

UNISON NATIONAL BLACK MEMBERS' CONFERENCE 2017

Final Agenda

**The Brighton Centre, Brighton
20 – 22 January 2017**

Proud to be in UNISON



Final Agenda

Recruitment and Organising

Negotiating and Bargaining

Campaigns

Efficient and Effective Union

Recruitment & Organisation

M01. Improving our work to reach Black young members

This Conference notes that, at time of writing, there are around 3,700 Black young members in UNISON membership who have chosen to identify their ethnic origin on the RMS i.e. have identified themselves as either Asian other, Bangladeshi, Black UK, Black African, Black Caribbean, Black other, Chinese, Indian, or Pakistani. This represents approximately 6% of all young members.

Conference notes there are over 11,000 young members who do not have their ethnic origin recorded on the RMS – listed as ‘unknown’, ‘blank’, or ‘prefer not to say’. It is likely that a significant proportion of the 11,000 would also identify themselves in the categories listed above.

Conference believes that in order to reach out to young Black members and encourage participation, an important element of our work requires the fullest possible information. With this information we could, for example, develop a direct email contact with all young Black members.

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

- 1) Run a campaign for members to ensure their membership details – including ethnic origin – are complete, and consider whether this could be incentivised to encourage take-up;
- 2) Call on all branches to ensure that all recruiters are reminded of the importance of encouraging members to complete the ethnic origin question on paper and online applications - not for ‘tick-box’ purposes, but for essential organising activity;
- 3) Report back to conference in 2018 on progress in this matter in the annual report, showing progress towards complete population of this data;
- 4) In the meantime, continue to work with the National Young Members' Forum to reach out directly to Black young members to encourage their participation, and encourage regional Black members groups to do likewise.

Submitted by: National Young Members' Forum
NBMC Policy: Support

Amendment M01.1

In paragraph 3, after “and”, insert:

“reaffirm our commitment that Black members are stronger together in UNISON to”

In bullet point 4:

After “participation,” insert “to write an article about their experience and why they joined UNISON”

M02. Organising and training

In a time of significant change and uncertainty within the public sector, Conference recognises that it is imperative that existing and new Black Activists are given the necessary training required by the Branch and Regional Self Organised groups to support their elected National Black Members Committee (NBMC) members.

Conference recognises that the NBMC have an important role in continuing to move forward Black members' agenda. Due to the savage government cuts UNISON has lost some experienced Black activists within the Branches, Regional SOGs and NBMC and we know that if we are to continue being at the forefront to ensure our voices are heard we must train our Committee members.

Conference, all Committee representatives should undertake the mandatory training that all branch representatives do and be ERA (Employment Relations Act (1999)) Accredited, as this would enhance and ensure that they understand their roles and responsibilities.

The NBMC believes this will give the committee rep the confidence to be the voice of Black members.

Conference recognises that Black workers can be encouraged to become active within their branches and some regions. The more Black members that are actively involved the higher the potential for positive change.

Conference calls on the NBMC to:

- 1) Support and encourage branches and self organised groups (SOGs) to liaise with the Branch and regional Educational Officers to ensure that all newly elected representatives have the relevant initial accredited stewards' training.
- 2) Explore and work with the Learning Organising Services to create a Handbook for newly elected committee representatives of their roles and responsibilities.
- 3) Support and explore with regional SOGs how to ensure that elected reps are accredited and given bitesize training with an oversight of what the expectations and responsibilities are on a national committee prior to appointment.
- 4) To ensure refresher courses are provided to all elected reps to enable representation, including the review of the Race Discrimination Claims Protocol and Defining Black presentation.

Submitted by: National Black Members' Committee
NBMC Policy: Support

M03. Recruiting and organising Black members

This National Black Members Conference notes the Tory majority Government's ongoing attacks on public services and its workers and the disproportionate impact these have on Black workers.

Black workers in public services often find themselves in low paid jobs, with poor job

security, terms & conditions and subject to unfavourable treatment. Unfortunately with more budget cuts expected in Local Government and the ongoing fragmentation of our health and voluntary services this situation is only going to get worse.

Whilst UNISON cannot prevent every job loss or reorganisation, our union has a proud and impressive track record of standing up for our members, doing all we can to avoid and minimise job cuts and ensuring fairness and adherence to policy and processes for ALL. Unity is strength and it is essential to be part of UNISON in good times, but most importantly in bad.

Regrettably some workers now see trade union membership as something they don't need to think about until they experience a problem at work. We need to look at how we get the message out that being a member of UNISON is about joining a collective and coming together to speak in solidarity with one voice and that rather like home insurance, it's too late to sign up when your house is on fire.

Recruiting and organising is the key priority for UNISON at all levels and each of us has a role to play. Only by building and growing our membership can we ensure that our union is truly representative of the diverse workforce we represent. UNISON's recruitment materials and TV adverts have been very successful in recent years but it is important to recognise that there continue to be barriers to why Black workers don't join. To recruit Black workers and achieve our recruitment potential this needs to be acknowledged and addressed.

In these challenging times it has never been more important for Black members to become active in the union; both as stewards and Branch Officers. UNISON strives to be representative of its membership at all levels and it is important to look at how, after recruiting Black members, we support and encourage them to become active and engaged not just in the workplace but at branch, regional and national level. As with recruitment consideration needs to be given to relevant materials, messaging and support available. Mentoring or budding can be an effective way to encourage new members to find out more and encourage them to take the next steps into activism and we need to look at how we promote this more widely.

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

- 1) Liaise/consult with Regional Black Members' Committees on:
 - 1) their views and experiences on barriers to membership for Black workers and possible ways to overcome these
 - 2) to share best practice on successful regional recruitment techniques and initiatives.
- 2) Look at how we can promote UNISON to Black workers in new ways and investigate if different/ targeting messaging/materials may be more effective
- 3) Look at materials currently used to promote becoming workplace contacts and activists and consider if these could be improved or adapted to be more relevant and effective
- 4) Encourage regions to work with branches and Black activists to examine the ethnic make-up of branch committees, stewards and Branch Officers to ensure these are representative of the membership/workforce and offer support and training where needed.

Submitted by: Greater London Region

NBMC Policy: Support

M04. Recruiting and organising Black members in the fragmented workforce

It is important that Black workers and members are equipped for the challenges within the changing and evolving landscape of the UK today. Conference recognises that a high proportion of Black workers eligible to join UNISON work in the “fragmented workforce” where they experience low pay and poor working conditions.

Conference believes that recruitment is more than just handing out leaflets. Branches need assistance to reach out to Black workers and members in the fragmented workforce. These workers need a revised strategy to engage them as the traditional approach is weak at best and not effective at worst.

Our existing members in this niche sector need to be organised and encouraged to become activists. They will then need continual support, bespoke training and mentoring.

UNISON should explore effective and clear pathways which will assist Black members in not only developing as activists, but becoming leaders for the future.

It is therefore important that financial reasons do not become a barrier to Black members in the fragmented workforce becoming active. If an employer does not recognise trade unions (UNISON), it does not have a legal duty to give members paid time off to attend training to become workplace reps or health and safety reps etc.

Conference calls on the NBMC to approach the NEC to request:

- a) Information and resources targeted at Black members and workers in the fragmented workforce.
- b) Financial assistance for members who wish to become workplace representatives but are unable to access paid time from their employer.
- c) Further specific training targeted towards potential Black leaders

Submitted by: Eastern Region
NBMC Policy: Support

Amendment M04.1

Add a new bullet point 4:

"Joint working with the newly developed private sector service committee and explore how this might be achieved"

Submitted by: National Black Members' Committee

M05. Standing together for equality

Conference notes that UNISON was founded on the principles of solidarity and equality. These principles are vital for our union and also vital for a strong society where all can thrive.

