



# **2020 National Black Members' Conference**

## **Preliminary Agenda**

**31 January – 2 February 2020**

**Bournemouth International  
Centre**

### **1. Mind the Gap - Addressing racial disparities in the Public Sector**

In 2016 the then prime minister launched an audit to examine racial disparities in public services and across Government – with the intention of influencing policy to solve the problems found. The vast volume of work conducted by the race disparity unit, shone a light on the disparity of experiences between white Britons and those from ethnic minority background.

The audit consolidates data on education, employment, health and criminal justice outcomes for different ethnic groups.

According to the Equality and Human Right commission the statistics (updated 20/12/18) show the following:

- 1) Unemployment rates were significantly higher for ethnic minorities at 12.9 per cent compared with 6.3 per cent for White people;
- 2) Black workers with degrees earn 23.1 per cent less on average than White workers;
- 3) In Britain, significantly lower percentages of ethnic minorities (8.8 per cent) worked as managers, directors and senior officials, compared with White people (10.7 per cent) and this was particularly true for African or Caribbean or Black people (5.7 per cent) and those of mixed ethnicity (7.2 per cent);
- 4) Black people who leave school with A-levels typically get paid 14.3 per cent less than their White peers.

The NHS recently has come under fire for the lack of progress in board and female representation. Almost half of the 240 NHS trusts do not have even a single BME board member, according to separate NHS data collected to monitor progress against the service's workforce race equality standard. The data shows also that the NHS is failing to honour the laws designed to improve female and BME representation.

The information shown crushes the argument that racial equality in the workplace can be increased through social mobility interventions. Organisational prejudices are still stopping minority progression in organisations. It is almost impossible to deny that trust isn't broken, and that institutional prejudice does exist in the Public Sector.

Conference instructs the National Black Members' Committee to:

- a) Ensure branches have clear bargaining guidance that enables their negotiations with employers to achieve measurable progress on race equality in workplace including increasing the number of Black worker being promoted to more senior positions.

- b) Request the National Executive Committee establish improved mechanisms to record and share the outcomes of branch negotiations with employers that have resulted in measurable improvements in race equality in the workplace.
- c) Seek to work with UNISON Labour Link to ensure that race equality is central to the agenda of the next Labour Government.

***Eastern Region***

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## **2. The Effects of Austerity on Black Members**

Conference notes the findings of the Labour Research Department report commissioned by UNISON into the impact of austerity measures on staffing levels and services within Local Government between 2010 and 2019.

This report was based on a Freedom of Information (FOI) request sent to all 411 United Kingdom local authorities in January 2019. The FOI request asked about staffing levels in 2010 and 2019, redundancies from 2010-2018 and TUPE transfers from 2010-2018. As a principal aim of the request was to gather more information about the equality impacts on the workforce of the cuts to local authority spending, councils were asked to provide data for both staffing and redundancies by gender, ethnicity and disability status.

Despite some respondents using differing date periods, it was still possible to identify that there have been particular equality impacts on local authority staffing during the last nine years.

The result of this exercise demonstrated what we already know – that the impact of austerity has been significant not just on the services we provide but on staffing levels and in particular on the number of workers with protected characteristics under the Equality Act 2010.

In particular, in relation to Black workers the report identified that “overall. . .the percentage of BAME redundancies was higher than the percentage of BAME staff” demonstrating that Black workers are more likely to be made redundant and, due to the manner in which local authorities responded to the questions, this is likely to be under-reported.

Conference instructs the National Black Members Committee to:

- 1) Continue to highlight the effects of austerity measures on Black workers and, in particular, the fact that Black workers have been disproportionately impacted through redundancy from local authorities across UNISON’s nations/regions focusing particularly on those Branches where the disproportionate impact has been greater;
- 2) Work with the National Executive Committee and the Local Government Service Group to seek a response from those Local Authorities where the Disproportionate impact has been greater.

***Manchester Branch***

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Conference instructs the National Black Members Committee to:

- 1) Continue to highlight the effects of austerity measures on Black workers and, in particular, the fact that Black workers have been disproportionately impacted through redundancy from local authorities across UNISON’s nations/regions;
- 2) Work with the National Executive Committee (NEC) and the Local Government Service Group to acquire statistical data from each region on the numbers of Black Members who are being made redundant;
- 3) Discuss with the NEC and the Local Government Service Group how Regional Black Members Committees can be supported, to also monitor their own Regional Local Government Committee's statistics on Black Members redundancy figures based on overall branch membership figures and Local Government employer total staffing numbers.

***Salford City Unison***

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#### **4. Challenging Racism and Disability Discrimination in the Workplace: An Intersectional Approach**

Conference notes that Black workers face numerous barriers in the workplace due to racism and that UNISON works hard to combat this through programmes such as Challenging Racism in the Workplace.

However many disabled Black workers face multiple discrimination in the workplace. In particular, Black workers can find it difficult to access reasonable adjustments at work due to a combination of disability discrimination and racism. Where reasonable adjustments are refused, Black disabled workers can find themselves subject to unfair sickness absence procedures or face losing their job through the capability process.

Conference notes that Black disabled workers face a “double whammy” of discrimination. In addition, for Black disabled women and LGBT+ workers the effect of discrimination is intensified still further.

Conference believes that the impact of combined discrimination on Black members requires an intersectional approach which takes account of the complexity of the effects of discrimination based on more than one protected characteristic and the impact this has on our diverse Black members.

Conference therefore calls on the National Black Members Committee to work with the National Disabled Members Committee and other national self organised group committees to:

- 1) Continue to publicise Challenging Racism in the Workplace and to raise awareness of these materials with other self organised groups;
- 2) Publicise UNISON publications such as the Quick Guides to Reasonable Adjustments and to Access to Work and UNISON’s Disability Leave Bargaining Guide;
- 3) Lobby government to reintroduce the Equality Act provisions on combined discrimination.

***National Disabled Members Committee***

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#### **5. Black Workers in the NHS and Disciplinary Procedures**

The NHS in England, and the rest of the NHS across the UK is dependent on Black workers in all types of roles, it's time that they put in place policies and procedures that will not just deal effectively and fairly with their Black staff, but also in 2020 it's time to have effective scrutiny in place in all areas of their employment activities.

The NHS England Workforce Race Equality Standard (WRES) 2018 Data Analysis report for NHS Trusts, states that Black staff were 1.24 times more likely to enter the formal disciplinary process than white staff. The report also states that there has been year on year improvements on this indicator since 2016, which shows that more can be done in this area. This provides a real opportunity for our union to organise around this issue.

The NHS already requires all Trusts in England to comply with WRES data on an annual basis., Public Health Wales has a Strategic Equality Policy, NHS in Scotland has an Equality framework which enables each trust to monitor equality impact on their workforce and there are similar policies for Northern Ireland and the Republic of Ireland. This motion will merely enhance the procedures that are already in place.

