNISON South Asian women members; the demographics, the types of jobs they are employed to do and geography of these members; how many of those are activists within UNISON; what role they hold in UNISON; and any other useful mapping information as appropriate.
2. Use the information from this mapping exercise to set SMART UNISON targets on South Asian women recruitment and retention.
3. Survey existing UNISON South Asian women members to ascertain the barriers to them becoming active in UNISON and what they consider UNISON could do to overcome these.
4. Once the results of the survey is known the NBMC is further instructed to carry out additional, appropriate work to overcome the barriers to UNISON South Asian women members activism and to encourage future involvement of this group by developing courses that empower these women to become involved and active, utilising external partner agencies as required.
5. Identify individual UNISON South Asian women members who can champion and lead on this work, for example as part of the UNISON Leadership Programme.
6. Report back to UNISON Black Members Conference 2012 on this work and what has been achieved.

9. MAKING SENSE OF THE RACE DISCRIMINATION CLAIMS PROTOCOL

Carried

Conference notes the introduction of the recent UNISON Race Discrimination Claims Protocol and the invitation to include more Black members in the Race Advisory Panels that assess race cases.

However, though we accept that greater participation of Black members in this process is an improvement on previous practice, it must be noted that in most instances, there may still only be one Black person present on these occasions.

Therefore, it is important that the National Black Members Committee (NBMC) in liaison with the National Executive Council (NEC) ensure the following.

1. That the training which is provided to all panel members includes work on attitudinal, legal and practical dimensions to race cases and that the training is process orientated, consistent and clear in all regions.
2. That every attempt is made to achieve a more racially balanced representation on each panel, where practical and possible.
3. That the protocol is monitored and reviewed in 12 months time by the NBMC and NEC in terms of its application and effectiveness. In particular identifying the problems arising in the use of the protocol, the benefits and improvements in the way that race cases are now being dealt with within the regions. That the findings are then reported back at National Black Members Conference 2012.

12. DISCRIMINATION AGAINST BLACK WORKERS

As amended by: 12.01

Carried as Amended

Conference calls on the National Executive Council to conduct a report, on impact and scale of discrimination within the public services. This we hope will ensure that we can improve the levels of equality, opportunities and career progression for Black Workers.

We call on the National Black Members Committee (NBMC) to:

1. Work with the National Executive Council to raise the issue with employers to undertake Race Equality Audits to indicate recruitment/grade of Black Workers.
2. Work with UNISON Legal Services and providers of Legal Services to keep a check on the number of race cases being lodged in this current year and next year.
3. Ascertain a comparative of the nature of cases in these two years (2010 and 2011) and the last (2008 and 2009) two years.
4. Hold a workshop or invite a guest speaker to next year's National Black Members Conference 2012 to speak on the findings from this research and the implications for race cases in UNISON.

13. SUPPORTING OUR MIGRANT WORKERS AGAINST DISCRIMINATION AND EXPLOITATION

Carried

In times of recession and job cuts, migrant workers are not only going to feel the rise in racist attitudes, but they can be certain that immigration legislation will follow trend and imposed increasingly restrictive measures. Most of our members who have not yet obtained residency will be likely to be forced to go home. Others still in precarious situation suffer exploitation in silence as a result.

Migrant workers are valued members of this union. We have hugely appreciated the immigration help line put in place through UNISON Direct and Joint Council for the

Welfare of Immigrants as well as local initiatives such as our monthly face to face immigration advice clinic in Northern Ireland.

Conference calls on the Black Members Committee to work with the National Executive Council and other appropriate bodies to ensure that such services continue; and to continue to campaign against ever more draconian and arbitrary immigration legislation which harms our members and our public services.

14. NON-EU (EUROPEAN UNION) MIGRANT WORKERS

Carried

Conference notes that:

Migrant workers are constantly undervalued, deskilled, overworked, and underpaid within the labour workforce. Migrant workers continue to work in substandard conditions taking employment well below their knowledge and abilities simply to survive.

Migrant workers currently comprise only 13% of the British workforce but make a critical contribution to the UK economy.

Migrant workers continue to experience difficulties in accessing UK workforce and exercising their employment rights at work. They are consistently undervalued and continue to face employment issues.

The imposition of caps on non-EU migrant workers and extension of workplace document checks and immigration raids has heightened tensions around migrants' rights to work in the UK.

The Con-Dem Coalition Government have clearly indicated their intention to sharply reduce the numbers of migrant workers to 24,100; this would result to a 5% fall from last year. A permanent cap will be announced next year.

Using government figures, the Financial Times analysed the effect of this cap and found that it would translate to additional costs to families in the UK of £300 a year in higher taxes or lower public service provision. It also found that the level of cutbacks now being promised by the Government, to 60,000 or less new arrivals, could reduce projected growth by as much as 1%.

Conference believes that:

The cap on migration will adversely affect UK competitiveness in the globalised economy. It will also lead to negative effect on both the economy and the generation of tax income to pay for public services; resulting in the public services not being able to operate effectively and efficiently.

The consequences of managed migration policies have been to divide migrants into two categories. 'Good migrants' who are useful and make money for Britain economy and 'bad migrants' who are not seen as wealth creators and regarded as illegal.

Conference calls on the National Black Members Committee (NBMC) to work with the National Executive Council:

1. To lobby and campaign against the cap, raising awareness of the

consequence for public service provision.

2. To continue to work with the Joint Council for the Welfare of Immigrants, (JCWI) in providing a free advice line for migrant worker members.
3. To work with organisations such as Migrant Rights Network and JCWI in raising awareness of the vulnerable situation of migrant workers and immigrants to the UK.
4. To raise awareness of the negotiators guide on document checks and workplace raids produced by UNISON in conjunction with the TUC, Migrant Rights Network and other trade unions.
5. To continue to support the TUC campaign 'Let them work' alongside other trade unions.

15. BLACK MEMBERS, EQUALITY, CUTS AND EFFICIENCIES

Carried

The present Con Dem Government while espousing sounds around the issue of 'liberties' does not regard equality and fairness as so important in its cuts and efficiencies agenda.

Within the Equality Act 2010, it obliges all Government departments to undergo Equality Impact Assessments on all its policies and their subsequent impact upon Black workers, women workers and all the other equality strands.