Conference is concerned about the voice and validation given to division and scapegoating in campaigning around the European Union (EU) referendum. The debate paid scant attention to the actual impact of EU membership, with much focus on Black communities and faith groups and on migrant workers from outside the EU. The post-referendum spike in hate crime is well-documented. As ever, the levels of unreported hate crime and the fear of hate crime far exceed reported levels.

Conference notes that Black and migrant lesbian, gay, bisexual and transgender (LGBT) workers and LGBT workers from minority faith communities face particular vulnerability in this climate. They face a range of issues and may face more depending on the outcome of Brexit negotiations. For example, same sex couples where one partner is a non-United Kingdom (UK) EU national and the other is a third country (outside EU) national may not only lose the right to stay in the UK but on leaving, not have their partnership recognised elsewhere. There may also be issues for people seeking to leave abusive relationships.

Conference believes our response to this damage to community solidarity must be as broad in scope as the hate-filled claims that fuelled it.

Conference welcomes new materials from UNISON on standing together and challenging prejudice, encouraging members to have the confidence to speak up against racism in the workplace.

In this context, conference calls on the National Black Members' Committee (NBMC) to:

- 1) develop its work and materials on tackling prejudice and hate, including tackling the far right, engaging regional LGBT groups in discussion and collating best practice campaigning, educational and organising examples.

Submitted by: National Lesbian, Gay, Bisexual and Transgender Committee
NBMC Policy: Support

M06. Securing Black LGBT perspectives and participation

Conference welcomes the wealth of policy, good practice, advice and resources that we have built up over the past decades of equality organising. These include much policy and good practice in organising, bargaining and campaigning on Black LGBT equality.

However, conference notes the continuing challenge of disseminating information and resources, leading to knowledge gaps and reinventing of wheels. Despite the vibrancy of our activities and activists, there are still many UNISON members unaware of our self-organised groups. Despite our strongly held values on challenging multiple discrimination and well-established national practice on fair representation, many local Black activities do not acknowledge or address the full diversity of our Black members group, with Black LGBT members under-represented.

Conference acknowledges that there is not one simple solution to getting information to individual members, or to tackling the barriers to Black LGBT participation. However, equality impact assessment is a well-established tool for checking unintended consequences and identifying overlooked opportunities to embed equality.

Conference calls on the National Black Members' Committee (NBMC), working with Regional Black Members' groups, to:

- 1) Review how information and materials are disseminated, looking at a range of formats and routes including social media, and identify new opportunities for effective communication with members;
- 2) Seek to embed equality impact assessment as part of the working practice of our self-organised group at all levels, so that Black LGBT equality is threaded through everything we do;
- 3) Collate best practice on encouraging Black LGBT participation, including examples of mentoring and peer support, and promote via Black Action and at Black members conference;
- 4) Continue to monitor fair representation in UNISON Black members' internal meetings and external delegations, urging regional and branch groups to do the same, and to act on the findings;
- 5) Consider having a workshop at next year's National Black Members' Conference to discuss good practice initiatives in recruiting Black LGBT members.

Submitted by: National Lesbian, Gay, Bisexual and Transgender Committee
NBMC Policy: Support

M07. Access to Immigration advice and representation

For Black members who are not fully settled in the UK or do not have British Citizenship, immigration is a major issue.

Immigration rules come and go and change overnight (as our European migrant worker colleagues are finding out!). A change in a shortage occupation list; a new salary threshold; a new English test requirement and your right to work and live here can be jeopardised.

In the workplace you can find yourself suspended because your employer starts to doubt your entitlement to work and does not recognise the evidence you are providing. There is no doubt that in the post EU referendum scenario, Black European migrants will be the first ones to be asked to justify their entitlement and to be targeted.

Black members who are here on the basis of their European partner's status will also have reasons to start worrying. New nurses from the Philippines have also been recruited recently in Northern Ireland and elsewhere in the UK.

All this means that the most important membership service that can be provided for our Black migrant workers is access to immigration advice.

Currently the only provision is done through a helpline where advice is given on the phone and on a Tuesday only. In Northern Ireland we have also organised our own face-to-face immigration clinic. Again, this is a once a month fixed service with little flexibility and with no representation.

Black migrant workers need immigration advice more than they need discount in certain shops; special rates on car insurance or glasses; or access to a free will from our solicitors.

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

- 1) use their influence with all UNISON structures to give access to a more comprehensive immigration advice and representation service to its members.

Submitted by: UNISON Northern Ireland
NBMC Policy: Support

Amendment M07.1

In paragraph 6, at the end of the first sentence ending “Tuesday only”, insert a “,” after “only” and add the text “although this is a vital and important service provided by UNISON, details need to be more widely spread”.

Add a new bullet point 2

"Publish the helpline in Black Action and other UNISON media"

Submitted by: National Black Members' Committee

Negotiating and Bargaining

M08. Race inequality in the workplace

Conference notes that despite efforts to bring further equality into society, evidence shows that Black workers are still being held back in the job market. The amount of Black members holding senior posts still remains low, unemployment amongst Black people remains high - particularly amongst young Black people - and Black workers are also more likely to be in less secure forms of employment than White workers.

In a recent report published by the Equality and Human Rights Commission titled, ‘Healing a divided Britain: the need for a comprehensive race equality strategy’, it is stated that a failure to tackle deep-rooted race inequality will exacerbate division in our society unless urgent action is taken. Hailed as the biggest ever review into race equality, the 73 page report looks at a number of aspects of everyday life including education, employment, housing, pay and living standards, health, criminal justice, and participation.

For our union, clearly it is important that we support our members both in and outside of the workplace, and how we respond to tackling widespread inequality must remain a priority.

In workplaces that inequality is still prevalent, Black workers with degrees earn 23.1% less on average than White workers, and a significantly lower percentage of Black members (8.8%) work as managers, directors and senior officers. Black workers are also in insecure forms of employment such as temporary contracts or working for an agency – this increased in the last 5 years by nearly 40% compared with a 16% rise for White workers.

Unemployment is also a huge challenge. The unemployment rate amongst Black people is at 12.9%, and for young Black people in particular there has been a significant increase of unemployment. Apprenticeship opportunities are significantly lower for Black people, and Black men and women experienced some of the largest falls in full-time employment since the recession began and as the austerity programme continues.

It is sometimes difficult in workplaces for Black members to feel able to challenge this ongoing inequality. As cuts continue across all sectors some members have advised that they will not challenge or seek recourse if they feel they have been passed over for promotion. In addition, as there is now no legal requirement to carry out an Equality Impact Needs Assessment when cutting services, being able to challenge where and why cuts are made and the impact these have on Black workers can often feel overwhelming.

Conference notes that Branches and Regions continue to challenge employers when cuts are proposed; however, it is clear that inequality exists in many walks of life, particularly in employment. As a union we have a proud tradition of supporting Black members, this is particularly seen in our Self Organised Group. In the Northern Region for example, there is a very active Black Members group who have continued to provide key support for Black members in the region. Nevertheless, further work is required to support Black members in the workplace.

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

- 1) produce material for Branches and Regions to use to highlight the continued gap between Black workers who hold senior positions compared to White workers, with keys points on how to tackle this in the workplace;
- 2) encourage Regions to work with Branches to ensure that all employers complete Equality Impact Needs Assessments when carrying out cuts, and to ensure Black members take a lead role in scrutinising these assessments together with representatives from other SOGs; and
- 3) encourage Branches to work with Employers to seek to ensure more apprenticeship opportunities are open to Black people.