Conference calls on the National Black Members' Committee to work with the Health Service Group Executive to:

- 1) Encourage UNISON Health branches, seek appropriate facilities time and support for Black Members Branch Officers to assess patterns of discrimination in disciplinary processes affecting Black workers.
- 2) Seek the support of UNISON Health Branch Secretaries to request that the NHS start publishing race discrimination statistics on a quarterly basis, on all internal and external forms of communication. In addition, this data should be sent to all Health Branch Secretaries to review at their monthly Branch Leadership meetings.
- 3) Urgently raise the issues so that they can support all Health Branch Secretaries to request that the NHS retrain HR staff in the NHS, and any member of staff taking part in disciplinary panels so reducing the potential for bias in investigations and disciplinary processes.
- 4) Work to ensure UNISON Health Branch Secretaries and Equality Officers are consulted before the retraining of NHS staff and managers involved in the disciplinary procedures.
- 5) Raise these issues so that they can work with local and regional Health branches to change the entire approach, to disciplinary action against Black members and Black staff so that in general the NHS will focus on learning not blame.
- 6) Begin proactive communication through their regional representatives with Health Branch Secretaries about how their Branch Black Member Officers need:
  - a) To be supported by their Branch Secretary to request that the NHS as a whole implements 'cultural awareness' training on race discrimination for all their staff
  - b) To be encouraged to raise awareness about when a Black member of staff asks for help from the security staff they respond in a non-discriminatory way; that all levels of staff in the NHS is trained to not treat Black staff or Black visitors to their premises differently due to them being Black.
- 7) Recommend that all UNISON Health Branch Secretaries read Roger Kline's article on 'Rethinking Disciplinary Action in the NHS' and how his approach might apply to disciplinary action against Black staff, using an approach now tested in the NHS.
- 8) Enable UNISON Health Branch Black Members to be supported to raise awareness within the NHS, so that we may effectively address 'unconscious bias' in all aspects of the disciplinary procedure decision making.

This conference further asks that the National Black Members Committee regional representatives discuss and agree with their Regional Black Members Committees/Networks, how to support Health branches recruitment, election, participation and development of more Black Members Officers within our Health branches.

## ***East Midlands Region***

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### **6. Gender Pay Gap - Valuing Black Women**

Conference congratulates UNISON's "Bridge the Gap" campaign and leading the call to eradicate the gender pay gap.

Conference welcomes the introduction of mandatory reporting introduced in 2018 that exposed the true extent of the gender pay gap; however, simple reporting of the issue is not enough. Legislation needs to be implemented that looks at the structural causes of inequality in pay between men and women.

Conference notes there is an additional injustice for black women, those with disabilities and LGBT+. Black women earn 14% less on average and are more likely to be employed on zero hour, low hour and insecure contracts. Even when you control for factors like education, experience, location and occupation the pay gap still exists and actually widens for Black women with higher levels of education. The jobs women tend to dominate are often undervalued and entrenched in low pay, such as caring, leisure, service, sales and customer services, administrative and secretarial. Add to this the fact that 80% of Black mothers are the main breadwinners for their households.

Conference further notes that the Tory government thought this would address the inequality women experience in the workplace. Forcing companies to share their unfair pay practices in the hope that they'd be motivated through huge public outcry, a sense of embarrassment, or maybe even a desire to do the right thing. However, the gap is widening, showing how ineffective the new pay gap reporting rules have really been.

Conference acknowledges the government's reporting regulations show what we already know and that is that women in the UK workforce are at a huge disadvantage. And whilst the regulations continue to have no power to enforce change things are unlikely to improve and more likely to regress.

UNISON is well-placed to champion change; to campaign and negotiate for improved policies and practices, both nationally and locally. Smashing the gender pay gap must be at the heart of all collective bargaining if progress is to be made.

Conference calls on the National Black Members' Committee to:

- 1) Lobby for changes to legislation to force companies to report the work they are doing to eradicate the Gender Pay Gap;
- 2) Lobby for changes to reporting to include figures relating to black women;

- 3) Continue to work with the National Executive Council to campaign to combat and smash the gender pay gap in which UNISON continues to be a significant voice;
- 4) Bring together and review current research on the underlying reasons that contribute to pay gap especially in relation to the impact on Black Women;
- 5) Work with service groups and the other self-organised groups to promote negotiating guidelines to support branches to negotiate local action plans to close the gender pay gap.

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***Newcastle Hospitals Unison Branch***

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## **7. The ethnicity pay gap**

Conference notes the report by the Office for National Statistics on “Ethnicity Pay Gaps in Great Britain: 2018” produced for the first time in July 2019.

Conference notes that earlier research, e.g. by the Equality and Human Rights Commission in 2017, and by the Resolution Foundation in 2018, shows that the ethnicity pay gap is of long standing, and that while some progress has been made to close these gaps many ethnic groups still experience lower pay than White British workers, with workers in Pakistani and Bangladeshi ethnic groups receiving the lowest median hourly pay.

In London the percentage difference in median hourly pay between people of a White ethnicity and all those who belong to an ethnic minority group stands at 21.7%, the highest in the country.

In 2018 the government began a consultation on whether they should legislate to compel individual employers to report their ethnicity pay gap as is now done for the gender pay gap, however the results of this consultation have not yet been published.

Conference call upon the National Black Members Committee to:

- 1) Work with the National Executive Committee to campaign for the ethnicity pay gap to be subject to similar reporting requirements as the gender pay gap;
- 2) Research how the ethnicity pay gap affects workers in public services, eg. by surveying members and branches;
- 3) Consider producing bargaining guidance for branches and regions to address ethnicity pay gap in individual employers;
- 4) Work with the National Young Members Forum to campaign against this issue and promote the campaign among young Black workers.

***National Young Members' Forum***

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## **Organising & Recruiting**

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### **8. Recruitment and Retention – a targeted plan for Black workers**

Recruitment and retention have rightly been the key priority for UNISON over the last 18 months and initiatives such as Grovember and the activity in May have ensured that our membership has grown and has increased UNISON's visibility in workplaces however further work is still to be done particularly amongst engaging with Black workers. This should include working with relevant bodies in UNISON to develop a recruitment strategy that engages Black community groups. We know that:

- 1) Current strategy focuses on recruitment and retention through workplaces and utilises the stewards to achieve it;
- 2) Historically, Black members are spread across multiple cities/workplaces and at times they can be the only Black person in a workplace;
- 3) Current UNISON membership benefits e.g. insurance plan, car insurance, home insurance, funeral, lottery, Thompsons etc but could these be adapted to meet Black member needs? i.e. extended insurance policy for parent and immediate family abroad.

Benefits to UNISON:

- a) Increase in income from all the new subscriptions;
- b) Specific targeted recruitment will bring about diversity and opportunities to those that would be otherwise marginalised in our community;
- c) UNISON has influence in the political arena through Labour Link. Recruitment of migrant workers strengthens UNISON's position within the migrant population and black members;

Targeted recruitment will bring about diversity and fresh ideas and multiculturalism which can help in organising and recruitment and community cohesion.

Although UNISON's current strategy is to use stewards in recruitment within high density unionised workplaces, a lot more needs to be done around Black members' recruitment.

We call upon the National Black Members Committee to:

- i) Develop a targeted recruitment strategy for Black members;
- ii) Reach out to Black members' groups within the community where Black members meet and where Black members are likely to work in the public sector and also be in low paid jobs.

