



# **2018 National Black Members' Conference**

## **Preliminary Agenda**

**19 - 21 January 2018**

**BT CONVENTION  
CENTRE LIVERPOOL**

# **2018 National Black Members' Conference**

## **UNISON PRELIMINARY AGENDA**

**BT Convention Centre**

**19 January 2018 to 21 January 2018**

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### **Organising and Recruitment**

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Recruitment & Organisation

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#### **1. Practical steps to involve young Black members**

This Conference welcomes the recent initiative by the Greater London Region Black members which saw a group of young Black members attending an informational and educational seminar.

This Conference believes this is an excellent example of the kind of work that Black members can undertake to ensure that lessons and life-experiences on organising to challenge racism and win equality are shared with our younger members.

This Conference also believes that this kind of face-to-face approach is probably the most important way of showing Black self-organisation's presence and value.

This Conference also believes that much more work needs to be done to reach out and involve young Black members more effectively, and to create the conditions in which young Black workers can be recruited and organised as leaders to sustain the union and Black self-organisation.

This Conference agrees that we need an organised programme of face-to-face contact with young Black members, with Black self-organised groups at branch, regional, and national level, setting targets of contacting and listening to the concerns of young Black workers. The aim of such contact would be to:

- 1) hear about their concerns in the workplace;
- 2) facilitate contact with other young Black members in the workplace, developing networks as appropriate;
- 3) encourage take up of UNISON training opportunities and delegate positions at Conferences and other UNISON forums.

This Conference calls on the National Black Members Committee to:

- a) seek to work with regional Black members to develop a programme of young Black member contact based on face-to-face engagement, supported with appropriate information (for example, a regional breakdown of numbers of young Black members by branch, whilst noting that the RMS cannot yet provide an entirely accurate picture), and with realistic, achievable targets;
- b) seek to consult with the National Young Members Forum on that programme;
- c) review the statistics from the equality survey 2017 as to what young Black members say about barriers to participation in the union;
- d) identify other means of reaching out to young Black members.

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## **UNISON PRELIMINARY AGENDA**

### ***National Young Members' Forum***

#### **2. Engaging Black youth in the political arena**

Conference notes that the fantastic general election campaign of Jeremy Corbyn had an electric effect on young people with an estimated two thirds of young people voting for Corbyn and a record turn out of young people of 64 percent.

Conference also notes the report from Runnymede Trust analysing the election results that stated that over two-thirds of Black workers voted for Labour. In addition notes the comments of Simon Woolley, Director of Operation Black Vote who said "that independent endorsements for Corbyn had helped to empower the young and Black (and ethnic-minority communities), what we did with some significant success was work on voter registration," he said. "In Croydon there was a fantastic turnout – an area with a Black and Minority Ethnic (BME) voter base of 32,000". In that seat, a minister was ousted."

Conference notes Corbyn's on line interview with the rapper JME was widely shared and he received backing from Stormzy and rapper Akala and #Grime4Corbyn group also helped him to engage with young people.

Conference, the Tories austerity programme has hit Black youths disproportionately with unemployment of 25 percent compared to white youth unemployment of 12 percent.

Conference notes that in addition in many areas Black youth also suffer disproportionately when youth services and community support programmes are cut. This has lead to Black youth involvement in community and anti cuts protests.

UNISON activists campaigning alongside youth in community protests should seek to involve young people in the trade union movement.

Conference believes that Black youth supporting Jeremy Corbyn together with Black youth involvement in the 'Black Lives Matter' protests over the past period shows the reawakening of Black youth in politics.

Conference therefore calls on National Black Members Committee to seek to work with:

- 1) The young members' forum and continue the initiative of recruitment and engagement of Black young people into UNISON.
- 2) Labour Link to explore how we engage and encourage Black youth participation in the political arena.
- 3) The regional contacts to support engagement of branch activities and local community campaigns i.e. pay campaign and public service champions.
- 4) branches to encourage them to link up with #BlackLivesMatter networks to take part in UNISON activities against cuts and privatisation.

And

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- 5) Encourage Black youth to join trade unions and join trade union campaigns as TUC £10 hour now campaign.

#### ***National Black Members' Committee***

### **3. Creating, Building and Strengthening Black Community links**

Conference, notes the damaging decline in numbers and workplace density as a result of job losses across various sector groups, disproportionately in local government where we have had a high concentration of Black member employment. This has reduced our effectiveness in the workplace, impact in collective bargaining negotiations and most importantly member engagement.

However, despite the 80,000 job losses in local government, UNISON is to be applauded on successfully maintaining its membership figures and Black members are still said to be 'most likely to join a union'.

Nevertheless, for Black members the issue of racism and discrimination still prevails and conference notes a continued trend of research that reflects some of the barriers Black members face by lack of engagement and representation across the public/private sectors in our regions and branches.

Encouragingly, the recent general election campaign, showed overwhelming support of Jeremy Corbyn and a more socialist leadership for the country demonstrating an eagerness of members to become involved in the democratic process, campaigning and participation in the decision making which affects their lives .

Throughout the year our National Executive Council General political fund support branch regional and national initiatives that encourage and involve our members in the community and in their wider communities via a vast range of diverse equality events.

These numerous events have helped increased membership, interest in the union and positive feedback as to UNISON's visibility. The events provide an opportunity to discover exactly what the union is doing for members, and how we as a union can be responsive to the real issues which concern them.

With deeply concerning issues for Black members which have never been more important, since the Brexit decision was taken. According to Home Office figures, of the 386,474 stops and searches made last year 58,397 were of people who self-identified as being Black or Black British. This is the equivalent of 31.4 stop and searches for every 1,000 Black people in the UK compared to white people for whom there were only 4.9 stop and searches for every 1,000 people. With evidence of racial bias in the criminal justice system, Black men are seven times more likely to be affected by 'stop and search', Deaths in police custody, the rise in racism and attacks specifically affecting women and children and elderly in our Black communities.

Following the Manchester bombing where figures for reported Race Hate crimes rose by 500 percent; the tragic deaths at Finsbury Mosque and acid attacks of young

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Asian people, Black African Caribbean men in the mental health system where unnecessary punitive force is applied such as tasers and the completely avoidable deaths at Grenfell Tower have served only to highlight the overall feeling of distrust and neglect felt by many in the Black community who insist that “Black Lives do Matter”.

We must continue to connect with and support our members affected by such events by building sustainable community engagement. Becoming more visible to our members offering support and allowing them to see the wider benefits of trade union involvement.

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

- 1) Where possible engage in specific work to connect with local Black community groups who do work in support of our members in their communities;
- 2) Explore how we might do some joint work with campaigning groups to support and follow up on the rise in racism on our streets and offer practical initiative to members who are affected;
- 3) Explore how surveys can be undertaken within the Black membership in different Service Groups to document experiences of racism within work and the wider community to provide a basis for further action and support;
- 4) Continue to support the yearly Anti-racism rally in London, Wales and Scotland;
- 5) To recognise the effectiveness of regional committee meetings in the community and political engagement of members and its ability to assist recruitment and consider reinstating regional Black member self organised group meetings where these reductions have occurred;
- 6) To encourage branches to continue with the Black member engagement events supported by the GPF process regionally and nationally at a local level in order to extend the reach and impact of building such community links to strengthen our union.

### ***National Black Members' Committee***

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#### **Negotiating and Bargaining**

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Negotiation and Bargaining

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#### **4. Race Equality Act – How far have we come since 1968?**

On 8 December 1965 the first Race Relations Act came into force in Britain. Prior to this, it was legal to discriminate against people because of the colour of their skin, and this act was the first in many equality legislation to promote non-discrimination and equality, the Act was amended in 1968. This year is a special one because it marks the 50th anniversary of the amended Race Relations Act. Yet many Black workers are asking not how far we have come since then, but how many gains have been reversed in recent years.

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We have seen many blatant examples of racism in our society and in our workplaces. In 1960's Britain, Black people were subject to overt and cruel racism, typically captured with the 'No Blacks, No Dogs No Irish' signs erected by white British landlords. At this time Black people had no legal protection from race discrimination, being denied jobs, access to services, and housing were still legal until the 1968 and 1976 Acts. The 1968 Act introduced the idea of indirect discrimination which has informed much of subsequent equality legislation today.

Today Black people are being scapegoated for austerity, they encounter race discrimination in the labour market and beyond, they face disproportionate cuts and austerity and they suffer more from casualisation, zero-hours contracts, low pay and poverty.

Throughout the period surrounding Brexit and the 2017 General election we witnessed an increasingly toxic debate around migration and race, creating an even more hostile environment for migrant and Black workers. As Black people we have contributed positively to British society and supported the public sector.

The most recent equality legislation is the Equality Act 2010 which came into effect from 1 October 2010. This Act, for the first time, gave the UK a single Act of Parliament, requiring equal treatment in access to employment as well as private and public services, regardless of age, disability, gender reassignment, marriage or civil partnership, maternity or pregnancy, race, religion or belief, sex and sexual orientation, now known as protected characteristics.

As a union we need to defend Black workers rights and resist further erosion of our legal rights, to ensure that this and successive governments make progress towards race equality and renew a commitment to race equality at work and the wider society. Black people are experiencing increasing levels of race discrimination, disadvantage and under-representation in the labour market, service provision and wider society.

At a time when we need more legislation and rights, there is major concern regarding the absence of focus on race equality particularly given the growing inequality for UNISON Black Members, their families and communities. Since 2010, we have seen an erosion of equality legislation, seen as nothing but 'red tape' by the previous coalition and the current Tory government.

The creation of the 1965 Act and subsequent amendments was intended to outlaw discrimination and give equal rights to Black people, yet we have seen very little improvement over the past 50 years. Young Black males continue to have the highest rate of unemployment, young people continue to be failed by the education system, there remains a massive health inequality between Black and White people, higher numbers of Black people will be housed in poor/substandard accommodation, and the criminal justice system is over-represented by Black people who receive consistently higher sentences. Fifty years on from the Act we should ask whether we need more legislation, more effective policy implementation or more civil society action to finally achieve racial equality in Britain in the 21st century.

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

- 1) Engage with the National service groups to highlight the issues and develop materials for branches and regions on how to bargain for equality;
- 2) Liaise with National Labour Link Committee to highlight these issues with all Labour Party politicians and office holders;
- 3) Utilise reports that highlight race inequalities in the workplace to hold public bodies to account.

#### ***National Black Members' Committee***

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#### **5. Black members losing out**

This Conference notes that UNISON's equality survey 2017 saw 461 Black members who responded, which equals 4 percent of the total who participated.

This Conference also notes that of those Black members, 50 percent said that their standard of living was worse than a year ago, compared with the overall survey which showed 43 percent of members said this. A 7 percent difference is a significant difference, outside the 3 percent margin for statistical error. This is a further erosion of the standard of living for Black members compared with the 2016 equality survey results, which showed 6 percent more Black members being worse off compared with that year's overall survey results.

This Conference further notes that this year's survey revealed for Black members (main survey figures in brackets) that in order to help balance their household budgets:

- 1) 23 percent (9 percent) had gone without a regular daily meal
- 2) 30 percent (17 percent) had gone without keeping their home warm
- 3) 66 percent (50 percent) had gone without an annual holiday
- 4) 53 percent (39 percent) were spending more on health care than a year ago
- 5) 39 percent (26 percent) were more in debt than a year ago

This Conference believes these shocking figures show that Black members are disproportionately disadvantaged, and that this information should at least be used to support the union's campaigns to win a better pay deal for members.

This Conference calls on the National Black Members Committee to:

- a) promote this information widely;
- b) seek out case studies on this issue to help support the union's campaigning on pay;
- c) call on service groups to use this information in bargaining;

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- d) examine what other statistical information is available that reveals the disproportionate impact the austerity agenda and pay freezes/cuts have had on Black workers and bring a report and with draft campaigning proposals to Black members conference 2019 on this issue.

#### ***National Black Members' Committee***

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#### **6. Black Workers Fighting Austerity**

This conference notes the austerity agenda following the economic recession of 2007/8 has resulted in a massive attack on public services. The public sector has shrunk as a proportion of Gross Domestic Product (GDP). This has led to fewer workers delivering services in an often highly stressed situation.

However, austerity for the richest 1,000 people has seen their wealth increase by 100 percent since 2010 according to the Sunday Times 'Rich List'. Their wealth increased by 14 percent in 2016/17 alone. It is estimated that the bosses of the UK's biggest 100 companies 'earn' an average of £5.3 million a year a staggering 386 times the pay of an employee on the Government's misnamed national living wage.

Black workers also suffer disproportionately when services are cut. However, Black Workers are playing a significant role in fighting the austerity agenda that effectively has taken money from the poor to give huge hand-outs to the rich.

The strikes in many public organisations of low paid privatised workers have been inspirational. School of Oriental and African Studies (SOAS) Cleaners, London School of Economics (LSE) cleaners, Barts Health Workers and numerous others where there are high proportions of Black workers show that collective action can fundamentally undermine division and discrimination.

The 2017 general election saw a major swing to Labour on the basis of Corbyn's manifesto, campaign and daily commitment to support workers fighting austerity.

This conference believes that the fight against austerity is crucial to Black workers being treated as equals in work. However there was workplace discrimination before 'Austerity'. Discrimination and division are at the heart of exploitation and history has shown that Black workers will be more ruthlessly exploited under this system in good times or bad.

As UNISON members and workers our collective ownership to protect public services and public sector workers under attack is fundamental and our track record in defending workers rights, organising vulnerable workers and tackling prejudice, discrimination and exploitation is vital.