Submitted by: Branch 4186 - Newcastle City
NBMC Policy: Support

Campaigning

M09. Challenging racism and Islamophobia

Race hate crime has been on the rise again in the UK particularly since the UK voted to leave the EU. Many Black members have been targeted and particularly women who chose to wear the burka, the Islamic dress for women. This is unacceptable in our country where we have worked very hard over the past 40 years to put in place laws against racism, for equality, and against incitement to religious hate.

UNISON has been at the forefront of challenging bigotry and hate for a number of years. We must continue to challenge and tackle a new wave of racism which is spreading through attacking of the Muslim faith and using this to attack anyone who looks 'foreign'.

Communities were divided by the Brexit vote and afterward some sick people used it to spread fear. The ban on wearing the 'burkini' in France is another long list of measures that we deplore as cover for the racist nationalism taking hold. A woman should be free to wear what she wants and not be in fear of attacks. The events in France have somehow given some among us the green light to spread their hate in our streets. Let us be clear we are a

tolerant society and we stand together or we fall.

We stand together to remember those innocent lives lost in attacks across France and other parts of the world. These killings must stop and we must unite communities together against further alienation of sections within society. Hate is not something anyone is born with, it is taught and it can be defeated.

The media has played its part with daily right wing trash published in 'newspapers'. UNISON must continue to challenge this and equip activists with information to counter such articles. This should include awareness training and understanding of the Islamic faith. In the last year, the North West Region held an Islamic Awareness session which included a trip to a local mosque. Education is the key and helps to break barriers by bringing communities and people together.

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

- 1) Highlight the success Islamic Awareness Training in the North West and promote similar programmes in other regions.
- 2) Produce and publish articles about Islam in the Black Action magazine and other UNISON publications interviewing prominent figures such as Sadiq Khan, Mayor of London.
- 3) Produce literature about religious tolerance and distribute to activists.

Submitted by: North West Region
NBMC Policy: Support

Amendment M09.1

After paragraph 2, insert a new paragraph 3:

"Challenging Racism in the Workplace must be part of the collective approach to best practice in the workplace and organising around equality and diversity as a trade union priority"

In paragraph 5, after "articles.", insert a new sentence:

"To ensure UNISON members feel supported at a time of major uncertainty, we must actively campaign against all racist attacks and xenophobia and promoting anti-racism and anti-discrimination and equalities".

Submitted by: National Black Members' Committee

Amendment M09.2

Insert new third para:

Conference is concerned about attempts by some to use so-called equality arguments to bolster Islamophobia. For example, some spread the false idea that Islam is against women's and lesbian, gay, bisexual and transgender (LGBT) equality and human rights. Conference welcomes both the well-established and growing numbers of Muslim groups working for LGBT equality and inclusion, many of which include UNISON Black members.

These include the Safra Project, which works on issues relating to lesbian, bisexual and/or transgender women who identify as Muslim religiously and/or culturally, and the Inclusive Mosque Initiative, which among other aims, works to value gender expression and gender justice as an integral manifestation of Islamic practice.

Add new action point 4:

4. Publicise information about groups such as the Safra Project and Inclusive Mosque Initiative.

Submitted by: National Lesbian, Gay, Bisexual and Transgender Committee

M10. The rise and rise of Islamophobia

The Oxford English Dictionary defines Islamophobia to be prejudice against Muslims, particularly as a political force. There are an estimated 2 billion Muslims in the World, 2.6 million of those reside in the UK; less than 5% would consider themselves to be White British. Therefore when using UNISON's definition for Black, it can be concluded that 95% of Muslims would fall under the definition of Black.

Conference, there is clearly a link between being a Muslim, being Black and being the victim of Islamophobia. Ignoring this link is minimising the very real threat and fear faced by Black Muslims in the UK.

The London Met crime figures from May 2015 to May 2016 show a 59.4 increase in Islamophobic crime, these are shocking figures, however countrywide Tell Mama, the organisation that measures anti-Muslim attacks; has reported that incidents of Islamophobia rose by 326% in 2015 alone.

Post Brexit we are already seeing the teacher who was asked to turn their hoody inside out, as people found his surname Islam as printed on the hoody to be offensive.

The man in Sunderland charged with ripping a headscarf from a Muslim woman's head who was with her child in a busy shopping centre. This incident has left the woman with neck injuries but worse still traumatising her child.

These incidents of hate crime are not just being carried out by the ignorant man on the street, Kelvin MacKenzie the former editor of the Sun carried out a blatant Islamophobic attack via the Sun on the female Muslim Journalist Fatima Maji, her crime was to be a visible Muslim.

Conference these are just a few examples, up and down the country I am sure you have all heard or know of someone who has suffered Islamophobia. In the weekend following the Brexit result the Muslim Council of Britain reported that over 100 mosques had been attacked.

Conference we call upon the National Black Members' Committee (NBMC) to help raise the issues of Islamophobia by:

- 1) Inviting the Chair of Tell Mama to be a guest speaker at NBMC 2018
- 2) Working with Labour Link to raise this serious issue with MPs and MEPs

- 3) Working with the relevant UNISON department to publish an article on the rise of Islamophobia and its devastating effects on Black Members in UNISON's National In Focus magazine
- 4) Publishing articles on the real life Islamophobia incidents suffered by Black Members in Black Action

**Submitted by: Yorkshire - Humberside Region
NBMC Policy: Support**

Amendment M10.1

After point 4) of the motion insert additional point 5) To ensure there are up to date materials available nationally in UNISON through the online catalogue and UNISON publications to help support regions & branches in combating the rise of Islamophobia.

Submitted by: National Black Members' Committee

Amendment M10.2

After paragraph 2, insert new paragraph 3:

"Conference welcomes the National Black Members Committee work and recognition in defining Black and the collective strength of inclusive terminology and the importance of unity in our common struggle against deep-rooted racism. We reaffirm our commitment to all Black Muslims and those perceived to be Muslim, Hindu, Sikh and other religious belief to unify as one post Brexit"

Submitted by: National Black Members' Committee

M11. Workplace bullying of young Black workers

This Conference welcomes the work of the Scottish region young members in developing their 'Gonnae No Dae That' ('Can you not do that?') campaign to challenge bullying of young workers in the workplace.

This Conference believes that Black young workers are likely to suffer disproportionately from bullying and harassment at work.

Conference further believes that Black young workers who are also women, and/or LGBT, and/or disabled, and/or low paid are likely to be even more disproportionately bullied or harassed.

This Conference places on record now its total opposition to bullying and harassment in all forms, and commits to challenging it in all our workplaces.

This Conference recognises that all too often those bullied and/or harassed feel isolated and without support, and that they feel they have no choice but to deal with it on an individual basis, while support from UNISON could make all the difference.

This Conference also recognises that while UNISON has an important role to play in offering support to individuals in this way, it also has to consider bullying and harassment as a

collective issue, and that bullying of Black young members in particular is a reflection of the racism and ageism in wider society. It is therefore important that UNISON promotes education and information around the broader issues as well.

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

- 1) Publish a statement in the next available issue of Black Action stating its total opposition to bullying and harassment in all forms in our workplaces, and its determination to ensure it is challenged and eradicated, and the importance of collective work to achieve this;
- 2) Raise the issue of bullying and harassment of Black young members throughout the Black members structure, calling for it to be raised with branches, and seeking development of, or effective implementation of, workplace policies;
- 3) Conduct a survey of Black young members on the issue of bullying and harassment, and publish the results at next year's Black Members Conference;
- 4) Seek to work with the National Young Members' Forum to ensure that the issue of bullying and harassment of Black young workers forms part of joint campaign work.