As such, we ask the National Black Members Committee to liaise with the National Executive Council and ascertain through a Freedom of Information request to the UK Government:-

1. An audit of how the Government's proposed cuts and efficiencies are going to affect Black workers in the public services, in particular, how many Black workers are likely to be directly affected in terms of job losses and redundancies.
2. Detail the effect on all the statutory and non statutory services that are predominantly used by black and minority communities, their families and children.
3. The likely increase in Black and minority unemployment and the subsequent impact of cuts in benefits and the Welfare State.

16. PUBLIC SERVICE BUDGETARY CUTS AND IMPACT UPON BLACK WORKERS

Carried

Conference, The Coalition Government has announced huge scale spending reviews across many of the Public Services employer groups. As much as 40% reductions have been tabled alongside the other various forms of efficiency savings that have been introduced. We believe that the swingeing cuts will have a disproportionate effect on Black Workers, and predominantly the lower paid staff in these organisations. Aligned to the cuts, there will almost certainly be a lack of career progression and a reduction of opportunities for Black staff seeking employment

across the public services.

We also believe that the swathe of cuts across the public services will have a detrimental impact on Black staff, at the lower graded roles as they may be most risk through the employer seeking to recover finance.

Conference therefore calls on the National Black Members Committee (NBMC) to:

1. Research and publicise the impact on Black Workers under the planned cuts by the Coalition Government.
2. Campaign for the compulsory use of Equality Impact Assessments' in all restructures across the Public Services.
3. Campaign to promote shared working with other Black Worker Groups within UNISON and the Trade Union Movement.
4. Provide a detailed report to NBMC 2012.

17. SPENDING CUTS TO EDUCATION AND THE CONSEQUENCES TO YOUNG BLACK PEOPLE

Carried

Conference notes that since the Conservative/Lib Dem Coalition Government came into power there have been announcements of excessive cuts to public spending amounting to £1.166bn. The Area Based Grants available to Birmingham City Council via the Department for Education would normally be £31.638 million this is set to be reduced to £7.582 million 24%. Already this has seen a proposed 31 % reduction to the Connexions budget affecting Aston, Handsworth and surrounding areas of Birmingham containing a high density of Black residents. According to the 2001 Census the population of Lozells and East Handsworth Ward confirms that approximately 57% of the population are of Asian origin with 25% from Pakistan, 18% from India and 12% from Bangladesh. 19.5% of the population is Black, including 16% of African Caribbean descent, 4% are of mixed race and 3.5% are of Chinese origin. The White population accounts for 10%, 6% are White non-British (including Irish). The 2001 Census is out of date; therefore it is likely that the population has grown since then. Unfortunately underachievement in education is prevalent amongst the Black communities as well as the rate of unemployment within these wards, in spite of the Governments' assertion that unemployment is falling.

Conference in addition apprenticeship schemes will also suffer a major blow with the cuts to education and rising demands. The Confederation of British Industry (CBI) report that looks at tackling under achievement in young people confirms that young people leaving school at 16 need a range of high-quality career and personal development options, including further education, apprenticeships, employment and work-based training. It is also recognised that multi agency solutions are a way of supporting and helping young people to achieve their goals. However the Coalition Government have failed to properly consider the impact their cuts will have on the future of young Black people seeking education or employment and does not appear to be offering a robust alternative that responds to the needs of young Black people that require quality based training and education especially with the growing demands on University/College places and apprenticeship schemes.

Therefore Conference instructs the National Black Members Committee (NBMC) to:

1. Liaise with the National Executive Council and the TUC to raise awareness of the growing problems facing young Black people regarding cuts to education funding and the impact this will have on their future.
2. Work with the Young Members Forum to campaign against the Government's attack on education including lending support to the Connexions campaign.

18. SPENDING CUTS AND THE DISPROPORTIONATE EFFECTS ON THE BLACK COMMUNITY

Carried

Conference, On 16th December 2009, the Equality and Human Rights Commission (EHRC) in conjunction with the Government Office (GEO) produced a report that confirm a marked increase in the unemployment rate of Black people during the 2008 recession. Members of the Caribbean and African community have seen unemployment levels rise by 6.9% from 13.2% in the first quarter of 2008, to 20.1% in the third quarter of 2009. This compares with 2.8% rise in the White unemployment, up from 4.8% to 7.6% over the same period.

Over the last six months the trend has become more apparent with Asian and Caribbean and African unemployment rising by 2.2% and 4.4% respectively, whilst White unemployment has risen by 0.8%. Trevor Phillips Chair of the Commission has stated that "The data for the last six months suggests a significant deterioration in employment for those from ethnic minority groups which risks undoing much of the progress made over the last few years..."

Following restructuring of Public Services and threat of closure, more and more Black employees are facing redundancies and the removal of allowances from their salaries.

Black employees/members will be facing a massive salary drop as they lose shift and weekend allowances. This is so their council employer can make more people provide council services in the evenings and at weekends without extra cost or extra pay.

The Con-Dem Government attack on benefits will result in members who have lost allowances, will also be losing Housing benefits and Family Tax Credits.

Cuts in Connexions and Youth Services will seriously affect young Black people not in education and employment. Our young people will suffered cutbacks in apprenticeships and other training opportunities.

Therefore Conference instructs the National Black Members Committee (NBMC) to liaise with the National Executive Council and TUC to:

1. Raise awareness of the problems faced by the Black Community following public cuts.
2. To include recognition of the impact on Black unemployment as part of the 'Million Voices' Campaign.
3. To work with the EHRC to develop strategies that could help to reduce the impact of these spending cuts on the Black community.

19. RECESSION AND PUBLIC SERVICE CUTBACKS

Carried

This conference strongly condemns the brutal attacks on the Public Sector by the Con Dem Government and the disproportionate effects it is having on Black people and Black communities. Black unemployment, already high before the recession, has increased sharply.

- For African-Caribbean people it has risen from 13% in 2002 to 15.4% by June 2010.
- For African people, from 13.9% to 15.3%
- For Pakistani people from 17.9% to 18.8%
- A slight fall for Bangladeshi people from 21.4% to 16.4%

These figures are likely to worsen as public sector cutbacks take effect.

The Government's policies will see the biggest and most sustained cuts in public spending since the Second World War. These cuts will also affect the voluntary sector, including those parts of the voluntary sector that serve Black communities. Specialist services provided by the Black voluntary sector are already under threat and it is likely that many Black community groups face extinction as a result of cuts to grant funding.

