

# Stronger together

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**UNISON National  
Black Members Committee**

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**Annual report 2018/19**



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## CHAIR'S WELCOME AND REPORT:

Welcome to you all attending the National Black Members Conference. My name is Ash Dhobi and I am from the East Midlands Region. I was re-elected as Chair of the National Black Members Committee in March 2018 after serving as chair the previous year, and as the Deputy Chair for many years before.

I am very pleased to welcome you all to the 2019 National Black Members Conference, here in the wonderful town of Llandudno. I would like to extend a special welcome to those who are attending conference for the first time.

Over this year; UNISON celebrated its 25th anniversary, it was the 70th birthday of the NHS, the 70th anniversary of the arrival of the Empire Windrush Ship at the Tilbury Docks from the West Indies, and 50 years of the Race Relations Act. To celebrate the success of Black people, we too marked the occasion during the Black members' caucus meeting at the National Delegate Conference (NDC).

Whilst celebrating the arrival of Empire Windrush 70 years ago, we remember the richness the people from the Caribbean brought to this country and the hardship they endured in the early days. However, this is not shared by all, especially the current Tory Government. We are appalled by the way they have treated people from the Caribbean and the way they have underhandedly deported several people back to the Caribbean. We demonstrated our concerns and disgust at NDC, through an emergency motion submitted by the NEC but orchestrated by the National Black Members' Committee (NBMC). Many Black members spoke on the debate with many more waiting to speak when the debate was closed.

At NDC, Black members were faced with a challenge - a rule change submitted by the National Women's Committee asking for the one 'Black male' seat on the NEC to be turned into a General seat. If passed we would have lost the one male seat we have. I have never been so proud as your chair as I was seeing Black brothers and sisters rise to the challenge to show not only the Conference, but the whole union exactly what Black members are made of. We were successfully able to defend the seat and I would like to thank all those who made this possible. The consequence of our victory has got the Union talking and saying that Black members are to be taken seriously. Both the Deputy Chair and myself are in discussions with the National Women's Committee on how we can work together in the future.

However, no matter what challenges we face, the NBMC will always continue to work in partnership with other self-organised groups with the intention of increasing participation of Black women and young Black members in UNISON. We wholeheartedly support Black LGBT campaigns. We counter the anti-immigration rhetoric while highlighting the positive impact of immigration. We promote anti-austerity campaigns, raise awareness of Black mental health and highlight the importance of organising our strategic campaigns to protect our future young members. We fight against discrimination in all its forms.

With Brexit now nearing the end, we are all waiting to see where it will lead us. No matter where we end up, our work in challenging discrimination and racism will continue. We will continue to defend Black members/workers who may feel the brunt of yet more far-reaching cuts to Public Services. We will defend attacks on our human and employment rights that disproportionately impact our families and friends.

The NBMC throughout the year have continued to put race at the heart of our work. We ensure the principles of equality are forefront while growing our membership, organising, campaigning, challenging reorganisation, redundancies, negotiating and bargaining for our members.

Our work on Defining Black has continued and the presentation has been offered to all the regions. The presentation sends a clear message to the wider membership in UNISON why we define ourselves as Black and not by other abbreviations, whether this is in literature or in speech. I believe the time is now for us to remain as one. Now is not the time for us to be segregated.

This year I was privileged to open the Black History event in the UNISON office on Euston Road. The whole day was just an amazing experience with a brilliant programme of entertainment throughout the day.

As your Chair, my role along with colleagues on the NBMC this year has been to focus and ensure Black self-organisation is respected and embedded across all UNISON structures.

The NBMC helps to:

- Enhance our capability to meet the recruiting, organisational and representational challenges posed by austerity measures including cuts, workforce reductions, reorganisations, attacks on facility time and privatisation. Ensuring the union is relevant to all members who provide public services – including those who work in the private sector – regardless of the economic sector in which they work.
- Protect and secure fair and equal pay, good conditions, high quality employment and pensions for UNISON members and building confidence for industrial action when required. Fighting for and promoting equality and challenging all forms of discrimination, including racism and hate crime, supporting migrant workers, and promoting UNISON's alternative to austerity.
- Develop our public service campaigns in support of quality public services, in defence of the NHS, and all public services, building our political influence, forging alliances with unions, appropriate campaigning to challenge the austerity programme, including challenging the attacks on the welfare state. We campaign for the election of governments in Westminster, and the devolved nations, which value public services and working people, rejecting the arguments of UKIP and other far-right parties.
- Ensure that the union's structures including organisational, lay members, ICT infrastructure and internal management systems are efficient and effective to meet the changing needs of all sections of the union and its members.

I believe this has been a great year for Black members. We have shown the union what we can achieve when we come together and organise. I would not have been able to achieve all that I have achieved for the Black membership without the support of the NBMC and therefore I would like to take this opportunity to thank all the members of the committee in their support and the hard work they all have put in throughout the year.

Also a very special and big thank you to Margaret Greer, our National Race Equality Officer, and Gloria Orosungunleka, Assistant National Officer, for their support and commitment throughout the year.

Ash Dhobi  
NBMC Chair

## UNISON NATIONAL EXECUTIVE COUNCIL MEMBERS' REPORTS

### Abiola Kusoro

Hello brothers and sisters,

First and foremost, I would like to take this opportunity to thank you for your continued support and the opportunity to be a member of the National Executive Council (NEC). I have been allocated/elected to the following committees and continue to serve on them with enthusiasm and a desire to do more for members:

- Services to Members
- Industrial Action Committee (IAC)
- Standing Order Committee (SOC)
- Campaign Fund
- Board of Trustees for UNISON's 'There for you' charity
- TUC Race Relations committee

I feel very privileged to be part of the board of Trustees for the There for you charity. One of my key roles is to raise awareness of the charity and to promote the charity's objectives. More and more of our members are relying on the services that the charity provides because of the squeeze on living standards imposed on people by the Tory's austerity agenda. Some members that the charity has helped have been in extremely dire conditions, unable to afford basics like food and utilities for their homes; some even close to taking their own lives.

The charity wouldn't be able to achieve all that they are achieving without the generosity of members, so I would like to take this opportunity to thank you all for your support. For more information on how the charity helps those in need, as well as details on how to promote the charity and help it to survive more years, please visit [unison.org.uk/thereforyou](http://unison.org.uk/thereforyou).

One of the things that I particularly enjoy is marching in solidarity with other members to further causes that I know will make a positive difference to our lives. This year I have taken part in the Stand up to Racism rally in March and a march for the TUC campaign 'New Deal' in May.

A key focus this year has been on Pay Up Now. For too long, public sector workers have been working to make a difference in their own way, rewarded only with salaries that don't match the cost of living. How can it be that the cost to get from A to B is increasing, it's costing more to stock your cupboards – even the cost to put a roof over your head is going up and yet the amount we're paid to do the things that take up so much of our valuable time, the very jobs we take up to pay for travel and food and housing, are not paying a relative wage.

If pay freezes are necessary to support the economy, then it should be a national phenomenon – not something that affects only workers in the public sector. I'm a big believer in working to live, not living to work but it is become increasingly difficult to do one without the other. Having to take on extra hours, at the expense of quality time with family and friends, should not become the norm.

In spite of this, it is important that we take a few minutes to speak about some of the things that have gone well this year and some of the ways in which UNISON is making a difference. Some of our key successes from the year include:

- A rally celebrating 70 years of the NHS
- Official recognition that UNISON is now the largest trade union within the UK; with over 1,000,000 female members
- The landmark victory regarding employment tribunal fees. UNISON's legal victory sees employment tribunal fees scrapped which means the tax on justice has been lifted and is a victory for all workers
- Successful negotiation and agreement on pay for NHS staff, including the removal of the pay cap meaning workers get a fairer wage for the work that they do.

None of this could have been achieved without hard working members, stewards and representatives so thank you again for your support.

Please keep doing all that you're doing and here's to a successful 2019

## April Ashley

“Austerity is over!” declared Theresa May at the Tory party conference last autumn. But austerity is not over for 1.3 million UNISON members, nor for millions of workers still suffering under this weak and divided Tory government.

800,000 jobs have been cut in local government, the NHS is still dangerously underfunded, and schools are facing a funding crisis. The list could go on with social care collapsing, and the decimation of youth services and library services, and the horror stories of Universal Credit. Austerity is set to continue for the foreseeable future under the Tory government whilst the rich get richer.

UNISON continues to fight the austerity agenda.

The National Black Members Committee has consistently evidenced that Black workers suffer disproportionately under austerity with Black women facing a particularly hard time with cuts in children's services, leisure services and care services. Black women workers are disproportionately selected for redundancy and are concentrated in lower paid jobs in local councils and the health service. Many are on zero-hour contracts and are fighting to retain their pay and conditions such as the heroic fight of the Birmingham Care workers.

For young people the cuts in youth services, school cuts, child mental health services, EMA, and poverty pay are the underlying causes of the escalating knife crime. In London (at the time of writing) 119 people were fatally stabbed, disproportionately young Black men. 2018 was supposed to be the celebration of 70<sup>th</sup> anniversary of Empire Windrush the historic ship that brought Caribbean people to the UK. However, it turned into the Windrush scandal as the racist 'hostile environment' campaign created by Theresa May when she was Home Secretary destroyed the lives and health of many Caribbean people forced to prove they were British citizens. The Home Office illegally denied up to 50,000 black workers British citizenship and a number were illegally deported. Black members' rep on the NEC, Hugo Pierre, played a leading part in the campaign against the Windrush scandal. He supported Camden UNISON member Michael Braithwaite (who was sacked from his job at a school) as they publicly campaigned, along with many others, against the Home Office's racist rules. UNISON is campaigning for the 'Windrush Generation' to gain immediate citizenship rights free of charge, without citizenship test requirements, whether they are in the country or abroad and for full compensation for any losses incurred, including injury to feelings. At the 2018 National Delegate Conference Black members successfully fought to retain the Black members 'male' seat on the National Executive Committee to ensure the voice of

Black male members in UNISON continued to be represented at the highest levels of UNISON.

My work on the Policy Development and Campaigns Committee (PDCC), a sub-committee of the NEC, includes campaigning against far-right groups such as the English Defence League (EDL) and supporting the demonstrations against the racist Football Lads Alliance/Democratic Football Lads Alliance (FLA/DFLA).

## Elizabeth Cameron

**NEC Committee membership** 2017-19 Services to Members, Development & Organising Committee, Campaigning Fund, (was GPF) (**Chair**), Industrial Action Committee, Equality Liaison Committee.

**Activism & Speaker** North West rallies, national rallies cross union, TUC rally, Anti Racism rally, Black Lives Matter campaign M/c, Show Racism the Red Card (speaker at various events), Stand up to Racism. I have also participated in rallies against Football Lads Alliance, DFLA, Tommy Robinson and Punish-a-Muslim day.

Black History Month events, Free Palestine, Discrimination and Hate Crime, Reclaim the Night, NW Skills for strength, Work Stress Conference (Black mental health).

**Conferences:** State Racism, Collusion and Resistance; National Black Members' Conferences, National Women's Conference, TUC Congress, TUC Women's, Local Government Conference, National Delegate Conference. In addition to attending conferences, I have played an active part in National Black Members, and Regional Women's committees.

As Chair of the Campaigning Fund Committee (ex GPF) I have had the responsibility to take on board the full ramifications of the Trade Union Act which, through its certification officer stipulations, have changed the manner in which such contributions can be collected. This committee is a very strong part of the union that supports equalities issues through its many research projects such as the Runnymede Trust, an organisation that revealed the disproportionate impact of cuts on Black people and increased likelihood of redundancy. The Fawcett Society looked at women's experiences, and additional work has been supported to document the experience of LGBT and disabled members at work, in housing and in the wider community. Additionally the Campaigning Fund Committee supports equalities bids containing Pride events, Melas, Caribbean carnivals, work on Black History Month and Windrush amongst others. As part of my role I have been advocating not just for equalities, but also transparency in systems and a widening of participation across the regions with regards to the work of the committee and its decision making.

Within the Services to Members committee there have been opportunities as the Black members' rep to examine data regarding the union's relationship with Thompson's solicitors. This includes looking at the nature of cases involving Black members, those involving race discrimination and the efficacy of the race discrimination claims protocol. Bereavement guidance created by There For You has considered funerals abroad and repatriation, along with the extensive advice for members in all other areas. At Development and Organisation there were opportunities to discuss recruitment, growth in the union, systems development such as RMS and procedures for SGE elections.

As a member of the NEC and NBMC, it is also important to be aware of the impact of new policies, guidance, rules and conference decisions. This was crucially important this year when a supportive rule change for women could have negatively impacted the position of the

Black Male NEC seat. The importance of the reserved seats should never be forgotten as they enable the particular concerns of the union's Black members to be raised at NEC level. The campaigning process reaffirmed the necessity for all the reserved seats to remain and ultimately allowed for an increased dialogue with the most senior levels of the union. It highlighted the importance of working not just across sector groups, but also across all the self-organised groups for a better understanding of the needs of Black members, something which has always been a strength of the NBMC.

I remain committed to growing the union and bringing on new people and young members. I am an active member of the Manchester University Students Union executive board. Here I work alongside the board to constantly improve the experience of students within the university and within the community of Manchester. Cuts in health services, education budgets and a rapidly expanding privatisation agenda continue to be a cause of concern and it is crucially important to be involved in local campaigns and to also be a voice for Black people under attack in our workplaces and communities.

We must continue to ensure we have meaningful Black representation throughout the union and at all levels. I will be fighting to build strength in our union as we take the fight for better pay to our members and the community. We deserve a pay rise and Black members will be part of the fight for it. I will stand against bullying, harassment, racism and fascism in society; seeking fairness and equality in our workplaces and in our branches always. On a personal level, I conducted a research project into Black self-organisation in UNISON. This has enabled me to discuss the direction for the inclusion and development of Black members. I thank every member who contributed to that important research.

The ill treatment of our Windrush Generation who despite helping to rebuild this country, face the threat of deportation, has been to the UK's shame. I am part of campaigning groups that support those impacted and raise awareness. Whilst this issue is no longer making headlines, the practice continues. As the Grenfell Inquiry takes place it is important to expose those responsible for the corporate manslaughter and to ensure that the true voices and experiences of those who lost family members are reflected. Meeting family members haunted by phone calls telling them to remain in their flats and await rescue, only serves to strengthen my commitment to support in any way possible.

Concern at the increased levels of racism, including Islamophobia, has been my driving force this year. This includes seeing the rise of the far right across UK and Europe.

With almost 40% of young Black men unemployed, I continue to fight to bring awareness of this disproportionate experience. The dramatic increase in knife crime threatens our safety on the streets, but the response has been over-policing. With increased levels of stop and search, Black men are six times more likely to be stopped. There is a racially biased system of policing in our communities. At the same time any deaths in custody have as yet not resulted in convictions. These concerns along with the issues of workplace stress and mental ill health mean there is a great deal of work to be done and a desperate need for our trade union work to reflect the lived experience of members who are affected. These experiences in our communities affect us as members. They affect our children, our grandchildren and ultimately contribute to an unfair and unjust society for Black people.

It has been my pleasure to serve and represent you and I am committed to being a contributory voice to achieve the best in our union for Black members.

## COMMITTEE ORGANISATION

The National Black Members' Committee met in Stevenage in March 2018 for a policy weekend to consider the motions that were passed at the National Black Members' Conference in January 2018 and other UNISON campaigns and issues that needed to be addressed.