Submitted by: National Young Members' Forum
NBMC Policy: Support

M12. #BlackLivesMatter – Solidarity to oppose police brutality and murder

This conference believes that the movement of young Black people that started following the death of Michael Brown in Ferguson, Missouri in 2014 has played a revitalising role fighting back against the disproportionately large number of Black people that are killed or injured at the hands of the police forces throughout the US. The march of thousands of young people with their hands raised in the air shouting 'hands up, don't shoot'.

This conference joins calls for the demand that police murders must stop!

The privatisation and commercial interests of policing and prison services has led to 2.8 million young Black men in prison, more than those who attend college. The destruction of the public education system in many cities and states leads to further exclusion of young Black men and women from employment and mainstream society.

However the ~#BlackLivesMatter movement doesn't just campaign for justice for those murdered but increasingly is campaigning for Black lives to matter now. Despite the election of the first Black US President, the lives of Black people have become more difficult with increasing levels of poverty, unemployment and deteriorating living conditions over the past ten years. Segregation of communities, even though formally illegal, is still a feature of cities across the US.

In the United Kingdom, specifically in London, Liverpool, Birmingham and Sheffield young people marched under the banner in solidarity with Black lives taken by the US police. But it has also had to take up incidents of police brutality in the UK. The murder of Mzee Mohammed on July 2016 in police custody in Liverpool follows a pattern that includes Sheku Bayoh in Kirkcaldy in 2015.

This conference extends solidarity to the #BlackLivesMatter movement both in the US and internationally and congratulates #BlackLivesMatter for reinvigorating a new, younger

generation into a new Civil Rights movement.

This movement has spread throughout the US and is beginning to have an international appeal.

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

- 1) Explore how UNISON can make links with the #BlackLivesMatter in the US and potential solidarity links with campaigns they run;
- 2) Discuss and explore how to support #BlackLivesMatter initiatives in the UK particularly how UNISON Branch Black Members Groups can make approaches at a local level and develop links to help develop local network in conjunction with UNISON's aims and objectives protocols;
- 3) Oppose all deaths of any Black person in police custody calling for full open public enquiries into the deaths of Mzee Mohammed and Sheku Bayoh in particular.

Submitted by: National Black Members' Committee
NBMC Policy: Support

M13. Domestic violence in the Black community

Conference Domestic violence and Intimate Partner Violence is sometimes seen as a family secret in some of our Black communities, it is totally unacceptable that in this day and age that woman and children live in fear as a result of violence at home or within their community.

Whilst not suggesting that all Black communities function in a similar enough way that could be labelled to any one community, It is particularly Black Women in our communities who are more vulnerable to domestic abuse yet some choosing to remain with their partners.

This could be because of various reasons such as:

- 1) Black Women have structural failings leading to financial dependence on abusive partners and no recourse to public funds.
- 2) Dependence of some Black women on male partners for their immigration status and/or official leave to remain in the UK
- 3) Lack of knowledge of their own legal entitlements in the UK
- 4) An absence of Black community infrastructure to provide practical support and assistance.
- 5) Reluctance to involve Social Services due to fear of children being removed
- 6) Community pressure to remain in the family home and the stigma and shame attached to leaving the partner.
- 7) Reluctance to seek help from public authorities or 'outside' support agencies due to lack of culturally sensitive services.

- 8) Religion and cultural beliefs that view domestic violence as permissible rather than criminal.
- 9) Legacy of poor police response based from previous experience.
- 10) Lack of employment of Black staff in support services.

A recent report in the United States says “Black women are almost three times as likely to experience death as a result of Domestic Violence as White women” this is something that the UK currently has very little data on.

Political factors can also play a part in what is named as Domestic Violence and what get counted as “ordinary violence” and what level of funding is allocated to under-represented/underfunded support services.

Conference we call upon the National Black Members' Committee (NBMC):

- a) Work with the NEC and appropriate committees to raise awareness and campaign on the issues of Domestic violence and Intimate Partner Violence in the Black Community.
- b) Work with community and voluntary organisations that seek to stimulate debate/education on Domestic Violence and Intimate Partner Violence.
- c) Provide signposting to support services for victims of Domestic Violence in Black action and other UNISON media.
- d) Provide any support available to the voluntary and community organisations that support victims of domestic violence.

Submitted by: North West Region
NBMC Policy: Support

M14. Domestic violence and the Black community

Domestic violence cuts across every age, class, ethnicity, religion, sexuality or gender. It is predominately violence against women. However there is also an under reporting from LGBT victims or male victims.

The Crown Prosecution Service (CPS) reported in April 2008 that almost half of all adult women in England and Wales had experience domestic violence, sexual assault or stalking. In 2006, the Department of Health estimated that 750,000 children were living with domestic violence in England and Wales.

Women can be subject to culture specific forms of abuse. This can include things such as forced marriage being linked to high rates of self-harm and suicide attempts amongst Asian girls. Stigma and shame can be used to exert control over behaviour and can prevent many from seeking help. It can also lead to increased fear that others in close knit communities will find out.

The Northern Ireland Council for Ethnic Minorities (NICEM) reported in June 2013 some of the barriers facing Black women in Northern Ireland included financial dependence on their abusive partners or reliance on their partner for their residency, an absence of community to provide practical support or on the other side, community pressure to maintain the family.

Domestic violence thrives when there is a culture of silence and when survivors risk losing their community ties by speaking out.

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

- 1) Highlight UNISON material on recognising domestic violence
- 2) Signpost appropriate charities offering support – particularly those supporting Black survivors such as Southall Black Sisters and Karma Nirvana
- 3) Consider having a speaker or workshop at 2018 Black Members' Conference on supporting survivors of Domestic Violence

Submitted by: National Black Members' Committee
NBMC Policy: Support

M15. Discrimination in the NHS

The NHS employs 1.4 million people, many of these staff are Black, they work as brain surgeons, researchers, nurses, CQC inspectors, care workers to name a few. The NHS that relies on Black staff to function also discriminates against Black people in terms of opportunity, recruitment, promotion, bullying, victimisation (particularly if they whistle blow) and the disciplinary process.

Roger Kline published the Snowy White Peaks report in 2014; the report recognised that although NHS organisations collected data on discrimination; however, in the last 20 years little has changed for Black people in the NHS. In June 2016 the first Workforce Race Equality Standards (WRES) report was published. The WRES was introduced in 2015 to better understand why it is that Black staff often receive much poorer treatment than White staff.

The report received widespread media attention, the numbers did not make for pleasant reading, 75% of all acute trusts showed that a higher percentage of Black staff were being harassed, bullied or abused by staff in comparison to white staff in the last 12 months. In 86% of acute trusts, a higher percentage of Black staff do not believe that their organisation offers equal opportunities for career progression or promotion in comparison with white staff; 81% of acute trusts report a higher proportion of Black staff having personally experienced discrimination from a manager, team leader or colleague than white staff.

For the majority of Black staff who work in the NHS, these figures do not offer any surprise because many have already experienced discrimination, been denied promotion, been more qualified and experienced than the person offered the job. However, we cannot continue like this, we cannot continue to report unfairness in the NHS with no change being offered. We must work together to address these issues affecting Black members as the largest public services union.

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

- 1) Highlight the issue of the discrimination faced by Black people in the NHS in Black Action
- 2) Have a workshop on the workings of the WRES at the 2018 National Black Members' Conference

- 3) Explore ways to work with the Health Service Group to raise the issue of Black discrimination in the NHS at a National level

Submitted by: National Black Members' Committee
NBMC Policy: Support

Amendment M15.1

The NHS employs 1.4 million people, many of these staff are Black, they work as brain surgeons, researchers, nurses, CQC inspectors, care workers to name a few. The NHS that relies on Black staff to function also discriminates against Black people in terms of opportunity, recruitment, promotion, bullying, victimisation (particularly if they whistle blow) and the disciplinary process.