- January 2010 - analysis of the latest jobless figures by Institute for Public Policy Research (IPPR) revealed that nearly half (48%) of young Black people (between the ages of 16-24) are unemployed. This compares to the rate of unemployment among young white people of 20%.
- Black children already have a 50% chance of living in poverty.

For Black trade unionists, our families and our communities, public sector cuts means lost jobs, depleted services, and the devastation of the Black voluntary sector, fewer rights and a new era of hardship.

The 2010 National Black Members Conference (NBMC) sent as one of their two motions to National Delegates' Conference a motion alerting the union on the need to organise around race equality in the face of the recession. It is imperative that this is built on given the extreme vulnerability of Black workers and their communities in the face of the Government's plans to attack public services.

Defending public services, service provision and the jobs of UNISON members will be critical issues for all members.

- It is vital that when defending public services, race equality is at the heart of UNISON's organising, bargaining and campaigning agenda.
- It is essential that we use what powers exist to hold public authorities to their legal duty not to discriminate. The Public Sector Duties is a key tool. They can also be used to ensure that particular groups of employees are not being

disproportionately targeted during reorganisations.

- 'Challenging Racism in the Workplace' (CRW) is a key UNISON priority, responding directly to the lived reality of its Black members. It puts race equality on the mainstreaming bargaining table and ensures that we are bargaining and negotiating for all our members - protecting them from unfair discrimination.
- With the impact of the recession, UNISON's campaign to defend public services and CRW is more important than ever. They are interlinked. Public services support the most vulnerable communities during hard times. Black workers play an important role in delivering public services but are now at risk of being disproportionately affected by reorganisations and cutbacks.

Conference calls upon the NBMC to work with the National Executive Council:

1. To ensure 'Defending public services' is a critical focus for 'Challenging Racism within the Workplace'.
2. To organise, bargain and negotiate on race equality.
3. To ask branches and regions to ensure that Equality Impact Assessments are used to challenge public service cutbacks and highlight its discriminatory effect both on public service employees and on service provisions.
4. To ensure regions monitor and provide feedback to the NBMC and 2012 National Black Members' Conference on their CRW work.
5. To take forward community organising within campaigns around cuts in public service provision.

20. WHY SHOULD BLACK MEMBERS AND BLACK ACTIVISTS PAY PRICE WITH THEIR JOBS?

Carried

Conference notes that the public sector cuts are well underway and that Black members are already being selected for redundancy. It is a concern for the National Black Members Committee (NBMC) and the wider union that Black activists are not singled out for their work on supporting members within their branches and workplaces. We also need to ensure that Black members are not being treated unfairly and indifferently by employers who may view them as easy targets during this economic crisis.

Conference further notes the need to ensure that the Equality Impact Assessments (EIA) are not only carried out, but also reviewed at the first stage of any re-organisation/restructure and continually updated throughout.

Employers need to apply a transparent and fair process during any redundancies or restructures and ensure that legal requirements are met and that any individual groups are not targeted.

Conference instructs:

1. NBMC to ensure that branches are made aware of the importance of EIA and that they ensure their employers are carrying them out in order to ensure that no particular group is unfairly affected.
2. NBMC to do whatever possible and within its remit to support Black activists facing attacks from their employers as a result of their work to secure members jobs.

21. STANDING UP FOR BLACK WOMEN IN THE FACE OF THE AUSTERITY BUDGET

Carried

June's ConDem budget will have a disproportionate affect on women and on Black women in particular. Research released by the Fawcett Society showed that 72% of cuts will be met from women's income as many of the cuts are to the benefits that more women than men rely on and the changes to the tax system will benefit far more men than women.

Women will be severely hit by this budget as estimates suggest that £5.8 billion of the £8 billion cuts will directly affect women. Also, as 65% of public sector workers are women the proposed draconian cuts will again disproportionately affect them. As well as being providers of public services, the recent budget cuts will also affect those services provided for women.

Research commissioned by the Trade Union Congress (TUC) showed that historically Black women workers are concentrated in low paid, low-status jobs and even when they are in employment, Black and minority ethnic women are disproportionately likely to be working in temporary jobs. Black women are more likely to work in the public sector than any men or women from any other ethnic group. This means that Black women will have been disproportionately hit by both the recession and the coalition's response to it.

Prior to the budget, Theresa May, the Home Secretary and Equalities Minister, warned the Chancellor that cuts in the budget could widen inequality in Britain and ran a "real risk" of breaking the law. Yet despite this clear warning, the Chancellor failed to undertake a vigorous gender Equality Impact Assessment of the budget.

Conference fully supports The Fawcett Society in their attempt to obtain a Judicial Review of the Government's budget and calls on the National Black Members Committee to:

1. Collate information on the impact that the recession and Government budgets have had on Black female workers in the UK by working with the National Executive Committee (NEC), National Women's Committee and the TUC.
2. Work with the NEC and National Women's Committee to lobby the Government to ensure that full Gender Equality Impact Assessments are carried out on any proposals to reduce or reshape public services.
3. Provide support and training to branch based activists to empower them to fight proposed cuts locally using the powers of the Gender Equality Duty.
4. Work with community based groups, member unions to build broad based campaign groups to stand up and defend Black women's rights and services.

22. DISABLED BLACK PEOPLE IN A CON-DEM GOVERNMENT

Carried

It is regrettable that more Black people continue to experience common health problems such as anxiety and depression.

With the Government changes to Disability Living Allowance and Welfare system, there is no doubt that the disabled Black people that have significant mental illness would be more affected.

The recent pronouncement by the Government to cap the amount of rent subsidy would only mean that adapted houses for disabled members would be difficult to find, especially in the South East where there are a significant number of disabled Black members.

With cuts in the public services, disabled Black members would not feel confident to declare their disability for fear of being stigmatized, discriminated against, or be first in line to be made redundant.

Conference calls on the National Black Members Committee:

1. To work with the National Labour Link Committee and the National Executive Council (NEC) to campaign against the cuts in public services and highlight the impact this brings to disabled Black members.
2. To work with the NEC in monitoring the impact of the cuts on Black employees that are declared disabled.

23. DON'T CON-DEM YOUNG BLACK PEOPLE

Carried

Conference believes that young Black people are amongst those most likely to suffer as a consequence of the damaging policies being pursued by the Con-Dem Government.