This year, the Committee again split into working groups to take forward the work in the manner agreed by members of the Committee as a whole. Group 1 worked on organisation, development and services to members, group 2 worked on policy, campaigns and international.

This report will feedback on the work the Committee has done; motions with similar themes are grouped together.

The membership of the working groups is outlined below:

### **Group 1 Members**

Rodney Williams / Sandra Okwara  
Sudeep Bone  
Doreen Jones  
Adejare Oyewole  
Elizabeth Baptiste  
Lilian Adani  
Azara Azam  
Tania McGee/Vanessa Henry-Steinfort  
Pam Singh  
Shazziah Rock  
Sharon Carby-McLean  
Davis Mac-Iyalla  
Paulette Whyte  
Abiola Kusoro  
Elizabeth Cameron

### **Group 2 Members**

Ash Dhobi  
Paula Cooper/Shamrika Sydes  
Mitsy Harmon-Russell  
Iqbal Syed  
Sonia Stewart  
Rosita Ellis/Sandra Charles  
Kebba Manneh  
Manjula Kumari  
Bev Miller  
Hugo Pierre  
April Ashley

# ORGANISATION, DEVELOPMENT AND SERVICES TO MEMBERS/ POLICY, CAMPAIGNS AND INTERNATIONAL

## RECRUITING AND ORGANISING BLACK MEMBERS

*Motion 1. Practical steps to involve Black members*

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

*Motion 3. Creating, building and strengthening Black community links*

UNISON is only as strong as its membership. Recruiting and organising members has continued to be a priority for the union this year.

‘Grovenber’ was a particularly good month for UNISON and focused members on the importance of sustaining our growth and influence across the trade union and political agenda.

Recruiting Black workers is key to ensuring that Black members remain visible and vocal within union structures. An organised Black membership means we can continue to support members and lead on achieving race equality and challenging racism in the workplace.

Achieving race equality is an important stream of UNISON’s work and part of the union’s equality objective. In achieving this, all Black members, especially young Black members must continue to be key in driving the anti-discrimination messages. They must be represented and engaged in all levels of UNISON’s structures.

### ***Practical steps to involve Black members***

Following on from last year’s initiative with the Young Member’s Forum and National Black Members’ Committee, the National Race Equality Officer and Young Members’ Officer have agreed to continue to pursue and action the uptake of activities on behalf of young Black members.

This included using the Black members meeting at the National Young Member’s Weekend to explore how we can involve young Black members more effectively, and creating the conditions in which young Black workers can be recruited and organised as leaders to sustain the union and Black self-organisation.

The NBMC have interviewed several young Black members on their experience as activist and these are featured in the January Black Action 2019. In the year of young workers the NBMC are planning to:

- Consult with the National Young Members Forum on the potential programme of activities for 2019
- Help facilitate contact with other young Black members in the workplace, developing networks as appropriate via regional Black Members’ and Regional and Branch Committees;
- Encourage take up of UNISON training opportunities and delegate positions at Conferences and other UNISON forums.

The Tories austerity programme has hit Black youths disproportionately with unemployment at 25 percent compared to white youth unemployment of 12 percent.

The NBMC agree we need an organised programme of face-to-face contact with young Black members, with Black self-organised groups at the branch, regional, and national level, setting targets of contacting and listening to the concerns of young Black workers. This kind of face-to-face approach is probably the most important way of showing Black self-organisation's presence and value.

The level of young Black member's attendance at Black member's conference continues to be very low; this year saw a slight dip. However, it is a vital piece of work that is being undertaken to ensure young Black members can contribute to and benefit from attending Black Member's Conference and participation in the wider union.

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

UNISON continues to campaign in the community which has led to Black youth involvement in the community and at anti-cuts protests during the year. The fantastic general election campaign of Jeremy Corbyn MP, Leader of the Labour Party, had an electric effect on young people with an estimated two-thirds of young people voting for Labour and a record turn-out of young people of approximately 64 percent.

The Runnymede Trust report which analysed the election results stated that over two-thirds of Black workers voted for Labour. Also noted are the comments of Simon Woolley, Director of Operation Black Vote who said "independent endorsement for Corbyn had helped to empower the young and Black people. What we did with some significant success was work on voter registration".

We recognise in many areas Black youth also suffer disproportionately when youth services and community support programmes are cut.

The National Black Members' Committee have continued to initiate the recruitment and engagement of Black young people into UNISON and have been working with Labour Link to explore how we engage and encourage Black youth participation in the political arena. We have also highlighted the 'Pay up Now' campaign and the TUC £10 hour now campaign in Black Action and social media i.e. @Blackunison and on Facebook.

### ***Creating, building and strengthening Black community links***

It is important that UNISON is equipped for the challenges within the changing and evolving landscape of the UK today. The NBMC note 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 members' employment. This has impacted on our effectiveness in the workplace, on collective bargaining, negotiations and membership engagement. Despite these job losses, UNISON is to be applauded for successfully maintaining its membership figures.

The issue of racism and discrimination still prevails for Black members. Research into the barriers Black members face has never been more important since the decision of the UK to exit the European Union (Brexit).

The NBMC have continued to work with Service Groups on several surveys undertaken that document the experiences of Black workers and racism in the workplace and in the wider community. The findings of these surveys will help provide a basis for further action and

support. We have also encouraged branches and regions at a local level to apply for support and funding from the Campaigns Committee for local events. These events build community links and enhance the visibility of UNISON. Offering such support allows the community to see the wider benefits of trade union involvement.

UNISON will continue to support the UN anti-racism rally in London, Wales and Scotland

In 2019, the NBMC will continue its joint work with all service groups and self-organised groups looking at developing initiatives and strategies for organising Black workers. The committee will also continue the drive to deliver effective campaigns

## **CHALLENGING RACE DISCRIMINATION IN THE WORKPLACE: Negotiating and bargaining around race equality**

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

*Motion 5. Black members losing out*

*Motion 6. Black workers fighting austerity*

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

*Motion 8. Black workers and in-work poverty*

*Motion 9. Zero hours contracts and Black workers, UNISON Challenging racism.*

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

On 8 December 1965 the first Race Relations Act came into force in Britain. Before this, it was legal to discriminate against people because of the colour of their skin. This act was the first of many in equality legislation to promote non-discrimination and equality. The Act was amended in 1968 to introduce the idea of indirect discrimination which has informed much of subsequent equality legislation today.

This year marks the 50th anniversary of the amended Race Relations Act. Many Black workers are asking not how far we have come since then, but how many gains have been reversed in recent years.

UNISON recognises that today Black people are experiencing huge levels of insecure forms of work and are disproportionately impacted by austerity. They encounter race discrimination in the labour market and beyond, they face disproportionate cuts with the austerity programme, and they suffer more from casualisation, zero-hours contracts, low pay and poverty.

Work by UNISON's Strategic Organising Unit highlighted the almost impossible task of gaining permanent residence as there is an income threshold of £35,000. This is not a combined household or family income but has to be earned by one individual. We are fully aware that most migrant workers are in low paid work that is often zero hours or temporary. The NBMC and LGBT National Officers have been liaising with the Strategic Organising Unit to develop work with LGBT migrants. The current legislation also means Black LGBT migrant workers or people seeking asylum in the UK are entitled to an assessment of potential breach of their human rights, including the risk 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. The threshold of evidence connected with the risks of being Black and LGBT in some countries outside the UK is so high that these assessments are almost without worth. This further undermines and exacerbates difficulties for Black LGBT people who are already experiencing high levels of stress.

The NBMC alongside UNISON will defend Black workers rights and resist further erosion of members legal entitlements. We will ensure that this and successive governments make progress towards race equality and renew a commitment to race equality at work and in the wider community.

This motion was prioritised by the National Black Members Conference and was debated and unanimously supported at the National Delegate Conference in June 2018.

### ***Black members losing out***

UNISON's equality survey 2017 received 461 responses from Black members - 4 percent of the total who participated. Fifty (50) percent said that their standard of living was worse than a year ago compared with the overall results which showed 43 percent. A 7 percent difference is significant and outside of the 3 percent margin for statistical error. This is a further erosion of the standard of living for Black members – the 2016 equality survey results showed a 6 percent difference between Black members and overall results on the same question.

We also note the survey revealed that for Black members (main survey figures in brackets) to help balance their household budget:

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

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 deal for members.

Work is currently ongoing with Service Groups to examine what other statistical information is available to show the impact of the austerity agenda and pay freezes/cuts have had on Black workers. A combined report on the survey figures for 2018 will be tabled at the National Black Members Committee in March 2019 as part of their work programme for the year.

Campaign material to be promoted at events in UNISON media include: Challenging Racism in the Workplace, Ethical Care Charter, Living wage and Pay up Now Campaigns.

### **Black workers fighting austerity**

The fight against austerity is crucial to Black workers being treated as equals in employment. We must however acknowledge that 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 and in bad times. As UNISON members and workers, our collective ownership to protect public services and public sector workers under attack is fundamental. Continuing our track record in defending workers' rights, organising vulnerable workers and tackling prejudice, discrimination and exploitation is vital.

The strikes of low-paid, privatised workers in many public organisations have been inspirational. We congratulate the School of Oriental and African Studies (SOAS) cleaners,

London School of Economics (LSE) cleaners, Barts Health Workers and numerous other groups where there are high proportions of Black workers. They show us that collective action can fundamentally undermine division and discrimination.

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. UNISON continues to produce guidance to members across the regions on pay, conditions, and workplace discrimination and inequality. We must ensure that all public service restructuring and procurement processes include Equality Impact Assessments and are monitored by trade unions.

Visit our website for more information and guidance on campaigning.

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

UNISON recognises that equal pay is an issue that affects not only Black graduates and workers, but women, disabled, young members and LGBT workers. However, Black graduates and workers are more disproportionately affected.

Barriers to equal pay are not merely removed with 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.

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.

UNISON will be responding to the Government's Ethnicity Pay Reporting Consultation which is due to be completed by 11<sup>th</sup> January 2019. The results will be part of the ongoing work of the NBMC and wider union.

The national office will also be discussing the work and results of the findings in the report 'Is Racism Real' with the TUC Race Relations Committee and draw on potential areas of joint work in addressing the issue of the racial pay gap.

### ***Black workers and in-work poverty***

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

According to the Department for Work and Pensions, 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 has not been favourable.

UNISON continues to challenge employers to ensure decent pay for all workers. It is clear that inequality exists in pay and opportunities; resulting in lower work-related incomes for Black workers. It is also clear that further work is required to tackle the root of in-work

poverty amongst Black members. We recognise that the link between Black people and in-work poverty is complex.

The NBMC have been working with the Local Government (LG) Service Group on developing a survey that will be disseminated in December 2018. Further work will be planned once the results have been gathered early in the New Year.

For UNISON it is clearly important that we support our members both in and outside of the workplace. Tackling widespread inequality must remain a priority.

Black Action will be featuring an article in the January 2019 edition.

### ***Zero hours and Black workers***

In recent news, it has been reported that 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. UNISON is aware that some individuals choose these contracts to meet commitments as flexible contracts that fit with personal lives and caring responsibilities are not readily 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. Many of these low-paid workers on zero hours contracts are Black workers who are disproportionately being affected. Many of them are not UNISON members do not have union protection. For these workers, zero hours contracts have a negative impact in many ways.

Uncertainty about the hours offered each week can lead to fear staff reluctant to complain or raise issues concerning any aspect of the job or service. The NBMC have kept this in mind while planning a survey of members in the New Year. This survey will show us how many Black workers on zero hours contracts have taken on a second jobs, and the impact on eligibility to claim various state benefits.

The NBMC recognise that we need to promote the values of trade union membership and Black members' self-organisation. We will produce a basic guide for workers on knowing their rights and have been working with the bargaining unit to explore how this might be achieved.

This motion was also submitted to the Local Government (LG) and Water, Environment and Transport (WET) Service Group Conferences in June 2018. Work is on-going with those Service Groups to address these very important issues for Black members and the wider union.

### ***UNISON Challenging Racism***

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

The Challenging Racism in the Workplace (CRW) toolkit and its associated training courses offer a range of resources, guidance, ideas and checklists for the incorporation of anti-racist work. It also includes the Race Discrimination Claims Protocol formulated in 2010 by UNISON.

Challenging racism in the workplace is vital to UNISON's work whether it involves growing membership, organising members around campaigns, challenging pay freezes, reorganisation and redundancies or bargaining and negotiating for members.

UNISON has an important role to play in offering support to individuals. The NBMC have been working to ensure all workplace representatives and branch officers receive equality training that included challenging racism in the workplace and wider society.

The NBMC have been reviewing the training materials in partnership with the Learning and Organising Unit to create a handbook for newly elected committee representatives. There is an emphasis on ensuring the Race Discrimination Claims Protocol and Defining Black are both incorporated in the re-accreditation ERA training of officers and stewards across all regions.

The handbook will help ensure that UNISON's fair representation rules are maintained in the Service Group Executives and Committee and include Black members' representation. One of the core values of the union is to protect the rights of all members to be treated with dignity and respect irrespective of their race.

Equality legislation provides trade unions with the means to hold employers to account and fight inequality but the principles of equality can only become a reality in workplaces if we organise and place them on the bargaining agenda. UNISON has the responsibility to lead the way through our campaigns, bargaining agenda and in the labour movement. The NBMC will continue to do so through our self-organisation.

### ***Regional Constitutions 2018:***

The National Race Equality Officer reviewed all current regional constitutions from all 12 regions to ensure they are complying with the Rule Book, Aims and Objectives and proportionality and fair representation of the union.

Discussions and comments have been held with Regional Officers supporting the Regional Black Members' Committee and reviews (if appropriate) will be implemented in 2019.

## **COMMUNITY CAMPAIGNS**

*Motion 10. Black pupil's exclusion from schools*

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

*Motion 12. Career progression of Black workers*

*Motion 13. Statistic and non-statistic re; Black workers*

*Motion 14. Challenging hate crime and supporting victims*

*Motion 15, hate crimes and mate crimes*

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

*Motion 20. Bullying of Black workers in the workplace*

*Motion 21. Homeless Black lesbian, Gay, Bisexual and Transgender (LGBT) asylum seekers*

*Motion 29. Repeal of the Buggery Law in Jamaica*

*Motion 28. Risks of Blaxit – impact of Brexit on Black LGBT people*

### ***Black pupil's exclusion from schools***

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.

We recognise 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.

UNISON and Black members believe this issue is relevant to the union 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.

An article will be in the January 2019 edition of Black Action highlighting the problem of exclusion of Black pupils and the importance of parental participation in school governing bodies. There is a planned workshop addressing this issue at the 2019 National Black Members Conference.

Further work and discussion with Labour Link to put pressure on labour link affiliates to discuss with the government to set specific national and local targets to reduce the disproportionate exclusion of Black pupils and campaign to work across the educational spectrum to ensure 'every child matters' is ongoing.

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

The National Union of Students (NUS) report '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 further states 'that there are institutional barriers and (critically) neglect of Black students'. The NBMC have been discussing what issues are contributory factors to this poor experience for Black students.

One of the initiatives that we believe could help is to request a regular audit of the employment levels of Black staff in further and higher education. This could address some fundamental inequalities that exist. It would also enhance UNISON's structures to inform campaigning work and wider political debate.

We will continue to work with Learning and Organising Service (LAOS) to encourage Black members to take up the learning representative's courses and other training opportunities, and we will work to ensure the use of the Bursary Scheme is widely encouraged within regions and branches and promote this via UNISON media.

An article with further information will be in the January 2019 edition of Black Action.