Roger Kline published the Snowy White Peaks report in 2014, the report recognised that although NHS organisations collected data on discrimination; however, in the last 20 years little has changed for Black people in the NHS. In June 2016 the first Workforce Race Equality Standards (WRES) report was published. The WRES was introduced in 2015 to better understand why it is that Black staff often receive much poorer treatment than White staff.

The report received widespread media attention, the numbers did not make for pleasant reading, 75% of all acute trusts showed that a higher percentage of Black staff were being harassed, bullied or abused by staff in comparison to white staff in the last 12 months. In 86% of acute trusts, a higher percentage of Black staff do not believe that their organisation offers equal opportunities for career progression or promotion in comparison with white staff; 81% of acute trusts report a higher proportion of Black staff having personally experienced discrimination from a manager, team leader or colleague than white staff.

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- b) Have a workshop on the workings of the WRES at the 2018 National Black Members' Conference
- c) Explore ways to work with the Health Service Group to raise the issue of Black discrimination in the NHS at a National level

Submitted by: Eastern Region

Amendment M15.2

Proposed Amendment

After 2nd paragraph, add:

“The WRES requires NHS Trusts to collect a range of data on Black workers’ experiences in the workplace. However, the collection of data alone will never deliver race equality – it is only a way of assessing levels of inequality. NHS employers need to analyse the data and change their policies and practices to create change”

After 3rd action point add new action points:

- Seek joint work with the Health Service Group Executive to produce guidance for branches on how to use WRES in their negotiations with employers to achieve tangible improvements in race equality
- Remind branches that developing and sustaining effective branch Self Organised Groups will ensure that Black members have a collective voice in race equality issues and can develop their skills and confidence to take part in collective bargaining on race equality issues

Submitted by: Eastern Region

M16. Immigration and austerity

This conference notes that more than a million refugees fled to Europe in 2015 and up to a million more will do so by the end of 2016 seeking refuge from wars in Syria, Libya, Afghanistan and other conflict zones.

Conference believes that the vote for Britain to leave the EU will have little effect on refugees forced to flee terrible conditions which continue to deteriorate.

But since the vote to leave the EU there has been a steep rise in racist attacks with reports of attacks on Polish community centres, verbal and physical abuse of Muslim women and children and Islamophobic and racist leaflets pushed through front doors.

However, Conference recognises that for years the Tories and far right party, UKIP backed up by the right wing press have used the refugee crisis to whip up anti migrant feeling, dismissing desperate refugees at Calais as a ‘swarm’ only there to ‘seek a better life’ and describing migrants drowning in the Mediterranean as ‘cockroaches’ and ‘feral humans.’

In 2013 when Prime Minister Theresa May was Home Secretary she organised advertising vans telling illegal immigrants to “Go Home or face arrest.” This added to a very hostile environment for migrant workers.

During the Brexit debate both sides made immigration the central plank of their campaigns in a poisonous atmosphere reaching a nadir in UKIP’s racist ‘Breaking Point’ poster. UNISON’s General Secretary, Dave Prentis formally complained to the Metropolitan police about the poster as intended to incite racial hatred.

Conference recognises that some workers worry that a large number of migrants will have a detrimental effect on wages and public services. However it is not migration but austerity that is responsible for the strain on our public services.

International solidarity includes the fight for the right to asylum for those fleeing war, sectarian conflict and dictatorship. This should be combined with supporting the right for families to be reunited and calling for an end to asylum seekers being treated like criminals and locked up in detention centres which are no different to prisons.

Therefore Conference calls on the National Black Members' Committee (NBMC) to work with the national executive council (NEC) to:

- 1) Ensure that UNISON continues to be at the forefront of campaigns to defend migrant workers and to fight racism in all its forms.
- 2) Continue to speak out against racist attacks in the aftermath of Brexit, with a renewed vigour to challenge racism in the workplace and wider community.
- 3) Continue to work with Hope not Hate and other affiliated anti racist groups against UKIP, right-wing and fascist groups whipping up racism, Islamophobia and anti-migrant feelings.

Submitted by: National Black Members' Committee
NBMC Policy: Support

M17. Building on the success of the London mayoral election

This National Black Members' Conference notes for the first time ever, a Black UNISON member was elected as Mayor of London. Winning the biggest personal mandate in the history of British politics Sadiq Khan has become the first Muslim Mayor of a major western country.

A great result in one of the most important city in the world.

Sadiq Khan is now a role model for young Black members to follow as Barak Obama did in America.

His success was very much based on his willingness not to run away from his true identity when under attack from the negative and divisive campaign run by the Tories. Instead through his determination and belief he was able to succeed and win the trust of voters. The positive campaign saw voters choose hope over fear and unity over division.

This gives all Black members a vision of great opportunity to follow his example by being proud of their identity and a willingness to learn and succeed.

This Conference notes UNISON's long historic link with the Labour Party, and Black communities have traditionally voted Labour. After the disappointment of the 2015 General Election many Black members and voters generally felt apathy and disengagement with both Labour and politics generally.

In the Greater London Region the Regional Black Member Committee, through our political engagement working group, has sought to continue to promote the message that politics matter, make a difference and are worthwhile engaging in. This has seen us hold a Parliamentary event (hosted by Chuka Umunna MP) with more than 100 attending and several hundred more on a waiting list and promoting two successful 'Be a Labour councillor' events.

It is essential that our elected representatives reflect the diverse communities they represent. The election of Sadiq Khan, and also Martin Rees as Mayor of Bristol, are positive step towards this but there is much more to do.

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

- 1) Invite Sadiq Khan to speak at a future National Black Members Conference.
- 2) Discuss with Labour Link how we can build links with the Mayor of London and other elected politicians to find solutions to current problems faced by Black members towards equality, employment, housing and health issues.
- 3) Consider how to best promote ways for Black members to find out more about becoming a Labour councillor through UNISON training and support.
- 4) Continue to consider ways to develop political awareness and engagement amongst Black members, particularly highlighting the influence they have and encourage them to take an active part in the politics of today.

Submitted by: Greater London Region
NBMC Policy: Support

M18. Mental health issues affecting young Black people

This National Black Members' Conference notes that Black people are far more likely to be diagnosed with a serious mental illness and in Britain are 17 times more likely than white counterparts to be diagnosed with a psychotic illness. There is a problem of inequality when it comes to mental health. With ongoing austerity, poverty, neglect, and abuse are just some of the factors contributing to the issue. Our young Black people make a good percentage of these numbers.

Young people can experience a range of mental health problems. Childhood and teenage years are a time when you are usually changing rapidly and developing all the time. They often have to cope with many different situations and unfamiliar challenges like exams, relationships and the other pressures of growing up. While often it's possible to talk to parents or carers about feelings, some still find it hard to do so. They might express how they feel through being moody, getting in trouble at school or at home or by becoming angry easily. Some people also get odd aches and pains that can happen when you're not able to say what you're feeling. This can be more difficult with young Black people who have suffered by being isolated in the society, they are often left alone to go through this state of confusion without support or someone they can look up to as a mentor, when they experience these unpleasant feelings this might lead to more serious problems.

Conference, with the experience that patients have reported to have received, there have been calls for an end to physical restraint in hospitals and for police officers to be trained with Black mental health service users so that they always respond humanely to the distress of young people. If people feel confident that they will be well treated by public servants there is a better chance they will seek the help they need early enough to make the most positive difference.