Conference also believes that:

- the job losses predicted by the Treasury of up to 600,000 jobs in the public sector and up to 700,000 in the private sector will have a catastrophic impact on the employment opportunities of young people who are just entering the world of work, or who have recently taken up employment;
- the decision to cancel the Future Jobs Fund - a far from perfect programme, but a step in the right direction - was a serious mistake;
- the cuts in education at all levels will have a disastrous impact now and in the long-term;
- the cuts to services for young people are taking place at a time when those services are needed more than ever;

- the limited publicly-funded services that exist for young Black people will face closure or only be able to operate under extreme financial pressure with less resources.

Taking these issues into account, Conference recognises that the Con-Dem Government's strategy is to create a high-unemployment economy as a way to attack crucial legal employment rights and national and local agreements, and to weaken trade union organisation as a consequence.

Conference therefore welcomes the National Young Members Forum decision to campaign around the slogan "A million voices for decent and properly-paid jobs for all".

Conference calls on the National Black Members' Committee (NBMC) to:

1. ensure that the impact of the Con-Dem government's cuts are reported to Black members and include the impact on young Black people;
2. encourage Black workers to join UNISON in order to make sure we have the strongest voice possible in campaigning on the above issues;
3. encourage all Black members to participate actively in the union's Million Voices campaign;
4. identify key young Black people's groups and organisations which can be recommended as potential partners for UNISON as the Million Voices campaign moves into its next phase of reaching out into communities and building alliances to defend our services, our jobs, and our pensions.

24. YOUNG UNEMPLOYMENT AND YOUNG BLACK PEOPLE

Carried

Conference notes that almost 50% of Black people aged between 16-24 were unemployed compared to white young people.

Conference believes that this situation is unacceptable and diminishes dreams and hopes, The Coalition Government must address youth unemployment problem and redirect public spending funds to resolve the plight of young Black people by giving this matter special attention and additional resources.

Conference therefore calls on the National Black Members Committee (NBMC) to:

1. Work with the National Young Members Forum and the National Executive Council on this serious issue.
2. Work with the National Young Members Forum, National Executive Council and Labour Link to discuss and produce an effective campaign strategy across Service Group Executives (SGE's), Regions and Branches. Labour Link to raise our concerns over the lack of opportunity for the Black community and Young Black people.
3. Produce guidance and advice for Service Group Executives, Regions and Branches on how to effectively campaign around the issue of Young Black people unemployment and ensure all equality legislation is met by employers

on such developments such as apprenticeships.

25. BLACK STUDENTS AND ACCESS TO UNIVERSITY

Carried

It is already well documented that teachers have lower expectations of Black students than their white counterparts and this can affect their life chances. In 2009 the Equality Challenge Unit (ECU) discovered a widening gap between Black and Minority students who achieve firsts and 2:1's compared to the proportion of white students that do. The difference in attainment and access to University are a result of stereotyping.

Another study at Roehampton University shows that Black and Minority students are more likely to come from lower socio-economic groups than white students. As such Black students find it financially difficult to gain access to university courses, while at the same time universities are becoming more and more dependent upon international students due to the extortionate fees attributed to learning in the UK.

We also know that as a tighter financial structure is applied to University funding from the Government this will inevitably have further impact upon UK Black students being given an opportunity to receive a university education.

This in turn will increase the inequalities that currently exist within education and as a result access to employment.

Conference asks the National Black Members Committee to:

1. Monitor and assess the consequences of Government actions around cuts in education, greater financial burden on Black students and their families.
2. Collate evidence of where UK Black students are being adversely treated in getting university entry.
3. Using information received from individual branches and regions of instances of where clear discrimination against UK Black students exists and that a report be commissioned through the Membership Participation Unit.

Conference asks that this report be made ready and available for National Black Members Conference 2012.

26. BLACK MEMBERS & BLACK COMMUNITIES SUFFERING MORE FROM 'CONDEM' CUTS

Carried

Following the election, this Government's agenda is clear. They are attacking the public sector on the basis that we have all got to feel the pain. This is scapegoating those who provide the essential services to the most vulnerable in our society. The Big Society is just a front to erode public services and pass them on to the private sector with an accelerated marketisation agenda.

Cuts in services hit the most vulnerable and most disadvantaged which are in predominantly Black communities, cuts in staffing levels always have a detrimental impact on Black workers and therefore Black members.

This Conference calls on the National Black Members Committee to:-

1. work with the National Executive Committee to ensure a Black voice is a permanent focus of the Million Voices Campaign.
2. Issue updated guidance on campaigning with Black Communities and Black Community Groups against the public sector cuts by June 2011.
3. Provide regular updates to regions and other relevant structures about successful Black focused 'anti-cuts' campaigning.
4. Work with the relevant National and Regional Structures to ensure that the Single Equality Act or the existing equality acts are effectively used as part of the challenge to proposed cuts.
5. Work with relevant structures in the Scottish region who have successfully used the 'community impact assessment' approach to challenge the Scottish Parliament when they have proposed school closures.

27. BLACK WOMEN AND BREAST CANCER

Carried

Breast cancer is the most common cancer in women in the UK. More than 45,500 women are diagnosed with breast cancer each year and the disease causes almost 12,000 deaths each year. Eight in ten cases of breast cancer are diagnosed in women over the age of 50.

Black and Asian women are significantly more likely to be diagnosed with breast cancer that has spread than white women, according to a research presented at the National Cancer Research Institute Conference in October 2009 in Birmingham.

In a study of breast cancer incidence and survival; in more than 35,000 women in South East England, 17 per cent of Pakistani women and 15 per cent of Black African women were diagnosed with breast cancer that had spread. This compared with 7 per cent of white women, who were the group most likely to be diagnosed with the disease overall.

Dr Rebecca Bowen the author of the study said that 25 per cent of all cases diagnosed in Hackney during the study period were in women aged 45 or younger. However this figure rose to 45 percent amongst the Black population in Hackney.

She said "It is important that we use the information learnt from this study to raise awareness of breast cancer risk factors and the importance of early detection among the Black population."

There is a need for targeted health campaigns that aim to raise awareness of breast cancer symptoms amongst Black women and to encourage them to go for breast screening if these inequalities are to be removed. If breast cancer is diagnosed early, there is a better chance of surviving the disease.

Black and Asian women are more likely to die of their breast cancer. But there is evidence to suggest that this can be reduced with early diagnosis. Around nine in ten women diagnosed with breast cancer at the earliest stage survive beyond five

years. This drops to around one in ten diagnosed at the latest stage - when the cancer has spread to other parts of the body.