### ***Career progression of Black workers***

UNISON believes that all Black workers should be supported, enabled and valued to progress into senior positions. A workforce should reflect the community 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.

We have been working with the NEC Black member's seat reps to take forward these pieces of work to the Development and Organising (D&O) Committee and Strategic Liaison Committee for support with this initiative.

The UNISON's TUC Black Workers Conference motion that went to the conference in April 2018 - 'Barriers to progression' is a great opportunity to do some joint work with the TUC Race Committee across union structures.

We aim to report back on this work throughout 2019 in light of the year of young workers and promoting Black young workers taking up apprenticeships.

### ***Statistic and non-statistic re; Black workers***

There is anecdotal evidence that:

- 1) Black workers do not receive equal secondment/training opportunities.
- 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 proportionality represented in the boardroom.

This is of significant important to Black disabled workers who proportionately do not receive enough support when referred to Access to Work. Reasonable adjustments are often not made in a timely and supportive way, which impacts on their well-being and health in the workplace. The NBMC are seeking to discuss how equality training and development can be enhanced in regions and branches to ensure appropriate support is being offered to Black disabled members.

The NBMC will review the access to work initiative in discussion with the National Disabled Members' Committee and plan some joint work in 2019.

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

UNISON is deeply concerned that there has been a significant rise in hate crime cases in the UK. Hate crime of any kind, directed against any community, race or religion has 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, a hate crime can limit people's opportunities, stopping them from enjoying the full benefits of our society and can lead to isolation and segregation.

Hate crimes are pernicious; they send the message that some people deserve to be targeted solely because of whom they are or who they are believed to be. Such crimes have a deep impact on victims because they are targeted against some intrinsic part of their identity (their race, religion, sexual orientation, disability or gender identity).

UNISON have produce a guide 'Tackling hate crime and hate incidents: a workplace issue' to raise awareness of the issues and giving guidance on reporting and combating hate crime. This guide is distributed at UNISON events and can be found at [www.unison.org.uk](http://www.unison.org.uk).

An article on the guide will be in the January 2019 edition of Black Action and further work is planned to produce a booklet tailored for UNISON Black members.

### ***Hate crime and mate crime,***

The NBMC welcomes the work that has been done by UNISON thus far on hate crime. However, according to a report by the Equality and Human Rights Commission - '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. While there is no statutory definition of '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, to take advantage of, exploiting and abusing them. This can strongly be associated, but not exclusively associated, with people with a learning disability, learning difficulties or mental health conditions".

The National Black Members' Committee have been looking to work with the National Disabled Members' Committee and other self-organised groups to produce additional guidance for regions and branches on how best to recognise 'mate crime' and support members affected by this.

Guidance leaflets are currently available on hate crime and hate incidences, however it is vitally important that our disabled Black members are aware that mate crimes are criminal offences and know how to go about reporting them and getting support.

We will be looking at the expansion of the current hate crime and hate incidents guide or additional information to be made available alongside this.

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

We note 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 another religious iconography.

In some cases, Sikhs are the victims of hate crimes where Islamophobia, in fact, motivates the perpetrators. 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 represent British Sikhs and the issues that concern them properly. Sikh men are more vulnerable than women, and the most common places where discrimination is experienced are airports and on public transport.

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 so that hate crimes against Sikhs are correctly recorded and acted on.

The NBMC and UNISON will continue to ensure the guidance produces for all hate crime, hate incidences and mate crime are distributed widely in all UNISON media, along with other affiliated organisations that support UNISON's campaigns and signposting for victims support.

The National Black Members Conference have held several Hate Crime and Workshops covering all areas in 2015, 2016, 2017 and 2018 and will continue to raise awareness and focus on supporting victims in and outside of UNISON across our communities

### ***Bullying of Black workers in the workplace***

Historical evidence from the TUC has shown that Black workers are reluctant to use their employer's bullying policies and fear the ramifications as a result of reporting instances of bullying and discrimination.

We have been liaising 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.

The NBMC are seeking to continue to build and strengthen alliances with organisations campaigning on racial discrimination and harassment at work such as the Runnymede Trust, Voice4Change England, Race on the Agenda, Business in the Community and the Migrant Right Network.

We will continue to highlight the experience and impact that bullying has on Black workers and have produced an article in Black Action in June 2018 on the impact and what Black workers can and must do in addressing this issue with employers, alongside their trade union representatives.

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

We note the continuing national housing crisis and the exponential rise in homelessness. We welcome 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.

Many organisations and advocates support their Black LGBT service users through the re-housing process which can be protracted and have a significant impact on 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.

The NBMC will be seeking to 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 in 2019.

***Repeal of the Buggery Law in Jamaica (not debated at the conference - re-submitted to the 2019 conference)***

The continuing impact of colonial era sodomy laws in many countries around the world including Jamaica is not new. In recent years Jamaican LGBT activists have worked hard to resist oppression and promote LGBT rights in the media and wider political debate

Jamaican laws do not criminalise the status of being LGBT, but do criminalise certain sexual acts. Being gay is not illegal but some sex between two men is, herein lies this confusion within the law.

UNISON will seek to work with the International department to engage with sister trade unions in Jamaica in supporting the current ongoing debate to repeal the buggery law.

This motion has been re-submitted to the National Black Members' Conference for January 2019 and the Committee hope to engage with the LGBT Committee and continue to oppose discrimination and violence against any persons on the basis of their sexual orientation.

***Risks of Blaxit – the impact of Brexit on Black LGBT people (not debated at the conference)***

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

The rights afforded to people under existing legislation has significant gaps which leave many 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. Some individuals have no recourse to public funds and are additionally restricted by the Nationality Immigration and Asylum Act 2002.

We featured an article on 'How to be a good ally to Trans people at work' in October's Black Action. UNISON and trade unionism are all about solidarity, with no one left to face trouble alone.

UNISON has many resources to help members understand Tran's equality and LGBT issues. Many are downloadable for free at: [www.unison.org.uk/out](http://www.unison.org.uk/out).

**POLITICAL ENGAGEMENT AND BLACK REPRESENTATION IN PUBLIC LIFE**

*Motion 17, Unfair immigration policy*

*Motion 22, Building on the success of the London Mayoral election*

*Motion 23, The united families and friends campaign*

*Motion 27, Access to immigration advice and representation.*

***Unfair immigration policy***

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 the majority of Black immigrant workers at 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.

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. An applicant’s child(ren) born here or brought in that have stayed with the applicant for upward of 7 years may be deported along with the applicant. This may not necessarily be in the best interest of the child(ren).

The Windrush scandal, fresh in our minds, has highlighted the unfair implementation of immigration policies by this government. There is a need for the government to end its ‘hostile environment’ against people.

### ***Building on the success of the London Mayoral election***

UNISON was proud to have supported Sadiq Khan and his 2016 campaign to become the first Black, Muslim Mayor of London. Winning the biggest personal mandate in the history of British politics, Sadiq Khan has become a role model for young Black members to follow as Barak Obama did in the United States.

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 voter turnout (especially amongst young people) and the electorates’ enthusiasm for 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.

Importantly we saw an increase in the diversity of Members of Parliament (MPs) elected on 8 June and Parliament now has more than 50 Black MP’s. We congratulate 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.

A regional training initiative was set up supporting members in how to ‘Become a Labour Councillor’, following the tester sessions held at the 2016 conference. This training has proved beneficial for some UNISON Black members being nominated as candidates for the 2018 Local Government Council elections.

It is essential that our elected representatives reflect the diverse communities they represent and UNISON has a role to encourage and facilitate this, alongside the National Black Members Committee.

### ***The united families and friends campaign***

UNISON has been working and raising awareness of United Families and Friends Campaign (UFFC) for several years. UFFC is a coalition of families who have experienced the deaths of loved ones by the State (whether by the police, prison or in psychiatric settings).

The Lammy Review, an independent review of the treatment and outcomes for Black 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.

The National Black Members' Committee will be publicising the campaign in Black Action and other UNISON media in 2019. In particular, we will publicise the annual march and rally held every October in London.

Some of the families involved in the coalition are David 'Rocky' Bennett (died in psychiatric custody in 1998), Sarah Campbell (died in Styal prison in 2003), Sean Rigg (died in a police station August 2008), Kingsley Burrell Brown (died during police restraint March 2011).

### ***Access to Immigration advice and representation (not debated at the conference - re-submitted to the 2019 conference)***

For Black members who are not fully settled in the UK or do not have British Citizenship, immigration is a major issue. UNISON recognises that immigration rules come and go and can be changed rapidly. We have been working tirelessly to address this issue and welcome the advice line through Joint Council for the Welfare of Immigrants (JCWI) and the Migrant Rights Network (MRN)

Current immigration processes lead to unfavourable treatment against Black workers who do not have full legal rights to reside in the UK. They face deportation before appeals, no right to housing, and no financial support from public funds and detention; which divides families.

An article was featured in Black Action on the details of the advice line and support from UNISON. 'Challenging Prejudice' and 'Stand Together' can be downloaded from the UNISON website at [www.unison.org.uk](http://www.unison.org.uk). They can also be ordered from the UNISON online catalogue; stock numbers 3686 and 3687

We will continue to pursue the request for increased access the advice line to be available at local and regional levels with the NEC Services to Members Committee and will report back throughout the year 2019

### ***BLACK HEALTH AND WELLBEING:***

*Motion 18, Dementia the effects on Black people*

*Motion 19, Mental Health and employment*

*Motion 24, Blood donation*

Black people living in the UK are more likely to suffer from particular health conditions which can manifest themselves in many forms. Mental health is a prominent issue and can often be compounded by experiences such as marginalisation and racism.

Long-term health conditions have serious implications for Black workers – particularly those who require time off from work to have treatment and who may have long periods of sickness absence. There is an important role for trade unions to play in protecting vulnerable workers as management seek to introduce more stringent absence policies in the face of increasing pressure on public services to reduce costs and improve efficiency.

Dementia is not a disease. It is a condition associated with an ongoing decline of brain function. Dementia is caused when the brain is damaged by the disease. Some symptoms may include memory loss, difficulty concentrating, confused about time and places, changes in mood and behaviour. 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 being overlooked.

Many Black people with dementia will receive no support or will be diagnosed too late for symptomatic treatments to help. UNISON believes 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 to Black people. At present it is reported that there are approximately 800,000 people living with dementia in the Black community. The number is set to increase seven-fold to over 170,000 by 2051. Despite this increase, awareness of the condition in “minority ethnic groups” according to reports is low and current provision of support is lacking.

The National Black Members Committee has been exploring the notion of ‘memory cafés’ that are provided locally to meet the needs of people from a diverse range of backgrounds. In addition, through Labour Link, we are exploring ways of lobbying Public Health England to lead on preventative work and to protect Black communities who are at greater risk from developing dementia.

A workshop or Fringe is being considered for the 2020 National Black Members’ Conference to encourage local services and community based initiative to help meet the needs of people with dementia in the Black community.

### ***Mental Health and employment***

Employers are failing in their duty of care towards staff with mental health issues. Black Staff with mental health issues are not malingering, faking it or simply seeking attention. They have a genuine illness which can be difficult to identify, treat and manage and employers should show greater tolerance and patience toward staff with mental health issues.

One of the major factors in mental health is that the same issue, such as depression, anxiety or Post Traumatic Stress Disorder (PTSD), can and will impact individuals differently. Policy can therefore not be such a broad brush as people 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 leaves 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.

This was the second motion that was submitted from the National Black Members Conference in 2018 to the National delegates Conference in June 2018, unfortunately this motion was not debated.

However UNISON will continue to

- Promote mental health awareness through various regional training programs. The UNISON website also provides information on mental wellbeing and there is a page that shares guidelines on mental wellbeing.
- Promote the UNISON mental health awareness training in the regions. These courses are open to all members and can be accessed through branches, regions and national programmes.

UNISON's 'There for you' is also a great source of information on a number of aspects of welfare support as well as signposting for support service – you can also access this via the telephone helpline. UNISON will 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

### ***Blood donation***

National Health Service Blood and Transplant (NHSBT) reported that Black people make up just 2.7 percent of active blood donors, despite representing 10.4 percent of England's population. Blood donation is required from all communities and ethnic backgrounds to meet the needs of all patients in England and North Wales. Donations are vital to ensuring patients get the treatment they need. Some blood groups such as B Rh positive and O Rh positive are more prevalent among Black people, which is why Black donors are urgently needed.

Patients who receive frequent blood transfusions require blood that is closely matched to their own. Some 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.

The blood and organ donation survey piloted in the South East region will be reviewed in 2019. The NBMC will continue to oversee this work and will continue to encourage and signpost members to the various organisations working to highlight this important initiative.

African Caribbean Leukaemia Trust (ACLT) held a fringe meeting and had a stall at the National Black Members Conference in 2018 and UNISON continue to support the campaign for funding and to encourage registration. In addition, UNISON's National Black Members' Conferences have raised funds over several years.

### ***HUMAN RIGHTS AND INTERNATIONAL:***

UNISON policy on international and human rights issues continues to be an important part of the committee's work. Civil and human rights have always been and continue to be entwined. Black members have connections across the world and recognise that the events across the globe affect us all including the economy, environment and workers' rights.

### ***Black History Month***

This year the National Black History event took place on Friday 19<sup>th</sup> October and marked the second year for this annual event. The committee organised a networking and community event to celebrate Black History Month at the UNISON Centre with the theme "Black Trade Unionism and the History and Impact of Music".

Throughout the decades, music had evolved and influenced the global society we live in, not only has music changed with society but it has become more influential. We celebrated and shared our strengths and showcased auspicious Black History through music, song and dance, bringing thousands together to fight for Equality and Human Rights for all people across the world. We realise that the chosen theme does not exhaust the complex history of music but we do recognise that music has the ability to stir deep emotion and motivate, or calm a troubled mind – a universal language that has the ability to shape cultures and should not be underestimated.

This year guest speakers included the General Secretary Dave Prentis, the President Gordon McKay, Patrick Vernon OBE, Gloria Mills, National Secretary Equalities, Peter Parkin, Black History through music, and rap Artist Zara Skyes. We were also entertained by Hindu and African drummers and young musical violinist Rhiannon Diamond.

The National Black Members' Committee will be seeking to fund this event on an annual basis as this has proved very influential and productive for UNISON. The event also helps to recruit activists and encourages wider participation in branches and regions.

Regions and branches across UNISON continue to promote and organise around Black History Month. It is a time to acknowledge Black achievements and discuss wider issues affecting the Black community. This year, guidance for branches suggested they could plan one-off activities or develop a programme of events celebrating Black History for the coming year to specifically target Black members.

The guidance is available as a members' resource online <http://www.unison.org.uk/black-members/black-history-month>. The events were promoted through Black Action.

### ***Race Discrimination Law Awareness***

Articles by Thompsons solicitors on discrimination law have been published in Black Action. These articles have covered; the definition of harassment, the tests that Employment Tribunals apply to harassment, defining victimisation and defining direct discrimination. They will continue to be featured throughout 2019.

### ***No More Employment Tribunal Fees – UNISON's Victory for the workers:***

Shantha David, part of UNISON's legal team, said "Bringing an end to the four-year legal battle; UNISON legal services have been successful in its challenge to Employment Tribunal Fees in the Supreme Court. The UK's highest court ruled that the Government acted unlawfully when it introduced fees to bring claims in the Employment Tribunals in England, Scotland and Wales".

Further work will continue. UNISON has updated its CASE form to remove the loan agreement that members had to sign. The regional and branch guidance has also been updated.

UNISON and Thompsons are continuing to address the issue of reimbursement for all the fees they have paid on behalf of members via the government. They will then seek to pay back any members that have reimbursed UNISON for their fees.