Mental Health is an issue that disproportionately affects Black young people which is reflected in various stats. As the problem continues so do cuts to public services providing essential support. Mental Health does not only affect vulnerable young Black people but their families left to care for them. One way to of providing support to young Black people experiencing mental health issues is by identifying positive role models to act as mentors, male and female – this would be a positive and rewarding experience for both the young person & the mentor.

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

- 1) Help raise awareness on tackling the problem of mental health issues, inequality and how resources can reach the most vulnerable.
- 2) Discuss with Labour Link and explore how to stop the funding cuts on organisations who work directly with vulnerable young Black people
- 3) Look at ways to encourage Black members/people to step in and serve as mentors when they are needed and signpost to where they can find out more about this process.

Submitted by: Greater London Region
NBMC Policy: Support

Amendment M18.1

In fourth para, insert after 2nd sentence:

This has been shown very clearly in new research by NatCen Social Research for UNISON into the effect of cuts on lesbian, gay, bisexual and transgender (LGBT) people and services. Cuts to mainstream mental health services mean ever growing waiting lists, reduced access to talking therapies, and greater reliance on drugs. The inevitable consequence is people turning to negative coping mechanisms such as self-harm and substance misuse.

Prejudice and discrimination add to the mix. Young Black LGB and young Black trans people face particular issues and the precious specialist services that have supported them are disappearing, leaving them with nowhere to turn.

Insert new action point 3:

3. Publicise the findings on mental health services from the NatCen research for UNISON 'Implications of reductions to public spending for LGBT people and services'

Submitted by: National Lesbian, Gay, Bisexual and Transgender Committee

M19. Immigration and the effects of the EU referendum and the Brexit vote

The EU Referendum on 23 June and the decision of the United Kingdom (UK) to leave the European Union sent shock waves through communities with the immigration debate becoming ever more toxic. The campaign itself resulted in unacceptable language and propaganda being used about immigration generating fear, division and a 'them and us' rhetoric.

Since the result was announced there has been a dramatic increase in racial violence across the Country. The number of hate crimes recorded for the last two weeks in June 2016 spiked by 42 per cent on the previous year. The biggest number of recorded incidents came on 24 June – the day after the result – when there were 289 hate crime related incidents recorded.

With Scotland & Northern Ireland voting to remain and England & Wales voting to leave, the split has left Great Britain divided. The main political parties at this time are in disarray and there is a lack of political leadership. After years of austerity the electorate has shown a mood for change.

With the Conservative Party electing Theresa May as Prime Minister and the new evolved

Brexit department, the sense of the unknown is still very much at the top of the political agenda. With the Labour Party's internal turmoil, it will be up to the trade unions to bring some stability and clear vision.

Within the Black community we have to reflect and recognise that many within our community used their democratic right to vote to leave the EU which appeared to help fuel this meltdown of the political elite and had a significant breakdown within many families and communities.

The Labour Party - once the party of the working class and the poor, founded in Bradford where once the sounds of the machinery of the cotton mills could be heard, the poorest and the youngest of our nation applying their trade and the migrants that were immigrants from the Asian, West Indian and African Continents continued the profitable industry of that time, did not get their message to remain across to many of those communities

Soon after the result was announced UNISON called for unity and committed to hold the leave campaign to their promises—more money for the NHS, rights at work remaining intact and continuing to defend and protect workers and public services.

As discussions regarding the UK's future relationship with Europe get underway, Black workers face a period of instability at home and at work. Our union has a role to play not just in continuing the fight for equality but in providing stability, unity and support to Black, and all workers.

The EU has been active in a number of human rights protections including employment and Anti-Discrimination law. Many of these protections, particularly those around Anti-Discrimination on the basis of race, gender, sexual orientation, religion, disability and age, have been incorporated into UK law by the Equality Act 2010. However Brexit will mean the EU law basis of these rights will disappear. This will not change the Equality Act or other UK legislation however if Parliament wanted to weaken such rights Brexit makes it much easier to do so given EU minimum standards of protection would no longer provide a 'backstop' to any changes.

Furthermore, whilst many of the rights in the European Convention on Human Rights (ECHR) find their way into UK law through the UK Human Rights Act (and not EU law) the protection of these rights may be subject to change arising out of any Government plans to consult on repealing the Human Rights Act and replacing it with a British Bill of Rights. Something that has been regularly threatened by the Conservative Government in recent years.

As we face a future outside the EU we must be vigilant against any attempt to weaken our human rights or equality legislation going forward. As Black members we have long campaigned for equality - in this political climate the challenges may be increasing but our determination is greater still.

That's why this motion calls on the National Black Members' Committee (NBMC) to pursue a number of key initiatives to tackle the principal of non-discrimination and equality and work with the NEC to ensure UNISON, through our Labour link, make this Government and other devolved Governments remain accountable to the masses and ensure we protect our Human Rights, Employment Rights and Civil Liberties.

We therefore call on the National Black Members' Committee to:

- 1) Recognise that the issue of immigration and free movement of people will continue to be high profile and liaise with Regional Black Members' Committees to share best practice

and ideas on how to support members impacted by this and highlight the positive influence of immigration both to our public services and wider society.

- 2) Work with Labour Link to consider how we can encourage the Labour Party and other political leaders to acknowledge and address the issues most affecting our Black members', e.g. falling incomes, insecure jobs, unaffordable housing and cuts to public services – which led to many feeling disengaged.
- 3) Continue to campaign against any form of racial violence, encouraging members to report such incidents and providing support to UNISON members who experience any form of hate crime.
- 4) Seek to work with Labour Link to gain a commitment from the Labour Party for a complete equality review and removing such parts of the law that increases the threat to our civil liberties or has a negative impact on equality legislation.

Submitted by: Greater London Region
NBMC Policy: Support

Amendment M19.1

After paragraph 11 ending with "still", insert a new paragraph 12:

"Conference believes the 'Hard Brexit' pushed by UKIP and the right-wing of the Tory Party would be an unmitigated disaster – leading to job losses, price hikes, and hitting those who can least afford it hardest. We welcome UNISON's initiative and report highlighting the EU referendum result and UNISON's exiting the EU Strategic campaign and the current volatile and uncertain future"

In paragraph 12 after "Liberties", insert a new sentence:

"Conference recognises that the struggles that Black members face began long before any mention of an EU referendum"

Submitted by: National Black Members' Committee

M20. Black representation in public life

Conference notes and welcomes the Scottish Government's First Ministers proposal of the 50/50 by 2020 plan; a pledge on gender equality to make public appointments within public bodies more diverse.

Conference believes that all public bodies should include board members who reflect British society - people from all walks of life; those with a vast range of viewpoints and life experiences.

The 2011 census provides us with the knowledge that Black people in England and Wales account for 14% of the population, with just over 4% of the population accounting for the population in Scotland.

According to an analysis of diversity data on appointments made to the boards of public bodies in Scotland as at 2014, of the 574 seats available on Scotland's public boards, Black people held only 16.

Conference believes that if we are to eliminate racism in our society we need to remove the barriers that Black people encounter in accessing opportunities and services. Addressing Black representation on public boards is an important step in dismantling those barriers.

Conference, therefore, calls on the National Black Members' Committee (NBMC) to Work with UNISON's NEC to:

- 1) Assist the Scottish Black Members in lobbying the Scottish Government to compile comprehensive benchmark data on Black representation in Scottish Public life and ensure it is included in the Scottish Government Race Equality Framework 2016/30
- 2) Campaign to increase Black representation on Public Boards and urge the Government, and devolved governments throughout the UK to address this under-representation and prioritise it as a matter of urgency, using as a model, the approaches and impact of the award winning NHS programme "Leading Better Care – Leading Across Differences"

Submitted by: Scotland Region
NBMC Policy: Support

M21. All Black women shortlists

Conference notes that recent research has confirmed that all women shortlists (AWS) are an effective means of reducing barriers for women to stand as candidates in elections, and that women elected in this way are diligent and active MPs, who contribute to positive democratic outcomes and help to foster diversity in decision making.