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

- 1) Highlight in Black Action, official UNISON disputes, that have a significant number of Black members involved and profile or identify potential activist that we could support in their development in leadership positions;
- 2) Draw up an Action Plan to involve more Black members in the union as workplace representatives in their branch;

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- 3) Work with the Service Groups, especially health and Local Government, to develop an Action Plan and negotiating guide at all levels to tackle workplace discrimination in pay, conditions, recruitment and dismissal rates;
- 4) Work with the Labour Link to ensure that UNISON's programme for an alternative to austerity is promoted within the Labour manifesto and supported across the public sector by members in the workplace.

***National Black Members' Committee***

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### **7. Black graduates and Black workers pay gap**

Conference acknowledges that equal pay is an issue that affect not only Black graduates and workers. However, Black graduates and workers are more disproportionately affected.

Conference notes that once upon a time it was said that Black people are not in the top earners because of a lack of opportunity in education. Whilst some progress have been made on this, there is a lingering discrimination – a discrimination that now takes the form of keeping Black graduates and Black workers pay lower than their white counterparts.

Barriers to equal pay are not merely removed with education, including university education. It is also to do with the difficulties Black people face once they graduate from university and other educational institutions. Research from the Institute for Social and Economic Research at the University of Essex in 2016 found that Black graduates are between 5 and 15 percent less likely to be employed than their white counterparts six months after graduation.

A study commissioned by the Trade Union Congress (TUC) that was reported in July 2017 shows that:

- 1) Black workers whose highest qualifications are A-levels earn 10 percent less than their white peers.
- 2) Black workers with degrees face a 14 percent pay gap (£2.63 less per hour), while those with higher education certificates and diplomas face a 20 percent gap (£2.98 less per hour).
- 3) Black school leavers with a General Certificate of Secondary Education (GCSE) earn 12 percent less (£1.30 less per hour), and those with no qualifications face a 5 percent pay gap (45p less per hour).
- 4) Regardless of qualifications, Black workers get paid 8.3 percent less than white workers – costing them an average of £1.15 an hour.

Writing in the Law Gazette (18th June 2008), Anita Rice, quoting from a research by the Law Society, states – “Black solicitors earn 17 percent less than white solicitors”.

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Writing in the Financial Times – 25th July 2017, Abhishek Parajuli wrote: “the recent tranche of British Broadcasting Corporation (BBC) salary data shows that Black staff are paid far less than their white peers: only 10 of 96 on the highest earning list come from Black backgrounds. And not a single one makes the top 24. For a national broadcaster funded by license fees from a diverse national audience, the revelation that it is trying to buy diversity at a discount is embarrassing.” The article further notes that the BBC pay gap points to a problem that is pervasive across the UK economy.

Conference notes that several women signed a letter to the BBC about the gender pay gap and good on them and rightly so but, is not aware of any similar letter or action about the race inequality issue on pay at the BBC or other public or private organisations.

The Guardian Newspaper 7th August 2017 made the following observations based on various reports they consulted:

- a) Black families in the UK earn as much as £8,900 a year less than their white British counterparts.
- b) The income gap between Black workers and white workers in the UK is not a flash in the pan/a one off gap but it has been like this for a long time – in other words, it has been consistent and persistent.

There seems to be a deliberate effort on the part of Government and public companies to camouflage the problem of race disparity in pay because when they are asked about this – they produce information about how many Black people they employ. Lenny Henry called this – “fake diversity” – trying to bulk up diversity on the cheap by being keen to show how many Black people they employ instead of the gap between Black and white graduates/workers.

It is a known fact that equal pay makes good business sense. A report from McGregor-Smith, commissioned by the Government that was conducted in the last Parliament, found that Black workers are still being held back in the workplace and if they were to be paid fairly – on par with their white counterparts - the UK economy would benefit by some £25 billion per year.

Theresa May called the pay gap between white and Black workers “an injustice which cannot be allowed in twenty first century Britain”. That is how bad it is that even a Tory can come to such a conclusion. It is however disappointing, but not surprising what she proposed to do about it, namely, to get businesses that employ more than 50 people to report on the pay, age and level of seniority. How is this going to solve the problem of the disparity of pay between Black and white graduates/workers? Whilst there is a place for audits and information, it is not the solution. It must be accompanied by other real and strong measures, including measures of enforcements.

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So, to make a difference and, to have real telling and lasting impact, conference calls on the National Black Members' Committee, to do the following:

- i) Consider having a discussion with and seek the support of the National Executive Council to form a strategy to raise awareness nationally and regionally, about the pay gap between Black and white graduates/workers.
- ii) Consider having a discussion/consultation with the National Executive Council about the possibility of taking this up with the relevant body of the Labour Party and suggest to them to consider making this matter a policy priority.
- iii) Consider having a discussion with the National Executive Council about the feasibility of a campaign for the Government to consider legislation that would require employers to analyse and publish data according to race progression in employment, employment type and pay and, tough penalties for employers who do not comply.
- iv) Consider consulting with the National Executive Council on the possibility for Unison to hold a national Black workers and graduates equal pay day. One of the ways this could work is that a day is set aside each year to highlight the inequality of pay among Black workers and graduates.
- v) Consider discussing with the National Executive Council the feasibility of seeking alignment/coalition with the wider Trade Union Movement and other supportive bodies to develop actions to address the racial pay inequality in the UK workforce.

Every person, regardless of their race should be allowed to reach their full potential in the workplace and, should receive a fair and just pay.

#### ***Northern Region***

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#### **8. Black Workers and in-work poverty**

Conference notes that despite efforts to bring further equality into society, evidence shows that Black workers are still being held back in the work place. Inequalities in employment and income persist, and for many Black workers, this impacts upon their standard of living and make them experience poverty.

According to the Department for Works and Pension, Black people's employment has increased by 3.2 percent from 2010 to 2015 resulting in a reduction in the gap in employment rates between Black and white people. However, most of this growth in Black people's employment has not been favourable.

A report published by the Equality and Human Rights Commission titled, 'Healing a divided Britain: the need for a comprehensive race equality strategy' shows that Black workers are moving into more insecure forms of employment at higher rates than White workers. They were twice as likely (4.3 percent) to be in involuntary temporary employment in 2014 compared with White workers (2.1 percent). Black workers are more than twice as likely to be in agency work. This increased by nearly 40 percent between 2011 and 2014 for Black workers, compared with a 16 percent rise for White workers (TUC, 2015).

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The report also shows that the number of Black workers in low-paid jobs increased by 12.7 percent between 2011 and 2014, compared with a 1.8 percent increase for White workers.

Other analyses show that inequalities in pay between Black and white workers continue to exist and remain largely unrelated to Black people's qualifications. While Black education attainment have improved, these gains have not translated into improved outcomes in employment.

The pay gap between White and Black workers is at its widest for those with university degrees. Analysis of official statistics (by the TUC) shows that Black workers with degrees earn 23.1 percent less on average than White workers with degrees.

In addition Black people who leave school with GCSEs typically get paid 11.4 percent less than their White peers. The pay gap between White workers and Black workers regardless of their educational attainment, is 5.6 percent.

Alongside evidence of low relative pay, Black workers are over represented in low pay jobs. This trend has risen steadily over time. Overall, Black workers received lower pay than White people. In 2013, this was at an average pay of less than £10 per hour. Hours of employment, pay rates and job security all affect poverty risk. In the UK, part time workers are twice as likely, and the low paid three to four times as likely to be in poverty as all workers. As evidenced by the above trends for Black workers, this implies that most Black workers have increasingly been exposed to the risk of in-work poverty and reduced standard of living despite being in work. Black workers undertaking such employment find themselves disproportionately having to live in low-work intensity households (either in terms of the number of earners or hours worked) and households with low wage earners have a relatively high poverty risk.

Black people are more likely to be in poverty than white British even when they are in work due to the nature of jobs they are forced to do and the wages they are paid for similar work performed by white people.

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.

Conference notes that our union continues to challenge employers to ensure decent pay for all workers. However, it is clear that inequality exists in pay and opportunities resulting in lower work related incomes for Black workers and that further work is required to tackle the root of in work poverty amongst Black members.

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Conference recognises that the link between Black People and in-work poverty is complex. Conference therefore calls on the National Black Members' Committee to:

- 1) Undertake a survey amongst Black members in relation to posts held and wages earned workers.
- 2) Devise a work programme based on the findings of the survey that would enable Branches and Regions to highlight the issue and impact of in work poverty with employers and to produce appropriate material for Branches and Regions to use.
- 3) Encourage Branches to work with Employers to seek to ensure Black workers pay and work conditions are at par with White workers and opportunities are equally made available to both Black and White workers.

#### **Newcastle City**

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### **9. Zero Hours and Black Workers**

In recent news it has reported that the number of unemployment has hit a record low. What these statistics do not report is that a large proportion of this is because of the increase in zero hours contracts.

Employers have increasingly been turning to zero hours contracts as part of the general attack on staff terms and conditions that has accompanied the privatisation and cuts to funding across the public services. Under these contracts, an individual typically undertakes to be available for work but the employer does not undertake to provide any work and only pays for the hours worked.

We are aware that some individuals choose these contracts in order to meet with family commitments as flexible contracts around their personal lives be it taking care of children or elderly relatives are not available. However for many other vulnerable workers, many of them Black workers, is it not a choice.

A large number of zero hours contracts affect the low paid and the main features of these are Black workers (often not members so without the protection of UNISON) are disproportionately being affected. For these workers zero hours contracts have a negative impact in a number of ways:

- 1) There is no guaranteed level of regular earnings;
- 2) the need to be available for work when required by the employer hinders the ability of staff to take up other employment;
- 3) the variability of earnings throws into doubt an individual's eligibility to claim various state benefits;
- 4) Zero hours contracts have also shown themselves to be more open to abuse than regular permanent contracts. For example, scheduling of working hours in the homecare sector that allowed no time for travel time between home visits has led to staff working considerably beyond their paid hours in some cases;
- 5) Uncertainty about hours offered each week can lead to fear among staff about complaining or raising issues concerning any aspect of the job or service.

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This motion calls on the National Black Members' Committee to:

- a) Undertake a survey of our members to enquire how many Black workers have taken on a second job who are on zero hours contracts.
- b) Consider ways to promote the values of trade union membership and Black members self-organisation and produce a basic guide for workers on know your rights.

#### ***Greater London Region***

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##### **Campaigning**

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Campaigns

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##### **10. Black Pupils Exclusion From Schools.**

Conference recognises that Black Caribbean pupils are significantly more likely to be permanently excluded from schools three times more likely than white pupils.

Black pupils are routinely punished more harshly, praised less, told off more often and more likely than white pupils to be identified as having behaviour related to educational needs.

Black pupils are disproportionately put in bottom sets.

Figures released by the Department for Education show that the total number of Exclusions went up just under 1,000 in 2015-16 compared with the previous year , up from 5,795 in 2014/16 to 6,685 which is the equivalent of 32.5 exclusions a day, up from an average of 30.5. Pupils with a black or mixed ethnic background were more likely to be excluded than their white counterparts who in turn, were more likely to be excluded than children of Chinese and Asian Heritage.

This issue is relevant to Black Members because for those pupils permanently excluded, consequences are damaging, it causes depression, a sense of isolation, their schooling is severely interrupted, and they often end up with an inferior education.

This Conference calls upon the National Black Members' Committee to take the following actions.

- 1) Include an article in Black Action, to highlight this problem.
- 2) Campaign to increase Black representation on school governing bodies.
- 3) Put pressure on the government to set specific national and local targets to reduce the disproportionate exclusion of black pupils.

#### ***Birmingham UNISON Branch***

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##### **11. The experience of Black people in Higher Education (HE) institutions**

Conference notes with alarm and concern the steady decrease in numbers of first-time applicants to university which has decreased by 5 percent for United Kingdom (UK) students and 7 percent for the EU students. These figures are particularly

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concerning when broken down by age group where we will find the number of 19-year-old applicants has fallen by 9 percent, 20-year-olds by 9 percent, 20 to 24-year-olds by 15 percent and 25 and over by 25 percent. This is particularly acute for people from Black communities where statistically we know there is a higher concentration of Black applicants in older groups.

This is similarly reflected in the nursing professions where the proportion of older applicants on average is always higher in Black applicants. This figure in the UK has gone down by 23 percent, 10 percent of whom are from the Black population and generally for overseas students coming to this country figures have fallen by a staggering 98 percent.

It is clear that such a reduction into academia for Black students reduces our potential to hold higher POSITIONS in the career strands and limits our possibilities for work development and advancement in the political arena, the justice system, other professional occupations and society as a whole. Financial disadvantage and low socio-economic status affects our standard of living, housing, health and in turn affects our children and their life chances.

Furthermore, the experience of Black students - our members amongst them- continues to be disproportionately negative (National Union of Students (NUS) report). It is reported by the NUS, that Black people are less likely to be satisfied with their educational experience and less likely to attain first class degree status in comparison to their white peers. It is said that there are institutional barriers and (critically) neglect of Black students.

A number of things are contributory factors to this poor experience for Black students poor socio-economic backgrounds, lack of academic skills and backgrounds in creating the level of debate required to argue at academic level, racial and cultural bias which exists from application right through to marking and this is reflected in first degree status. Black students also have also stated that there can be an inability to have their perspective as Black students recognised.

The prevailing lack of Black lecturers in Higher Education (HE) institutions contributes to a lack of empathy as to the experience of Black students who complain of the lack of support and constructive feedback. Many students feel marginalised and socially excluded. The inability of Black students on average to compete at the same financial advantage precludes them to increased stress, and the requirement for additional specific support as they go through their studies, this however is deemed to be lacking and if it is provided, it is unlikely to be culturally sensitive.