Chris Carrigan, head of the National Cancer Intelligence Network (NCIN) said: "Good quality data is essential to help understand and improve cancer services. The ground-breaking work of the cancer registries and the NCIN now enables us to effectively measure the effect of policies and interventions targeted at reducing inequalities for ethnic minority communities."

Conference believes that it is important that all women, whatever their race, are breast aware, report any changes to the doctor promptly and attend screening appointments when invited - early detection is crucial for successful treatment.

Conference therefore calls on the National Black Member's Committee to:

1. Work with Labour Link to lobby the Government to support the work of the National Cancer Research Institute (NCRI) and provide additional funding for research into Black women and breast cancer.
2. Work with community groups to raise awareness of breast cancer symptoms and the need for Black women to attend screening earlier.
3. Work with relevant bodies to lobby for funding and to raise awareness of the need for personalised prosthesis, wigs and other specialised equipment for Black women who are undergoing treatment for breast cancer.
4. Work with the National Executive Council to campaign for leaflets and information regarding this issue to be produced in community languages other than English, that is accessible and available at local GP's surgeries, as part of the requirements under the Race Relations Act , in the delivery of services to Black communities.

28. PENSIONS

Carried

The Government has formed an independent Public Service Pensions Commission to undertake a fundamental structural review of public service pension provision by Budget 2011.

We believe that the fact that private sector pensions are inadequate does not mean that public sector pensions should be. This action if taken will have a detrimental effect on Black Workers and how they make provision for their retirement.

Cutting staff numbers and freezing pay for Black and predominantly low paid means that the contributions going in are going to decrease and the overall gap between pensions out and contributions in is going to increase. Cutting public services and freezing pay is increasing the pension's problems rather than dealing with it.

In order to dispel the myths around the pensions in the private v. public services, conference calls on the National Black Members Committee (NBMC) to work with the National Executive Council to:

1. Promote the work being done to protect our pensions and negative impact on Black and other under represented groups.

2. Report back to the NBMC 2012 Conference on the work that has been done across the service sectors to protect our pensions.

29. AIR PASSENGER DUTY TAXATION (WORLD CUP DUTY TAX?)

Carried

In November 2009 Conference notes that this Government introduced a two - phase increase to Air Passenger Duty (APD) Tax - the next increase is planned for November 2010. APD falls into four band, with passengers being charged according to how far they fly. The increases will hit the medium and long haul travellers the hardest. For example a family of four travelling to the Caribbean, South Africa, Kenya or Thailand will pay £300 in APD, whilst those families planning to travel to places such as Singapore, Malaysia and Indonesia will pay £340 - which is more than double the rate of £40 per passenger pre November 2009.

This Government purports that this additional taxation on air travel is a 'Green Tax'. However, there is no evidence to show that this additional income will be used to support green initiatives rather than just adding to the general taxation burden. Without this there can be no "green" justification for these additional taxes and in any event many of the countries affected are amongst the world's lowest carbon emission producers.

Notwithstanding the environmental issues, this Conference is seriously concerned about the disproportionate, adverse and discriminatory impact APD will have on many of UNISON's black members who regularly travel to visit family and relatives in the affected countries. Many of our black members are amongst the lowest paid workers in Britain and can ill afford this additional cost in order to maintain their family and cultural links.

Conference is also concerned that APD will make many people think twice about medium and long haul travel, which will have an adverse impact on the much needed and relied upon tourist economies in those countries and also in Britain, with foreign visitors, our members' relatives perhaps, forced to pay APD on the return leg of their journey.

With these concerns in mind, Conference instructs the National Black Members Committee (NBMC) to take the following action:

1. To mount and lead a campaign against the contribution of this blatant discriminatory tax.
2. To liaise and work closely with Labour Link to apply political pressure on the Government to put an end to this taxation.
3. To increase awareness and involvement within all sections of UNISON about this discriminatory tax and the campaign to end it.
4. To carry out other awareness activities within local communities, the media and other appropriate audiences to put further pressure on the Government to end this taxation.

30. MARY SEACOLE - TURN HER INTO STONE

Carried

In June 2009 a proposal to raise public funding to erect a monument to this positive Black female pioneer and her significant achievements was aired on national television.

The ambition to erect a statue of her "going forth", to be sited in St Thomas' Hospital grounds on the lawn opposite the Houses of Parliament, was rolled out to the public and very soon disappeared from the media spotlight.

This permanent reminder to adjust the view that the only nursing hero of the Crimean War was Florence Nightingale needs a large boost to bring about the commission.

The proposed sculpture will cost £500,000 and UNISON, alongside the £100,000 already raised should be seeking donations to bring this realistically within scope.

The National Black Member's Committee have a duty to promote positive female imagery and to endorse this project through to fruition and to this end, Conference calls upon the National Black Member's Committee to:

1. Work with relevant UNISON bodies to initiate a fundraising campaign.
2. Work with the wider union to publicise this cause and make it a reality.
3. Urge branches, regions and other Self Organised Groups to contribute donations.
4. Liaise with other groups and organisations, including the health service group executive and the department of health, to partner in fundraising activities.

31. STOP CHILD RAPE IN SOUTH AFRICA

Carried

Conference is concerned about the plight of the South African girls highlighted in Channel 4's Dispatches titled "The Lost Girls of South Africa". The programme followed four girls aged 11 and 13 struggling to come to terms with their rape and the social stigma attached to it. From the comments posted on the Channel 4 website it is not surprising that many viewers were horrified and moved by the programme which reported shocking facts and figures relating to child rape in South Africa. According to the South Africa Government statistics, there are 60 cases of child rape reported every day in South Africa. However the National Youth Victimization Study of 2005 found that only 11.3% of rapes are reported to the South African Police Service. Although authorities such as the National Institute of Crime Rehabilitation (NICR) contest this and argues that the figure is closer to one in 20. Therefore if 60 child rapes are reported and this represents 11.3% of all rapes then the NICR confirm that 530 child rapes take place every day. Amounting to one child rape every three minutes. Unfortunately nine out of 10 cases of child rape are never reported, mainly due to fear of reprisal. Also in many instances the police will arrest the perpetrators then release them back into the community, consequently prosecution rarely happens and those that are brought to justice tend to receive a light sentence that inevitably result in the perpetrator having learnt no lessons and unfortunately end up re-offending.