Conference further notes that in 1993, the Labour Party introduced a policy of all women shortlists to address the under representation of women in elected positions.

The impact of this is clear. In Westminster, 44% of Labour Party MPs are women, whilst only 20% of Tory MPs are women. Likewise the SNP, which also has all women shortlists, has 36% women MPs.

Clearly all women shortlists have made it easier for women to be selected, including for non AWS seats. However, they have failed to recruit Black women into politics in significant numbers, and do not reflect all ethnicities.

Whilst other positive action measures may contribute to increased diversity in elected positions, it is apparent that restricted shortlists have the greatest impact.

- 1) Conference therefore calls on the national Black members' committee to work with the national women's committee and Labour Link to explore the feasibility of lobbying for all Black women shortlists to redress the balance.

Submitted by: National Women's Committee
NBMC Policy: Support

M22. Stop and search of Black people

Conference notes that the subject of stop and search has been debated on many occasions, but nothing has changed.

People of African heritage are six times more likely to be stopped and searched by the police

in England and Wales under Section 1 of the Police and Criminal Evidence Act 1984 and 29 times as likely as white people under Section 60 of the Criminal Justice and Public Order Act 1994.

People of Asian heritage (and other ethnic minorities) are twice as likely to be stopped and searched under Section 1 and six times likely under Section 60.

This disproportionate impact of stop and search on Black communities has become the norm, with no serious proposals from politicians, policy makers or the police force to deal with the essential racist use of stop and search powers. There is a deafening silence and Black communities have been left to deal with the consequences.

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

- 1) Make police forces accountable for their stop and search figures while ensuring they establish plans to change their culture; and
- 2) To work with other organisations and community groups in the fight against the unfair use of stop and search within our Black communities.

Submitted by: South East Region
NBMC Policy: Support with qualification

Amendment M22.1

In paragraph 3, delete (and other ethnic minorities)

In bullet point 2 after "with", insert "the Police and Justice Service Group and"

Submitted by: National Black Members' Committee

M23. Why Sickle Cell matters

This conference believes that Sickle Cell disease is the most prevalent blood disease that affects the Black community. Figures from The Sickle Cell Society show 1 in 10 black people are affected by this blood disorder. Insufficient funding is allocated to research into this disease and as a result an inequality exists which impacts on Black members, their carers and families.

Sickle cell disease is a collective term given to a group of related, inherited blood conditions that can cause severe pain, anaemia and long term organ damage. It is more prevalent in people who originate from Africa, The Caribbean, Middle East, India and The Mediterranean though it can be found in other ethnic groups too. Approximately 15,000 people in the UK have the condition.

For members who have the genetic, life-long blood condition of sickle cell disorder (SCD) there are certain issues employers or any policy should take account of and / or cater for. However, individuals with SCD are not a homogeneous group and the severity of the disorder could vary tremendously between individual to individual and indeed within the same individual. Sickle Cell Anaemia is usually the most severe form of the disorder and there are also 'milder' forms of the disorder such as SC Disease. For someone with SCD an

important problem is the question of absence from work, as they might sometimes be hospitalized. However, an individual with SCD must understand their limitations before taking on particular types of employment. If the job is suitable, absence from work is often no more frequent than any other member of the work force. Heavy manual work, jobs that cannot be interrupted to take fluids, jobs that involve extreme changes of temperature or jobs involving lowered oxygen concentration are unsuitable for people with SCD. The equality policy should consider:

- 1) Flexible working hours (allowing home working if necessary)
- 2) Part-time hours or job-share
- 3) Well heated working environment
- 4) Provision of Water Filter and or other fluids
- 5) Employee should be allowed to sit down (leg ulcers is a common symptom)
- 6) Allowed time off for hospital appointments etc (some people might be on dialysis 3 times a week)
- 7) Provision of a lift so employee does not have to climb stairs

Some allowance should be made for the occasional 'lateness' if the employee has leg ulcers as this will interfere with walking pace. Anaemia also means they are short of oxygen and can get more breathless.

Sickle Cell is a condition that can be exacerbated by stress, temperature changes, dehydration, exertion and infection so any policy should seek to reduce this and create a suitable working environment. Some employees are hesitant to inform their employer about their illness for fear of being penalised or refused the job in the first place.

We call upon the National Black Member's Committee (NBMC) to:

- 1) Produce a guide to raise awareness and to tackle the myths around Sickle Cell.
- 2) Liaise with other sections of the union is ensuring that this condition is taken into account when negotiating/amending employers equality policies.

Submitted by: South East Region
NBMC Policy: Support

M24. Career progression of Black workers

This conference believes that the level of career progression of Black workers is very low in most work places and is imperative that this is addressed. The Equality Act 2010 states that we should have equal opportunities for all.

Conference believes that all Black workers should be supported, enabled and valued to progress into senior positions, to reflect the workforce, communities and society. If we are to eliminate marginalisation in our workforce, we need to remove the barriers that Black workers encounter in accessing opportunities for career progression. Addressing the lack of Black representation in the workforce is an important step in dismantling those barriers.

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

- 1) Work with the NEC and appropriate committees to campaign to increase the opportunities for career progression in the workplace for Black staff.

Submitted by: South East Region
NBMC Policy: Support

Amendment M24.1

Proposed Amendment

Add further action point:

- Encourage regional Black Members groups to arrange workshops to empower Black members to perform more effectively in recruitment and selection processes

Submitted by: Eastern Region

M25. Challenging hate crime and supporting victims

Conference is deeply concerned that following the EU referendum vote on 23rd June, there was a significant rise in hate crime cases in the UK. National media highlighted an increase of 42% reports of hate crime while many local organisations and campaigners stress the situation to be much worse for Black people. Although police figures and the crime survey show that hate crimes continue to be significantly under-reported, more than 3,000 hate crimes and incidents were reported to police from 16-30 June this year, a 42% increase on the same period in 2015 (National Police Chiefs' Council). At the peak on 25 June, 289 hate crimes and incidents were reported across England, Wales and Northern Ireland.

Hate crime of any kind, directed against any community, race or religion has absolutely no place in our society. Our diverse communities thrive precisely because of the rich co-existence of people of different backgrounds, faiths and ethnicities and this rich co-existence is something we must treasure and strive to protect. Conference, we must uphold the shared values that underpin the British way of life.

Those who commit hate crimes also attack the fundamental values that underpin our diverse society, values of acceptance and respect for others. Through the spread of fear, abuse and violence, hate crime can limit people's opportunities, stopping them from enjoying the full benefits of our society and can lead to isolation and segregation.

Hate crimes are pernicious; they send the message that some people deserve to be targeted solely because of whom they are or who they are believed to be. Such crimes have a deep impact on victims because they are targeted against some intrinsic part of their identity and race being one of the triggers for such crimes.

Conference reaffirms its unequivocal condemnation of any form of behaviour that is racist, xenophobic, incites hatred, discriminates against or harms members of our diverse community. The flames of xenophobia and racism fanned by some during the EU referendum campaign must not be allowed to sow division in our communities.

Conference our Black members are again feeling the brunt of this hatred in workplaces and in our communities.

We are honoured & committed to represent and protect our Black communities.

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

- 1) Raise awareness & understanding about Hate Crime and how to report it.
- 2) Produce an article on Hate Crime for publication for the UNISON magazines including Black Action.
- 3) Encourage Regional Black Members' Committees to arrange Hate Crime Awareness training.
- 4) Consider hosting a fringe meeting at the 2018 National Black Members Conference highlighting the impact of Hate Crime on our Black Communities and sharing good practice(s).