Conference asks that this critical issue is highlighted and therefore calls upon the National Black Members' Committee to:

- 1) Highlight the recommendations of the NUS Race for Equality report which suggests action on a number of barriers to the participation of Black students in education via UNISON media;

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- 2) That specific campaigns as to the decrease in numbers of students to university should highlight the particularly negative experience and reported disadvantage of Black students;
- 3) That we should recognise and challenge racism at every level of education institutions just as UNISON has continued to do in other public sector occupations with its "Challenging Racism in the Workplace" toolkit;
- 4) Highlight the impact of the institutional racism that prevails, and provide education as to the terminology of unconscious bias amongst the membership in Black Action and UNISON media;
- 5) Request that regular audit be made of the employment levels of Black staff in further and higher education institutions via our own structures in these sector groups in order to inform our campaigning work and the wider political debate such as with the Higher Education and Research bill in the House of Lords;
- 6) Explore and discuss how to best document the experiences of Black students who have been supported via the UNISON bursary scheme and other financial initiatives which have enabled access into HE and FE in order to gain more specific knowledge which could support improvements in the system;
- 7) Continue to work with the UNISON Learning and Organising team and NEC Black representatives to ensure the use of the bursary scheme is being widely encouraged within regions and branches and promote this via UNISON media.

### **National Black Members' Committee**

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#### **12. 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 to:

Work with the National Executive Council and appropriate committees to campaign to increase the opportunities for Black career progression in workplaces.

### **South East Region**

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#### **13. Statistics and Non-Statistics Re Black Workers**

This conference is concerned that there is anecdotal evidence that:

- 1) Black workers do not receive equal secondment/training opportunities.

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

- 2) Black workers leave school not proportionally achieving the same as their counterparts.
- 3) Black workers do not climb the career ladder at the same speed as their white co-workers.
- 4) Black workers are not proportionally represented in the boardroom.
- 5) Black workers, proportionally, do not receive such support as referrals to Access to Work/'Reasonable Adjustments' in a timely and supportive way, which impacts on their well-being and health in the workplace.

This conference therefore calls on the National Black Members' Committee to utilise the data from the UNISON audit report 2016 and form an action plan to:

- a) Campaign and re-affirm its commitment to promote the use of Challenging Racism in the Workplace tool kit for equality representation;
- b) Discuss how equality training and development can be enhanced in regions and branches with UNISON Learning and Organising Services to ensure appropriate support is being offered to Black members;
- c) Seek to review the Access to Work initiative and how this is applied across Service groups as part of their equality work strategy and bargaining agenda.

### ***National Black Members' Committee***

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#### **14. Challenging hate crime and supporting victims**

Conference is deeply concerned that there has been significant rise in hate crime cases in the UK.

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. 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 who 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 (their race, religion, sexual orientation, disability or gender identity).

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.

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

Black members are again feeling the brunt of this hatred in workplaces and in our communities. Immediately following the UK narrowly voting for Brexit last year there were numerous reports of Black people and immigrant families being targeted for racial abuse, with an estimated 42 percent increase in hate crime attacks on these groups in one month alone.

Recent terror attacks have also seen spikes in race related hate crimes in the immediate aftermath – there was a 50 percent increase in attacks immediately after the Manchester bombing, and a 34 percent increase after the London Bridge attack, compared to 2016.

There is no excuse for hate crime.

Conference calls upon the national Black Members' Committee to work with the National Executive Council to:

- 1) Raise awareness and understanding about hate crime and how to report it, via UNISON's branches, regions and national committees;
- 2) Encourage regional Black members' committees to arrange hate crime awareness training;
- 3) Produce a leaflet to raise awareness of the issues, reporting and combating hate crime, which can be distributed at UNISON events and conferences.

### ***National Women's Committee***

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#### **15. Hate crimes and mate crimes**

Conference welcomes the work that has been done by UNISON thus far on hate crime.

According to a report by the Equality and Human Rights commission called 'Disabled people's experiences of targeted violence and hostility', Black disabled people are even more likely to be vulnerable to hate crimes. The report notes that 'recognition of multiple identities (and hence multiple discriminations) suggests that disadvantage can be compounded.' The report highlights the fact that a disabled person with a visible impairment is more likely to be targeted than one with an impairment that isn't visible, and if they are also Black then this visibility is emphasised. One stakeholder reported that 'Asian and black youth are more likely to be victimised at night. So if you have a learning disability and your ethnicity makes your disability more visible, you get targeted.'

Although there is at present little research in this area, it stands to reason that if Black disabled people are more at risk of suffering from hate crime, that they would be more at risk of suffering from mate crime also. Whilst there is no statutory definition of a 'mate crime', according to the Welsh government it is the term given to 'the befriending of people, who are perceived by perpetrators to be vulnerable, for the purposes of taking advantage of, exploiting and/or abusing them. This can strongly be associated, but not exclusively associated, with people with a learning disability, learning difficulties or mental health conditions.'

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

Conference, hate crimes are on the increase and mate crimes are often under-reported. It is vital that our disabled Black members are aware that these are criminal offences and know how to go about reporting them.

We call on the National Black Members' Committee to:

- 1) work with the National Disabled members committee and other self organised groups to produce guidance for branches on how best to recognise hate crimes and support members affected by this. This would include information on where to report hate and mate crimes.
- 2) produce a bargaining factsheet around hate crimes and 'mate crimes', which includes the Crown Prosecution Service (CPS) prosecution processes and witness support.

### ***National Disabled Members Committee***

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#### **16. Under reporting of hate crime against Sikhs**

Conference notes that it is widely acknowledged that there is under-reporting of anti-Sikh hate crimes. In recent years Sikhs have been susceptible to attacks, in particular due to their distinct identity in the form of the Dastar (turban) or other religious iconography.

In some cases Sikhs are the victims of hate crimes where the perpetrators are in fact motivated by Islamophobia. British Sikhs have been invisible to the government since 9/11 despite increased levels of discrimination and hate crimes, with the political elite failing to properly represent British Sikhs and the issues that concern them. Sikh men are more vulnerable than women and the most common places where discrimination is experienced are airports and on public transport.

Hate crime is not and never will be acceptable in Britain, however, it is important that mechanisms exist for accurately recording anti-Sikh hate crimes in order to effectively challenge them as well as providing support for the victims and their families.

Sikh Aware UK, is the first ever hate crime monitoring platform for the Sikh community in the UK and has been formed in partnership with organisations such as Network of Sikh Organisations, Khalsa Foundation, City Sikhs, Metropolitan Police Sikh Association, West Midlands Police Sikh Association, Home Office Sikh Association, Sikh Network, Sikh Helpline, Sikh Women's Alliance and Gursevak Trust.

Sikhs will be able to access Sikh Aware UK online to log anti-Sikh hate, discrimination, harassment and racism in all forms including all incidents of hatred where Sikhs are victims, however this needs to be promoted widely in order that hate crimes against Sikhs are correctly recorded and acted on.

## **2018 National Black Members' Conference UNISON PRELIMINARY AGENDA**

Conference is pleased that UNISON is:

- 1) Developing a campaign leaflet and bargaining fact sheet that outlines what Hate Crime is and signposting victims for support.
- 2) Holding a Hate Crime Workshop that will update on this work and give a real initiative and focus on what action can be taken for victims of hate crime.

In order to assist with this further, conference therefore calls upon the National Black Members' Committee to:

- a) Promote Sikh Aware UK through Black Action, InFocus and other UNISON publications, along with other affiliated organisations that support UNISON's campaign;
- b) Explore with UNISON's Labour Link Forum and other bodies such as Sikh Network how we can ensure all hate crime is correctly reported and signpost victims for support;
- c) Encourage support of Sikh Aware UK through our National campaigns and factsheets and guidance to regions and branches to support these activities;
- d) Consider inviting a representative of the Sikh Council UK to a workshop/fringe at the 2019 Conference.

### ***National Black Members' Committee***

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#### **17. Unfair Immigration Policy**

Conference believes the current immigration process leads to unfavourable treatment of Black workers who do not have full legal rights to reside in the UK. They face a large number of issues including:

- 1) Application Fees : The basic ILR (Indefinite leave to remain in UK – permanent stay) fee of £1875 per applicant is definitely exorbitant and puts majority of Black workers t a disadvantage, as they are unable to afford this high cost plus additional quality legal representation. The premium ILR fee of £590 per applicant for a 2.5 hour response time is even more exorbitant.
- 2) Immigration Health Surcharge: The immigration health surcharge is tantamount to a double taxation on in-country ILR Applicants as such applicants already pay National Insurance. For instance a 30-month discretionary leave to remain attracts an additional surcharge fee of £500 per applicant, which translates to £2000 for a family of 4 persons, added to their application fees.

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

- 3) Application Process and Right of Appeal: The right to appeal has been virtually replaced by what is now Administrative Review by the Home Office that may not be necessarily followed by an appeal to a court, but by removal. This makes the Home Office both the "accuser" and "judge" in its own matter. Applicants could be denied the right to exercise Article 8 of the European Human rights Act with regard to their right to enjoy the benefit of extended family connections here in the United Kingdom. Applicants who have children born here or brought in and have stayed with the applicant for upward of 7 years may be deported along with the applicant, which may not necessarily be in the best interest of the children.

Conference condemns the Immigration Skills Surcharge which places a financial burden on employers seeking to recruit the best candidates regardless of nationality.

Conference call on the National Black Members' Committee to:

- a) Request Labour Link discusses with the Labour Party how to reform the immigration system when it gets elected into government.
- b) Raise these issues with the UK Home Office.
- c) Work with organisations, who have a record of best practice in supporting Black people on immigration issues.
- d) Raise awareness in Black Action and encourage all members to raise this with their MPs.

### ***Eastern Region***

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#### **18. Dementia the Effects on Black People**

Dementia is not a disease in fact; it is a group of signs and symptoms. Some of the symptoms may include memory loss and difficulties with thinking, problem-solving or language and a person with dementia may also experience changes in their mood or behaviour. Dementia is caused when the brain is damaged by diseases, such as Alzheimer's disease or a series of strokes.

Dementia does not discriminate, it is estimated that, the numbers of people with dementia in the Black community in England and Wales are far higher than previously thought yet their needs are often being overlooked.

Many of the people from the Black community living with dementia will receive no support or will be diagnosed too late for symptomatic treatments to help. We believe that it is important for Black people in the community and specialist dementia services to share knowledge and expertise to improve the quality of services.

At present it's reported that there are approximately 800,000 people living with dementia in the UK, 15,000 of whom come from Black communities. This number is set to increase seven-fold to over 170,000 by 2051. This is a significantly bigger leap than the two-fold increase expected amongst the rest of the population, as people who moved here between the 1950s and 1970s are reaching their 70s and 80s.

Despite this increase, awareness of the condition in minority ethnic groups is low and current provision of appropriate support is lacking.

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

We know that the Black community takes a disproportionate impact of the cuts since the Tory Government austerity measures, this has worsened.

In the UK there has been very little work done on the impact of dementia in Black communities. However, there are increasing indications that the prevalence of dementia in Black populations is greater than the white population.

Conference calls on the National Black Members' Committee to work with the National Executive Council:

- 1) To encourage local Services to meet the needs of people with dementia from Black groups within the community.
- 2) To encourage that specially designed services e.g. memory cafe are provided locally to meet the needs of people from a diverse range of backgrounds.
- 3) To lobby Public Health England to lead on preventative work to protect people from Black communities who are at greater risk from developing dementia.
- 4) Encourage Branches to support service providers to create new services for people with dementia which explores the experience of people with dementia from the Black community by providing mandatory training on cultural needs.

### ***South West Region***

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#### **19. Mental Health and Employment**

Conference, employers are failing in their duty of care towards staff with mental health issues. Black Staff with mental health issues are not malingerers, faking it or simply seeking attention.

They have a genuine illness which can be difficult to identify, treat and manage and managers and staff should show greater tolerance and patience toward staff with mental health issues.

UNISON should continue to work to promote greater awareness of mental health issues amongst employers and management through the various activities and research health packs available to activist.

One of the major factors in mental health issues is that the same issue, such as depression, anxiety or Post Traumatic Stress Disorder (PTSD), can and will impact individuals differently, and as such cannot be painted with a broad brush policy and must be dealt with on an individual basis.

A significant number of mental health issues can result in physical issues such as a depressed immune system which leave people susceptible to illness, fatigue, headaches and other difficulties.

These physical symptoms and illnesses should be treated as part of the mental health issue, not as a separate unrelated issue that would attract formal warnings if taken in isolation.

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

Managers should be required to seek the advice of HR Support, Occupational Health, taking into account reasonable adjustment, and any other suitable resources, and must be able to demonstrate that every consideration of potential reasonable adjustments and support have been undertaken prior to any formal action being carried out.

The improvement of the Occupational Health referral system is essential, as the use of scripted questions can be counterproductive and doesn't allow for the individual nature of an illness to be discussed and taken into account.

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

- 1) Encourage and continue to promote awareness of mental health issues for Black workers in the workplace;
- 2) Examine and discuss how training can be provided to activists to ensure that through the campaigning and bargaining agenda with employers, all managers and staff attend at least basic levels of training on mental health issues, in order to provide them with the adequate knowledge to deal with mental health situations;
- 3) Ensure that literature is developed and provided to Black members;
- 4) Continue to promote awareness amongst activists of the importance to ensure employers are aware of the necessity to train managers in mental health and how to support and engage Black workers;
- 5) Promote tolerance of Black mental health issues in the workplace amongst employees and the wider community.