Link to decision: <https://www.supremecourt.uk/cases/doc.uksc-2015-0233-judgement.pdf>

A provision in the Equality Act 2010 to prevent third-party harassment, which makes employers liable for repeat discriminatory harassment of staff by third parties if they have not tried to prevent it, has been repealed. Further details can be found via ACAS.

### ***Race Discrimination Claims Protocol***

The Race Discrimination Claims Protocol was developed as part of the effort to improve the support UNISON provides to members suffering racism. The Protocol aims to provide a more transparent, effective and accountable way of dealing with racist discrimination by; standardising the approach to legal referrals, fully investigating the details of race cases in every incident and setting out the process and basis by which a race case is assessed for legal representation.

The Protocol is reviewed annually to ensure its effectiveness across UNISON through:

- Mapping activity at every stage of the Protocol
- Collating the experiences of representatives and members of the level of service provided
- And reviewing case outcomes

Regions are currently preparing their reports to review the statistics and referral of race cases to Thompsons and the National Black Members' Committee will be updated in 2019.

Regions must also invite Thompsons on an annual basis to discuss work being done on race discrimination cases with regional Black members' committees and must also monitor particular problematic employers and report back to branches.

### ***African Memorial Statue:***

UNISON is supporting the campaign project to create a permanent memorial to remember and honour the millions of unnamed enslaved Africans and their descendants in an Enslaved Africans Memorial Garden to be situated in Hyde Park. The Memorial Sculpture will form the centrepiece of the garden. This will be the first memorial to remember enslaved Africans and their descendants in Britain.

The General Secretary Dave Prentis is a Patron of the campaign project and continues to advocate on behalf of UNISON. For more information, please visit:

[www.memorial2007.org.uk](http://www.memorial2007.org.uk)

A motion has been submitted to the January 2019 conference to further enhance and highlight the campaign.

### ***Show Racism the Red Card***

UNISON is proud to be supporting organisations like Show Racism the Red Card and the amazing work that they do with young people.

Support and activity took place across the country in branches, across regions and nationally this year; including the 'Wear Red Day' and the Black History event.

UNISON held the 2019 annual School Launch Competition on Monday 26th November at UNISON Headquarters in London. The Show Racism the Red Card School Competition sees young people from schools throughout England create their anti-racism messages in a variety of formats and is the largest equalities-themed competition for young people in the country.

For more information go to [www.theredcard.org/news/2017/11/1/school-competition-2018-launch](http://www.theredcard.org/news/2017/11/1/school-competition-2018-launch)

### **UNISON Equality Survey 2018**

UNISON held its second annual survey in June 2018 to find out about members workplace and financial situations.

The results have been analysed and produced according to specific characteristics and also according to equality groups. The results revealed some uncomfortable truths. In 2016, 38 out of every 100 members, who identify as Black, said that their living standards were worse.

The Committee has submitted a motion on 'Black members losing out' to the 2018 conference. We would like to see the figures and information from the survey used to support the union's campaigns to win a better pay deal for members.

All service groups are being asked to use this information in bargaining and to draft a campaign proposal for future activity across regions.

The National Black Members' Committee will continue to address this through the 2019 survey and produce a report for the 2020 conference on the outcomes.

### **Windrush Compensation Scheme and Windrush – Lessons learned Review**

UNISON welcomed the opportunity to respond to the consultation Windrush, Lessons Learned. We are a public service union, with a long-standing, historic link to the Windrush generation. We have members who have been directly affected by the government's despicable actions.

UNISON endorses the suggested key governing principles laid out by legal firm Leigh Day in their response to the Windrush Compensation scheme consultation. In particular, the Government should seek to make this a non-contentious, helpful process for those who have been affected.

We strongly believe that there should be no cap on the compensation scheme. Any cap would surely have a disproportionate effect on those who have suffered the most and that cannot be right. Furthermore the scheme exists to correct serious errors and offer some justice to victims of actions by this Government.

UNISON believes that the 'hostile environment' is key to understanding what happened to the Windrush generation. The treatment of the Windrush generation has made it clear that even though the Home Office possessed ample evidence of an individual's right to live, work and access public services, they have not used that information to protect them. Instead, they subjected people to impossible demands, asking for documentation stretching back 50 years. Given the scale of the damage inflicted, including deportation, lack of access to vital cancer treatment, loss of home, loss of livelihoods, even loss of life - an appropriate level of compensation should be paid - whatever that might be. It is not only right, but it will start the work of rebuilding trust, and also act as a deterrent in the future against careless errors.

UNISON will continue to support its members and the wider community. We will ensure this government's 'hostile environment' is not forgotten and we will act to illustrate and expose the inhumanity of government policies and to support those members who have been demonised in the press and subjected to discrimination.

The Windrush scandal has shown that being without recognised documentation does not mean that you do not have the right to work or live in the UK or access public services. This has to be the first fundamental lesson from the review that should inform the Government's next steps.

### ***Ethnicity Pay reporting 2019 Consultation***

In 2018 the Government launched the "Ethnicity Pay Reporting" consultation which followed the Government's published report of data compiled from the 'Race Disparity Audit' 2017. UNISON will be submitting a response in January 2019.

The aim is to assess differences in pay between ethnic groups and to identify public services where disparities are diminishing and those where work is needed.

The Government also launched an 'Ethnicity Fact and Figures' website which compiles data on the experiences of people from different ethnic backgrounds.

The data is divided by the following topics:

- Crime, justice and the law
- Culture and community
- Education, skills and training
- Health
- Housing
- Work, pay and benefits

A report on the "Ethnicity Pay Reporting" consultation will be submitted to the National Black Members Committee for consideration of potential and future campaigns and bargaining activity in UNISON in 2019.

### **Organising for Race equality**

The continued rise in the levels of racism and the growth of fascist organisation across the UK demands a refreshed approach by anti-racist and anti-fascist organisers. UNISON has always been at the forefront of this work in the trade union movement and much good work continues to take place. However, more activists need to take part and more needs to be done. The approach to this work does not cut across the policy work carried out elsewhere in the union but is a collaboration between the Strategic organising Unit, Learning and organising Services and the National black Members' Committee. This is essentially blending learning and organising approaches with the leadership of Black members in the fight against racism and fascism by the whole union.

The programme currently looks at what approach is most likely to work best given geography and resources available. It also analyses the threat levels posed by racism and fascism. The programme will also provide for a national weekend organising against racism in schools. The aim of this is to cascade into regional schools, however both national and regional schools will be action orientated with a focus on organising rather than theoretical discussion around the nature of racism and fascism.

### ***TUC Race Committee***

UNISON has continued to work alongside colleagues at the TUC and TUC Race Committee. The strategy for discussion and action has been around the TUC Race Survey launched in September 2017 'Let's Talk About Racism' and 'Racism Ruins Live'

The 2018 TUC Black Workers Conference was represented by 25 unions, 211 delegates, 53 visitors and 2 media representatives. UNISON submitted a motion 'Black Workers and in-Work Poverty' previously approved by PDCC. The motion was passed unanimously.

The motion called on the TUC to do the following:

- We believe it is time that we developed an action plan and incorporate this as part of a negotiating guide to tackle workplace discrimination in pay and help address the issue of in-work poverty amongst our members
- Continue to highlight the issue and impact on Black workers and produce materials for tackling this as part of the wider TUC work programme
- Opportunities must be equally made available to Black workers as they are to white workers if we are to eliminate marginalisation in our workforce and wider society

UNISON believes this work will start to tackle some inequalities. Achieving equality for Black workers and communities is an intrinsic part of strengthening our public services and building a fairer society

The UNISON representatives to the Race Relations Committee will be raising the important issues of standing up to racism and getting a better deal for all Black workers across the trade union movement.

The TUC Black Workers Conference is taking place on Friday 12<sup>th</sup> April to Sunday 14<sup>th</sup> April 2019.

### ***Public Services centre stage at Notting Hill Carnival***

UNISON's message at the Notting Hill Carnival 2018 was in tune with our Public Services Champions campaign. UNISON continues to support carnival, particularly poignant as a minutes silence was observed to remember the victims of the Grenfell Tower fire, which was on the route of the carnival procession.

Notting Hill Carnival is not just an important event, but a significant part of British History and tradition. It has changed over many years, with a more cultural diverse of communities taking part each year. UNISON is committed that we must ensure we promote inclusion and develop initiatives to enhance the participation of our members across community activities in the Black community.

### ***Training:***

UNISON and the National Black Members Committee continue to look at the best ways of supporting activists, including flexible and creative training opportunities to enable the strengthening of the union. Activists are at the heart of the union, and we cannot underestimate the commitment and work that they do every day

## CAUCUS REPORTS

### Disabled Caucus

An area of concern for the Disabled Caucus is the provision of reasonable adjustments. Getting some adjustments in place is still an uphill struggle for our Black disabled members, as many employers continue to be either reluctant or often cite the complexity of the bureaucratic ordering systems. Whatever the reason the impact is that our members are left feeling undervalued, frustrated and isolated which exacerbates our illnesses. This area of work continues.

The Black Disabled Members Caucus Network day was held on the 28th June and was well attended. We discussed 3 different motions being put forward for the National Disabled Members' conference:

- Black Disabled Workers - Professional Development and Activism
- Black Disabled Workers and the Disciplinary Process
- Welfare State

This year's National Disabled Members' Conference took place in Brighton on 28th -30th October 2018. There were 36 motions debated at conference. The National Black Members Caucus have submitted a number of amendments and eventually submitted two motions 1) Black Disabled Workers and the Disciplinary Process. 2) The Welfare State: A Hostile Environment for Black Disabled People.

Bev Miller chaired conference, along with three other members.

Workshops looked at issues around the EU medical card, impact on disabled people's pay, access to work grants – money being reduced and the impact this will have on people requiring personal assistance at work.

It was noted that people who were turned down for PIP payments should appeal. The Caucus group discussed NHS cutbacks which meant fewer surgical interventions as operations could not take place due to cutbacks.

### LGBT Caucus

Bev Miller and Davis were elected to the NBMC from the National LGBT Committee and as such have engaged in sharing information regarding the issues faced by Black LGBT people and contributed to the work programmes on the NBMC.

For yet another year, due to the lack of Black LGBT members on the NBMC, the LGBT caucus meetings have not taken place. Work needs to be done to increase the participation of Black LGBT members at branch and regional level to open up the possibility of being elected on to the NBMC.

Davis and Bev promoted UK Black Pride in July and the Black LGBT network day in September both of which were supported by the NBMC. Members of the NBMC attended UK Black Pride in solidarity and their presence was appreciated.

Issues raised and worked on during the year have included Brexit and Black LGBT people and the importance of non-binary inclusion. The committee were given information in relation to non-binary inclusion by Susan Mawhood in the form of a presentation. Bev has made the

committee aware that the NLGBT's committee is seeking to add plus to its name in order to be more inclusive.

As usual, the NBMC has been supportive and at times proactive in ensuring that Black LGBT issues are discussed, and action taken as required. This has been very welcome, particularly as Davis was unable to attend the meetings due to other commitments. Bev has appreciated the support that she has received.

## CONFERENCE REPORTS

### UNISON National Delegate Conference

Brighton, 19 – 22 June 2018

**Black members' delegates:** Ash Dhobi, Sandra Okwara and Adejare Oyewale  
(Newssheet)

At this year's Conference Black members were celebrating the 25<sup>th</sup> anniversary of UNISON, the 70<sup>th</sup> birthday of the NHS, the 70<sup>th</sup> birthday of the arrival of the Empire Windrush Ship at the Tilbury Docks from the West Indies and 50 years of the Race Relation Act.

This year's Conference was chaired by UNISON's president Margaret McKee. In her welcome speech Margaret reflected on her year as the President of the Union and the support she had received from her fellow Deputies and her family and without them she believed she could not have accomplished half of the work that was required from her. Margaret also reflected on her Presidential Charity, 'Rosemount House'. This is a residential home for homeless men with drugs, alcohol and mental health problems.

#### Key Speakers

Dave Prentis, UNISON's General Secretary, addressed Conference. He started his speech by reflecting on 25 years of UNISON, how far the union had come and how the victories of the campaigns of the union had made a real difference to the lives of our members and to the working people across the UK. In closing, the General Secretary told Conference that a lot has already been achieved together so far, however there is so much more to do. He asked Conference to come together and show everyone the difference that UNISON makes. Conference was also shown a short video of UNISON successes over the 25 years.

Other guest speakers were:

Dr Lorretta Johnson, Secretary-Treasurer to the American Federation of Teachers.

Angela Rayner MP, Shadow Secretary of State for Education.

Jeremy Corbyn MP, Leader of the Labour Party was due to address Conference on Wednesday afternoon, however he was unable to attend as he was called away to an emergency debate in Parliament. Mr Corbyn did send a video message to Conference which was shown on Friday afternoon.

#### Key motions of interest debated at the Conference

This year the Conference had witnessed some of the most enthralling debates ever. It all started on Tuesday morning with debate on Motion 12 and three amendments on promoting the union as an organising Union. The debates just got better and better and the climax of all came on Wednesday morning on the Strategic Review of UNISON, submitted by the NEC. Delegate after delegate spoke for and against the motion and when the question was put, there were over 20 delegates still waiting to speak to oppose the motion. The vote was taken and the clocks were turned back to 25 years ago in the early days of UNISON. Conference demanded a card vote and after several minutes a card vote was called. The vote result was: For 394,990, Against 609,044. The motion lost by a majority of 214,054, showing the power of the Conference.

This year has also been the best year for Black members. Black members rose to show not only the Conference, but the whole union exactly what Black members are made of. We were organised like no time before. We rose to seek support of Conference and we rose in unison. When the time required us to speak out, we spoke out. The amendment was asking for the 'Black Male' seat on the NEC to be made into a general seat for future NEC elections.

This would mean that the only Black Male seat we currently have could possibly be lost. We were not going to give this up. The debate for opposing the rule change began with me and in my speech I was able to demonstrate to Conference how few Black men were at Conference and how the rule amendment would affect the future of all Black men in UNISON. My speech was followed by Sandra and many other Black brothers and sisters who asked Conference to oppose the rule change. There were many attempts made to stifle the debate with two questions being put. However Conference were not ready the first time, they wanted to hear more and the debate continued. After many more speakers when the final question was put there were 7 speakers for and 18 speakers against still waiting to speak in the debate. When the vote was taken we had over 80% of Conference supporting Black members in opposing the rule change.

Both Sandra and I were kept busy throughout Conference week and we spoke on many more motions that had affected Black Members. We also attended several fringe meetings and Sandra chaired the fringe meeting on Tackling Hate Incidents: A Work Place Issue.

We also had two Black members caucus meetings. However, this year we decided to do things differently and on the caucus meeting on Tuesday evening we decided to have our own celebrations on the 25th anniversary of UNISON, 70th birthday of the NHS, 70th birthday of Windrush and the 50 years of the Race Relation Act. We invited all Black members at Conference to join us in music, drinks and a few nibbles. The Second Caucus meeting was back to business and this was to organise debate for the rest of the week.

This year's Conference showed the impact of Black people when they come together as one and as the Chair of the NBMC I have never been as proud of my brothers and sisters as I was at Conference this year. I would like to say a big thank you to Sandra Okwara for been my pillar throughout the Conference and congratulations on her excellent speeches. Also a big thank you to all volunteers, too many to name, on their help and support on the Black members' stall, for the distribution of leaflets, organising the Caucus celebrations, and selling of the T-shirts.