***Northern Region***

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## **9. Access to Immigration Advice and Representation to Recruit and Organise New Members**

Once again, this year, one of the most useful tools to attract migrant workers has been our immigration advice clinics. On top of the JCWI helpline, accessible through UNISON direct, we have a monthly face-to-face clinic with a solicitor in Northern Ireland. This continues to be a fantastic resource that has allowed us not only to recruit new members, but also have relevant up to date information to organise around immigration issues.

With the Brexit deadline looming, more members attended our clinics than ever, typically Black European members or non European family members who had relied on their European partner for status. The recent leaked document about the end of free movement by the end of October for current EU migrants which is unlawful and the subsequent Home Secretary's u-turn clarifications indicates that hostile environments against migrants will continue, whether you are EEA or non-EEA nationals.

We are concerned that, with the hostile environment kicking in for an even larger pool of members, we will not be prepared to help our members who not only will need immigration advice but also representation.

Employers questioning people's status is not a new phenomenon. We have come across many cases in the past of employers dismissing members simply because they cannot produce the piece of paper that employer requires to prove their right to work. In these cases we were left in a limbo where our advice clinic is no longer sufficient and representation cannot be obtained through legal services because of the immigration dimension.

Once again, Conference calls on the National Black Members Committee to use their influence with all UNISON structures to give access to not only immigration advice but also immigration representation to its members when employment and immigration are linked.

***UNISON Northern Ireland***

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## **10. Amendment to Standing Orders of National Black Members Conference**

Conference resolves to create a new standing order in the National Black Members Conference Standing Orders (Section 3 Motions & amendments):

3.4 Each motion shall contain no more than 500 words (except composites) and each amendment shall contain no more than 250 words.

***Eastern Region***

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## **11. Black Women in Leadership**

Conference notes statistics show there is a clear lack of Black women in leadership positions. Black women are still under-represented in senior roles in the workplace.

This is often because many Black women though they have the qualifications, experience and practicalities for the job role, they are often overlooked for their white counterparts.

This may be down to many reasons such as:

- Lack of Information to the Black staff
- Lack of opportunities
- Lack of time to develop
- Lack of training to progress
- Lack of support from immediate management team

With this in mind Black talent is not lacking in abundance but being stifled by a lack of recognition of the problem and being given support.

We call upon the National Black Members Committee to work with UNISON's Learning & Organising Services, Service Group Executives, the National Executive Committee, Self Organised Groups and other appropriate teams to:

- 1) Undertake research of Black Women's experience at work, via a survey for Black women in UNISON and how best to support their concerns
- 2) Review training programme of courses, encouraging Black Women to participate in leadership programmes and promote these courses through UNISON media
- 3) Explore developing workshops for Black women to highlight their transferable skills through confidence building, CV writing, completing applications, and communication skills.

***National Black Members' Committee***

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## **12. United we stand - Divided we fall**

For many years Black people, have faced discrimination. Remember it was the government of this country that asked us to come here to provide our labour, to build Great Britain. We have seen from the Windrush scandal and the disrespect shown towards our sense of patriotism, including the racism of government officials illustrated by the Rivers of Blood speech by Enoch Powell. Further compounded by the injustice shown by the Metropolitan Police Force over the malicious killing of Stephen Lawrence and the racist immigration policies and propaganda that influenced the Brexit vote. All of which demonstrates the lack of worth and contempt that we have been subjected to in this country.

Our history of being enslaved people has deeply affected our psyche that has manifested itself in self-loathing and disunity. Products have been created to bleach our skin and straighten our hair in order to present a look that is more acceptable to white people, particularly employers.

Black people have come from a tradition of working together in our various trades, raising each other's children and promoting unity and community cohesion.

We are here from a variety of Black culture and different religions and faiths and yet what do we really know about each other?

Wearing our hijabs has been met with hostility and distrust with the inference of being terrorists just for being a Muslim.

African men are often viewed as "loud and colourful". Caribbean people as "lazy and lovers of music". Asian people are mainly "shopkeepers and do not integrate". All of these negative stereotypes create division.

As Black members, we need to recognise that it doesn't matter where in the world we come from we must also acknowledge and understand that first and foremost to the world we are Black. Science has proved that all humanity began in Africa so we are fundamentally one people.

What harms us is disunity based on skin colour, hair type, which island our parents were from and other exterior factors that should really be of no significance.

We have a month long celebration in Black History in October every year and whilst this has been beneficial and educational to many and to an extent has improved community relations, we need to do more.

If we, as Black members, work at learning about each other's cultures, religions and celebrations this is sure to lead to more unity amongst us as Black people. We have many trades and traditions that are specific to our heritage. The introduction of workshops to teach these skills to our young members would help to ensure the continuity for the next generation.

Our young Black people need guidance and the opportunity to meet their full potential instead of getting involved in gun and knife crimes. We need local youth and community centres where our young can engage in positive activities that promote team building skills, education and the trade union movement.

Many young Black people are trapped in zero hour contracts or are unemployed and struggling to gain the skills to secure employment. This needs to be addressed by government intervention and promoting positive apprenticeship schemes that give opportunity for secure employment. It may be that UNISON could consider developing a bursary or scholarship scheme for Young Black members.

It is imperative that we work to generate a sense of pride in who we are as Black people. We need to show that we have a rich and diverse history that is one to be proud of and promote. It is time for us to learn more about each and what unites us instead of focusing on our differences.

We know that if there is unity among people then their strength increases.

Conference therefore calls on the National Black Members Committee to:

- 1) Work with regions and branches to promote the celebration of Black culture throughout the year;
- 2) Ensure Black Action continues to promote Black cultural festivals and histories on a regular basis;
- 3) Explore with Labour Link and work on enhancing UNISON campaigns for local youth and community centres;
- 4) Explore with Labour Link the possibility of developing a campaign for the introduction of employment traineeships for young Black people;
- 5) Seek that the National Executive Committee Black representatives explore the development of a bursary or scholarship scheme for young Black members.

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

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#### **International**

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#### **13. Kashmir Crisis**

This conference opposes the law enacted to revoke the special status of Kashmir by the right wing Indian Prime Minister N. Modi. This legislation was followed by the imposition of a curfew, the right to detain prisoners without trial for up to 6 months, the shut down of mobile communications networks and the internet. These measures have been imposed to remove Kashmiri's democratic rights including the right to protest. They are also causing considerable hardship.

We reject the Indian prime minister's assertion that these measures have been taken to reduce terrorist attacks in India. Of the measures taken, one of them is to remove the law that means only Kashmiri's can own land in Kashmir. This is aimed specifically at opening up the wealth and resources of Kashmir to big business.

We are further concerned that there are reports of atrocities against civilians by the army. We note that the removal of the special status of Kashmir is opposed by many political parties in India, particularly those opposing the forcing of Hindi as a state language.

This conference opposes any intervention by Pakistan state forces. Such an intervention would only be on the basis of asserting the rights of Pakistani big business and landlords over the workers and poor peasants in Kashmir (to divert from IMF led privatisation). This could potentially lead to a military conflict between India and Pakistan, two nuclear powered states. We also oppose the right-wing terror campaigns, some of which are linked to elements in the Pakistani military.

This conference further notes that the impact of these measures amongst settled populations from the 'Indian Sub-continent' in the UK could be to increase the activities of right-wing nationalist and communal forces and raise tensions between different religious communities.