In addition a Medical Research Council survey in 2009 found that in South Africa one in four men confirm they have raped at least once, with half of those admitting to multiple attacks. Around 40% of rape victims in South Africa are children. It is claimed that a girl born in South Africa has around a one in three chance of completing secondary school, but has a one in two chance of being raped. Disturbingly, children as young as 9 years of age can become rapist. Also some fathers have been reported for molesting their own children.

Conference recognises that statistical evidence relating to child rape can be somewhat confusing, nevertheless the harsh reality is that all the statistics convey the same message and that is an alarming number of child rape occurs in South Africa on a daily basis. But most disturbing of all is a survey conducted on over 250,000 school children where 62% of South African school boys believe that forcing sex on someone is not an act of violence, and one third of male learners believe girls enjoy rape.

Conference there is a number of international agencies that are providing valuable work to children, but are dependent on funding. However more work needs to be done to address this problem. Children have rights that must be protected and the raping of one child is more than enough to warrant action, therefore:-

Conference calls upon the National Black Members Committee (NBMC) to:-

1. To liaise with the National Executive Council and TUC to raise awareness of rape crimes perpetuated against some children of South Africa.
2. Work with the International Committee, Action Aid, Childline (South Africa) and relevant organisations to campaign for change which protects the human rights of children and examining strategies, including educating children in schools about the evils of rape.
3. Provide support to Resources Aimed at the Prevention of Child Abuse and Neglect (RAPCAN). This project has had 20 years experience in promoting children's rights through legislation and provides a platform for young people to influence legislation in South Africa.

32. CHALLENGING RACISM IN THE EUROPEAN UNION (EU)

Carried

Conference, 2010 is the tenth anniversary of the EU's adoption of the Race Equality Directive - and yet throughout Europe there has been an alarming rise in racist rhetoric, the targeting of Black communities and migrant communities as well as the exploitation of racism by some European Governments to deflect public attention from recession and budget cuts, with crackdowns on immigration, increasing rhetoric around national identities and cultural assimilation.

Added to this will be the devastating impact of the economic crisis and damaging cuts in public services which will have a disproportionate effect on Black communities throughout Europe.

It has enabled the far right to make incursions into the mainstream, including fascist parties sending representatives to the European parliament from countries ranging from the UK (BNP), France (Front National), Belgium (Vlaams Belang), Hungary (Jobbik), Italy (Liga Nord), Denmark (Danish People's Party), Netherlands (The

Freedom Party) and Austria (The Freedom Party). However, it is not confined to electoral successes for fascist parties but has also influenced the terms of debate undertaken by 'moderate' parties, particularly with regards to migrants.

The impact of the immigration debate and the negative portrayal of migrants and Black by politicians, policy-makers and the mass media - through stereotypical language and negative images - have led to a worrying increase in racism and xenophobia towards third country nationals irrespective of status and/or nationality.

A 2007 European Commission report on 'Ethnic minorities in the Labour Market' showed that ethnic minorities continued to face higher rates of exclusion from the labour market, lower pay and problems exercising freedom of movement within the EU.

Recent research published in 2008 by IZA (Institute for the Study of Labour, based in Bonn) of Denmark, France, Germany, Hungary, Latvia, the Netherlands, Romania, Slovakia, Spain, and the United Kingdom showed that racism was the most significant reason for the inequality experienced by Black people within Europe and that it continues to have a substantial effect on Black people's employment prospects and labour market experiences.

European Network against Racism's (ENAR) 2008 Shadow Report on racism in Europe concludes that Black people face discrimination at all levels in the field of employment, ranging from difficulties in the recognition of foreign qualifications to exploitation and abuse, including sexual and physical, in some cases. Minorities remain disproportionately affected by unemployment and employment under precarious and/or dangerous conditions. They tend to be employed in jobs that do not reflect their qualifications and to face a glass ceiling effect with regard to progression within the job.

ENAR also reports an increase in racist violence and crime including Bulgaria, Cyprus, Czech Republic, Estonia, Finland, Greece, Ireland, Italy, Lithuania, Luxembourg and the UK.

The EU Fundamental Rights Agency's 2008 EU-Midis survey of minorities' experiences of discrimination shows that racist crime continues to be under-reported, under-recorded and under-prosecuted by law enforcement and criminal justice agencies. One in five Roma and Sub-Saharan African respondents indicated that they had been the victim of a racially/ethnically motivated assault, threat or harassment in the last 12 months.

Issues of racism and race inequality throughout Europe require a collective response and European trade union forums should be used to raise this issue on the agenda.

Conference therefore, calls upon the National Black Members Committee to work with:

1. The National Executive Council and the International Committee to make this issue a priority within UNISON's work.
2. The National Executive Council to actively engage with its sister unions, European Federation of Public Service Unions (EPSU) and European Trade Union Confederation (ETUC) on racism and in particular with those unions with whom we have signed co-operation agreements, such as Verdi in

Germany and CGT in France.

3. Regional Black Members' groups to raise awareness of this issue and include it in their work programmes.

33. STOP CHILD LABOUR IN MALAWI'S TOBACCO INDUSTRIES

Carried

Conference notes in a Channel 4 documentary titled "Unreported World" how the programme revealed the tight grip that tobacco manufacturers have on the Malawi people. Most major brand cigarettes are produced using Malawian tobacco owing to its preferred texture. According to a BBC news report Malawi accounts for 140,000 tonnes of the world's annual output of 5.7 million tonnes of tobacco, yet Malawi only has a population of 10 million people whose economy is heavily dependent on the tobacco crop.

Malawi is considered as one of the poorest nations in the world. However it earns 165 million dollars a year through tobacco, which represents more than two-thirds of its annual foreign revenue.

The documentary identified a young family of seven who earn the equivalent of £18 per year for picking the farmer's daily quota of 1.5 carts of tobacco a day, this equates to three packets of cigarettes. An abysmal wage such as this makes it impossible for the Malawian people to dig their way out of a poverty trap. Subsequently parents through desperation allow their children to work for tobacco farmers by harvesting tobacco leaves and because farm owners are looking for cheap labour some farmers are prepared to go as far as trafficking children, this is regardless of the fact that child labour is illegal in Malawi and anyone found guilty by the Ministry of Labour is likely to face prosecution with up to 5 years imprisonment. Unfortunately to-date no one has been sent to prison for employing children even when the authorities are aware of the culprits.

One 9 year old boy complained of severe headaches whilst working in the field, these headaches are usually associated with high dosage of nicotine being absorbed into the skin, causing nicotine poisoning. Other symptoms include coughs and chest problems arising from the tobacco leaves dust. No protective clothing is issued and occasionally supervisors beat the children and withhold food from them in order to persuade the children to work, albeit that the children are only allowed one meal a day.