### ***National Black Members' Committee***

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#### **20. 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 percent of Black Caribbean, 56 percent of Black Africans, and 51 percent of UK-born Black employees reported being bullied compared to 33 percent of white employees. This increased to 67 percent when those in the category 'Black other' was included. Workers within other ethnic groups have also experienced high levels of bullying.

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

This Conference calls upon the National Black Members' Committee 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.

#### ***South East Region***

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### **21. Homeless Black Lesbian, Gay, Bisexual and Transgender (LGBT) asylum seekers**

Conference notes the continuing national housing crisis and the exponential rise in homelessness.

Conference welcomes the introduction of the Homelessness Reduction Act 2017 which extends the previous 28 day period for 'threatened homelessness' to 56 days and makes clear that a valid Section 21 notice (Housing Act 1988) also constitutes being 'threatened with homelessness'. For many Black Lesbian, Gay, Bisexual and Transgender (LGBT) asylum seekers, agencies and advocates this change is important.

It means that those who have to vacate their accommodation on the granting of Leave to Remain will no longer be turned away by local authorities and asked to re-present on the day they are actually made homeless. However, many Black LGBT asylum seekers and refugees when presenting for a homelessness decision to their Local Authority still frequently receive 'non-priority need' decisions.

Much of the work undertaken to secure accommodation and access to appropriate benefits for Black LGBT asylum seekers is executed by organisations in the voluntary, community and social enterprise sector, many of which struggle to find solutions for clients who are refused Section 98 (Immigration and Asylum Act 1999) support which can leave them destitute and street homeless.

This was reflected in recent research by Refugee Action, showing that more than half of people in crisis had their Section 98 applications for emergency support turned down, with the vast majority being approved when decisions were challenged.

Many organisations and advocates support their Black LGBT service users through the re-housing process which can be protracted and have significant impact upon the service user's mental health. Access to community mental health services provided by statutory authorities is frequently time-limited and subject to long waiting lists potentially compounding existing mental health issues.

These issues are additionally compounded by the fact that services are being delivered in a post-Brexit austerity climate which has seen a resurgence in the stigmatising and scapegoating of asylum seekers and refugees by media, extremist groups and some political parties.

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

Conference believes UNISON should actively challenge this and call for the provision of appropriate, responsive and publicly-funded services for those members of the Black LGBT community who seek asylum and refuge in the UK.

Conference calls on the National Black Members Committee to:

- 1) Continue to raise these issues through Labour Link structures and Members of Parliament.
- 2) Continue to highlight the work of and campaign with organisations supporting LGBT asylum seekers and refugees through all appropriate media.
- 3) Work with the National LGBT committee and the Community Service Group Executive to highlight cases where funding is cut/discontinued for organisations supporting LGBT refugees and asylum seekers.
- 4) Encourage branch and regional Black Members groups to support the work of organisations such as to Stand Up To Racism.
- 5) Continue to work with the Local Government, Health and Community Service Group Executives to ensure that these issues remain on UNISON's wider campaigning agenda.

#### ***National Lesbian, Gay, Bisexual and Transgender Committee***

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#### **22. Building on the success of the London Mayoral Election**

This National Black Members Conference notes that whilst Jeremy Corbyn and Labour did not win the General Election on 8 June 2017 they far exceeded expectation and substantially damaged Theresa May and the Tories ambitions of a Tory overall majority.

Labour won 40 percent of the vote nationally. This was due to an inspiring manifesto, increase in the voter turnout especially amongst young people and the electorates enthusiasm for Jeremy Corbyn and Labour's message of hope. UNISON's campaign to encourage our members to use their vote and to vote for public services must also be recognised.

Analysis of the results by the Runnymead Trust suggests that Black voters strongly backed the Labour party. Based on the results in the seats where half the UK's Black population lives, Labour is increasing its Black vote share, with around two-thirds (over 65%) supporting Jeremy Corbyn's party. As a result of this vote share, the Conservatives lost three of the top ten most diverse seats they held before the election: Croydon Central, and Enfield Southgate. This follows losses in 2015 in Ealing Central and Acton, Ilford North and Brentford & Isleworth, seats that the Conservatives targeted in 2017 but drifted further in Labour's direction and may plausibly be viewed as safe unless the Conservatives increase their Black vote in future.

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

Importantly we saw an increase in the diversity of Members of Parliament (MP's) elected on 8 June and Parliament now has more than 50 Black MP's . This Conference congratulates all newly elected MP's including Eleanor Smith in Wolverhampton South West, the seat that was previously held by Enoch Powell. Eleanor was UNISON's first Black female President and continues to lead the way.

Whilst diversity in Parliament has improved, in local politics it very different. In May 2018 Metropolitan and unitary authority elections will take place including the London boroughs, where half of Britain's ethnic minorities live. But London's diversity is not reflected in the town hall council chambers. For example in Lambeth, "Black councillors" make up less than 20 percent of the elected members, despite the local population being 60 percent Black. This picture is reflected in many other ethnically diverse boroughs. It is much worse outside of London.

It is essential that our elected representatives reflect the diverse communities they represent and UNISON has a role to play in this. This National Black Members Conference therefore calls on the National Black Members' Committee to:

- 1) Consider how to best promote ways for Black members to find out more about becoming a Labour councillor through UNISON training and support.
- 2) 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.
- 3) Discuss with Labour Link how we can promote a campaign to maximise voter registration and the number of our members registering for a postal vote.
- 4) Discuss with Labour Link how we can build links with elected politicians to find solutions to current problems faced by Black members towards equality, employment , housing and health issues.

#### ***Greater London Region***

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### **23. The United Families and Friends Campaign**

West Midlands Black Members Self Organised Group (WMBMSOG) would like the National Black Members Committee to raise awareness of United Families and Friends Campaign (UFFC). UFFC is a coalition of families who have experienced the deaths of loved ones by the State. Whether by the police, prison or psychiatric settings. (Clinics, Hospitals).

The Lammy Review, An independent review into the treatment of, and outcomes for, Black, Asian and Minority Ethnic individuals in the Criminal Justice System published 8th September 2017, found 'greater disproportionality' in the number of Black people in prisons in England and Wales than in the United States of America (U.S.A.) Black people are 3 percent of the population and 12 percent of the prison population. Compared with 13 percent and 35 percent respectively in the U.S.A. Source Guardian 8th September 2017.

## 2018 National Black Members' Conference UNISON PRELIMINARY AGENDA

The UFFC demands that:

- 1) Prison deaths be subject to a system of properly funded investigation that is completely independent of the Prison Service;
- 2) Officers involved in custody deaths be suspended until investigations are completed;
- 3) Prosecutions should automatically follow 'unlawful killing' verdicts;
- 4) Police forces be made accountable to the communities they serve;
- 5) Legal Aid and full disclosure of information is available to the relatives of victims;
- 6) Officers responsible for deaths should face criminal charges, even if retired.

Below are some of the families involved in the coalition:

David 'Rocky' Bennett (died in psychiatric custody in 1998), Sarah Campbell (died in Styal prison in 2003), Sean Rigg (Police station August 2008), Kingsley Burrell Brown (Police restraint March 2011).

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

- a) Work with the National Executive Council to ensure this issue is publicised throughout UNISON at National and regional level with branches.
- b) Work with Labour Link to develop a campaign around this issue.
- c) Write an article for Black Action as soon as it is possible.
- d) Publicise in all Unison Media, Website, Unison Focus and U Magazine.
- e) Invite UFFC to send a speaker to Conference 2019.
- f) Invite UFFC to hold a fringe meeting at Conference 2019.
- g) Publicise their annual March & Rally held every October in London.

### *West Midlands Region*

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#### **24. Blood donation**

The National Health Service (NHS) Blood donation and Transplant reported that Black people make up just 2.7 percent of active blood donors, despite representing 10.4 percent of England's population.

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

Blood donation is required from all communities and ethnic backgrounds to meet the needs of all patients in England and North Wales now and in the years to come. Donations are vital to ensuring patients always get the treatment they need and some blood groups such as B Rh positive and O Rh positive are more prevalent among Black donors. Black donors are specifically needed right now because:

- some patients who receive frequent blood transfusions need blood to be closely matched to their own.
- a number of blood conditions, like sickle cell disease which is treated through blood transfusions, most commonly affect Black people.
- the best match typically comes from blood donors from the same ethnic background.

In the same article Jon Latham, Assistant Director of Donor Services and Marketing at NHS Blood and Transplant stated: 'Blood donors are amazing - every time they give up some of their free time and donate, they save lives. We believe they belong to the Greatest Team in the World! While people from all communities and backgrounds do give blood, only 4 percent of our blood donors who have donated blood in the last two years are from Black communities. This is compared to Black communities representing around 14 percent of the population. We want to try and redress this balance.'

Blood's main components are red cells, plasma and platelets. These are used to treat many different illnesses and conditions. Blood is often separated into its individual components, so patients can be given what they need, for example red blood cells or platelets. This is called blood component therapy. This means each blood donation can be used to treat different patients when it is separated.

Red blood cells contain haemoglobin, which distributes oxygen to body tissues, and carries waste carbon dioxide back to the lungs. Red blood cells are used to treat all kinds of anaemia (where people have low haemoglobin levels) including:

- 1) as a result of rheumatoid arthritis or cancer.
- 2) when red cells break down in newborn babies.
- 3) sickle cell diseases.

Red blood cell transfusions replace the heavy blood loss that can occur in an accident, during surgery or in childbirth.

White blood cells fight infection and are part of the body's defence system. White cell transfusions may be given to patients suffering from life-threatening infections whose normal defence mechanisms don't seem to be responding to antibiotics.

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

Platelets are crucial in helping blood to clot: they do this by clumping together to stop bleeding after an injury. They can be used:

- a) to treat cases of bone marrow failure.
- b) following a transplant or chemotherapy treatments.
- c) to treat leukaemia.

Plasma is the fluid that carries all blood cells and components. Plasma contains a large number of proteins and substances which are often important ingredients in medical procedures. Plasma includes:

- i) albumin - a protein useful for treating kidney and liver disease.
- ii) clotting factors - used to treat types of haemophilia and diseases where blood doesn't clot properly.
- iii) immunoglobins - these antibodies help protect against infections.

They have a short shelf life, so there is always need to top up the supply:

- A) red blood cells can be stored for up to 35 days.
- B) platelets can be stored for up to 7 days.
- C) plasma can be stored for up to 3 years.

This National Black Members Conferences calls on the National Black Members' Committee:

- I) To use Black Action and other UNISON communications to provide information on blood donation, the importance of more Black members giving blood and busting myths and concerns around the process.
- II) To survey members on their thoughts about blood and organ donation to get an accurate view of current perception and any barriers to donation.
- III) To encourage members to Register to be a blood donor and give blood. Also to register as organ and bone marrow donors and to then encourage their friends, family and colleagues to do the same.

### ***Greater London Region***

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#### **25. Bridge International Academies**

This Conference notes that the UK Tory Government have been supporting Bridge International Academies, a run for-profit school organisation in Africa whose ideology is not just to maximise profit but to replace skilled teachers with "tablet technology".

Bridge was founded by Harvard-educated Jay Kimmelman who received funds from techie millionaires Bill Gates (Microsoft) and Mark Zuckerberg (Facebook) as well as the UK's Department for International Development (DfID).

## **2018 National Black Members' Conference UNISON PRELIMINARY AGENDA**

Bridge says its “for-profit academies” can make money educating kids in the developing world by charging “at a price point accessible to families living on \$2 a day per person or less.” Bridge Academy profit from these very poor families by running schools cheaply because they have re-engineered the entire lifecycle of basic education, leveraging data, technology, and scale.” Behind that jargon lies another fashionable right-wing idea: expensive skilled teachers can be replaced by cheap unskilled tutors.

These unskilled tutors using computer tablets to display scripted lessons. The tablets also record attendance and assessment scores and track lesson pacing and pupil comprehension in real time.

Bridge charges parents about \$100 a year (excluding lunch fees). That’s big money for Africa. Education International — the global teaching union federation backed by Britain’s National Union of Teachers — put a great deal of effort looking into what was happening at the schools. It was bad. The Ugandan government soon agreed with the Education International findings.

In August the Ugandan Government ruled the 63 schools should close. After an appeal, the Ugandan High Court backed the closure and ordered the 63 profit-making schools, to close because the teaching was poor, and the conditions — ramshackle, unsanitary buildings that sometimes lacked toilets — were worse. The schools remained open until December to finish the pupils’ term.

This National Black Members Conference agrees it is the right of every child to have access to good education and the African children are no exception.

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

- 1) Discuss with the Black National Executive Council Representatives as to how UNISON may call on the Department for International Development to reconsider its funding to Bridge International Academy.
- 2) Consider how UNISON can show solidarity and lead the fight to raise the awareness on the struggle of our comrades in Africa as Teachers Unions in these Africa countries continue to be under attack.

### ***Greater London Region***

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#### **Efficient and Effective Union**

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Efficient and Effective Union

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#### **26. UNISON Challenging Racism**

UNISON's long history of campaigns challenging discrimination & inequality make us an attractive and welcoming union for black people. It is recognised Black member Self Organised Groups (SOGs) have been effective in raising these issues in UNISON and in the workplace.

However, racism remains prevalent in our workplaces, and society. Brexit has given rise to increased intolerance and the validation of treating people based on their race & background.

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

Black Members in UNISON must know that they can rely on all branch representatives to challenge racist incidents such as comments and racist banter in the workplace.

One of the core aims of the union, established in rule is to protect the rights of all members to be treated with dignity & respect irrespective of their race. This must be applied in the face of increased intolerance & racist incidents being experienced by Black members & their families.

UNISON has a responsibility to lead the way through our campaigns, bargaining agenda and labour movement.