This conference believes the only genuine solution to the crisis in Kashmir is based on the aspirations of workers and poor peasants through their democratic

organisations such as the trade unions. We further agree that full democratic rights must be restored including the right to protest and the right to strike, the right to democratic access to all methods of communication particularly to workers organisations, and the right to self-determination of the Kashmiri people up to and including cessation from India if they so wish.

Conference instructs the National Black Members Committee to:

- 1) Work with the National Executive Committee (NEC) to establish links with trade unions in all parts of Kashmir to develop an understanding of the situation on the ground and to assist with solidarity;
- 2) Work with the NEC to oppose any violation of democratic rights of the people of Kashmir including supporting the campaign to stop the revocation of Article 370 and 35A;
- 3) Ensure that in our work with local communities we make clear that we do not support the position taken by the Indian Government (Prime Minister) nor any intervention by the Pakistan government (regime).

**Camden UNISON**

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#### **14. Stop Xenophobic Attacks in South Africa**

This conference notes the growing xenophobic attack on African migrants in South Africa and wish to condemn the actions of a few minority ignorant groups who has forgotten history so quickly.

Attack on persons and businesses on African migrants have increased at an alarming rate In recent months. Migrants have been murdered, their businesses burnt which have led to many families leaving South Africa with little possession as their country embassies' arranged emergency evacuation for their citizens. Some South African natives married to migrants have had their families separated and left traumatised.

This conference condemns in absolute terms this barbaric action of the minority carrying out Black on Black hatred.

Conference calls on the National Black Members Committee to:

- 1) Work with the National Executive Committee (NEC) to support Trade Union organisations in South Africa to call for a stop to the actions of the few disruptive groups;
- 2) Call on the NEC to liaise with the South Africa Embassy to work out a lasting solution to the problem with other African Embassies;
- 3) Work with the NEC to ensure that the human rights of all migrants in South Africa is preserved and to send message of solidarity to affected countries through established trade unions in those countries.

**Camden UNISON**

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## 15. Jamaica - Mining in the Cockpit Country

Conference we should all now be aware of how our environments are changing. Therefore, the impact Mining in the Cockpit Country Jamaica should be of great concern to all and not just Jamaican people or those who have relatives there. The mining of land in

this area can be likened to the Amazon Rainforest. The Cockpit Country has been identified as the largest remaining natural forest in Jamaica. The Cockpit region produces many of Jamaica's medicinal plants, it is also home to endemic Bird Species. In addition to

this the Cockpit land is the most bio diverse land in Jamaica as a result it has plants only found in Jamaica. Why would anyone want to destroy such an environment?

The Maroon territories in Jamaica have a rich history and culture. It is said that the physical properties of the Cockpit country was formed over millions of years are a priceless ecological treasure which modify Jamaica's climate. It is a great soil source - some say second best in the world - supplies 40 per cent or more of the water supply for Western Jamaica and the Black River and morass, Great River, Martha Brae, Rio Grande, Appleton Estate water supply and exports totalling over US\$10 million of yams in a year.

Several areas of Jamaica have already suffered from the decimation of their land from mining, Parishes such St Elizabeth, St Ann and Manchester have suffered. Many people have been displaced, graves lost as they have been destroyed, villages our ancestors once lived in lost forever, wiped off the map. Whilst the politicians continue to sign deals with foreign investors, who do not care about the Jamaican environment and its people.

Jamaicans are now trying to fight back to halt the decimation of their beautiful island, they need our support.

Conference, Jamaica is already beginning to suffer from the impact of Global Change.

The Jamaica Gleaner reports that Jamaica is one of the high-risk countries that may suffer greatly from climate change, decreasing its potential food supply and water resources.

Jamaica is often referred to as the Land of Food and Water this may change if the mining is not halted.

This motion calls on the National Black Members Committee to:

- 1) Produce an article in Black Action magazine to highlight the issue and the possible consequences to the environment;
- 2) Consider ways in which they can engage in collaborative work with the Jamaican and Caribbean Diaspora groups to highlight the plight of how mining is destroying their countries;

- 3) Work with UNISON's International Committee to explore some joint work with the Jamaica Environmental Trust (JET) and unions in Jamaica and the Caribbean which have the environment as one of their key issues.

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

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#### **16. Cry - Children Missing Campaign**

Conference, when a child goes missing in this country, the first thing a parent or carer will do is call 999. We get quick action from the police, along with our community who will get together. But some countries may not have the quick response the way we do. So unfortunately, vital time may be lost.

Jamaica set up an organisation in 2008, along with other Caribbean islands, called Hear the Children Cry. An organisation that keeps a record of missing children in and around Jamaica, Haiti, Barbados and other Caribbean islands working together to combat child abduction. The number of children gone missing in Jamaica in 2018 was 1512, 1164 were female and 348 were males. That figure continues to rise in 2019.

But Conference, you may be wondering why this topic, this motion, is being brought to your attention today? Because, in our community we may unknowingly see no evil, hear no evil, speak no evil. We need to be concerned about what is going on with our missing children in our black community. Because a day may come when we may be contacted by a family member saying that a loved one from our family, community or even from our very home has gone missing.

We call on the National Black Members Committee to:

- 1) Work with national committees to raise public awareness on this issue and;
- 2) Publish an article in the Black Action magazine.

So, from today Conference, please hear the children cry!

### ***City of Wolverhampton Local Government***

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#### **Campaigning**

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#### **17. The treatment of Black women in maternity care**

Conference notes that in April 2019, a report emerged which included shocking statistics and testimony about the treatment of Black women in maternity care.

Death in pregnancy and childbirth is rare but according to the UK Confidential Enquiry into Maternal Deaths, the chance of maternal death for Black women is five times that of white women. Whilst there are numerous factors at play here, such as medical reasons and unsuitable working and living conditions, many Black women strongly believe that racial bias has affected their care during pregnancy and childbirth. This racial bias can mean that concerns and fears are ignored, which can lead to poor care and significant harm for Black women and their babies. Research carried out by the University of Oxford stated that Black babies have a 121%

increased risk for stillbirth and a 50% increased risk for neonatal death (dying within 28 days of birth) compared to white babies.

Conference is aware that the experience of Black women speaking to friends, colleagues and families and testimonies online further reveals many stories of mistreatment, neglect, near misses and examples of instances where Black women have been denied pain relief or not listened to. And these women may be the “lucky” ones. What stories have we not heard because the woman has died? Or because the pain of a baby’s death has meant that some women feel unable to speak up?

Dr Ria Clarke was interviewed by the BBC following the publication of the report, and stated that “we need to talk about the fact that black women may not feel that they will be taken seriously, which might make them less likely to disclose how they are feeling. This is urgent because women are dying and if it’s not racial bias then we need to know why.” Dr Clarke also referred to the stereotypical narrative of the “strong black woman”, which may prevent some women from speaking up during pregnancy and birth.

Conference notes that a report in the *Obstetrician and Gynaecologist* identified substandard care provision as one of the factors associated with increased mortality among Black women. And data provided by the Care Quality Commission showed that Black women were:

- 1) Less likely to receive pain relief and more likely to deliver by emergency c section;
- 2) More likely to have fewer home visits from midwives;
- 3) Less likely to feel spoken to, treated with kindness and be involved in decisions regarding their care.