A very special thank you to Manjula and her daughter for the design and the making up of the 25 year celebration T-shirts.

Thank you to all NBMC members for their valued support all week including Adejare Oyewole for his excellent work on the Black Action newsheet.

And lastly a very big thank you to Margaret Greer, our National Officer who single-handedly supported us all throughout the week.

We rise.

## **UNISON Water, Environment and Transport Conference**

Brighton, 17 June 2018

**Black members' delegates:** Paul Wellington and Aniq Hashmi

Opening remarks from Gordon McKay.

Address from Ruth Davies covering: the water sector pay claims, PR19 for water, public transport under massive pressure, canal and rivers trust pay rise 4%, 12-14 October 2018 WET seminar in Sheffield, UNISON is 25 years old this year, benefits from being a member,

praised unison support for a masters at Keele university SGE vacancies especially water, Phil Rook retiring this year, social at the Oh So Bar.

Annual report – no questions submitted – formally moved by Ruth – all 6 moved

## **Motions**

Motion 1 - Recruiting and representing disabled members in the WET Sector submitted by the national disabled members committee – (supported by SGE) – carried

Motion 2 – Angling Trust – voluntary bailiff scheme submitted by the environment agency (supported by SGE) - carried

- Amendment 2.1 – carried

Motion 3 – Lyme disease (ticks) submitted by United Utilities - carried

- Amendment 3.1 – SGE asked for transport to be included as well as water – carried

Motion 4 – Flexible working submitted by National Women’s Committee – (supported by SGE) - Carried

Motion 5 - absence management in public sector submitted by Scottish Water branch (supported by SGE) – carried

Motion 6 – Bargaining for good mental health in WET workplaces submitted by National Disabled Members Committee – (supported by SGE) – carried

- Amendment 6.1 submitted by the National Young Members Forum – carried

Motion 7 – the role of market in delivery water services submitted by Yorkshire Water – (supported by SGE) – carried

Motion 8 – WET e-learning – is it up to the job?? Submitted by Yorkshire water – (supported by SGE) – carried

Motion 9 – health and safety reps standby – submitted by Yorkshire Water – (supported by SGE) – carried

Motion 10 – the push for upper quartile (UQ) – the ignored impact on employees – submitted by Yorkshire Water – (supported by SGE) – carried

Motion 11 – the push toward homeworking – good or bad?? Submitted by Yorkshire Water – (supported by SGE) – carried

Motion 12 – equality e-learning within WET companies submitted by Yorkshire Water – (supported by SGE) – carried

Motion 13 – zero hours and black workers submitted by NBMC – (supported by SGE) – carried

Motion 14 – use of consultants and day rate contractors in the water industry submitted by Southern Counties Water – (supported by SGE) - carried

Motion 15 – inclusive work place policies submitted by national LGBT committee – (supported by SGE) – carried

Motion 16 – essential water company employees are underpaid submitted by Southern Counties Water – (supported by SGE ) – Hays pay scale was referenced

Motion 17 – potential impact on jobs in WET of the government’s 25-year environment plan (submitted by SGE) – carried

Motion 18 – automation artificial intelligence and robotics in the water industry (submitted by SGE) – carried

Motion 19 – sustainable water at work submitted by EA – (supported by SGE) – carried

Motion 20 – review of safety practices in the water industry submitted by United Utilities – (supported by SGE) – carried

Motion 21 – the UK is facing a future of water deficits – is renationalisation the only sensible answer?? Submitted by Yorkshire Water – (supported by SGE) – carried

Motion 22 – stress in call centres and operational centres submitted by LGBT – (supported by SGE) – carried

Motion 23 – protecting workers jobs through assuring good environmental standards following EU exit (Brexit) (submitted by SGE) – carried

Motion 24 - defined benefit pensions in WET sectors (submitted by SGE) – carried

Motion 25 – organising young members in the WET (submitted by United Utilities) – carried

**Guest speaker** - Andy McDonald MP shadow transport secretary for Middlesbrough -

Andy thanked the crew for being on the front line. He discussed the first privatisation under the Tories and the current 6 pledges. He is happy that labour are looking to renationalise but warns the worst period of environmental damage in 30 years will be inherited by the next government. Andy also discussed blind investment in further road building that isn’t reducing congestion, train fiascos, not for profit public ownership, the reinvestment of surplus’ will be defragmented and locally managed.

There was good turnout for the WET conference with some interesting motions delivered very well. It seems that all sectors are currently having the same issues and the theme seems to be squeeze the workers for more while giving fewer favourable terms for the workers. There was much buy-in from all in attendance to support each other moving forward to push equalities and workers’ rights.

I attended with Aniq Hashmi and we decided that I would move our Motion 13 - Zero Hours and Black workers.

This was supported by a speaker from the SGE and also the delegates from the LGBT and Disabled self-organised groups.

There was great support from our fellow self-organised contingent with whom we sat.

## UNISON Energy Conference

Brighton Centre, 18 June 2018

### Black members' delegates: Tansaim Hussain-Gul and Kevin Thomas

I attended the energy conference on behalf of the National Black Members Committee to represent them. Unfortunately, due to unforeseen circumstances there was no motion for me to move at the conference.

Conference opened on time with safety announcement and we then went through the agenda about the report by Standing Orders Committee and where to find them.

Jenny Middleton Chair of the Energy Service Group Executive addressed the conference. Jenny stated that members in the energy sector are facing job losses, attacks on their terms and conditions and uncertainty about the future as we have some turbulent times ahead for the energy sector. Also attacks from the media coming in on a daily basis are not helping our sector.

Christina McAnea Assistant General Secretary was also a guest speaker and spoke about the celebration of 25 years of UNISON and our achievements, 150 years of TUC and 70 years of the NHS. She talked about the last 25 years and how we need to work even harder over the next 25 years as we will have a very difficult time going forward. The obstacles in our way include terms and conditions, trade union bill, and contracts.

Christina spoke of some of the success in the sector including the British Gas pay rise proposal and was very proud that our members stood up in volumes against the changes the business was proposing. This showed them that we are stronger as a union and with our members. Christina also announced we have a new branch opening in Ceridian.

The floor was opened to any questions for Christina and a delegate asked about the energy part of the union not getting the publicity and importance as it should be. Christina replied that there should be visibility of each and all sectors, and that everyone should have a voice. She suggested we look at the work stream in terms of how to increase visibility i.e. in media and publications. Another question was raised regarding National Grid, Campaign manager and the labour party campaign and policies and how they are in line with the union policies, Christina stated members are the ones that will determine the policy in what we as a union put forward. But will table this and take back and discuss further.

The Vice Chair went through the Annual Report and delegates took a vote on the report. No questions were asked as reported to the conference.

There were 11 motions all motions were carried but amendment 1.1 fell on - Recruiting and Representing Disabled members in the Energy Sector as there was no one to move the amendment for the motion.

Motion 2 - Bargaining for good mental health policies in Energy workplaces. We were advised that there is a new guide being landed at the NDC called Mental Health First Aiders in Workplace, and that all reps should have this training.

Other motions covered; proposed merger of two big six energy suppliers (NPower and SSE), the re-nationalisation of the energy industry, and a move to hydrogen gas. There were no emergency motions submitted.

The chair then thanked Elaine as it was her last year on the Energy Service Group Executive. Jenny also thanked the stewards, finance staff and delegates for their time and hard work and effort and closed the conference.

## **UNISON Local Government Conference**

Brighton Centre, 17 – 18 June 2018

### **Black members' delegates: Elizabeth Cameron and Ash Dhobi**

We arrived mid afternoon Saturday 16<sup>th</sup> June and went to our respective delegation meetings, which were followed with a pre conference meeting. We await the standing order report, but if it goes according to plan our motions won't be heard until tomorrow. We intend to speak on our two motions, motion 20 - zero hours and Black workers, Motion 19 - Black workers and in work Poverty, identified for Monday morning. We also identified two further motions; mental health in the council workforce, and Youth and community workers, which should be heard on the Sunday afternoon. We committed ourselves to making unscheduled interventions in any debate which has a disproportionate impact on Black workers.

### **Sunday sessions:**

The standing orders report indicates the Black workers motions are scheduled for Monday and the LGBT and disabled motions are scheduled for Sunday morning.

We hoped to attend the social work against the state fringe and the attack on asylum and refugees fringe at 12.45 – 13.45 however, Ash was approached by the chair of NDMC to speak to the NWC Rule change we opposed so plans were changed.

Standing orders report agreed five composites

- A – Say no to national assessment and accreditation system of social workers -10, 11
- B - Mental health and workloads in the council workforce - 16, 17
- C - Raising the profile of Local government workers - 21, 22
- D - Privatisation and bringing services back - 25, 26
- E – Housing - 28, 29

Glen Williams Chair of Local Government Service Group Executive opens conference. Glen gave an overview of the situation for local government workers on the following: the pay freeze, the collapse of Carillion, the worries and concerns of industrial action re: social care charter and ethical care charter and the Glasgow janitors' dispute. Glen also reported on faces in water and unwashed equipment.

He also talks about people being singled out and bullied by employers due to their trade union activities, "an injury to one is an injury to all and we must support victims of bullying at work" he said. Our numbers are reducing but with 60,000 members we are still a force to be reckoned with. We should no longer take responsibility for the ideologically driven decisions which caused the financial collapse. Most of our ordinary members do not know who their local MP's are MSP's are sp councillors all need to be approached by UNISON members and pressured to help change our situations.

We welcomed Melissa Gayle and Mandy Buckley the Birmingham home care workers in the carers dispute. We should support these campaigns. The Tory government in February removed the free meals for children 3 years and above.

Other reports centred on the shrinking welfare state and greater poverty as well as the union - Organising and recruitment must be central to the 25 year review and people should not be

joining for the benefits of reduced insurance but must join for positive progressive reasons; we must not be a call centre or referral service. Sales people rather than organisers. We must never dilute our aspirations.

Collective organisation and aspirations are what we believe the trade union will help achieve. Dignity for working people. There is no place for holding up a mirror of fear and uncertainties. Self fulfilling defeatism exist and members are not happy to take crumbs from the table. When members are not engaged this awakens our negotiators. NJC is sometimes viewed as the emperor's new clothes of bargaining machinery, sometimes achieving nothing.

On matters of pay, Conference was told, we need to think differently and need to be bold.

Glen thanked staff members – particularly Indira Patel who is organising the 25 year review. He thanked Heather Wakefield who will be leaving UNISON, stating whatever you do always paddle your own canoe; swimming against the tide has become one of her greatest hobbies, journalist policy officer women's rights for liberty. Heather has done so much for the union - the first female Head of Local Government. She moves on to politics and dealing with the issues of equality.

Paul Gilroy moved the Annual Report and spoke of simple messages, constructive criticism clear set of strategies and clear messages on pay. There were talks of finance cuts, anti privatisation and service delivery. UNISON will be providing extra training around dealing with financial issues

### **Report**

The Sunday debates were peppered with interventions from Ash and me and I was stopped by people in the hallways saying how moved they were by our speeches. Although not scheduled to be one of our interventions, since we were campaigning it seemed logical to raise our profile from the outset, and the decision was made to speak to the very first motion - Composite C Raising the profile of local government workers.

The speech outlined Black workers' role in local government, having come to the UK to assist in rebuilding the country after the war and having played an active role being employed across all spheres of local government, but predominantly low paid work. The speech said we should not be forgotten whilst raising the profile of local government workers as within the workplace we have been ignored for too long; especially in recruitment, in advancement, in access to training. Black workers are employed in unrepresentative numbers for the community yet are over represented in capability and poor performance procedures. The speech outlined our lack of progression in the workplace, and lack of access to development and training.

All of our other speeches tackled the sensitive issue of mental health and how workplace situations and community situations such as increased racism have an impact on Black people's mental stability. We talked about young black men and the value of youth services in tackling the increased knife crime.

### **Monday sessions:**

In moving our motions - we talked about in-work poverty, sometimes due to a lack of support, encouragement and access to opportunities. Workers on zero hours contracts and Black workers discussed the disproportionately of these contracts and the impact on financial stability.

The rest of the conference motions were almost all exclusively carried. There were a good number of Black delegates who participated in the various debates, the Deputy Chair of

NBMC amongst them and co-optees to and from the women's committee. Your delegates participated fully.

It was a privilege to be selected and we were so proud to have represented NBMC at this powerful conference. Conference respectfully responded to and supported the plight of Black workers and the issues they face.

NBMC Motions were unanimously supported.

## **Police and Justice Conference**

Bournemouth International Centre, 11 – 12 October 2018

### **Black members' delegates: Nadeem Ikram**

As Steward and Black Members' Officer for Leicestershire Police Unison Branch, I attended and represented the National Black Members Committee for this year's Police and Justice Conference held in Bournemouth. Like other public sector services the police and probation services are dealing with under-investment and lack of resources. Some of the key motions focussed on pay, mental health, and limited resources available.

#### ***Motion 2 - Bargaining for good Mental Health policies in Police and Justice Workplaces***

Conference noted that bargaining for good Mental Health policies within Police and Justice workplaces for our members was a priority. Due to the increased pressures and workloads coupled with raised targets, and deteriorating working conditions. They were affecting the quality of services being delivered to the public. I heard speakers on this motion who spoke about their how their mental well being had reached such a low, which led to long term sickness. The importance of creating good mental health in our workplace has to remain at the top of UNISON's agenda. It is unfortunate but mental health among our UNISON members is on the increase. As they singled out in the workplace, they have to contend with unrealistic targets, poor management, bullying and discrimination that can exacerbate them.

#### ***Motion 4 - The Need for Pay Reform in Police and Probation***

The subject of pay featured at the top. Both police and probation delegates were dismayed how pay increases remained low and did not reflect the rises in the cost of living. It was clear that both the police and probation services were doing more for less. Resources were being stretched to the limit - I heard a Police Community Support Officer speak on how they were dealing with people suffering mental health rather than preventing crime. At a time when the police service should be protecting the public from serious harm, they find themselves performing secondary roles as mental health workers. This was echoed by Labour MP and Shadow Policing Minister Louise Haigh, who was one of the speakers at the conference. Louise said "the police service are picking up pieces of a broken NHS system", and acknowledged that this was unsustainable. Louise herself was a voluntary special constable for a period of 4 years, and had a clear understanding of policing. She fully recognised the need for extra funding and a stop to any further cuts to policing.

Caryl Nobbs, chair of the service group executive, said "a review of the pay and grading structure is long overdue," and that "we need to take a strategic approach to pay reform in each sector in the service group, if we don't we will get picked off one by one," Currently work has commenced on part two of the police staff council pay and reward review, which is taking place in England and Wales. Andy Stenning who spoke on behalf of the police staff sector committee, said: "At some point the funding for policing is going to have to increase,

and we need to be ready with a strategy to ensure that police staff receive some of that spending.” Delegates also noted concern on the lack of progress on pay reform within the National Probation Service, and the 21 Community Rehabilitation Companies.

***Motion 11 - Police Barred Advisory List***

Delegates were shocked at how the police service has created barred lists. These were brought in less than a year ago for police staff and mean that volunteers, special constables, and police officers are added to the list if they are dismissed. Meaning they cannot gain employment with any police force in England and Wales. Conference recognised that barring those who are dismissed for acts of serious misconduct is appropriate and necessary. However the barred list discriminates, meaning the reasons for barring an individual can also include attendance, under performance, and poor health. One delegate spoke about a fellow member colleague who was dismissed for lack of attendance due to depression, and another colleague dismissed for attendance issues related to cancer, they are now both on the list. Another example is where an individual works in a police staff role such as call taker, and also performs the role of a voluntary special constable. If that person was dismissed for one of those roles, it means they will be barred from doing the other.