Therefore, conference calls on the National Black Members Committee to:

- 1) Seek to improve the representation of Black members within the Union's structures by working with National Service Groups and Regional Service Groups to review their constitutions with the aim of maximising Black members SOG representation. To ensure that UNISON fair representation rules are maintained in the respective Service Group Executives and Committees, with regard to Black member representation.
- 2) Work with the appropriate UNISON bodies to seek to ensure all workplace representatives and branch officers receive equality training that includes challenging racism in the workplace and communities. This will help further promote a zero tolerance approach.
- 3) Regularly monitor the provision and uptake of equality training as described in point 2 and provide a progress report to National Black members Committee & the following years National Black Members Conference.

### **Cymru/Wales Region**

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#### **27. Access to immigration advice and representation**

Last year we presented a motion asking for access to immigration advice and representation for UNISON members. We also presented this motion to our own Regional Council. Unfortunately, there has been no change on the issue.

UNISON centrally continues to provide a much welcomed advice line through Joint Council for the Welfare of Immigrants (JCWI). In the absence of immigration advice being provided directly through UNISON it is vital to have access to that helpline. Locally, we also continue to have a very successful face to face monthly clinic with an immigration solicitor.

However our group feels that this still does not cover members sufficiently when immigration and employment issues meet. People are at their most vulnerable when they are on a restricted status and totally dependent on their employer. In those cases, time is often of the essence and support and representation are critical.

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

For Black members who are not fully settled in the UK or do not have British Citizenship, immigration is a major issue. In Northern Ireland over 99 percent of our Black members are migrant workers. This means that it is a crucial issue for many of our members and will continue to be for years to come as employers (Trust, Private nursing home companies) go on recruitment drives to India / Kerala and the Philippines on a regular basis.

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

Once again, Conference calls on the National Black Members' Committee to use their influence with all UNISON structures to give access to a more comprehensive immigration advice and representation service to its members.

#### ***UNISON Northern Ireland***

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#### **Motions Ruled Out of Order**

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Action not specific to the Conference

#### **Motion Addressing the Race Equality Gap in NHS**

The NHS, which generations of Black workers helped to build, still continues to depend on their hard work. It's the largest employer of Black people in England. Over 19% of nurses and 11% of non-medical staff in the NHS are non-white.

However, too many of our members are still experiencing racist discrimination in the workplace from across the spectrum of employment from recruitment to promotion.

In the 2013 NHS Staff Survey, 39% of Black staff compared to 63% of White staff felt that their organisation acted fairly with regards to career progression and promotion. In line with this 'The snowy white peaks of the NHS' report found that the Black population are largely excluded from senior positions both as NHS managers and as NHS Trust Board members in London despite 45% and 41% representation in the local population and the NHS workforce respectively.

The same report reviewed recruitment data across 30 NHS Trusts in England. The data indicated that the likelihood of white applicants being appointed is more than three times greater than that of Black applicants. Further, the report found no evidence that NHS Boards and senior management have become more diverse in recent years.

In looking at treatment at work the picture is not much better. Black staff are twice more likely to experience discrimination and to be disciplined at work in comparison with white staff (Archibond and Darr (2010)). The survey findings also showed that 29% of Black staff have experienced harassment and bullying from members of the public with some Black staff groups four times more likely than white staff to experience this.

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

It has been suggested that the experience of Black NHS staff is a good barometer of the climate of respect and care for all within the NHS. Statistics show that patient satisfaction decreases when levels of Black staff reporting racism increases.

EDC and UNISON's existing involvement which has put a special focus on race equality in the workforce. The NHS workforce Race Equality Standard (RES) has been prioritised as the best means of helping the NHS in England improve Black representation at senior management and board level, improving recruitment practices and to provide better working environments for the Black workforce.

Conference therefore calls on the NEC to seek to further ensure that the efforts behind the Race equality standard are delivered by:

- 1) Promoting the principles and progress of the standard so that branches are aware of this work and supported to engage with employers from Black background.
- 2) Working with the National Black members committee to inform, consult and engage Black members in the development and implementation of the standard and to exploit opportunities to recruit and organise Black members around the issues.
- 3) Using the good practice and lessons learnt, initiate discussion with the devolved nations to compare approaches to race equality issues for the NHS workforce, including examination of how countries are monitoring and – if required - closing the gap between Black and white staff regarding recruitment and selection, disciplinary action and access to non-mandatory training.
- 4) Highlighting the absence of equivalent research findings to reveal the absence of Black workers from promoted posts in Scotland and support the SBMC's call to Scottish Government to reveal the truth about discrimination in NHS Scotland leadership structures.
- 5) Requesting that LAOS ensure that UNISON's excellent member learning programme supports and encourages UNISON Black workers to develop the skills and confidence to fulfil their potential as managers and leaders at all levels in the NHS.

#### ***Scotland Region***

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Beyond remit of the Conference

#### **Motion Islamophobia and Prevent**

1. The referrals to Prevent have nearly tripled in the recent years, with an average of 11 people a day.
2. The Prevent agenda, as part of the Government's 'anti-extremism' work(CTSA) has been used to create an expansive surveillance architecture to spy on the public and to police dissent, systematically targeting Black people and Muslims.
3. Under Prevent, teachers/lecturers have been known to report students as being 'at risk of radicalisation' for merely taking an interest in political affairs in class, or for

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

observing their religion more closely, whilst politically active students have found themselves visited by counter-terrorism officers.

4. The Government's counter-terrorism/security policy is fundamentally flawed in its approach; its operant concepts of 'extremism' and 'radicalism' are ill-defined and open to abuse for political ends.
5. The Act further criminalises Muslims and Black people, and comes amidst a campaign of fear and Demonisation from the government.

This Conference Believes

1. Islamophobia is massively on the rise across Europe, and is often state-sponsored and legitimised by the mainstream media.
2. The government's identified 'warning signs' of "radicalisation" problematise and renders suspect those with mental health difficulties.
3. That the Act could serve to isolate many Muslims who already feel that the only avenue through which the Government will engage them is 'anti-radicalisation' initiatives, resulting in further alienation and disaffection.
4. The Act discourages free expression and analysis of ideas. Academics, as well as anyone in a public sector job, should not have to be part of this surveillance.
5. We fundamentally believe that public services workers should not be asked to undertake surveillance
6. The implementation of the Prevent Strategy has not only isolated Muslims but undermine the civil liberties of other groups such as environmental, political and humanitarian activists.
7. That the National Union of Students (NUS) and University and Colleges Union (UCU) have both passed motions at their conferences opposing the Act and Prevent.

This conference Calls upon NMBCC to:

1. To oppose the Prevent strategy and it join with other bodies for the duty to be scrapped.
2. To work within Unison and publicly on combating the Prevent strategy and its implementation.
3. To provide literature to educate members on the dangers of the CTSA and the Prevent Strategy.
4. To initiate discussions with employers to be more open and transparent about how they are engaging with Prevent and other similar initiatives. This involves: - Demanding publications of how the policy is operating within the public sector. - This includes access to materials used to train staff and students. - Holding consultations with our members regarding what effect this policy is having.

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

5. To Encourage Islamic Awareness and anti racist training and produce materials which tackle the myths and stereotypes around Islam and produce articles in our publications which tackles the myths and misconceptions around Islam.

**Salford City Unison**

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#### **Motion Maternity Health for African and Caribbean Women**

The first 1,001 days of life are critical to the physical, mental, emotional, psychological and social wellbeing of all societies.

The UK has been unique in the developed world for its regular collection of statistics surrounding childbirth and outcomes. Longstanding issues of disparate inequalities for African and Caribbean families have been demonstrated. However, despite many policy and practice initiatives the inequalities for these communities have persisted with profound lifelong and wide ranging impacts on their health and wellbeing and that of the UK society at large.

Midwives are the dedicated and chief practitioners of maternity care. On the whole, in countries where there are midwives, mortality and morbidity rates for mother and baby are lower. In the UK and England in particular there is a longstanding situation of poor care, poorer outcomes and reducing numbers of midwives. The latest review of maternity services in England revealed the need to significantly improve the service by developing models which meet the need of mothers and babies.

According to the Society of African and Caribbean Midwives (UK) childbearing women from African and Caribbean backgrounds continue to suffer needless death and damage arising from variable and substandard maternity care. Data shows that childbearing women in the UK from African and Caribbean backgrounds when compared with their white European counterparts:

1. are 80-83% at higher risk of unexplained severe maternal morbidity;
2. are more than three times more likely to die in pregnancy or in the year following birth;
3. are at higher risk of preterm birth and ensuing long term consequences;
4. are 50% more likely to suffer a stillbirth and
5. are at significantly increased risk of infant death

This Conference instructs the NBMC to work with the Society of African and Caribbean Midwives (UK) on their recommendations to the UK government to:

1. develop an evidence based maternity care structure which is culturally safe for mothers from African and Caribbean backgrounds;
2. develop care models in maternity services which elevates the voice of mothers to the centre of decision making and thus improve their outcomes;

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

3. develop within the current statistical collection of evidence by MBRRACE a forum specifically related to (an led by) the experience of the African and Caribbean communities and
4. develop other suitable mechanisms to reduce the historical inequalities for African and Caribbean mothers and babies, in particular those which so far are seen as 'unexplained'.

#### ***South East Region***

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#### **Motion Black Tutors in UNISON**

This Conference understands that there is a shortage of accredited Black tutors in UNISON. While there have been national Black tutor training courses in our partner unions many of those trained are no longer in UNISON. Regions are not getting the take up required to run tutor training courses which Black members could join. TUC trainers are suitably accredited but it may not be possible to get a trainer able to deliver a specialist course for Black members, eg personal development as a Black person in the "white highlands" (ie places with few Black people). Independent Black trainers may be already tutoring in our workplaces and communities and so well placed to deliver UNISON courses but are not accredited.

This Conference believes that:

1. UNISON members with the skills to be tutors should have access to appropriate courses so our tutors better reflect our membership;
2. Black members should have the same opportunities as white members to be trained to become tutors;
3. UNISON members need to see Black members undertaking the same roles as other members;
4. members in the "white highlands" will benefit from having courses delivered by Black tutors and
5. tutor training will be a good personal and career development opportunity for Black members.

This Conference instructs the NBMC to work with appropriate bodies inside and outside UNISON to:

1. identify the total of members accredited to deliver training for UNISON;
2. audit how many of those are Black, including which year they qualified and their Region;
3. agree targets for the numbers of UNISON Black tutors required to better reflect our membership;
4. develop national and regional Black Tutor Training courses to increase the number of Black tutors;

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

5. discuss with the other SOGs and Young Members Committees if joint SOG and Young Members Tutor Training would be appropriate at national and regional levels and

6. identify the resources available to fund the above courses.

This Conference instructs the NBMC to report back to National Black Members' Conference 2019 on progress with a recommendation for intervals for repeating this work.

### ***South East Region***

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Beyond the remit of the Committee

#### **Motion Impact of Stop and Search**

Stop and search has been a concern for a very long time. Despite concerted promises and efforts to tackle the problem, Black people - particularly our young people - remain at the centre of this injustice.

In Dorset – a Black person is 17 times more likely to be stopped and searched than a white person, with less than a quarter of these searches resulting in an arrest or any further actions.

There are many areas of the UK where Black people are more likely to be stopped and searched including:

- Sussex 10.5
- Warwickshire 7.6
- Surrey 7.3
- London 3.2

Almost 20 years after the MacPherson report into the Stephen Lawrence murder denouncing institutional racism in the met and other forces the statistics still show black youths being disproportionately targeted.

Theresa May when Home Secretary stated that she was prepared to legislate to curb the “excessive and disproportionate” use of the powers if the police record does not improve.

The actual numbers of stop and search overall are going down yes; and this is welcome but the racial bias continues and distrust grows exponentially.

Analysis of the impact of this is in its infancy but the early indicators are:

- Increase in gang membership as youths seek safety in numbers
- Mental disintegration as the search happens in a disrespectful manner that is dehumanising to our race and emasculating to our young men.

## **2018 National Black Members' Conference UNISON PRELIMINARY AGENDA**

- Increase in “street justice” as the police is not perceived as a credible source for justice
- Lack of confidence in Black communities with the Police.

We can ill-afford to lose another generation of youths to gangs, penal system or mental institutions.

Conference instructs the National Black Members' Committee to:

- 1) Work with Black community organisations to develop and promote proposals on how to reduce the frequency of the Police deploying Stop and Search tactics – and ensure that it is done in the most appropriate way if it is necessary.
- 2) Seek to work with UNISON Labour Link to brief MPs about the issue.

### ***Eastern Region***

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#### **Motion UN International Decade for People of African Descent (IDPAD) 2015 to 2014**

The UN member states, including the UK government, have agreed the need for an International Decade for People of African Descent (IDPAD) 2015 to 2014. In proclaiming this Decade, the international community is recognising that African and Caribbean people represent a distinct group whose human rights must be promoted and protected.

‘Whether as descendants of the victims of the transatlantic slave trade or as more recent migrants, they constitute some of the poorest and most marginalized groups. Studies and findings by international and national bodies demonstrate that people of African descent still have limited access to quality education, health services, housing and social security. ... They all too often experience discrimination in their access to justice, and face alarmingly high rates of police violence, together with racial profiling.’ (UN Website).

It is recognised that political participation by African and Caribbean people is poor both as voters and as political representatives.

This Conference believes that addressing the inequalities faced by African and Caribbean people can highlight the inequalities faced by other sections of the UK Black community so that they can also be addressed.