British American Tobacco (BAT) one of the major consumers acknowledge that there is a problem but have insisted that they do not employ children in any of their operations worldwide. However owing to the structure of the tobacco industry in Malawi BAT is unable to work directly with farmers to ensure that standards are maintained. In addition BAT has confirmed that it has invested 7 million US dollars on projects in Malawi to stop exploitation that deprives children of education and risks their health.

Conference condemns the exploitation of children in the cigarette industry of Malawi for putting children's health at risk and denying them the opportunity of a basic education in Malawi where primary education is free. Unfortunately because of working in tobacco farms most children fail their exams therefore they have little or no future and remain in a vicious cycle of poverty, this cannot continue. We must establish ways of protecting the interest of Malawian children.

Conference instructs the National Black Members Committee (NBMC) to:

1. Liaise with the National Executive Council (NEC), the Trade Union Council, the Malawi Congress of Trade Unions (MCTU), the International Tobacco Growers Association and the International Labour Organisation (ILO) to raise awareness of the issues faced by Malawi children employed by tobacco farmers.
2. Work with the International Committee to campaign for robust enforcement labour laws in Malawi that enables reporting of exploited children by tobacco farmers.
3. Liaise with relevant bodies including Save the Children to campaign against child trafficking in Malawi and establish a strategy of protecting the education, health, safety and wellbeing of children who are providing assistance on family run tobacco farms.

34. SUPPORT 'MIAMI 5 & CUBA SOLIDARITY CAMPAIGN

Carried

UNISON Black Members deplore the continued illegal imprisonment of the Miami Five in the USA and notes the 2008 Amnesty International Report's condemnation of the appeal process and the denial of the human right of visitation rights to the families of the Miami Five.

The Miami Five are Cuban men who are in a US prison, serving four life sentences and 75 years collectively, after being wrongly convicted in a US federal court in Miami on 8 June 2001. The Five were involved in monitoring the actions of Miami based terrorist groups, in order to prevent terrorist attacks on their homeland, Cuba. They never directed action at the US government. For over 40 years, anti-Cuba terrorist organisations based in Miami have engaged in terrorist activities against Cuba, resulting in more than 3,000 deaths of Cubans, with the knowledge and support of the FBI and CIA. We had all hoped that with a Black President in the US there would be a change!

UNISON Black Members acknowledge the work of the Cuba Solidarity Campaign (CSC) in its defence of the Miami Five.

Conference asks that the National Black Members Committee (NBMC) work with the relevant national and regional structures in our union to call for:

1. a prompt retrial of the Five in any venue other than Miami;
2. full visiting rights for all of the families in the meanwhile; and
3. work with US based unions to bring further pressure on the US administration to end their imprisonment.

Conference also requests that the NBMC pledge to visibly support:

4. CSC annual vigil outside the US Embassy to mark the anniversary of their arrests;

5. Work with all Regional Black Members and branch Black Members Committee's/Groups to ensure that they also affiliate to CSC annually;
6. Work with the relevant structures, to ensure all branch's annually support the 'Friend of Cuba Solidarity' through an annual payment of £200.

Composite A. BLACK MEMBERS AND REPRESENTATION AT NATIONAL DELEGATE CONFERENCE

Carried

Conference notes that:

The number of Black members attending National Delegates Conference (NDC) is significantly low. Often Black members in our branches are not aware or provided the opportunity to attend NDC, despite UNISON having rules on proportionality and fair representation.

Conference recognizes Unison's use of Proportionality and Fair Representation in its 'Scheme of Branch Representation for National Delegates Conference'. This guidance states:

'It is important that all groups of members are represented at National Delegates Conference (NDC). Groups that have been consistently under-represented include low paid, young, disabled and Black members.' The guidance also states 'The National Executive Council (NEC) requires that all parts of the union include Black members within all UNISON activities. Branches and regions are urged to ensure that delegations include Black members in fair proportion to the workforce profile of the employers covered by the branch.'

UNISON Code of Good Branch Practice 4.2 states: 'The election of branch delegations to national conferences and regional councils and committees must meet with the rules laid down for the size and composition of delegations, which aim to ensure that delegations are reflective of the membership.'

Currently National Black Members Committee (NBMC) mandates 2 members to attend NDC in line with their constitution.

But in reality we know that some branches are broadly free to choose to send Black members or not, some branches wish to send Black members to NDC every year, some do not. But more recently, it has been highlighted within the Northern Region that some Black members, however active in their respective branch, have faced a real difficulty in getting the necessary support to attend NDC. While as a Region, the support for diverse representation may be there; this is not being translated into active commitment by individual branches.

In order to increase the participation of more Black members to attend from their branches.

Conference calls upon the NBMC to liaise and work with the National Executive Council (NEC) to encourage branches to ensure that in the spirit of proportionality to actively

1. Encourage more Black members to attend and represent their branches at

NDC.

Conference also insists that the National Black Members Committee;-

2. Adopts a more pro active and affirmative approach to this issue.
3. Monitor and assess Black members lack of access to NDC.
4. Liaise with the NEC to highlight, review and explore all necessary means to remedy situations where a discrepancy exists.
5. Determine if this particular issue requires a motion to NDC by means of a Rule Change.
6. Put together a more strongly worded statement to branches and Regions regarding Black Representation to NDC.
7. Explore any other method that is open to our disposal.
8. Request the NBMC in liaison with the NEC to continuously undertake an audit of Black representation at NDC and to give a report to the 2012 NBMC Conference.

Composite B. EQUALITY IMPACT ASSESSMENTS & THE NEW SINGLE EQUALITY BILL

Carried as Amended

Conference recognises and welcomes the Single Equality Bill which will change discrimination law in a number of important ways. We are concerned however, that a new wave of restructuring across the Public Sectors (inc. Local Government, NHS, Higher Education & Voluntary Organisations) are to have a negative impact on Black, Low Paid, Women, Disabled, Lesbian, Gay, Bisexual, and Transgender (LGBT) and Union activists.

As part of the restructuring process, Equality Impact Assessment (EIA) are not being undertaken, appropriately used, or at best being initiated during or at the end of a consultation process in restructuring/re-organisation.