Delegates called on the service group executive to co-ordinate action in branches affected by the legislation and to highlight the unfairness of the barred and advisory list, and also to ascertain the impact they have had on retaining special constable volunteers.

***Motion 16 - The Future for Probation after Transforming Rehabilitation***

Conference was made aware that from the very beginnings of the Transforming Rehabilitation (TR) experiment, UNISON had warned against the dangers of introducing a privatised model into key Probation delivery services. It is clear that this model has failed, which has resulted in a weakened service for both service users and communities. The Justice Select Committee report published on the 22 June 2018 stated the Ministry of Justice (MOJ) must undertake a Probation Review to consider alternative models for Probation to replace TR. But for any future model to be an achievement it is essential that it involves the views and the knowledge of practitioners. Conference called on the Service Group Executive to work with Labour Link in order to seek the views of our members, those that actually do the work, at the top of the agenda of any future Justice ministers and to influence the future probation review.

***Motion 22 - The Lammy Review***

The Lammy Review is an independent review by Labour MP David Lammy into the treatment of, and outcome for Black people in the criminal justice system. It is a significant piece of work that has highlighted the impact of race inequality within the judicial system and the impact on UNISON Black members in the police, probation and justice services. I moved the Lammy Review motion which was submitted by the National Black Members Committee. In the 50 years since the creation of the Race Relations Act 1968, and subsequent acts, which were to outlaw discrimination and give equal rights to Black people, it is regretful that there has been limited improvement in how Black people are treated.

The National Black Members Committee are disappointed there is no proactive action in addressing some of the deep seated issues regarding the over-representation of Black people. It is vital that UNISON is seen to be leading and seeking to address some substantial and fair outcomes and supporting our members in the workplace. It is a depressing fact that since the inception of the Equality Act 2010, racial bias continues to continue throughout the justice system, which has a direct impact on Black members that obstructs our ability to engage positively in the workplace. The National Black Members Committee aim is to work with the Police and Justice Service Group to address some of the key recommendations which are outlined in the Lammy Review. That will provide an

opportunity to develop guidelines and bargaining aspects to help support members, and that will enhance positive work with other unions.

Black people have fewer opportunities to develop, and enhance their prospects as they are often seen as not important. We must do all that we can to eradicate this kind of inequality and not relent on our campaign for equality in every part of society. The over-surveillance and over-policing of Black people in the UK, which continues to be a significant and sensitive subject for UNISON Black members, and the wider community must not be underestimated. This creates barriers between the Black community and police, which can generate disparity within the criminal justice sector.

The report by David Lammy MP contains 35 comprehensive far-reaching recommendations including a key principle that racial disparity must be “explained or changed” and the importance of achieving a workforce in the criminal justice system that is diverse and representative. The key principal that Lammy describes as part of his recommendation needs to be addressed without delay. The National Black Members Committee recognises it is an issue much wider than the workplace, and must be used to engage members and the wider Black community in developing important campaigns for justice.

The National Black Members Committee welcomed Napo’s call for the government to reverse its decision and for the TUC to write to the Secretary of State for Justice to ensure justice works better for the Black community and stop this disproportionate over-representation within it. The experience of Black workers in their workplace and society is too often scarred by the injustice of racism, as a union we must continue to defend workers and work with the National Probation Service, the Community Rehabilitation Companies and the Probation Diversity Support Network to seek to ensure tangible and fair outcomes for Black people in the judicial system. The National Black Members Committee will continue to explore how to engage with sister trade unions and develop joint work across the movement.

## **Higher Education Conference**

Chester, 11 January 2018

### **Black Members’ Delegates: Gwenda Palmer and Tunde Olusegun**

#### **Summary of the points made by key note speakers:**

Chair of the Higher Education Service Group Executive, Denise Ward presented the Annual Report in a warm welcome address and urged delegates to be inspired, informed and make the conference a valuable experience. Denise said the year had been very challenging for the sector, saying “our members continue to be in the firing line for all sorts of reasons including low wages, redundancies and outsourcing has continued to pose a major threat”.

She stressed the need for better communication amongst members in a clear and transparent way as she urged members to thoroughly read the report. She added that the South East reports have been updated to include Brighton University which reported positive feedback on redundancies. She said Equalities is at the heart of what UNISON does and “we’ll continue to defend our members and ensure equal rights at all sectors in support of our members”.

Guest Speaker, John De Pury from Universities UK delivered a paper on Mental Health and said that over 2.3 million students and over 400,000 staff work in the Education sector.

He said more students are disclosing mental health issues than before and stressed that mental health issues in the education sector is greatly affected especially among 15-24 year olds, stressing the crisis is growing more among the youth than ever before.

John said suicide issues have been of great concerns and said there's need for good mental health support systems, not only for students but for staff working in the educator sector as well. 'It's a global issue', John stressed.

Key motions of interest debated at the conference include:

- All universities Staff are important;
- Marketisation of Higher Education;
- Fair Pay in Universities;

Other motions include:

- Fair Pay in Universities;
- We need pay Ratios in Higher Education;
- Increasing participation of young members;
- No to excessive pay awards for Vice- Chancellor and Senior managers;
- No to a Hard Brexit;
- Work place stress/resilience;
- Higher Education as a Public Service,
- Engaging Higher Education members for LGBT equality among other motions.

NBMC Delegate contribution:

Motion 6: 'Pay and the Impact on Black Staff' which was submitted to conference by the National Black Members Committee (NBMC) and was moved by Gwenda Palmer.

The above motion was requesting the support of the HE Service Group Executive (HESGE) and was further supported by two speakers, one being a representative from Stand-Up to Racism and the other being a member of the HESGE itself.

Motion 21: 'The experience of Black People in Higher Education Institutions', was submitted to conference by the National Black Members Committee (NBMC) and was moved by Tunde Olusegun.

Both motions were supported and passed with other delegates making additional contributions to support.

The fringe meeting was on Mental Health in the Workplace. There were also Black and LGBT caucus meetings held during the lunch break. The Black caucus meeting only had 4 delegates in attendance.

The total number of Black delegates that attended the conference remains disappointingly low and the timing of the caucus didn't encourage more networking among other few Black members in attendance.

Workshops:

An open workshop on 'Building a successful Pay Campaign' was co-ordinated by Chair of the HE Service Group Sector, Denise Ward. I made some contributions on the open floor forum with my experience in branch on pay campaign serving as a platform.

We are both honoured to represent the NBMC at this conference which served as opportunity to present motions as well as take an active role at the HE conference.

We look forward for more opportunities to serve the union in the nearest future in other capacities as may be necessary.

## **Community Conference**

Southport, 2 - 4 March 2018

### **Black members' delegates: Onyekachi Okwara and Emilyn Hutchinson**

Conference was opened by Malcolm Gray, Chair of Community Service Group Executive, who recognised the hard work our public service members have been doing during the severe weather conditions. He spoke about recruiting and organising within UNISON and the work of the community service group. He went on to thank all the delegates for their effort in attending the conference despite the severe weather conditions.

There was a presentation by Carol Iddon, Managing Director, Action for Children. Carol discussed some of the issues facing staff and how they have worked with UNISON to embrace a partnership model.

Christina McAnea, Assistant General Secretary for Bargaining, Negotiation and Equality spoke on some of the work that has been done in the past year and what UNISON will continue to work on with support from members in the Community Service Group. She also spoke on the following areas:

- Tribunal fees
- Sleep in
- Commissioning of service which affect staff terms and condition
- Fair funding for the public services.

The Black caucus meeting took place during lunch and was attended by members from a variety of regions.

The National Black Members' Committee motion - Creating, Building, and Strengthening Black Community link was debated with much support from other delegates and was carried along with the amendment submitted by the Community Service Group Executive.

## **Women's Conference**

Liverpool 1<sup>st</sup> – 3<sup>rd</sup> February 2018

### **Black Members' Delegates: Bev Miller and Chelsea Skervin**

Liverpool BT Convention Centre was the venue for the largest Women's conference in Europe. On the first day of conference there were caucus meetings including Black members and later there were regional and service group meetings.

The first session of conference was chaired by Jenny who welcomed everyone to conference. The main guest speaker was the president Margaret McKee and the points she made have been summarised below.

Chair of the afternoon session was Pam Sian.

## Key Speakers

President – Margaret McKee

Margaret began her speech by saying how proud she is to be the co-chair of Royal Victoria Hospital branch.

The remainder of her speech can be summarised as her view that:

- This government has taken incompetence to a new level and that it is sad that the second female Prime Minister isn't better than the last
- Furthermore, 10 years after financial crisis began, public service are paying the price with inflation at its highest in 5 years
- Privatisation and PFI have failed, so it is time to get rid of them.
- About 1 million workers are on Zero hours contracts
- More than 300,000 homeless
- Pregnancy discrimination cases dropped once there was a tribunal fee

Margaret's message was well received by conference.

## General Secretary - Dave Prentis

Dave made several points that can be summarised as follows:

- He spoke in support of the Birmingham home care workers who were on strike.
- The "Me Too" campaign was noted and Dave made it clear that he abhorred men who prey on women and abuse their power.
- New Royal Liverpool Hospital has been abandoned because of Carillion, driven solely by profit leaving a trail of damage, debt and failure after its collapse.
- Eleanor Smith, first Black MP taking Enoch seat, such an ironic victory.
- We got rid of tribunal fees, one of the biggest legal victories in British history
- Racism of Trump and his supporters have been opposed at every step

Dave's speech was welcomed at conference and his presence was appreciated as was his support of women's issues.

Guest Speaker Dr Helen Pankhurst, who is the great-granddaughter of Emmeline Pankhurst. Helen spoke about her new book 'Deeds not Words' and then took questions from the floor.

After that Helen summarised her views as follows:

- That whilst there are many issues of inequality for women today the most pressing issue is violence against women.
- Women from all walks of life are to be celebrated.
- Recognition to all that has been achieved by women whilst continuing the fight for equality.

Dr Helen Pankhurst's presence and contribution was recognised as significant and a celebration of the work the women have done to promote equality.

## Motion 17

Bev Miller spoke in support and made it clear that mental health first aiders would not be expected to replace medical professionals.

## Motion 18 Supporting members with fibromyalgia

Chelsea Skervin supported motion 18 and gave a moving speech on how fibromyalgia and arthritis have impacted on the quality of her life and the pain that she lives with on a daily basis. Chelsea also acknowledged the support of her family. At work she has had to deal with managers who do not understand.

**Motion 20 Lack of participation of Black women in UNISON**

Chelsea moved motion 20 on behalf of the National Black Members Committee (NBMC) Chelsea highlighted the under-representation of Black women within the union and the need to encourage more participation.

**Motion 26 Domestic abuse in the Black community**

This motion was moved by Bev Miller as part of a grouped debate that included motions 25 and 27. Bev outlined the definition of domestic abuse and the specific issues faced by women within Black communities.

**Black members caucus meeting**

The Black members caucus meeting took place on the afternoon of the first day. This was a well-attended meeting and Black delegates were encouraged to speak in support of Black members motions. The continued issue of Black women members finding it difficult to attend as it is so close to Black members conference was also discussed.

It was good to see many members of the NBMC speaking in debates on various issues at the conference. Overall, it was a lively and engaging conference and we appreciate the opportunity of representing Black women members at the conference.

**TUC Black workers conference**

20 – 22 April 2018

**Black members' delegate: Sharon Carby-McLean**

I attended the TUC Black Members' Conference as an elected representative from the National Black Members Committee. The conference was chaired by Michelle Codrington-Rogers. Throughout the conference there were references made regarding the issues surrounding the Windrush Generation, references to 50 years of the Race Relations Act, and the "Rivers of Blood" speech made by Enoch Powell. Guest Speakers included Neville Lawrence, Moyra Samuels Justice4Grenfell, Lord Herman Ousley.

Conference started with references to the various ways in which Black members can find themselves blocked by barriers. These barriers include promotions being denied, lack of access to training, acting up opportunities, zero hours contracts, in other words structured racism in a different form.

Frances O'Grady, TUC General Secretary, emphasized that "It is up to us all to remove Racism". Frances also highlighted that Services for the Public needed to be owned by the government. Conference was also informed that 1 in 10 people in employment are working on Zero Hours Contracts.

The motion surrounding Windrush had a number of speakers.

Motion 2 on Health and Safety.

- Racism is a Workplace hazard
- Customers who display racist behaviour should be banned from shops as a minimum
- Racism can be linked to mental health due to discriminatory practices.
- Racism impacts on career development
- Members from CUW, FE, HE stated that they experienced difficulties trying to work on higher degree programs
- Racism - "Duty of Care" is needed

### Motion 3 Impact of Automation

There have been job losses in Blood and Transfusion Services, warehouse work and retail.

- The use of machinery, digitisation and new technology has impacted on the labour market.
- Unions need to write to protect jobs.
- Black members need to be visible across the unions.
- Ensure Employers fulfil their legal requirements.

**Lord Herman Ousley** was the guest speaker on Saturday morning and made reference to Windrush and the Barbadian High Commissioner being instrumental in moving the current issues forward. He highlighted that the breakthrough in relation to Windrush was due to the embarrassment faced by the Home Office and the Commonwealth Leaders Conference taking place in London. The individual cases tell the story of how they have been treated. The Guardian Newspaper have been supportive in bringing the stories of individuals to the public's attention.

He also spoke about Legislation V Implementation and the various Race Relations Acts. Members were informed of race being an issue during the reign of Queen Elizabeth 1st in which it was said that "10,000 black people need to be removed" too many of them. His speech also made reference to Walter Tull the Black Footballer who 100 years ago was denied an Award because he was black.

There was a commemoration of Ambalavaner Sivanandan by Jenny Bourne.

### Motion 8 Race Pay Equality Gap

- Windrush can be linked to the first NHS Hospital.
- Black member earning £8,000 less than her colleague doing the same job.
- Encourage diverse panels
- Black women take a double hit Race and gender.
- 70% of Black teachers do not believe their pay reflects their experience.
- In Academies pay is less for Black teachers; They are more likely to be supply teachers.
- 68% Black Members are living in poverty
- 19% Homeless. Some teachers are sofa surfing
- 40% seeking support with finances.
- Suffering due to capability issues

Gloria Mills Chair of TUC Race Relations Committee stated that the Race Relations Act 50 Years On "Must not be bums on seats".

*The legacy we do today*

*Is the legacy that we leave behind.*

Histories and Struggles need to be shared.

**Neville Lawrence** gave a presentation at conference. Neville spoke about the impact the death of his son had. He also shared with conference how he had found faith and the impact this had on himself. He spoke to conference 2 days before the 25th anniversary of the death of his son Stephen.

### **Moyra Samuels Justice 4 Grenfell:**

Moyra provided conference with an update on Grenfell:

Out of 211 households only 85 have managed secure permanent accommodation, 66 are in temporary, 73 still in emergency accommodation 11 months on. Moyra shared with

conference that there were over 1,000 empty properties in the area. She shared the campaign for the residents to be housed in homes of their choice with secure tenancies. 36 Homeless, 17 African Caribbean. Moyra stated that some residents were more likely to wait longer and more likely to be offered a flat that is substandard. Moyra emphasized that residents had not been listened too. 50/72 residents who lost their lives were of Muslim background. 11,000 pupils need support with mental health, local services are unable to meet their needs. There needs to be Therapy for children. Moyra also shared how the community had come together and details of the monthly march on the 14th of every month. She further highlighted a need for a diverse panel on the enquiry.