The promotion and protection of human rights of African and Caribbean people has been a priority concern for the United Nations. The Durban Declaration and Programme of Action acknowledged that African people ‘were victims of slavery, the slave trade and colonialism, and continue to be victims of their consequences’.

The Decade builds upon the International Year for People of African Descent 2011 around the theme “People of African descent: recognition, justice and development.” The main objectives are:

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

- 'Promote respect, protection and fulfilment of all human rights and fundamental freedoms by people of African Descent, as recognized in the Universal Declaration of Human Rights;'
- Promote a greater knowledge of and respect for the diverse heritage, culture and contribution of people of African descent to the development of societies;
- Adopt and strengthen national, regional and international legal frameworks according to the Durban Declaration and Programme of Action and the International Convention on the Elimination of All Forms of Racial Discrimination and to ensure their full and effective implementation.'

Following on from the UN examination on the UK government's work under the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) some of the GACuk delegation joined with others to form IDPAD UK Coalition. The elected Board then put out a call for priority areas of work which are now led by Working Groups. They include Maternal Health; Reparations; Improving Mental Health; the school syllabus; strengthening the African pound and racial profiling of African men.

The UN Committee on the Elimination of Racial Discrimination (CERD) is concerned 'that a shift of [UK government] policies away from special measures that are targeted specifically towards vulnerable groups may, in the present circumstances, exacerbate the inequalities that already exist on the grounds of race, colour, descent or national or ethnic origin' (CERD Concluding Observations October 2016). CERD recommends considering the adoption of a National Action Plan to combat discrimination against Africans. This should be done in partnership and consultation. CERD also encourages the creation of a programme of measures and policies to implement the Decade. The Coalition has contacted the UK government but been told that they have no plans to do work on the Decade.

This Conference instructs the NBMC to:

- 1) affiliate to IDPAD UK Coalition;
- 2) work with relevant bodies to raise awareness of the potential benefits of the Decade for race equality work and
- 3) work with IDPAD UK Coalition and other relevant bodies to encourage the government to live up to its UN commitments on race.

### ***South East Region***

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Could place the union in legal jeopardy

### **Motion Bullying of Black Members within UNISON branches**

Not printed on the advice of the legal officer

### ***South East Region***

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Delete - entered in error

### **Motion Black Pupils Exclusion from Schools**

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

Conference recognises that Black Caribbean pupils are significantly more likely to be permanently excluded from schools 3 times more likely than white pupils.

Black pupils are routinely punished more harshly, praised less, told off more often and more likely than white pupils to be identified as having behaviour related to educational needs.

Black pupils are disproportionately put in bottom sets.

Figures released by the Department for Education show that the total number of Exclusions went up just under 1,000 in 2015-16 compared with the previous year, up from 5,795 in 2014/16 to 6,685, which is the equivalent of 32.5 exclusions a day, up from an average of 30.5. Pupils with a black or mixed ethnic background were more likely to be excluded than their white counterparts who in turn, were more likely to be excluded than children of Chinese and Asian Heritage.

This issue is relevant to Black Members because for those pupils permanently excluded, consequences are damaging, it causes depression, a sense of isolation, their schooling is severely interrupted, and they often end up with an inferior education.

This Conference calls upon the National Black Members' Committee to take the following actions:

- 1) Include an article in Black Action, to highlight this problem.
- 2) Campaign to increase Black representation on school governing bodies.
- 3) Put pressure on the government to set specific national and local targets to reduce the disproportionate exclusion of black pupils.

#### ***West Midlands Region***

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Not competent

#### **Motion Repeal of Buggery Law in Jamaica**

Conference notes the continuing impact of colonial era sodomy laws in many countries around the world including Jamaica.

There are a high number of homophobic and transphobic violent crimes in Jamaica. However there is a complexity to the lived experiences of LGBT individuals on the island. In recent years Jamaican LGBT activists have worked hard to resist oppression and promote LGBT rights in the media and political debate.

The government has gone on record to say:

- 1) It is committed to the equal and fair treatment of its citizens, and affirms that any individual whose rights are alleged to have been infringed has a right to seek redress.
- 2) There is no legal discrimination against persons on the grounds of their sexual orientation

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

- 3) It is opposed to discrimination or violence against persons whatever their sexual orientation.

Jamaica's laws do not criminalise the status of being LGBT – only certain sexual acts. Being gay is not illegal but some sex between two men is. Herein lies the confusion within this law. This needs to be addressed and resolved. The comments from the politicians outside of parliament are not sufficient. Pressure need to be brought to the debate to move this unfortunate situation forward.

Conference instructs the NBMC to seek to work with the UNISON's International Department to engage with sister trade unions in Jamaica in supporting the current ongoing debate to repeal the buggery law.

### ***Eastern Region***

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#### **Motion Domestic Violence Against Men**

The ongoing fight against domestic violence has involved work to support women victims and the rehabilitation of perpetrators as we aim to stop violence and abuse. It is however becoming more apparent that the current processes aiming to tackle intimate partner violence appears to be failing to support men who are victims.

The statistics show 4.4% of men in year 2015/16 stated that they have experienced domestic violence in 2015/16, equivalent to an estimated 716,000 male victims.

While women are the overwhelming majority of victims of domestic abuse, 1,850 women were convicted of perpetrating domestic violence in 2007 and last year the convictions had risen to 5,640. A larger perspective of the issue is that more than 52,000 women have been prosecuted for assaulting their partners since 2006.

The concern also extends to victims who feel trapped by the perception pertaining to societal stigma or the cultural beliefs around the stature. This dictates their perceived role in the relationship which unfortunately quiets their voice about the violence they experience within the relationship.

The statistics show that around 29% of male victims will keep their abuse secret. Only 10% of male victims tell the police, 23% someone in an official position, and only 11% will tell a health professional.

On average, men live with an abuser for 2.6 years before seeking help. Coming from generations migrating from cultures or country that still struggle to effectively tackle domestic violence it is proving that Black men are no exception to the societal stigma.

The National office of statistic presents findings from the year ending March 2015 Crime Survey for England and Wales (CSEW) self-completion module on intimate violence, which is asked of adults, aged 16 to 59.

Overall, 27.1% of women and 13.2% of men had experienced any domestic abuse since the age of 16, equivalent to an estimated 4.5 million female victims and 2.2 million male victims.

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

The NSPCC reported that 18% of boys and 25% of girls had been victims of physical violence at the hands of their girlfriend or boyfriend. 4% of boys had been victims of severe physical violence (11% of girls).

Conference calls for the National Black Members Committee to develop action plans for the following:

- 1) To work with established agencies to bring more awareness to domestic violence on men
- 2) To explore and develop ways of how to best support Black men who are members of UNISON and experience domestic violence so they have more confidence to report their abuse.

### ***Eastern Region***

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#### **Motion Mental health care for asylum seekers**

We live in a globalised society and population movement is an integral part of this. Although the UK has increasing levels of inward migration, asylum seekers make up only a small proportion. There are many reasons why people choose to seek asylum, including fleeing from armed conflict, political and social unrest, persecution and sometimes exploitation in their country of origin. Asylum seekers are one of the most vulnerable groups within our society, most will have been subjected to torture, as well as witnessing the consequences of societal breakdown of their home country, with consequences for their mental health. Within this group are individuals more vulnerable still, including pregnant women, unaccompanied children and people with significant mental ill-health.

Asylum seekers are at particular risk of developing mental illness, including post-traumatic stress disorder (PTSD), depression and anxiety (Fazel et al, 2005). That risk is enhanced by their immigration status, time in detention, unemployment, absence of family support and complex asylum processes (Bhugra et al, 2014). Their needs pose significant challenges for mental health services.

Culturally, mental illness may not be expressed or may manifest as physical complaints. Stigma may also be attached to mental ill-health. Mental health problems such as depression and anxiety are common, but post-traumatic stress disorder is greatly underestimated and underdiagnosed. If these psychological problems are not addressed early on, they may develop severe and enduring mental health problems.

Conference, it is noted that the UK health services have a duty to serve the needs of the local population, including asylum seekers who have on the whole, the right to free primary and secondary healthcare as they are not allowed to work. According to the UKBA, services should be available as and when necessary, also urgent medical treatment should never be denied to any person, regardless of whether or not they are resident in the UK, or are able to pay in advance. However, there are restrictions on access to various types of support for different groups of asylum seekers with implications not only for those affected, but also for those services dealing with them. Refused or 'failed' asylum seekers on Section 4 under the Immigration and Asylum Act 1999, are struggling to access certain services as the rules are complex and are

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

often poorly understood. As a result, a shortage of mental health services for asylum seekers has been recognised.

Conference as you know, the UK government is a signatory to a number of international and national laws and covenants, committing them to human rights legislation which also covers those seeking asylum. Reducing inequalities, and health inequalities, is a government priority, and strategies must therefore also include action to address the needs of asylum seekers. It is therefore important for the UK government to meet their needs according to the political context as asylum seekers mental health matters.

Conference calls on for the National Black Members Committee to work with the National Executive Council and labour link to:-

- 1) Raise awareness on the importance of providing guidance and training to GP practices to increase registration of asylum seekers and to also consider alternative pathways for referral to mental health services.
- 2) To lobby Members of Parliament to seek a change in government policy to allow asylum seekers to access secondary and tertiary mental health services for free.
- 3) Highlight the need to have professionals with skills, understanding and an awareness of the impact of immigration, torture, detention and the asylum process to enable them to treat asylum seekers' mental health effectively.

### ***Northumberland Tyne and Wear Health***

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#### **Motion Double jeopardy and risk of homelessness for LGBT asylum seekers**

Conference notes the continuing national housing crisis resulting partially from the failure in the housing market, the lack of affordable homes for rent, lack of social housing, both sub-standard and unaffordable private sector rental provision and an exponential rise in homelessness.

Conference welcomes the introduction into law of the Homeless Reduction Act 2017 which amends Housing Act 1996 Part VII. This extends the previous 28 day period for 'threatened homelessness' to 56 days and makes clear that a valid Section 21 notice (Housing Act 1988) - that is an order for possession on expiry or termination of an assured shorthold tenancy - which expires within 56 days also constitutes being 'threatened with homelessness'.

For many asylum seekers and those agencies advocating on their behalf this legislation is welcome as it means that those in National Asylum Seeker Service accommodation who have to vacate their accommodation on the granting of Leave to Remain will no longer be turned away by local authorities and asked to re-present on the day they are actually made homeless. However, many asylum seekers and refugees when presenting for a homelessness decision to their local authority frequently receive 'non-priority need' decisions.

Much of the work undertaken to secure decent affordable accommodation and access to appropriate benefits for asylum seekers is executed by organisations in

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

the voluntary, community and social enterprise sector, many of which struggle to find solutions for their refugee clients who may be refused Section 98 (of the Immigration and Asylum Act 1999) support which can frequently leave them destitute and street homeless.

This was reflected in recent research conducted by Refugee Action, based on analysis of more than 300 asylum support cases showing people that people at risk of homelessness and with no means of supporting themselves are waiting an average of nearly two months for housing and the small amount of money they are entitled to for essential living costs, such as food, clothing and transport. The study shows that more than half of people in crisis had their Section 98 applications for emergency support turned down. However, the vast majority were approved when these decisions were challenged.

In addition, many organisations and advocates support their service users through the re-housing process which can be protracted and have significant impacts upon the service users' mental health. Access to community mental health services provided by statutory authorities is frequently time-limited and this can additionally compound any existing mental health issues the service user may have resulting from their flight from persecution in their country or origin.

For LGBT asylum seekers, these issues are compounded. Consequences of anti-LGBT legislation and attitudes mean many LGBT people have to flee their home countries and seek asylum within the United Kingdom (UK). However, as documented in a joint report conducted by Stonewall and the UK Lesbian and Gay Immigration Group (UKLGIG), No Safe Refuge, these refugees are not always greeted with open arms and can face discrimination and abuse within the UK asylum system. The report summarises the following:

- 1) LGBT asylum seekers face discrimination and harassment in detention centres;
- 2) Trans asylum seekers face threats of violence in detention;
- 3) Due to lack of training and in some cases discriminatory attitudes, detention staff fail to protect LGBT asylum seekers from abuse;
- 4) LGBT asylum seekers cannot fairly pursue their legal claim while being detained. They are required to "prove" their sexual identity or gender orientation which can be difficult due to being detained and some case workers have been known to request explicit material;
- 5) Detention has serious ill-effects on the mental health of LGBT claimants. With high levels of depression, self-harm and suicide reported;
- 6) Medical treatment fails to meet the needs of LGBT detainees;
- 7) Health care staff aren't equipped to respond to the needs of trans people;
- 8) LGBT asylum seekers find it difficult to settle back into society following experiences in detention.

## **2018 National Black Members' Conference UNISON PRELIMINARY AGENDA**

LGBT asylum seekers and refugees are a particularly vulnerable group who have little in the way of support structures; even if their claim has been successful they often have no community networks to seek support from. Many face isolation and continued discrimination.

All of these issues are additionally compounded by the fact that services are being delivered in a post-Brexit austerity climate which has seen a resurgence of racist stigmatisation and scapegoating of asylum seekers and refugees by some media, extremist groups and some political parties.

Conference believes that UNISON should continue actively challenging such views in addition to calling for the provision of appropriate, responsive and publicly-funded services for those members of Black communities who seek asylum and refuge in the United Kingdom.