Conference notes further that research by the Midwifery Council shows that targeted and enhanced continuity of care can significantly improve outcomes for Black women and their babies. A comprehensive study carried out by Maternity Action in 2018 also highlighted the importance of NHS commissioners and local authorities working with the voluntary and community organisations in order to reduce health inequalities. *Better Births*, a National Midwifery Review, sets out a vision for a safer, more personalised and kinder maternity service. This can only occur with more resources and raising awareness of this important issue.

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

- a) Work with the National Women’s Committee to raise awareness to the wider membership of the issues that Black women are facing in maternity care;
- b) Seek to obtain the support of the Royal College of Nursing, the Royal College of Midwives and the Royal College of Obstetricians and Gynaecologists to raise awareness and provide training for their staff.

***National Women's Committee***

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## **18. Black women and pregnancy complications**

Conference notes research showing that Black women are up to five times more likely to die from complications surrounding pregnancy and childbirth than white women.

This is due to social and economic factors which are more likely to be experienced by Black women, as well as discriminatory health practices that may mean that Black women's experiences are not taken seriously or addressed with sufficient attention.

Conference believes this is a deeply concerning state of affairs and that all pregnant people and new parents should receive the treatment they need.

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

- 1) Work with the National Executive Council (NEC), the National Women's Committee, the Health service group and partner organisations to raise awareness of the higher levels of poor pregnancy- and childbirth-related outcomes for Black women and campaign for improved health care which responds to Black women's needs;
- 2) Promote the UNISON guide to Pregnancy: your rights at work through branches, regions and national networks, and consider producing guidance specifically on the issue of Black women and pregnancy-based complications;
- 3) Work with the NEC to campaign for leaflets and information regarding this issue, to be produced in community languages other than English and made available through GPs' surgeries and community facilities.

***National Young Members' Forum***

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## **19. Unite against state racism**

Black Members Conference notes:

In August 2019, the government of Boris Johnson announced plans to increase the ability for the police to carry out stop and search under section 60 powers despite the government's own figures show that black people were nine times more likely to be stopped and searched in England and Wales in 2017/18.

The report by the monitoring group Tell Mama that Islamophobic incidents rose by 375 percent in the week after Boris Johnson compared veiled Muslim women to "letterboxes".

Plans by the Tory government to end free movement for EU citizens "from day one" after a no-deal Brexit and increased obstacles and uncertainties facing EU citizens who already live and work in the UK.

The 2014 and 2016 Immigration Acts which sought to turn local government workers, NHS staff and landlords into check immigration statuses and deny access to work, accommodation and vital services to those deemed "illegal". This has directly led to

the scandal of members of the Windrush generation facing deportation, denial of access to healthcare or loss of employment.

Strong evidence that the use of Schedule 7 to the Terrorism Act 2000 to stop, search, question and search for up to 6 hours any person at UK ports is based on religious and racial profiling of Muslims.

Black Members Conference believes:

- 1) The government is determined to increase a “hostile environment” for black people, Muslims, migrants by ramping up racism.
- 2) We need unity to combat all forms of racism. If one form of racism increases, it increases the danger of all forms of racism growing. An injury to one is an injury to all.
- 3) Together with seeking to unite all victims of racism against every form of racism, we must seek to win white workers to oppose racism alongside us on the basis of both horror at racism but also on the basis that racism weakens working class organisation and unity.

Conference therefore calls upon the National Black Members Committee to:

- a) Call for the repeal of the 2014 and 2016 Immigration Acts and oppose all immigration controls.
- b) Call for the repeal of Schedule 7 to the Terrorism Act 2000.
- c) Support the continuation of the right of free movement for EU nationals even if Britain leaves the EU.
- d) Continue to support activities by Show Racism the Red Card and Stand Up to Racism and to encourage black workers to attend the Stand Up to Racism demonstrations on UN Anti-Racism Day on 21 March 2020 in London, Cardiff and Glasgow.

***Ealing Local Government (M)***

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## **20. Unite Against State Racism**

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This Conference believes:

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This Conference instructs the National Black Members Committee to work within UNISON structures to:

- a) Call for the repeal of the 2014 and 2016 Immigration Acts and oppose all immigration controls;
- b) Call for the repeal of Schedule 7 to the Terrorism Act 2000;
- c) Support the continuation of the right of free movement for EU nationals even if Britain leaves the EU;
- d) Continue to support activities by Show Racism the Red Card and Stand Up to Racism and to encourage black workers to attend the Stand Up to Racism demonstrations on UN Anti-Racism Day on 21 March 2020 in London, Cardiff and Glasgow.

***Salford City Unison***

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## **21. Organising against the rise of the far right**

Conference is concerned at the rise of the far right and Nazi organisations. A resurgence in organised and violent racist, anti-semitic and Islamophobic politics has profound consequences for us all.

Over the past few years the far-right have felt confident to organise on our streets. They have been emboldened by politicians and the mainstream media, who are trying to divert the blame for austerity and spiralling inequality away from those at the top of society.

Conference is also deeply concerned that the far right is seeking to become normalised in political discourse, and mainstream media and politicians are assisting them.

Conference recognises that much of the British press incites hatred against minorities - there have been decades of vilification of “bogus asylum seekers” and “illegal immigrants”; a Daily Express front page proclaimed “Muslims tell British: Go to hell”, the Times published an article declaring that “Islamophobia is a fiction to shut down debate” and the Spectator has published articles claiming that Black people have lower IQs than white people, and an article that stated “there is not nearly enough Islamophobia within the Conservative party.

Conference believes that the rise of racism and fascism here has also been encouraged by the policies of the Tory government such as the Prevent agenda. The new Prime Minister, Boris Johnson, has likened women wearing the burqa and niqab to “letterboxes” and “bank robbers”.

Conference reasserts its opposition to the ‘Hostile Environment’ which makes second class citizens of migrant workers and anyone who is suspected of being a migrant. This has attempted to turn public service workers into immigration officials.

Conference notes the way that upfront charging in the NHS has seen vulnerable patients being wrongly denied treatment.

In particular though, Conference notes the role of Donald Trump in giving confidence to the far right and Nazis. He has recently said that four Democrats who have opposed his policies should “go back home”.

Labour MP David Lammy was reported to have said in the Metro on 16th July 2019 “Too often people are more allergic to the term racism than acts of racism themselves. Trumps tweets, calling for congresswomen of colour to “go back home”, were not “racially-charged” or “racially loaded”. They were racist. Silence is complicity”.

Unfazed by the reaction to his comments, Donald Trump later said about the congresswomen “If you’re not happy in the US, if you’re complaining all the time, you can leave, you can leave right now”. Donald Trump has consistently opposed immigration, bringing in a ‘Muslim travel ban’ and planning to build a wall along the border with Mexico. The US president was accused by opponents of helping radicalise extremists with his anti-immigration rhetoric. Former congressman for El Paso where a gunman massacred twenty two people said “Donald Trump had encouraged open racism”.

Conference believes that the struggle for equality, social justice and a better world has been at the heart of UNISON’s work from the outset. It is the foundation of a public service ethos built on the labour of workers of all backgrounds serving communities together. This has been at the heart of our commitment to tackling the

far-right and the politics of hate whether at the ballot box, in our public spaces or in the workplace.