The Equity Union talked about organizing Black Workers and Building Capacity. Black members work in occupational areas where it can be difficult to reach workers but UNISON is involved in working with home workers by using Social Media. We need to analyse the degree to which members use Social Media helps to build a community. There needs to be a profile campaign for the online community; this would increase capacity. The pace of change is leaving people behind.

#### Motion 15

There are now very few spaces left for Black People in relation to the Arts. Reduction in lottery grants due to having to compete for funding alongside Art Galleries and Museums. The Artist Union of England attended this conference for the first time. - Austerity has made a great impact due to funding. Arts budgets slashed or cut completely. Artists should be treated as professionals. Culture can be expressed through Art.

Through Grime young people got involved in politics. They had an impact on the election as many 18 -24 engaged and voted in elections for the first time due to Grime. Black young people are able to express themselves through music. Grime echoes working class struggles, it is also the voice of the young people. Through Grime there is freedom of expression.

#### Motion 17

Charges for Maternity care starts at £4,000 and rising. There is no research on how much it cost to recover finance. The NHS informing the home office regarding non-payment can impact on application. Many women are vulnerable as they may be; on a low income, a victim of trafficking, or sexually abused.

These charges conflict with the principle of the NHS and lead to a negative impact on women. A debt of £500 or more will impact on immigration status; this results in a delay in women accessing Antenatal Care. Provision should be for all and not the few so the charges do not discriminate against life chances.

Following the first day at Conference there was an opportunity to attend a presentation by the Jamaican Prime Minister, The Rt Hon Andrew Holness. About 2,000 people attended the meeting. The prime minister discussed the State of Emergency in operation in certain parts of Jamaica (Mt Salem St James, Denham Town Kingston etc). He shared that the Jamaican government had implemented a number of strategies to improve the situation of the communities. Initiatives include; LEGG Apprenticeship Programme, parenting classes and the removal of corporal punishment in primary schools (followed by removal from secondary schools). He also stated Jamaica's intention to tackle domestic abuse. The prime minister shared the various countries around the world that have Jamaican communities. He echoed the need for Jamaicans to invest in Jamaica.

I would certainly recommend the TUC Conference to others as it was nice to hear about some of the other issues in other unions. It was pleasing to note that a large number of the delegates attending the conference were first time delegates and speakers.

I would like to take the opportunity to thank the delegates who voted for me and allowed me to have this experience.

## **Trade Union Congress (TUC)**

9-12 September 2018

### **Black members' delegate: Ash Dhobi**

This year's TUC was held in Manchester to celebrate its 150<sup>th</sup> anniversary. Manchester is the birthplace from where the TUC was started by the Mechanic's institute.

There were approximately 750 delegates from 48 different trade unions. UNISON remains the largest union with the most members. UNISON's delegation consisted of 57 delegates.

Prior to congress starting I attended a pre-conference delegation briefing to discuss and agree UNISON's positions on the motions and the balance of speakers to each of the motions and amendments. Over the 4 days there were approximately 70 motions and composites moved - a full account of these can be found on the TUC website.

### **Guest speakers to TUC**

President Sally Hunt addressed the TUC Congress. In her speech Sally told Congress that "we are the trade union movement, we are powerful agents of change, and we don't observe history; we make it. You are the trade union congress and you are doing what you have always done -standing with and for working people in this country. Making sure this is a country for those people, 150 years ago and today, the same family, the same fight."

TUC General Secretary Frances O'Grady in her address delivered a clear warning to Theresa May that if her government doesn't deliver for working people on Brexit, then this country's trade unions will mobilise to win a deal that does.

Shakira Martin, NUS president gave a thought-provoking speech about student poverty and the challenges students face. Shakira also spoke about how class and poverty create barriers that stop too many students getting in and getting on. Her department had heard from apprentices, learners and students, from academics, providers and sector agencies, and from campaign organisations, charities and of course trade unions, including the TUC, that the system creates a 'poverty premium' that means working class students pay more. In closing Shakira spoke about the latest developments with the young workers' project and how the TUC has developed a new app, WorkSmart, to take trade unionism to younger workers.

Shadow Chancellor, John McDonnell, spoke about his working-class background and his first job with the NUM. He then joined the TUC at Congress House as a researcher. He went on to say "I have always been immensely proud of my trade union origins. This is an honour, an absolute honour, to be invited to address Congress. Thank you very much for giving me this opportunity". "I have repeatedly said, the trade unions founded the Labour Party. Never again should there be a Labour leadership that looked upon the trade union link as some form of anachronistic embarrassment. We are one movement. We are the labour and trade union movement, as we will always stand together." John also went on to tell

Congress that he wanted to thank Dave Prentis, who first raised the concerns of PFI through Congress and into the Labour Party.

Archbishop of Canterbury, Justin Welby in his address to TUC Congress, said that, “With the TUC looking forward to its next 150 years and the Anglican Church in a period of transition, it’s the right moment to restate common values”. The Archbishop stated that he has views that can be described as the progressive left. He went on to say “Wrong behaviour must be confronted. It needs to be called out and #MeToo is very necessary. And homophobia is wrong, utterly wrong”. He also has a strong advocacy for gender equality in the Church, and now there are 13 female bishops in England. And as a former business executive he has experienced first-hand the benefits of unions collectively representing employees.

Mark Serwotka, general secretary of the Public and Commercial Services Union (PCS) was elected as the incoming president of the TUC. Mark will serve in the role for a year and preside over the next Congress in Brighton.

In the final farewell the General Secretary said, “The last four days have made me prouder than ever of our movement. From challenging the government’s Brexit shambles to building unions fit for the next 150 years, this anniversary Congress will go down as one of our best.”

Other guest speakers at the TUC Congress this year were, Luiz Pedraza from Colombia and Antonio Boria from Braz.

### **Black Members at Congress**

I was very impressed this year with the contributions made by Black members from across the unions at the Conference. However, it was still disappointing to see the lack of representation of Black members from the other trade unions. UNISON again had the most number of black delegates with a total of 17 delegates.

The following fringe meetings were attended:

- Challenging Racism in the Workplace (organised by Show Racism the Red Card and included Roger McKenzie as guest speaker).
- UNISON Learn Reception (organised by UNISON).
- Trade Unions, Human Rights and Peace in Colombia (organised by Justice for Colombia).
- Black History- Windrush Generation (organised by BRAC)

## REGIONAL REPORTS

### **Cymru/Wales region**

#### Race equality and cuts/Million Voices

- Developed commemoration of the abolition of slavery branch event to include incorporating modern day slavery and Welsh Government code of practice – ethical employment in supply chains. To support a more equal and globally responsible Wales.
- Continued work in Challenging Racism in the workplace.
- Developed work with other SOGs e.g. women's group on common issues.
- Sponsored and supported Race Council Cymru in 2 events which were held in Swansea and Cardiff celebrating the 70<sup>th</sup> anniversary of the contribution of the Windrush generation and their impact on the cultural life in Wales.

#### Recruiting and organising Black members

- Anti slavery event held in the community with a recruitment and profile raising focus.
- Sponsorship of Black history month events right across Wales with excellent publicity and sponsorship of awards for black members.
- Black members SOG Facebook page boosted and regularly updated with significantly widened coverage and engagement with branches and black members.
- New induction pack developed for branches for new members and activists shared with branches across the Region.
- Recruitment materials supplied to branches for black members recruitment.
- Promoted events to Black members and had interactive recruitment stalls at all Wales events and branch events.
- Two excellent newsletters sent to all Black members in the Region.
- Wrote to the Cabinet Secretary for Health, Well-Being and Sport about Black progression in Local Government.

#### Other activities linked to UNISON objectives and priorities for 2018

- More focus on strengthening Black members activity in branches with the objective of ensuring branches are inclusive in their approach to UNISON objectives.
- Work with the region to ensure black members voices are heard in political consultations / initiatives with Welsh government.

#### Planned future activities

- Black member SOG constitution review.
- Work to improve Communication with Black members in the region.
- Anti slavery events to be held in August 2019.

- Continue to work with Race Council Cymru around Black history month.
- Challenging racism in the work place training to continue in the region with increased emphasis for activists to undertake this training.

## **Eastern region**

### Recruiting and organising Black members

The work of the regional Black Members SOG included supporting the Bedford River festival and the Cambridge Mela 2018.

The Bedford River festival has been running for a number of years now and the region has always been very proactive in supporting this event. This year was another positive year for the festival; it was well attended and supported by regional Black members including young members. There was a lot of interest from health workers and retired members.

Cambridge Mela also went well, with a stall staffed by local regional members. We had great and enthusiastic support from regional staff and we spoke to a number of people. I would now say that for many years to come this will be a positive event in which we aim to target recruitment and build on from this year. It was a very hot day but we all persevered and it was a great team work.

The regional Black Members SOG is committed to supporting both these events next year.

### Planned future activities

We aim to attend Bedford River Festival, Cambridge Mela and Luton Carnival in 2019.

The regional Black Members SOG will be having their Black Activist Development Weekend; this event also incorporates Eastern Region Black Members' AGM which will include:

- Eleanor Smith MP – Being a Black Leader
- Political Campaigning – Agreed to include UNISON structures.
- Recruiting and organising Black members
- Preparing for National Black Members' Conference
- Hope Not Hate – Challenging conversations
- UNISON Race Protocol – Thompsons Solicitors

## **Greater London region**

### Race equality and cuts/Million Voices

The impact of the cuts and austerity on Black members and Communities is regularly discussed by the Committee and is an ongoing feature of the workplan.

The RBMC continue to receive updates from senior Labour politicians about the cuts and the Tory Government's austerity programme at the AGM and other meetings. Guest speakers at the recent AGM included Patrick Vernon OBE on the Windrush campaign and Narmada Thiranagama, UNISON National Officer on the Government's hostile environment and impact on immigration, public services and UNISON members as public sector workers.

Thompsons Legal Services regularly attend policy meetings to give an update on the Race Discrimination Claims Protocol and conference review.

The Regional Equality Strategy has six objectives which will follow through on the work plan points in the region. **“Equality issue are not an ‘add on’ or a ‘bolt on’ to everyday trade union work, they are the core of what we are trade unionists do. Dealing with equality issues is not more work, it is the work of the union”**. The RBMC continue to work with the region to ensure the equality strategy will encourage the mainstreaming of equality issues throughout the region and branches.

### Recruiting and organising Black members

A summary of recruitment activities run by the region in conjunction with the RBMC.

- Work with the Self-Organised Groups (SOGs) to promote attendance at SOG conferences
- Work through Organising Framework process to map branch level of Self- Organisation and recruitment.
- Encourage SOGs to share best practice and support regional SOGs with their work plan
- Collate and showcase best practice of Self-Organisation and distribute

**Recruitment and Development** – (Lead person Annette Heslop). Last year this working party held a seminar addressing the need to encourage young Black people into the trade union movement, how to go about doing this and how to support/ develop them. This year the group continues to look at engaging young Black workers and is looking into the possibility of holding a film night as part of this project.

**RBMC AGM 2018** - The GLR RBMC AGM took place on Friday 14 September and was well attended by 100+ delegates. The AGM elected Adejare Oyewole as Chair, Mitsy Harmon-Russell (Co-Vice Chair) and Annette Heslop/Lola Oyewusi (Co-Vice Chairs j/s). Guest speakers included Patrick Vernon OBE on the Windrush campaign and Narmada Thiranagama, UNISON National Officer on the Government’s hostile environment and impact on immigration, public services and UNISON members as public sector workers.

**Attendance at Black Members and other National Conferences:** Year on year the Greater London region continues to increase the number of delegates and visitors attending National Black Members’ Conference. The Committee continues to work to maximise the number of members attending the 2019 Black Members and also other Self Organised National Conferences. The Greater London region has historically had a policy that one in three branch delegates attending National Delegate Conference should be Black to accurately reflect the population of London. The Regional Committee reaffirmed their position on this in October 2014. As the Online Conference System (OCS) does not apply such a rigid formula, for NDC 2015 the region implemented a manual checking system to ensure that all delegations from London meet this criteria. Branches adhered to this policy.

### Other activities linked to UNISON objectives and priorities for 2018

**Motions** – (Lead person Mitsy Harmon-Russell). Motions have been submitted to the 2019 National Black Members’ Conference on behalf of the Greater London region on

- Housing,
- Windrush,
- Gangs, knife crime and the killing of Black young people

- Ill health retirement and sickness absence policies.

The group will run a session at a future RBMC meeting on writing motions/how policy is made in UNISON.

**Black History Month** – (Lead person Anette Heslop). The 2018 event will take place on Friday 26 October and the theme this time will be **WINDRUSH 'In Unity We Stand'**. As in previous years, the event will include music and key note speakers.

**Political Engagement – (Lead person Elizabeth Baptiste)**. In the run up to the 2017 snap General Election the RBMC held a successful political engagement event hosted by Chuka Umunna, MP on how Black members can make a difference during the elections, why they should use their vote and become more engaged with politics at all levels. The group continues to look at ways Black members can become active in politics at all levels and support and training that could be provided to assist with this.

**Setting up Self-Organised Groups (SOG) – (Lead person Elizabeth Baptiste)**. Members of this working group have been invited by Branches to attend meetings of Black Members SOGs to offer support and advice and explain the work of the RBMC. This work is ongoing and the working party are considering surveying branches that currently have branch SOG's and also looking at ways to support branches in influencing employers equality structures.

#### Planned future activities

The Committee will meet for our annual policy day on Friday 23 November to agree the work programme and working parties for 2018/19 but activities are likely to continue to focus on ongoing work on recruitment & organising, supporting self organised groups, Black History Month annual event and motions. Alongside the NEC's annual objectives, the region has produced a Regional Plan that focuses on four key themes: developing stewards / leaders, communicating with members, improving participation in the union, and bargaining / campaigning. The RBMC will consider how these can be incorporated into our workplan.

## North West region

### Race equality and cuts/Million Voices

The North West region:

- Sent delegations to the Stand up to Racism Trade Union Conference and the UN Anti-racism Day National Demonstration.
- Organised a meeting with the Ahmed Iqbal Ullah Resource Centre on why schools fail Black children and what we can do about it for Black History Month. Over 50 people attended and it has stimulated a group to challenge the over-representation of Black children in exclusion.

### Recruiting and organising Black members

- We worked with North West UNISON on a project to increase participation of Black members in the union. We have surveyed branches as well as Black members in the region and are in the process of developing a future action plan.
- We have organised road show of events in Salford & Bury.

- We have also taken part in branch development days and staff events with an information stall.
- We have produced a flyer to promote our group and an anniversary newsletter to show Black people's contribution to UNISON and the trade union movement.
- We have also actively engaged in a NW Regional project to improve participation of Black members in UNISON

#### Planned future activities

- Sponsored an event for Black History Month for the Windrush 70 year anniversary.
- Send delegation to Unity Demonstration on 17th of November.
- NW Black members' event for Islamophobia Awareness Month. We are supporting a community meal at Didsbury Mosque in Manchester, which has been targeted by fascists in recent months. We will be there to show our solidarity with Muslims and raise funds for refugees.
- Community Engagement Event – 8 December: This event has been arranged by Sonia Stewart, to welcome Dr Florence Levy to Manchester during her speaking tour visit of the UK. Dr Levy is Head of Health Workers Union FETSALUD in the North Caribbean region of Nicaragua. She is also President of the Commission for Indigenous Peoples, African Caribbean descendants and autonomic issues in the Nicaraguan National Assembly. Dr Levy will be raising awareness of the latest developments in her country and steps being taken to build peace and stability.