Submitted by: Branch 12344 - Wolverhampton General Branch
NBMC Policy: Support

M26. EU referendum

"This National Black Members' Conference notes the outcome of the recent EU referendum.

This Conference also notes with concern the appalling attempts by some campaigners to use the EU referendum as an opportunity to express hostility towards migrants.

This Conference agrees with UNISON's official response to the EU referendum, in particular the statement contained within the UNISON response that states:

"At its best the campaign has enabled genuine debate and discussion in our homes, workplaces and communities about the future of the economy and the kind of country we want to live in.

At its worst, the campaign has been typified by hatred, vitriol and misinformation that have done a huge disservice to our democracy and values."

We agree with the above statements. UNISON has a proud tradition and history of supporting democratic values and embracing diversity, multiculturalism and opposing bigotry of all kinds.

This National Black Members' Conference therefore agrees to:

- 1) Reject the politics of hate and division.
- 2) Reaffirm its' commitment to equality and diversity.
- 3) Reaffirm its' commitment to opposing bigotry of all kinds.

This Conference calls on the National Black Members Committee to:

- 1) Publicise this motion to Black members

- 2) Continue to support and publicise local, regional and national initiatives in support of diversity and equality, including Pride and Black History Month

Submitted by: Branch 6486 - Liverpool City

NBMC Policy: Support

Efficient and Effective Union

M27. The format of Black members' standing orders committee

This Conference recognises the importance and the crucial role of the National Black Members' Standing Orders Committee. This crucial role is articulated in Conference Bulletin for National Black Members' Conference 2017 – dated July 2016 – and includes:

- 1) Draw up the preliminary agenda and final agenda of Conference business, and the proposed hours of business.
- 2) Determine the order in which the business of Conference shall be conducted.
- 3) Consider all motions and amendments submitted for consideration by Conference and decide whether such motions and amendments have been submitted in accordance with the Rules.
- 4) Decide the order in which motions should be debated.

Conference also notes the following written assertion in the same bulletin for National Black Members' Conference Bulletin 2017 (July 2016) - "Members of the Committee hold office for a two year period with half being elected yearly".

Conference believes that this is an excellent arrangement since it allows for some degree of experience and continuity given that half of the membership of the Committee would have been in their role for at least a year and will continue for at least another year.

Conference is aware that the Committee currently has 6 elected members consisting 50% female gender and 50% male gender and whilst Regions are asked for nominations, elections take place at the Black Members Conference.

In our extensive efforts to find out when and how it was decided for there to be 6 elected members of the Black Members Standing Orders Committee, we discovered (from National Office) - "The numbers of composition of the SOG SOCs was decided in mandate when UNISON was formed". This may very well be the case but it also goes back a long time and the current picture is one that, at best, is incoherent and, it seems incomplete. For example: Two Self Organised Groups (SOGs) have written information about how many members should constitute their Standing Orders Committee (SOC), namely:

- 1) Lesbian, Gay, Bisexual, Transgender Conference Bulletin - May 2016 states – "Six members of the Standing Orders Committee shall be elected by the National Lesbian, Gay, Bisexual and Transgender Conference. Two members shall be elected by the Disabled Members Caucus. Two members shall be elected by the Black Members Caucus. An equal number of Reserve Standing Orders Committee members shall also be elected. At least 50% of places shall be held by women".

- 2) Disabled Members' Conference Bulletin - April 2016 states – “Four members elected by the National Disabled Members' Conference (plus two reserves); two members elected by the Lesbian, Gay, Bisexual & Transgender (LGBT) Caucus (plus two reserves); two members elected by the Black Members' Caucus (plus two reserves). At least half the members from each constituency must be women”

Conference notes that there is no published written information that we have been able to access despite our extensive efforts to ascertain - how many members constitute the membership of the National Black Members' Standing Orders Committee, how the members of the Committee should be elected and the gender composition of the Committee.

Conference recognises that each Self Organised Group in our Union is empowered to determine certain arrangements to govern itself, within the rules of the Union. However, we believe that given the important and crucial role that the National Black Members' Standing Orders Committee carry out, that its arrangements for elected members to the Committee should be captured in a written format.

Conference also believes that there is a compelling case for the arrangements governing the National Black Members' Standing Orders Committee to be reviewed and be updated.

Conference believes that written guidance and information represent good and professional practice; gives clarity; is forward thinking and will show a Self-Organised Group (in this case, Black Members) that does not stand still in time or going backwards but a Group that is prepared to move forward and upwards, to update and continuously improve. We can serve as an example for other Self Organised Groups and Bodies in our Union. This is an additional opportunity for us to show leadership.

Given the current absence of written information and guidance about the number of elected members for the National Black Members' Standing Orders Committee, how members are elected, the gender composition and the compelling case to review and update its current published information and practices, Conference instructs the National Black Members' Committee (NBMC) to:

- 1) Review the current arrangement – written or otherwise - for the election of members to the National Black Members Standing Orders Committee, with specific attention to the number of elected members, how members are elected and the gender composition.
- 2) Consider a format of membership in which each Unison Region that has a Regional Black Members Self Organised Group, to have the opportunity to elect a member from that Region in accordance with Unison's Rules on proportionality in terms of gender, to serve on the Black Members Standing Orders Committee.
- 3) Consider consulting or having a discussion(s) with other Committees, Bodies or Significant Personnel in Unison including the National Executive Committee, should this be required or if it is felt that it would be beneficial, about the current arrangements and, the suggested revised format for the National Black Members' Standing Orders Committee as articulated in point number 2 above.
- 4) Update the current guidance/information on the National Black Members' Standing Orders Committee with information pertaining to its current membership – to include the number of members, gender make up and provide written reasons/rationales for this, whether the decision is to retain the current format of membership or a revised format as outlined above – point number 2.

- 5) Report on the above at the National Black Members' Conference – 2018. The Report to include a suitable date for the revised format to be implemented.

Submitted by: Northern Region

NBMC Policy: Defer

M28. Bullying of Black workers in the workplace

This conference notes historical evidence from the TUC has shown that Black workers are reluctant to use the employer's policies that are put in place to protect them and fear the ramifications as a result of reporting instances of bullying and discrimination.

In a UNISON survey from 2009, the evidence revealed that Black women employees are twice as likely to be bullied as their white colleagues. For example, 52% of Black Caribbean, 56% of Black Africans, and 51% of UK-born Black employees reported being bullied compared to 33% of white employees. This increased to 67% when those in the category 'Black other' was included. Workers within other ethnic groups have also experienced high levels of bullying.

This conference calls upon the National Black Members' Committee (NBMC) to:

- 1) Work with Regional Black Members Committees in producing guidance on how to reduce the bullying of Black workers in the workplace. The guidance needs to address how to deal with bullying early before it has escalated and become intolerable and stressful.
- 2) To liaise with other sections of the union to raise awareness that Black members should not fear the policies that are put in place to protect them and feel confident that the union will support them if they are suffering from any form of bullying.

Submitted by: South East Region

NBMC Policy: Support

Amendment M28.1

After paragraph 2, insert a new paragraph:

"With UNISON's recent Equality Survey 2016 highlighting that over 40% of those who did not report instances of discrimination cited fear of being picked on or being victimised, and well over a third thought the issue would not be taken seriously. Black members were cited as the second highest with race standing at 27% who had either experience or witnessed discrimination"

Submitted by: National Black Members' Committee

Amendments Ruled out of Order

All amendments received by the Standing Orders Committee were approved for submission to this agenda.



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