Conference therefore calls upon the National Black Members Committee to:

- 1) Continue our work with a wide coalition of anti-racist groups at national and local level to support local community organising against racism and xenophobia, including branches and regions affiliating and working with Stand Up To Racism, Show Racism the Red Card, Unite Against Fascism and Hope Not Hate;
- 2) Continue to support the TUC's march to mark UN anti-racism day;
- 3) Continue to develop, promote and implement training materials and campaigning resources in conjunction with branches, regions and UNISON nationally to challenge discrimination and prejudice;
- 4) Have a renewed focus on collective bargaining and trade union activity to challenge racism and xenophobia in the workplace and beyond;
- 5) Continue to campaign against the 'Hostile Environment'.

***National Black Members' Committee***

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## **22. The Trade Union Response to Fascism - No Pasaran**

Conference is deeply alarmed at the rise of a resurgent and unapologetic fascist threat. A resurgence in organised and violent racist, anti-Semitic and Islamophobic politics has profound consequences for us all.

Conference notes that while the far right is attempting to use anti-immigrant, anti-Muslim and anti-Semitic sentiment to build support, the depth of their hatred of women, LGBT and disabled people is also unfaltering and shocking.

Over the past few years the far-right have felt further emboldened to organise in public on our streets. They have also used social media and the internet to target victims and potential recruits. Conference is deeply concerned that the threat of far right violence and harassment against vulnerable groups of people and communities, against trade unionists and against democratic politicians.

Conference is alarmed that harassment and racist attacks are on the rise and political rhetoric against black communities is becoming increasingly toxic.

Conference further asserts that fascism is fundamentally anti-trade union. Fascists and Nazis have, and always will, target trade unionists because we truly represent and fight for the rights and wellbeing of the people to whom they direct their appeal. Trade unions are the ultimate protection and guarantors of working people's rights and aspirations.

Conference notes with alarm the recent attack by far-right protesters on an RMT picket line in Manchester which singled out Black strikers for racist abuse. Conference believes this underlines the increasing vulnerability of visible minorities

on our streets and workplaces and asserts our commitment to trade union and anti-racist solidarity.

Conference believes that the struggle for equality, social justice and a better world has been at the heart of UNISON's work from our founding. It is the foundation of a public service ethos built on the labour of workers of all backgrounds serving all communities. This has been at the heart of our commitment to tackling the far-right and the politics of hate whether at the ballot box, in our public spaces or in the workplace.

Conference reasserts its opposition to the "Hostile Environment" which makes second class citizens of black workers and anyone who is suspected of being a migrant. This has attempted to turn public service workers, landlords and bank staff into immigration officials. Conference notes the way that upfront charging in the NHS has seen vulnerable patients being wrongly denied lifesaving treatment. Conference believes that this will have widespread detrimental consequences to public health, trust in public services and tackling exploitation and vulnerability in the labour market.

Conference believes that the far right will attempt to capitalise on Brexit-related political, economic and social turmoil to sow division and hate, setting a new challenge for the trade union movement to mobilise, campaign and organise to defeat them once again.

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

- 1) Work within UNISON to renew the trade union struggle against the far-right wherever they organise;
- 2) Continue our work with a wide coalition of anti-racist groups at national and local level to support local community organising against racism and xenophobia, including branches affiliating and working with HOPE not hate, Show Racism the Red Card, Unite Against Fascism and Stand up to Racism;
- 3) Continue to support the TUC's march to mark UN anti-racism day;
- 4) Support & publicise Unite Against Fascism's yearly Educational trip to Poland and Auschwitz encouraging branches and other union bodies to send delegations.
- 5) Continue to develop, promote and implement training materials and campaigning resources in conjunction with the National Executive Committee (NEC), other self organised groups and branches to challenge discrimination and prejudice;
- 6) Work with UNISON NEC to have a renewed focus on collective bargaining and trade union activity to challenge racism and xenophobia in the workplace and beyond; continue to campaign against the 'Hostile Environment'; and campaign for the repeal of the 2014 & 2016 Immigration Acts. Reaffirm our support for Freedom of movement and right to remain. Fighting racism, discrimination, promoting equalities and human rights; Resist attempts by the Westminster

Government to further strip away the rights of migrant workers and campaign for a rights-based approach that prioritises decent pay and treatment for all.

**Salford City Unison**

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### **23. BREXIT and Black Workers**

Conference notes that in June 2017, Theresa May, finally set out the UK Government's position on the future rights of EU citizens, which on paper offers those who arrive lawfully before Brexit the chance to build up the same rights to work, healthcare and benefits as UK citizens. However, this offer lacks detail, is likely to be hugely burdensome to implement, does little to alleviate EU citizens' concerns over job security and, may even be unachievable within the timescales indicated.

Conference remains committed to the rights of foreign nationals to remain in this country and full compliance with its international obligations to shelter refugees fleeing war and persecution.

Conference believes that:

- 1) The freedom of movement principle is core to the EU's four freedoms; Contrary to rhetoric, migrants are not a drain on society and would contribute hugely ensuring they are given the same rights and opportunities as other citizens;
- 2) All EU and non-EU migrants working in United Kingdom should be valued not victimised. They undoubtedly bring important social, cultural and economic contributions to our society and are sought for their skills in a range of essential industries and services.

Conference notes with deep concern the rise of the far right in the west. Resurgence in organised and violent racist, Islam phobic, anti-Semitic, misogynist and homophobic politics has profound consequences for all workers. Over the past year, the far right have felt emboldened to organise and connect with each other with negative consequences for all vulnerable communities and democratic standards everywhere.

Conference believes that tackling racism and xenophobia must continue to be an urgent priority for our union. Recent polling by the TUC found that over 37% of Black workers polled reported that they have been racially bullied, abused or discriminated against. This included verbal abuse; racist comments and jokes; bullying and harassment; physical violence; being singled out and treated differently or discriminated against.

Respondents said that they felt isolated and reluctant to complain - over 43% did not feel able to report their experience of discrimination to their employers and 38% did not report incidents of bullying and harassment.

Although Police Scotland reports no increase in hate crimes since the EU referendum, they also acknowledge that often such incidents go unreported and racism is increasingly a common experience for many Black communities.

Conference calls on the National Black Members Committee and the National Executive Committee to:

- a) Highlight the importance of migrant workers in our society and workplaces;
- b) Campaign against the UK withdrawing from the European Convention on Human Rights;
- c) Campaign that the Government fund free legal advice and support for EU citizens in United Kingdom;
- d) Continue vigorously to work on activities promoting human rights.

***Scotland Region***

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## **24. Black Disabled People and the Windrush Scandal**

Conference condemns the Home Office's politically motivated decision to classify thousands of long-term British residents as illegal immigrants, forcing many of them out of their jobs and homes, and in extreme cases, resulting in detention and deportation.

Conference notes that many victims of the Windrush scandal are Black disabled people and the impact of the "hostile environment" the Home Office created has been particularly damaging for them.

If they could not provide multiple evidence for every year they had been in the UK, some disabled people were denied vital healthcare and others were forced to pay back disability benefits, pushing them into significant debt and homelessness. One Black disabled woman who has lived in the UK for 62 years was sent a bill for £33,000 by the government to claw back her past disability benefits and was threatened with deportation.