## **Northern region**

#### Race equality and cuts/Million Voices

- Promotion of Black members' group within Region.
- More Branches have active Black members than previously. Supporting Black members facing cuts and redundancy in the workplace, its effects on job security
- Region and Branches monitoring equality issues in relation to cuts in services and jobs
- Development of links between the Black members SOG and Public Service Alliance.

#### Recruiting and organising Black members

- We now have several branches with Black members taking prominent and leading roles – e.g. Woman's Officer and Communication Officer in NHS Trust Branch.
- This has led to branches having specific recruitment events around Black members (Black History Month, Equalities Week). Resulting in more Black members being active in these branches.
- Participation at Newcastle and Teesside Mela, including stall, and co-Chairs making a speech on behalf of UNISON.

#### Other activities linked to UNISON objectives and priorities for 2018

- Development of Regional Equalities working group to co-ordinate activities and arrange joint events with other Self Organised Groups (SOGs)
- Working with 'Show Racism the Red Card' to develop their Anti-Racism Ambassadors programme. This has led to development of activists.

### Planned future activities

Sub group set up to co-ordinate events and activities e.g. planning the policy weekend and co-ordinating activities around Black History Month. The aim is to continue the sub-group.

## Northern Ireland region

### Race equality and cuts/Million Voices

As well as May Day and regular events, the focus for our group this year was on the demonstrations organised to coincide with the 70th birthday of the NHS. The migrant workers group helped drum up support (literally) on the NHH 70th birthday demonstration with Kerala Beats marching behind the B&MW banner.



The Black and Migrant Workers group also attended a diversity rally organised in reaction to growing fascist demonstrations in Belfast. Our group was particularly keen to attend the rally as it coincided with the need to help our Indian colleagues raise funds following the floods that had just devastated the Kerala region. Many of our members were directly affected by the floods and hospital branches were also contacted to raise funds for Kerala.

### Recruiting and organising Black members

The number of Black and Migrant Workers in the region has increased again, with both the presence of local organisers on the ground and a new wave of recruitment of international nurses in all the Trusts and through Private Nursing Home employers.

With newly arrived migrants and new members joining our union, our group felt it was timely to have a Black Members' party, organised to suit members with families and children. This party took place in March and was a real success with 80 to 100 people attending on the night.

We provided advice at the UNISON corner, while others could enjoy music / face painting / Kerala Beats performance / dance shows and of course beautiful Indian and Filipino food.

The aim of the party was to encourage new members to join; showcase services we provide; give members access to information; but also give members from various communities an occasion to socialise together as 'UNISON B&MW members'.

Other activities linked to UNISON objectives and priorities for 2018**Immigration advice clinic**

There was an increase in the need for immigration advice for our own UNISON members in the last few months. We have also faced a number of immigration queries from newly arrived members through some of our branches. Not having access to immigration advice through our usual UNISON legal representatives makes supporting members very difficult for branches.

While clinics and the immigration phone line would be sufficient for non work related general immigration advice, the consequences of people not accessing the right immigration advice when facing a difficult employment issue or potential dismissal can be hugely damaging.

We have raised this problem at many levels for a number of years but the issue is still ongoing and will remain on our agenda for the foreseeable future.

**English classes**

Last November, the NMC recognised the Occupational English Test (OET) as a possible way to evidence English competency and allowed for IELTS scores to be consolidated over two sittings for overseas nurses wishing to register with them.

The B&MW welcomed those changes and worked with the Education team to amend our existing English classes accordingly. We set up a pilot OET preparation class that started in September. The class was fully booked from an early date and the pilot looks sure to lead to further classes in the New Year.

Our IELTS classes also continue to attract big numbers and to be a fantastic recruitment tool when approaching new migrant workers to encourage them to join.

**Supporting Refugees**

The support for Refugees with our education team has continued throughout the year. Our English classes and immigration advice clinics are open to refugees and asylum seekers and remain very popular.

Our education officer has been relentlessly pushing for a pathway to medical practice to be established in Northern Ireland for refugee doctors and nurses. The education officer and some of our English class students have been meeting the NI Health Trusts, the Chief Medical Officer, BMA, GMC, NIMDA, etc., sharing their concerns and expertise with Trust officials, to try and establish a programme in Northern Ireland. We hope that some of our students will be pioneering clinical placements in the new year.

**Migrant Workers and Brexit**

The group has kept abreast of developments on Brexit and attended events in London and locally to gauge the future process and potential consequences of Brexit on migrant workers living here. We have put out information in our e-bulletins and facebook page, as well as shared the very clear guidance recently produced by headquarters on the main UNISON website.

The group is particularly concerned for migrants living and working around the border area (e.g. living in one jurisdiction and working in the other) and in particular for Black members as they are, and will be, the first ones to be checked on a regular basis when crossing over. If this is already happening when supposedly no border and no checks are officially in place, we have little doubt that Black members will feel the pinch, whatever the final arrangements put in place.

We carried out a survey, which is currently being analysed, to see to what extent our members are worried about the impact of the EU exit and see if migrants here have already been affected by Brexit in their work and in their life.

#### Planned future activities

- One of the priorities for the coming year will be to identify new activists for our regional committee.
- Immigration will remain the main focus of our campaigning.
- We will also focus on finding a solution to the new monitoring vacuum created by the introduction of the new recruitment forms.
- The new recruitment forms do not include any ethnic monitoring leaving us with no contact for newly recruited Black members, and therefore no up-to-date comprehensive list of Black members in the region. Our region sends information to all Black and Migrant Workers in NI on a regular basis. Having no data not only means no numbers, but also no way to monitor trends / branch density / underrepresentation, etc.

The group is looking forward to Black Members' Conference to see how other branches and regions are tackling this new issue.

## **South East region**

Activity for the year has focussed on the recruitment and organising of Black members and how to encourage activity of Black members, both within branches and at a regional level, in particular recognising the need to reach out to younger members.

- South East Regional Black members discussed involving young Black members as 2019 will be the year of Young Members. The general feeling was that we should be going to places where young Black people frequent eg. Colleges, schools etc. and talk about the importance of being in a union.
- We will also be breaking down the regional recruitment stats to show how many young members we have in the SE and also how many young members go on training.
- South East region training weekend was well attended with 5 new Black members attending. The feedback was positive with many saying they felt more confident about the jargon used in branches and understanding how the region works along with feeling more confident about speaking up at meetings and many wanted to become more active in the branches

#### Planned future activities

- Looking forward to 2019 the region has refocused its plans on organising, recruiting and supporting Black members within branches.
- The region has plans for an organising weekend early in 2019 to kick start the work with branches.

## South West region

### Race equality and cuts/Million Voices

The South West Black Members' Committee organised and ran a stall at St Pauls Carnival in July and promoted the NHS 70th Birthday at this event. The stand was busy all day and recruitment forms were handed out and existing members welcomed.

We also helped at UNISON's stall at the Exeter Respect Festival in July and a number of committee members took part in the Tolpuddle Festival.

### Recruiting and organising Black members

The Black Leadership Course in November 2017 was very successful and as a result of that course we had 35 members at the SW Black Members (SWBM) AGM in April. A number of these new activists were elected into officer position on the SWBM committee.

The Committee have made tremendous strides forward with a lot of success organising our Black Members in the Dorset, Bournemouth and Poole area of the region. This organising has been led by new UNISON and committee members, Emmanuella Agwagah and Nelly Shianti and they have been supported by their respective branches of Bournemouth Local Government and Dorset Health.

Emmanuella and Nelly have established a vibrant local self organised group of 20 plus Black Members in the area and in September, six members of the SWBM Committee travelled to Bournemouth to hold their quarterly committee meeting and a members' Open Meeting. This was a day-long meeting and we had 25 participants.

The Bournemouth and Dorset SOG is growing and is proving to be a very exciting and encouraging development for UNISON Black Member Self organisation in that area.

What we have done in 2018 is extend our reach to all the Black members in the South West by using RMS bulk email system for the first time to send emails direct to Black members that have indicated their ethnicity in their RMS records. These bulk emails have promoted and encouraged them to come along to our meetings and events and training courses. This has helped our success because what has become evident is that many of our members are not in contact with their branches and are not therefore, for various reasons, aware of opportunities UNISON provides to become more involved in UNISON.

### Other activities linked to UNISON objectives and priorities for 2018

We held Black History events in Bournemouth and Bristol on the 26<sup>th</sup> October. The Bournemouth event was organised and convened by Emmanuella Agwagah and Danielle Hetherington-Parker, Branch Secretary Bournemouth Local Government Branch. It was a very well attended evening meeting for all the members of the Dorset and Bournemouth SOG and they had speakers on issues of racism and being Black in Britain today.

The Bristol event was an Open Day at Frenchay Hospital and was organised by Marcia Dawkins, SWBM committee member and Equalities Officer for Concorde Health Branch. The branch arranged for speakers and refreshments and the event was a big success attracting members and non-members working for the North Bristol NHS Trust and from adjoining branches in the Bristol and Bath area.

The Black Leadership Course ran again in November this year. In addition to the two day course for new participants we also organised and ran a one day Refresher Course for the

2017 Black Leadership participants. We had 23 members on the two day course and ten members including the tutor on the Refresher Course.

Roger Mackenzie, Assistant General Secretary, Simon Woolley, Director Operation Black Vote and Dr Edson Burton attended the dinner in the evening as guest speakers and gave insightful, motivating and inspirational speeches.

Both courses were a great success and the whole weekend proved extremely motivating for our Black Members and we have secured commitment from all of the attendees to organise in their workplaces and localities and to attend the various training courses next year that will equip them to do that.

All the Black Members in the new Dorset and Bournemouth local SOG are now invited to take part in all the activities organised in that area and we have the commitment of the two largest branches in that area to support and facilitate the work that the SOG plan to do.

### Planned future activities

On the 5<sup>th</sup> January we are running a workshop on what happens at National Black Members' Conference. All the regions' delegates and visitors have been invited to attend this workshop which is going to be run by Georgia Ramsay, SWBM Chair. The aim of the workshop is to brief delegates and visitors on the Conference motions and to help prepare them for what will happen at Conference and what is expected of them as delegates and visitors. It is hoped that first time delegates will find the day beneficial, providing them with everything they need to know about conference. It will also be an opportunity for delegates to meet the rest of the delegation, share their knowledge and experience, make arrangements for travel and social events. The SW has 19 delegates attending the 2019 NBM Conference plus two national reps, two regional reps and a SOC rep.

Other plans for the year are to hold a two day SWBM Conference at UNISON Croyde Bay in the autumn. This will replace the Black Leadership Course as the main training and organising event for 2019. We will offer training and workshops on organising, political activism and also some specific training and workshops on race discrimination and exploring issues of equality and racial bias in Britain. We will also have workshops promoting and celebrating Black Culture and training on Well Being and Mindfulness and dementia awareness.

We also hope to send a delegation to the Houses of Parliament with the support of Thangam Debbonaire MP Bristol West. This will be part of plans to introduce and promote political training and activism.

Our annual AGM will be held in April and of the four committee meetings, two will be open to members, one in Dorset and one in Exeter or Plymouth. Exeter and Plymouth meetings will depend on whether or not we can get a local SOG going in those areas, otherwise we will concentrate on Open Meetings in Dorset where we know we will attract members.

Our Dorset and Bournemouth SOG will hold their own regular meetings; these will be fully supported by the regional SWBM SOG and committee members will attend when possible. Our Dorset and Bournemouth SOG also intend to train stewards and activists locally and hope to run the Stewards Course specifically for Black Members in Dorset as early as January.

We will also run stalls at the St Paul's Carnival in July 2019 and be present on the SW regions' stalls at Exeter Respect and Tolpuddle.

We intend to commemorate and celebrate Windrush Day in June with an event in Bristol. Our plans are in the very early stages for this but we will co-ordinate and collaborate with local Bristol Black groups and charities who also have plans to celebrate Windrush this year.

Our main administrative goal in 2019 is to improve our communications abilities and extend our reach to all the SW Black Members using social media and other messaging tools. We have set up a SW Black Members' Facebook page and it is linked to the SW Region's Facebook page but it's not active yet. We need the resources and technical assistance to get this FB page and a Twitter feed up and running with up to date information and to promote them to all our members and branches to encourage visits and links and likes etc.

## **Yorkshire and Humberside region**

### Recruiting and organising Black members

The group has an effective group webpage for members to access.

Members worked on the Region's Doncaster Race Event on the SOG stall in August 2018

The region has encouraged branches/members to participate in Show Racism the Red Card – Wear Red Day on 19<sup>th</sup> October 2018.

One of our group was recognised with the award for 'operational services excellence' at a Windrush Awards ceremony organised by NHS England to celebrate diversity in the NHS and to mark the health service's 70<sup>th</sup> birthday. The event celebrated the contributions of the Windrush generation.

### Other activities linked to UNISON objectives and priorities for 2018

- Chair/Deputy Chair attended Race Discrimination case conferences with Thompsons.
- Chair attended Regional Leadership meetings
- Several Branches organising events for Black History month

### Planned future activities

- Continue to work on UNISON key objectives
- Training to take place in November – Confidence in Public Speaking

## National Black Members' Committee Attendance

There were four meetings of the National Black Members' Committee over the last year which took place in March, June, September and November 2018.

The appearance of a JS after two names together indicated job-sharers.

Name	Region / Self Organised Group	Potential Attendance	Actual Attendance
Paula Cooper / Shamrika Sydes (JS)	Eastern	4	4
Rodney Williams / Sandra Okwara (JS)	Eastern	4	3
Sudeep Bone	East Midlands	4	2
Doreen Jones	East Midlands	4	4
Ash Dhobi	East Midlands	4	4
Adejare Oyewole	Greater London	4	3
Elizabeth Baptiste	Greater London	4	1
Mitsy Harmon Russell	Greater London	4	3
Annette Heslop	Greater London (Substitute)	4	4
Iqbal Syed	Northern	4	3
Lilian Adani	Northern	4	3
Sonia Stewart	North West	4	3
Kim Johnson	North West	4	3
Azara Azam	North West	4	3
Rakiya Suleiman	Scotland	4	2
Peter Sharma	Scotland	4	1
Rosita Ellis / Sandra Charles (JS)	South East	4	2
Tania McGee / Vanessa Henry-Steinfort (JS)	South East	4	4
Marcia Dawkins	South West	4	2
Nathan Aljoe	South West	4	2
Kebba Manneh	Cymru / Wales	4	2
Pam Singh	Cymru / Wales	4	1
Sharon Carby-McLean	West Midlands	4	2
Manjula Kumari	West Midlands	4	2
Shazziah Rock	West Midlands	4	4
Lincoln Paul Davies	West Midlands (Substitute)	4	2
Aniqa Hashmi	Yorkshire and Humberside	4	3
John Campbell	Yorkshire and Humberside	4	2
Kuldeep Bajwa	Yorkshire and Humberside	4	2
Bev Miller	National Lesbian, Gay, Bisexual and Transgender Committee	4	3
Davis Mac-Iyalla	National Lesbian, Gay, Bisexual and Transgender Committee	4	
Paulette Whyte	National Women's Committee	4	4
Carol Sewell	National Women's Committee	4	2
Jacqueline Jones	National Disabled Members' Committee	4	1
Abdul Rahman	National Disabled Members' Committee	4	2
Hugo Pierre	NEC	4	1
April Ashley	NEC	4	1

Abiola Kusoro	NEC	4	2
Elizabeth Cameron	NEC	4	2