Conference therefore calls on the National Black Members Committee to:

- a) Continue to raise these issues through Labour Link structures and with Members of Parliament;
- b) Continue to highlight the work of and campaign with organisations supporting asylum seekers and refugees through all appropriate media;
- c) Work with the community service group executive to highlight cases where funding is cut/discontinued for organisations supporting refugees and asylum seekers;
- d) Encourage branch and regional groups to support the work of and affiliate to groups sharing UNISON's values;
- e) Work with the LGBT SOG to develop joint approaches and where appropriate with our UNISON International colleagues and organisations such as Amnesty International, Stonewall, ILGA and UKLGIG to campaign against discrimination and raise awareness of the situation faced by LGBT refugees and asylum seekers within the UK and abroad;
- f) Continue to work with the local government, health and community service group executives to ensure that the issues raised in this motion remain on UNISON's wider campaigning agenda."

*Liverpool City*

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### **Motion United Nations International Convention on the Elimination of All Forms of Racial Discrimination**

This Conference notes that when the UK Government signed up to the United Nations (UN) International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) it committed to submit periodic reports on its work on ICERD.

The Convention defines what constitutes racial discrimination and sets out a comprehensive framework for ensuring that civil, political, economic and social rights

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

are enjoyed by all, without distinction of race, colour, descent or national or ethnic origin. ICERD also recognises the concept of 'substantive equality'. This means that when appropriate, states are required to take special measures to protect and promote advancement of racial groups that are particularly vulnerable to discrimination. The UK Race Equality Duty is a measure to advance substantive equality.

The UN Committee on the Elimination of Racial Discrimination (CERD) examines these reports and makes Concluding Observations with recommendations on possible improvements. CERD welcomes alternative views that make concrete suggestions on recommendations to pass on to the government. The Equality and Human Rights Commission (EHRC) submits a report as the recognised National Human Rights Institution (NHRI). Civil society/Non-Governmental Organisations (NGOs) are also able to submit their own shadow reports to draw attention to any gaps, inaccuracies or misrepresentations. NGOs can send delegations to brief CERD prior to the state examination and to observe the government examination session. EHRC has a separate briefing session where it gives evidence to CERD and is questioned. CERD members often base their questions on these reports and briefings.

About 12 UK shadow reports were submitted in 2016 with some like the Global Afrikan Congress uk (GACuk) and Runnymede Trust reports signed by over 60 other organisations. Runnymede Trust had about 12 of their signatories present for the briefings and lobbying in Geneva alongside a delegation of 8 from GACuk. The UK government had about 6 in their delegation of civil servants, only one a Black person.

Briefings allow NGOs to raise issues which may not make it into the final report but are in the official record such as higher levels of maternal deaths and stillbirths for Black people.

The CERD Concluding Observations published 3rd October 2016 included:

1. The need for NGOs to be consulted on the production of the government report.
2. Concern about data collection not being used to provide hard evidence. The UK government position is to integrate. It does not think it is right to single out any ethnic group even though what data they do have shows that Black people are in a worse situation in almost any area of society. Ireland, Scotland and Wales did produce better ethnic data.
3. There was concern that Employment Tribunal fees could act as a barrier to access to justice. There was a significant drop in race discrimination cases being logged at Tribunal when fees were introduced. A case brought by UNISON means that UK courts have now ruled these fees illegal and people will be reimbursed. However, Legal Aid cuts will continue to act as a barrier.
4. The need for a UK National Action Plan created in partnership with civil society and organisations specialising in human rights work. This Plan should have targets and resources to eliminate racial discrimination.

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### **UNISON PRELIMINARY AGENDA**

5. Concern that the government has no plan to mark the UN Decade for People of African Descent. The government believes that the research done by David Lammy MP and others and their Action Against Hate plan for tackling hate crime are indications of their doing well. Northern Ireland however has a Racial Equality Strategy 2015-2025.
6. The need for monitoring and reviews to ensure the criminal justice system did not use Stop and Search disproportionately against African and Asian people and that they are not over represented in all parts of the system except in employment.
7. The need for education in schools to improve how enslavement and colonialism are taught and to improve staff training to facilitate this and tackle issues such as attainment and racial harassment.
8. Looking at the situation of the Diego Garcians still not able to return home despite repeated UN reports calling for this.
9. Concern at high levels of racial abuse of Haitians living on Turks and Caicos Islands.
10. Employment in all areas needing better monitoring to improve Black people's access to employment, promotion, job security and terms and conditions.
11. The need to introduce effective measures so that Africans are not over represented in mental health institutions and not more likely to be restrained, secluded and medicated.
12. The lack of use of the powers to introduce special measures that could improve the lives of Black people when the data and reports clearly showed the need for action.

The UK was asked to address all of these issues and report back by 6th April 2020, especially on concrete measures to address Diego Garcia and discrimination against Africans. The government was asked to ensure the Concluding Observations were widely publicised and that subsequent reports were written with civil society involvement and were made readily available at submission. In practice the government will be expected to give an initial reply to the Concluding Observations after a year giving us an opportunity to follow up on issues.

This Conference instructs the NBMC to work with relevant bodies:

1. to raise awareness of the CERD process and its outcomes;
2. to make links with the government departments delivering work on ICERD to encourage better engagement and outcomes for Black people;
3. to encourage Black voluntary and community organisations to engage in the process;
4. to look at the Concluding Observations to identify areas which relate to our work and how they can be used to strengthen this work and

## 2018 National Black Members' Conference UNISON PRELIMINARY AGENDA

5. to monitor the UK government responses and work on the issues raised in the Concluding Observations;
6. to consider how the process can be used to give evidence for examinations relating to UNISON's international work and
7. to consider the appropriate UNISON report and delegation for the next examination.

### ***South East Region***

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Not sufficiently clear

#### **Motion Mental Health in the Black Community**

"The topic of mental health is sometimes considered taboo in some Black communities, despite the fact that in a given year an estimated 14.8 million people suffer from depression, one of the most common mental disorders.

Instead of receiving professional help for their depressive episodes, Black people are often told to "pray it away" by older family members who find solace in religion. Others are told to "bottle it up."

Very little research has been conducted on Black mental health and depression, but in the US a 2015 paper published in the Journal of Health Care for the Poor and Underserved found that black men suffering from depression "continue to underutilize mental health treatment and have the highest all-cause mortality rates of any racial/ethnic group.

In general, people from certain Black groups living in the UK are:

- More likely to be diagnosed with mental health problems
- More likely to be diagnosed and admitted to hospital
- More likely to experience a poor outcome from treatment
- More likely to disengage from mainstream mental health services, leading to social exclusion and a deterioration in their mental health.

These differences may be explained by a number of factors, including poverty and racism. They may also be because mainstream mental health services often fail to understand or provide services that are acceptable and accessible to non-white British communities and meet their particular cultural and other needs.

It is also likely that mental health problems go unreported and untreated because people in some Black groups are reluctant to engage with mainstream health services. It is also likely that mental health problems are over-diagnosed in people whose first language is not English.

Liverpool City branch call on the NBMC to engage with and where appropriate seek membership of the

## **2018 National Black Members' Conference UNISON PRELIMINARY AGENDA**

- Joint Commissioning panel for mental health
- Signpost members to community mental health support services who specialise in Black mental health.

*Liverpool City*

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### **Motion The cultural diversity of the United Kingdom should accommodate the teaching of its entire people**

Motion for Black Members Conference 2018

Research:

- A) Submission to the Department for Education for the Black and Asian Studies Association Consultation on National Curriculum History.

Who we are

We are a network of historians, archivists, teachers, parents and others researching, teaching and disseminating information on English/British and world history. We have more than thirty years of experience in education that includes the primary, secondary, tertiary, vocational and professional sectors. This understanding informs our submission.

We share many of the stated aims in the National Curriculum, as proposed by the Secretary of State. However, we do not believe that these aims can be achieved by the suggested content of the Curriculum. Rather we feel as it stands the Curriculum is divisive, misleading and could be considered as socially irresponsible. The reasons for this are set out below.

The Problem

We are expressing grave concern about the way English/British history is portrayed in the National Curriculum, in particular, the absence of the histories of people of African and Asian descent. We also recognise that the long history of African and Asian people in Britain is not the only omission, and that the contribution of women, the working classes and the poor as well as LGBT histories are also absent or marginalised. This submission, however, is focussed on our area of expertise.

What is Missing

There has been a long history in England/Britain of people of African and Asian descent. This can be seen from extensive written, visual, oral, etc. primary evidence. People of African and Asian descent have been part of the fabric of English/British history for more than two thousand years. There were African soldiers garrisoned near Hadrian's Wall, the skeleton of a wealthy African woman was found in York and an African man lived near Stratford-upon-Avon over 1,700 years ago. The exploits of Africans appear in the legends and myths associated with ancient and medieval England such as those connected to King Arthur and Robin Hood. Africans are portrayed in countless images, paintings and etchings from the image of the African in the Abbreviatio Domesday Book 1241, to the images of John Blanke on the

## **2018 National Black Members' Conference** **UNISON PRELIMINARY AGENDA**

Westminster Tournament Roll of 1511. 13th century skeletal remains of an African named the 'Ipswich Man' were the subject of the TV series History Cold Case. This programme has been broadcast across the world and yet the National Curriculum offers a narrative that ignores these findings.

Africans were a significant part of the English population during the Tudor and Stuart period as the work of Narrative Eye, Imtiaz Habib, Onyeka Nubia and Miranda Kaufmann has proved. And as the researcher John Ellis has shown, during every major campaign of the eighteenth century Africans fought on land and sea, in defence of Britain and the British Empire. This includes during the American War of Independence, the Wars of the Peninsula, and the Napoleonic Wars. Soldiers and sailors of African descent served with distinction at the Battle of Trafalgar in 1805 and the Battle of Waterloo in 1815. William Hall was the first person of African descent to win the Victoria Cross in 1859 during the Indian Mutiny.

At home, Africans were an integral part of British society during the seventeenth, eighteenth and nineteenth centuries. Africans such as Charlotte Gardiner were part of the urban poor that agitated for social change and participated in the Gordon Riots. The Chartist Movement included William Cuffay and William Davidson participated in the Cato Street Conspiracy both men were of dual heritage and proud of their African roots. Other people of African descent in Britain helped to change world politics by bringing an end to Britain's participation in the chattel enslavement of Africans. These movements were led by organisations such as the Sons of Africa and by eighteenth-century African residents in Britain such as Ignatius Sancho, Ottobah Cugoano, and Oladuah Equiano as well as radicals such as Robert Wedderburn. The research of Hakim Adi and S. I. Martin provides a detailed analysis of this.

Africans for thousands of years have lived in villages, towns and cities throughout the British Isles. As far North as Lanarkshire in Scotland, as far South as Plymouth, as far west as Limerick in Ireland with people such as George Carville that died in 1849 who fought in the 29 Foot Infantry Regiment in the British army. The descendants of some of these Africans are alive and live throughout Britain. Africans are as much a part of the mainstream history of this country as the Vikings and Saxons are, in some ways more so, because the African presence has been continuous over two thousand years.

In a similar way, people of Asian descent have been living in England for a long time. Asian people can be found in English records dating from 1616 to the present day. This includes entrepreneurs and pioneers such as Sake Dean Mahomed. From 1814 Mahomed introduced some of the first 'curry houses' into Britain as well as pioneering the use of shampoo and massage. Of course, this was a century before later generations of Bengali Londoners transformed some of the most deprived areas of East London into cosmopolitan hubbubs. And of course before people of Asian descent as well as those from Africa and the Caribbean, fought for Britain and the British Empire during World War I and II at the Battle of the Somme and during the Battle of Britain.

## **2018 National Black Members' Conference UNISON PRELIMINARY AGENDA**

### **The Challenge**

It is essential given the history outlined above that everybody, but especially children should have an opportunity to explore England/Britain's history.

### **The Secretary of State's proposal: the problem**

In the Secretary of State's proposals for primary education however, the contributions of people of African and Asian descent are not included. In other words as the historian Marika Sherwood stated, 'In this curriculum I don't exist.' For secondary education – apart from Mary Seacole and Olaudah Equiano – people of African descent only appear when the issue of slavery is talked about. Africans then disappear from the Curriculum until the arrival of 'the 'Empire Windrush' in 1948. This seems to suggest that people of African descent were either only slaves or immigrants. In the Curriculum Asian people first appear in the 1960's as 'refugees' from East Africa, when in fact they were British citizens! And the presence of an Asian population in Britain before that date is totally ignored. These false notions are part of a catalogue of misstatements and inaccuracies that mean the Curriculum is politically biased and does not 'contain core knowledge,' but dangerously excludes Africans and Asians. This exclusion feeds into an alarming growth in hate crimes, and the vitriolic racial abuse found in social media towards people of African and Asian descent.

### **What we want**

- An accurate teaching of the history of Britain that is not politically biased in denying the presence and contribution of people of African and Asian descent.
- A teaching of world history that will help to contextualise British history and include the diversity of cultures throughout the world including those in Africa and Asia before colonialism and imperialism.
- A Curriculum that encourages the spirit of enquiry rather than the imposition of a politically and biased interpretation of history.

Source: Submission to the Department for Education's proposed changes to the National Curriculum/B.A.S.A. (The Black and Asian Studies Association) 2013

This motion is supported by:

Unison Black Members Group, BASA, Narrative Eye.

BASA is a network of historians, archivists, teachers & parents, Narrative Eye is a community based organisation committed to propelling the written word.

We call on the National Black Members Committee to work with others to lobby for more reflected and detailed African and Asian requirements in the National Curriculum.

***Enfield LG UNISON***

## **2018 National Black Members' Conference UNISON PRELIMINARY AGENDA**

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### **Motion Justive for Edson**

This Conference notes:

Edson Da Costa was a loving father, son, cousin and trusted friend. He was a young man of 25 with his future ahead of him. His death has left a massive void in the lives of family and friends.