For some victims of the Windrush scandal, their treatment resulted in severe mental distress and other stress related health conditions. Denied access to the NHS, including for cancer treatment, there are reports of some victims dying before they could prove their right to citizenship. One Londoner, who was diagnosed with prostate cancer was refused NHS medical treatment because of his immigration status and billed £54,000.

Conference further notes that a year after the government promised to put right its "appalling" treatment of the Windrush generation and committed to reform the Home Office, many of those affected by the scandal remain in acute financial difficulties. None of the "hostile environment" legislation introduced by Theresa May when she was Home Secretary has been repealed and immigration charities say there has been no change in the department's culture.

For Black disabled people of the Windrush generation who were deprived of their jobs, healthcare, benefits and freedom, the compensation process involves submitting further proof and can be inaccessible for disabled people. Only a small number of victims have received emergency compensation and none from the full Windrush Compensation Scheme as at July 2019. There is also widespread concern

that any compensation received will not actually cover losses. In addition, although then Home Secretary, Sajid Javid announced the scheme with a promise that there would be no cap on payments, it has since emerged that there are fixed amounts that can be claimed for different losses which still amounts to a cap.

Conference therefore instructs the National Black Members Committee to work with the National Disabled Members Committee to:

- 1) Support relevant and appropriate campaigns to repeal legislation that created the “hostile environment”;
- 2) Liaise with appropriate victims’ and campaign organisations to seek to ensure the needs of Black disabled victims are being addressed in the compensation process and to campaign against any form of capping;
- 3) Report back to National Black Members Conference 2021.

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

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### **25. Widen Windrush – Descendants and Families Belong Too.**

The Widen Windrush campaign was initiated by the Movement for Justice, and supported by at least 17 MP’s including Janet Daby MP, Eleanor Smith MP and David Lammy MP. National Black Members and National Delegates Conference of 2018 both also agreed policy supporting this campaign as part of the fight for Windrush justice.

The campaign is seeking to shine a light on, and redress, the injustice of excluding descendants and relatives of the generations who rebuilt Britain. A simple amendment to the Windrush Scheme would give the security of papers to people connected to the Windrush generation, who were often left behind as children with an expectation of being reunited later, before new immigration laws cut to bits the access rights of British Commonwealth Subjects, leaving them in virtual exile from their relatives.

As time passes and the publicity around the Windrush Scandal subsides many people impacted are still suffering. Many people also may not realise that there is action they could take, and a campaign fighting for them.

Conference calls for the National Black Members Committee to:

- 1) Dedicate an edition of Black Action or make a special edition, to promote the Widen Windrush campaign, and explain clearly who may have a ‘widen Windrush’ case. This edition of Black Action should also explore the breadth of who can apply and for what reasons, and set out what help UNISON can offer to those trying to make a claim through the compensation scheme;
- 2) Identify who in UNISON is championing the issues surrounding all questions of Windrush Justice and how regions and branches can refer cases of members and members partners or families who may have cases in either the ‘Widen Windrush’ category, or need help with the compensation scheme;

- 3) Campaign for a lengthy extension of the compensation scheme for at least the length of time the PPI compensation scheme was given.

**SOAS UNISON**

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## **26. Minority Ethnic Employment Gap in Scotland**

Employment is a fundamental part of people's lives. Employment provides access to income, housing, health, education, etc. Employment is also a significant underpinning factor for cohesive and integrated communities. Despite decades of legislation and policies aimed at tackling racial discrimination and inequality in the workplace, unemployment rates in Scotland are still significantly higher for non-white minority ethnic groups compared to white ethnic groups, including the majority white Scottish population. At a time when equal opportunities is the fundamental policy purpose for Scotland black people are finding it increasingly difficult to find jobs compared with white people. Even when they succeed in finding a job, progression is almost impossible and they remain at entry level for the best part of their career lives. The Annual Population Survey (APS), the primary source for information on local labour market, shows that in Scotland in 2018:

- 1) The employment rate for minority ethnic population aged 16-64 was 55.4%, lower than the white population with an employment rate of 75.1%;
- 2) Minority ethnic employment gap was 19.7% points in 2018, higher than the gap in 2017 (14.5 % points);
- 3) The minority ethnic employment gap was much higher for women than men; for women the minority ethnic employment gap was 26.8% points and for men was 11.2 % points;
- 4) Between minority ethnic men and white men the employment rate for minority ethnic men is 67.3% whilst employment rate for white men is higher at 78.5% (a gap of 11.2%). For ethnic minority women the employment rate is 45.0% whilst for white women the employment rate is 71.8% (a gap of 26.2%);
- 5) The minority ethnic employment gap was largest for those aged 25-34 (40.9 % points), followed by 16-24 year olds (28.2 percentage points), 35-49 year olds (11.8 percentage points) and 50-64 year olds (2.9 percentage points);

Over time, employment rate for white population consistently exceeds the minority ethnic population and the gap is widening.

Conference calls on the National Black Members' Committee to:

- a) Find out what the Scottish Government is doing to narrow these gaps. How can black people be supported?;
- b) Ask much deeper questions about the observed differences in employment rate between whites and ethnic minority, if they are to be recognised and addressed by Scottish Government;

- c) Identify the barriers black people are facing, find ways to tackle barriers, promote opportunities and develop the capacity for better and effective access to employment;
- d) Campaign against the minority ethnic employment gap in Scotland at a time when equal opportunities are given to all people living in Scotland;
- e) To raise a sub-Committee that will look into these figures and present a report to the relevant Scottish Ministers and Equal Opportunities Committee of the Scottish Parliament, to track and evaluate progress.

***Scottish Env. Prot. Agency***

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## **Motions Ruled Out of Order**

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Action not specific to the Conference

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### **Palestine**

Conference notes:

a) 2019 commemorates the 52nd anniversary of the occupation of East Jerusalem, the West Bank and Gaza

b) In 2017 research by War on Want showed that HSBC had invested over £800 million in, and provided syndicated loans worth up to £19 billion for, companies providing weapons and equipment to the Israeli military. These investments include approximately £100 million worth of shares in the company Caterpillar, which supplies the Israeli army with bulldozers.

c) HSBC is a target for 'Stop Arming Israel', a campaign run by the Palestine Solidarity Campaign (PSC) and War on Want

d) HSBC sponsors and funds Lesbian, Gay, Bisexual and Transgender Plus (LGBT+) pride events worldwide.

Conference further notes that HSBC is the main sponsor of Birmingham Pride, an event that seeks to promote equality for all, and that Aswat, a Palestinian LBT+ women's group, have made a call for Birmingham Pride to drop HSBC as a sponsor until it ends its complicity with Israel's arms trade. PSC has launched a campaign, in partnership with UK LGBT+ groups, which will continue until Birmingham Pride adheres to Aswat's call.

Conference instructs the National Black Members Committee, working with the National LGBT+ Committee, National Executive Council and International Department as appropriate, to:

- 1) Support this campaign, and call on Birmingham Pride to drop HSBC as a sponsor
- 2) Continue to encourage Black members, branch and regional groups to take up appropriate actions in support of Palestinian rights
- 3) Continue campaigning to raise Black members awareness why not to go on holiday or make cultural or sporting visits to Israel
- 4) Continue to publicise the work of PSC, and urge Black members to join and to get their branches and regions to affiliate.