Employers are using the current 'economic climate' argument to create crisis and dismay amongst staff groups, which has lead to poor practice and Black staff groups identified for redundancy. In some cases our members are subjected to the disciplinary process in order to remove them without any form of redress. This is, and will continue to have a negative impact upon Black staff, when they are already feeling they are at their most vulnerable in the workplace and society.

We would hope that the EIA's and the new Single Equality Bill will seek to address the current practises, and measure the element of discrimination in recruitment, selection criteria, retention and promotion of Black employees, discriminated and under- represented groups.

We must promote and ensure that the new guidance on this matter is used to ensure that employers across the service groups start implementing positive action.

Conference calls on the National Black Members Committee (NBMC) to:

1. Work alongside the National Executive Council and other regional groups to ensure that EIA's and the new Single Equality Bill are used in a positive and non-discriminatory manner to promote the well-being of Black staff.
2. Work with Regional Black Members Committee in gathering statistical information on the number of EIA within branches and how they are affecting Black, Low Paid, Women, Disabled, LGBT and Union Activist.
3. Work with the region and paid officials to ensure that the EIA's are completed prior to proposal on restructures and reorganisations being formalised.
4. Report back to the NBMC Conference 2012 on work that has been undertaken on this initiative.

EM1. HAITI - MORE AID NEEDED

Carried

A devastating earthquake, the worst in 200 years, struck Port-au-Prince on the 12th January 2010, laying waste to the city with almost 300,000 people dead in the devastation.

More than a million of our brothers and sisters are living homeless in the densely populated areas of Port-au-Prince and surrounding parts of the country, since the earthquake struck in January, and now the outbreak of Cholera threatens the lives of every individual even further.

The first reports of the cholera outbreak were announced by Health officials on the 26th October, which confirmed that Haiti was suffering its worst epidemic of the disease, since it was eliminated over 30 years ago.

Haiti's Health ministry has announced a state of emergency, saying the disease poses a threat to the security of the nations entire population of just under 10 million, they urged cities to observe basic hygiene rules, and not drink unpurified water.

But how can Haitians survive without our immediate help, "now it is our duty as world citizens to help solve this problem, which has gone from being an urgent humanitarian matter to the level of national security" said the ministry's executive director, Dr Gabriel Timothee.

In Haiti, the UN humanitarian chief doctors and nurses across the country are overwhelmed and their efforts were being hampered by dire shortages of necessary supplies, from soap to body bags. "We clearly need to do more" Baroness Amos told Reuters news agency during a visit to the Haitian capital Port-au-Prince.

"But it's not just money, it's crucially people, in terms of getting more doctors, nurses, more people who can help with the awareness-raising and getting information out there," she said.

The toll in the cholera epidemic in Haiti has risen to 2,535, the public health ministry said. A total of 114,497 people have been affected by the outbreak, according to the ministry bulletin released on 19th December 2010.

Cholera has spread through all 10 provinces of the country, sickening more than

91,000 people and killing more than 2,000, the deaths occurring as rapidly as two hours after people fall ill, "people can lose as much as one liter of fluid an hour" said Dr Jordan W Tappero, director of the Health System Reconstruction Office.

Haiti's neighbours to the east, the Dominican Republic, is now reporting cases of cholera in its two largest cities, however the country has better access to sanitary water, so the outbreak maybe more controlled.

With the reports that 41 people die everyday in Haiti, the northwest province of Artibonite has been hit the hardest by cholera epidemic, with 807 dead and rising.

We call on the NBMC to:

1. Raise this very important issue with the NEC and for this to form part of the NBMC work and the mainstream of UNISON international work programme 2011/2012.
2. Work with the NEC to raise this important issue with Labour Link and the Coalition Government and urge the distribution of medical supplies, medical staff and the supply of stockpile vaccines against cholera that could be deployed to Haiti and parts of the world at high risk of the epidemic.
3. Work with all 12 Regional Black Members Committee to co-ordinate a fund raising event on the same day, collecting clothes, blankets, sleeping bags etc, funded centrally by UNISON and send in barrels to Haiti with UNISON logo.
4. Have a further bucket collection at the National Black Members Conference 2011 to send to Haiti through organisations like Oxfam, supporting other emergencies like the Pakistan floods and for this to be matched by the NEC and distributed equally to both Haiti and the Pakistan flood appeal.

Report back to every National Black Members Conference from 2012 on the progress made in Haiti and the National Black Members Committee's involvement with the NEC on the international efforts being made on delivering this recommendation and support for the Haitian people.

EM2. CON-DEM CUTS WILL HAVE A DETRIMENTAL IMPACT ON BLACK DISABLED PEOPLE

Carried

The announcement of further cuts to public spending and benefits on 20 October 2010 in the Government's Comprehensive Spending Review heralded yet more difficult times for disabled people.

Disabled people were already set to be disproportionately affected by the Con-Dems emergency budget that claimed to be designed to redress the deficit in the economic downturn. Against this backdrop, the CSR's attacks on important financial support for disabled people, such as the Employment Support Allowance, Disability Living Allowance and household benefit payments are set to cause further suffering. Disproportionately high incidence of conditions within the Black community such as sickle-cell anaemia, thalassaemia, lupus, diabetes, HIV and certain cancers means that the public service cuts targeting disabled people will also exacerbate the effect of cuts on the Black community.

Proposals announced to time limit contributory Employment Support Allowances for those in work related activity to one year means that disabled people will be subject to an arbitrary cut off point. Furthermore, there are concerns that Government proposals to reassess all Incapacity Benefit and Employment Support Allowance claimants will potentially see many more people wrongly denied these benefits; the campaign group 'Compass' estimate that up to 500,000 people have been wrongly judged 'fit for work' and disallowed benefit over the last 15 years . Even prior to these reviews, many people were struggling to get resources to fund workplace reasonable adjustments and additional funding to meet the additional cost of disability provided for through Disability Living Allowance.

The Government are also proposing to remove the mobility component of Disability Living Allowance for people in residential care, including children. This would have a devastating impact on the ability of disabled people to maintain their mobility and choice that the Disability Living Allowance once afforded them and would in particular affect their ability to retain links with work colleagues, family and friends, and be in control of their own independence.

Black Disabled people will experience acute disadvantage as a result of the Government's cuts agenda. It is all too clear that the Government's ideological attack on the public sector will make the disadvantaged and the vulnerable pay the greatest price.

Conference calls upon the National Black Members Committee to work together with the National Executive Council to ensure that issues for Black disabled people are incorporated into their ongoing fight against public service cuts.