On Thursday 15 June, non-uniformed officers stopped the car Edson was travelling in. Edson was detained at the scene. CS gas was used and according to witnesses, a choke-hold applied. Edson lost consciousness and was taken to hospital where he was placed on life support. The life support was terminated six days later on 21 June.

The Edson family are calling for a full genuinely independent inquiry into the circumstances of Edson's death and for full police accountability for Edson's death.

Conference notes with grave concern the circumstances surrounding the death of Edson Da Costa as a result of a police stop in Newham, East London, on 15 June 2017.

We also note:

- 1) The disproportionate number of black and ethnic minority people who die while in police custody or as a result of contact with the police.
- 2) We note with particular concern the number of deaths involving the use of personal CS Gas canisters and the use of "choke-holds" and "positional restraint".
- 3) The press demonisation and defamation of those who die in police custody, that often commences immediately after a tragic event.

Conference resolve and call upon NBMCC to

- 1) To support the family's call for a full, genuinely independent inquiry into Edson's death.
- 2) To support the family's demand that police officers involved be held accountable for any criminal action or negligence that may have occurred.
- 3) To publicise the campaign to our members and to the public and to order publicity materials from the campaign.
- 4) To encourage financial support to the Justice 4 Edson Campaign

***Salford City Unison***

## 2018 National Black Members' Conference UNISON PRELIMINARY AGENDA

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### **Motion Tools to challenge racist behaviour**

"That this Conference notes the increasingly normalised and regressive racist attitudes and behaviours emanating from a post-Brexit United Kingdom.

"This abuse is not singular - it is multi-dimensional. It occurs within mainstream media, through prominent figures and politicians, across social media and in our communities and workplaces. It takes the form of disparaging comments; verbal and physical attacks and oppressive class structures which normalise such behaviour.

"There has been a global shift with the way in which humanity is interacting. The election of Donald Trump and the aftershocks of the Brexit vote show that an individualistic, ideologically right political paradigm has resonated. The humanitarian crisis continues to see thousands of migrants and refugees make the perilous journey to Europe, resulted in political discourse deliberately and misleadingly heightening arguments around jobs, social housing, security and welfare.

Furthermore, the recent terror attacks in England and Europe have increased the scapegoating, xenophobic and islamophobic rhetoric espoused by far-right parties and the media.

"Conference notes the challenges that exist around being able to consistently and effectively confront racist views, especially when far too often Black members and the Black communities are at the forefront of experiencing racist abuse themselves. The responsibility of every trade union member, rep, shop steward and official is to challenge this behaviour. However, our members need the tools and confidence in order to do this effectively.

"This Conference calls upon the NBMC to support:

- Training for trade union activists on how to effectively challenge racism in the workplace and in the community.
- The creation of up to date trade union toolkit which contains resources on how to challenge racism and demystify common myths around immigration.
- The translation of materials where necessary to ensure we are inclusive of migrant communities and are promoting the benefits of trade union membership amongst these communities."

***Scotland Region***

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### **Motion Risks of 'Blaxit' - the Impact of Brexit on Black LGBT people.**

Conference, without a doubt the Brexit vote has had a detrimental impact on LGBT rights which becomes even more disproportionate and polarised in relation to Black LGBT people. This is particularly the case if you happen to be an asylum seeker or migrant worker.

Even without the concerns about LGBT rights following the Brexit vote, the rights afforded to people under existing legislation has significant gaps which leaves many

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

people vulnerable because of their LGBT identity. This applies to LGBT people who are in need of social care, particularly those who are subject to immigration control and with no recourse to public funds and are additionally restricted by the Nationality, Immigration and Asylum Act 2002.

Current legislation means LGBT people are entitled to an assessment of potential breach of their Human Rights, including the risks of them being deported. This assessment engages Article 3 Prohibition of torture or inhuman or degrading treatment or punishment and Article 8, Right to respect for private and family life. Yet the threshold of evidence connected with the risks of being LGBT in some countries outside the UK is so high that these assessments are almost without worth.

Work done by UNISON's Strategic Organising Unit (SOU) highlights the almost impossible task of gaining permanent residence as there is an income threshold of £35, 000. This is not a combined income as it has to be earned by one individual. Conference is fully aware that most migrant workers are in low paid work that is often zero hours or temporary. This further exacerbates and undermines Black LGBT people who are already experiencing high levels of stress.

The vulnerability of Black LGBT people in relation to Brexit is a serious cause for concern that needs to be addressed. Everyone deserves to be treated with respect and given the opportunity to live their life without fear of being abused, ridiculed or deported just for being Black and LGBT.

Conference urges the National Black Members Committee to work with:

1. The National LGBT committee on this issue.
2. The strategic organising unit to develop its work with LGBT migrants
3. Labour Link and Parliamentarians to raise awareness about the real impact of Brexit on Black LGBT people
4. Other relevant groups to raise awareness of the gaps in existing Human Rights and European legislation which leaves some LGBT people particularly vulnerable to lack of protection under the state.
5. Relevant community based organisations to raise awareness and campaign on this issue.

#### ***National Lesbian, Gay, Bisexual and Transgender Committee***

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#### **Motion Support the Chagos Islanders**

The Chagos archipelago is a chain of 65 small coral islands in the Indian Ocean, about halfway between Africa and Indonesia, inhabited by the Ilois (also known as Chagossians). In 1776 the French government gave some of their colonists permission to bring in enslaved people from Madagascar, Mozambique and Senegal to develop coconut plantations. British colonists took possession of the islands in 1835, after the Napoleonic Wars, and recorded that there was already a settled population.

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In 1965 the Chagos archipelago was divided from Mauritius (then a British colony) and constituted as the British Indian Ocean Territory (BIOT), a separate colony. The UK gave the largest of the Chagos Islands, Diego Garcia, to the US for a military base.

In 1967 the British government bought out the plantation owners, shut down the plantations and stopped the regular supply ship. With no warning or consultation the 2,000 islanders were told that they were all being evicted. They believed that they were being resettled somewhere similar with their own land and houses.

By 1973 the Chagossians were all forced to leave their homes and refused the right to return. The UK government claimed that they were recent settlers despite the graves of their ancestors going back generations on the islands. 'Adequate provision was never made by the UK Government for their housing, feeding, employment, healthcare, social needs and community facilities.' They have suffered for over 40 years as a result of their resettlement. The Chagossians now mostly live in poverty and marginalisation in Mauritius, Seychelles and the UK.

The Chagossians have brought a number of legal actions in the UK courts and the European Court of Human Rights (ECHR) challenging their expulsion. In 2000 the High Court agreed that the BIOT power to legislate for the 'peace, order and good government' of the territory did not include a power to exile a people from their homelands.

The UK government responded by allowing islanders to return to the outer islands but not Diego Garcia. Even this access was ended in 2004 and no one was allowed onto the islands without authorisation.

In April, 2010 the Chagos Archipelago was declared a marine preserve, Chagos Marine Park, making any fishing or deep sea mining within its boundaries illegal. This reserve is the largest

in the world and more than twice the size of the United Kingdom.

In 2013 The High Court upheld the Chagossians claim 'that the Park was created for an improper purpose, and would effectively prohibit them returning because fishing was their livelihood'.

Although the Chagossians are mostly British citizens the UK government refuses to accept responsibility for them.

The Chagossians are concerned that their children have never been allowed to visit the islands and so some may feel little affinity with their homelands. They fear that the longer it takes for them to return the less likely it is that the younger generation will want to leave the lives they are now establishing off the island. Also, as the population ages some are dying and are being buried abroad. All of these things make it likely that many will remain where they are and so further divide the community.

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This Conference instructs the National Black Member's Committee to work with UNISON International Department and other relevant parts of UNISON:

1. to raise awareness of the situation of the Chagossians;

2. to make links with:

a. Chagos Refugee Group UK Branch (CRG UK);

b. the Diego Garcia Island Council (DGIC);

c. Diego Garcian Society in Crawley and

d. the Chagos Island Community Association in Crawley

including affiliation if their rules allow this and

1. to affiliate or make donations to The UK Chagos Support Association and any other suitable organisation working to help the Chagossians to return home and receive proper compensation for the violation of their rights.

### ***South East Region***

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#### **Motion Avoiding Brexit Effects on Black Workers**

Conference, the UK have voted to leave the European Union. Every new wave of immigrants entering the UK have been expected to carry out unskilled work in unsociable, dirty and unhealthy workplaces and forced into zero hours contracts. Every new wave of immigrants, many economic migrants, have a "can do" attitude to work and are used to working hard. However with the level of pressure placed on them, they are likely to experience increased levels of poor physical and/or poor mental health.

The implications are far reaching, this level of strain could result in working parents being away from their children resulting in "latch key" kids who would be unsupported emotionally, unsupported physically and unsupported educationally, at a time fundamentally important, in a new country.

This could contribute in further numbers of you black people being criminalised. The black population in the UK is 14%, yet the prison population in England and Wales is 25% and 41% in the justice system. It is likely that European courts will no longer be accessible therefore the justice for black workers will be questionable so fair and appropriate justice must be ensured.

There needs to be safeguards in statute to ensure that there are restrictions on the maximum hours that workers can do.

In the pursuit of medical attention, doctors in GP practices and A&E Departments are being told to verify the credentials of EU citizens and black people born outside of the UK, at a point where they could be in need of urgent care. This leads to an element of anxiety and fear, which could ultimately lead to people avoiding seeking medical treatment.

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It is noted that Janet Davies, Chief Executive of the Royal College of Nursing said patients were paying the price for government policy. The average nurse is £3,000 worse off in real terms compared to 2010 and it was worrying that many were choosing to move abroad for financial security. The numbers have increased to 32% with the onset of Brexit. There has been a drop in nurses coming to the UK since the Brexit vote according to The Guardian newspaper. Official figures show 46 nurses came to the UK in April 2017 down from 1304 in July 2016

Conference we call upon the NBMC to work with all relevant organisations and UNISON branches and to campaign to improve the working lives of all black workers in the UK that work in the public sector, at a time when they feel vulnerable and unsupported, especially in customer-facing roles where race hate crime is on the increase.

#### ***South East Region***

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Statement not a motion

#### **Motion Double jeopardy and the risk of homelessness for LGBT asylum seekers**

Conference notes the continuing national housing crisis resulting partially from the failure in the housing market, the lack of affordable homes for rent, lack of social housing, both sub-standard and unaffordable private sector rental provision and an exponential rise in homelessness.

Conference welcomes the introduction into law of the Homeless Reduction Act 2017 which amends Housing Act 1996 Part VII. This extends the previous 28 day period for 'threatened homelessness' to 56 days and makes clear that a valid Section 21 notice (Housing Act 1988) - that is an order for possession on expiry or termination of an assured shorthold tenancy - which expires within 56 days also constitutes being 'threatened with homelessness'.

For many asylum seekers and those agencies advocating on their behalf this legislation is welcome as it means that those in National Asylum Seeker Service accommodation who have to vacate their accommodation on the granting of Leave to Remain will no longer be turned away by local authorities and asked to re-present on the day they are actually made homeless. However, many asylum seekers and refugees when presenting for a homelessness decision to their local authority frequently receive 'non-priority need' decisions.

Much of the work undertaken to secure decent affordable accommodation and access to appropriate benefits for asylum seekers is executed by organisations in the voluntary, community and social enterprise sector, many of which struggle to find solutions for their refugee clients who may be refused Section 98 (of the Immigration and Asylum Act 1999) support which can frequently leave them destitute and street homeless.

This was reflected in recent research conducted by Refugee Action, based on analysis of more than 300 asylum support cases showing that people at risk of homelessness, and with no means of supporting themselves, are waiting an average of nearly two months for housing and the small amount of money they are entitled to

## **2018 National Black Members' Conference**

### **UNISON PRELIMINARY AGENDA**

for essential living costs, such as food, clothing and transport. The study shows that more than half of people in crisis had their Section 98 applications for emergency support turned down. However, the vast majority were approved when these decisions were challenged.

In addition, many organisations and advocates support their service users through the re-housing process which can be protracted and have significant impacts upon the service users' mental health. Access to community mental health services provided by statutory authorities is frequently time-limited and this can additionally compound any existing mental health issues the service user may have resulting from their flight from persecution in their country or origin.

For LGBT asylum seekers, these issues are compounded. Consequences of anti-LGBT legislation and attitudes mean many LGBT people have to flee their home countries and seek asylum within the United Kingdom (UK). However, as documented in a joint report conducted by Stonewall and the UK Lesbian and Gay Immigration Group (UKLGIG) "No Safe Refuge" these refugees are not always greeted with open arms and can face discrimination and abuse within the UK asylum and immigration system. The report summarises the following:

BT asylum seekers face discrimination and harassment in detention centres;

- 1) Trans asylum seekers face threats of violence in detention;
- 2) Due to lack of training and in some cases discriminatory attitudes, detention staff fail to protect LGBT asylum seekers from abuse;
- 3) LGBT asylum seekers cannot fairly pursue their legal claim while being detained. They are required to "prove" their sexual identity or gender orientation which can be difficult due to being detained and some case workers have been known to request explicit material;
- 4) Detention has serious ill-effects on the mental health of LGBT claimants. With high levels of depression, self-harm and suicide reported;
- 5) Medical treatment fails to meet the needs of LGBT detainees;
- 6) Health care staff aren't equipped to respond to the needs of trans people;
- 7) LGBT asylum seekers find it difficult to settle back into society following experiences in detention.

LGBT asylum seekers and refugees are a particularly vulnerable group who have little in the way of support structures; even if their claim has been successful they often have no community networks to seek support from. Many face isolation and continued discrimination.

***Salford City Unison***