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

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### **Justice for Palestine**

For the last 12 years Gaza has been devastated by a tight land, sea and air blockade, which has turned this narrow strip of land into a virtual prison for two million women, children and men. The blockade has decimated basic public services

including health, education, water, sanitation and electricity, leading the United Nations to estimate that Gaza will be uninhabitable by 2020.

Conference condemns the brutal massacre of over 180 Palestinian protestors, including 33 children, and injury to over 23,000 more, near Gaza's border with Israel, during the first eleven months of the Great March of Return. We stand in solidarity with the brave health workers, who risked and even sacrificed their lives to rescue and treat protesters injured by Israeli gunfire.

Even before demonstrations began, Gaza's health services were on the verge of collapse. Electricity cuts and severe shortages of drugs, medical supplies, clean water and staff, caused by the blockade, have severely reduced the capacity of public hospitals to treat patients, particularly complex cases. Many patients in Gaza are referred to Palestinian hospitals in the West Bank, particularly East Jerusalem, but only a fraction are permitted to travel. During the demonstrations the Israeli government approved less than a quarter of applications for exit permits to receive medical treatment outside Gaza.

Conference notes with concern that despite the continuing repression of the Palestinian people and the brutal massacre in Gaza, defence collaboration between the United Kingdom and Israeli governments, including the arms trade, has increased in recent years. Conference reaffirms its demand for the UK government to suspend the arms trade with Israel until the Israeli government complies with its international human rights obligations.

Conference condemns US President Donald Trump's unilateral decision to move the United States embassy to Jerusalem and recognise the city as the capital of Israel, in violation of countless UN resolutions and international law. His decisions to end US support for United Nations Relief and Works Agency (UNRWA), the UN body responsible for the provision of health, education and other crucial services to Palestinian refugees, and to close the Palestine Liberation Organisation's mission in Washington DC, will further undermine the prospects for peace and a viable Palestinian state alongside Israel.

The approval of the controversial 'Nation-State Law' by the Knesset in 2018 has significantly eroded the rights of Palestinian citizens of Israel, by further undermining their right to equal citizenship and self determination, and downgrading the status of the Arabic language. It further undermines the prospects of a two state solution by declaring that Jerusalem is the capital of Israel and "Jewish settlement" is a "national value". This action by the Israeli government only confirms that Israel is an apartheid state.

Conference notes that since the election of Donald Trump, the Israeli government has intensified its colonisation of the West Bank, including East Jerusalem, in defiance of successive UN resolutions and international law. In 2018 the Israeli government increased the rate of settlement construction in the West Bank and announced plans to build thousands more settler homes. Meanwhile the Israeli government destroyed a further 460 Palestinian structures and threatened to demolish entire communities in the West Bank. This has had a devastating impact on the lives and livelihoods of Palestinians, restricting their freedom of movement, access to essential services, homes and jobs.

These serious violations of international law should have prompted the European Union and European governments to take action, as Israel's largest trade partner. Instead military, financial and settlement trade relations continue to undermine Palestinian human

Conference reaffirms its demand for the suspension of the EU-Israel Association Agreement until Israel complies with its human rights obligations, and welcomes UNISON's leading role in the establishment of the European Trade Union Network for Justice for Palestine, to bring together European trade unions to collaborate on campaigns to end European and corporate complicity with Israeli violations of international law.

Conference calls on the National Black Members Committee to:

- 1) work with Unison NEC to Campaign for the British government to suspend the arms trade with Israel, and the EU to suspend the EU- Israel Association agreement until the Israeli government complies with international human rights law;
- 2) Work with Unison NEC to Campaign for quality public services and decent work for Palestinians;
- 3) Work with Unison NEC to continue its support for and encourage Unison regions to affiliate to the European Trade Union Network for Justice for Palestine;
- 4) Work with NEC to encourage Unison branches to support and affiliate to the Palestine Solidarity Campaign and to support Boycott, Divestment, Sanctions (BDS) Campaign.

***Salford City Unison***

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**Beyond remit of the Conference**

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### **Tackling knife and gun crime**

It has been reported that over the last seven years 81 youth clubs and council youth projects across the capital have been shut. Over 35 million pounds have been cut from youth services. Campaign groups have said that cuts to youth services have left young people nowhere to meet and young people are often left disillusioned, some turning to gangs who often recruit, groom and entice a higher proportion of black youth, in particular black boys, to commit crimes.

Black boys and young black men are both victims and perpetrators of knife and gun crime, but all need a voice to share their struggles and someone to talk to about their traumatic experience. Especially if they witness or know someone who has died as a result. Often people are desensitised by the needs of the perpetrators and not much attention is paid to helping them and to deter others if they are caught up in a gang and wish to exit. Knife and gun crime affects young and old people, families and communities with many often too scared to come forward, often fearful of repercussion and others who may not feel comfortable in talking to their immediate

family about their issue or wellbeing, displaying early symptoms of post-traumatic stress

As a result more black people are living with mental health illness in the community, often undiagnosed and therefore untreated until a tragic incident occurs. A helpline can be a tool where voices can be heard. It can be a support mechanism for those who are affected by or risk of involvement in the gang lifestyle and wish to get out.

Conference therefore calls on the National Black Members Committee to:

- Look at knife and gun crime as a public health issue
- To work with the National Young Members forum, National Labour Link and other SOG's to create a help line for those who have been affected by knife and gun crime.
- To work with other black Trade Union organisations around health and education to provide a preventative message/leaflet to educate black people from joining gangs, where there has been a rise in violent knife and gun crime.

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***Lambeth***

## **Black Women & the Menopause**

Conference notes that the definition of menopause is a lack of menstruation for one full year. It usually begins between the ages of 45 and 55 but it can develop before or after this age range. Trans, non binary and inter-sex people may also be affected. Every menopause experience is unique.

Symptoms can include hot flushes, dizziness, poor coordination or clumsiness, urine leakage vaginal dryness, body odour, hot feet and bloating.

Conference notes that researchers have found that Black Women are more likely to experience symptoms related to the menopause than white women due to genetic and environmental factors such as culture, lifestyle events, religion and food.

Conference also notes evidence that Black Women often prefer to get information, advice, and treatment for their symptoms from other women in their communities, including churches, mosques and traditional herbalist's methods instead of seeking professional advice.

Conference is concerned that some Black women, particularly from underdeveloped countries, do not fully understand the reasons for their symptoms, but associate the changes with witchcraft, curses or punishment for their sins.

Conference is also concerned that because of this association, women may believe they have to undergo cleansing through fasting prayer sacrifices to the gods in order to get better. They see their symptoms as taboo or a punishment for their family or personal sins, so it should not be discussed in public.

Conference believes it is time to challenge such beliefs. Because there is little or no awareness of the menopause for these women it is difficult to reach and help these women receive professional medical care.

Knowledge is power and ignorance is not an option. Without spreading more awareness through education, many of us will continue to suffer needlessly. Black women have lost their lives because of the lack of awareness of the symptoms and treatment of menopause.

Because of the high levels of distress and the evidence of unnecessary deaths caused by menopause, conference calls on the National Black Members Committee to work with the National Women's Committee to:

- 1) Support Black Women by funding programs on menopause as part of Unison's yearly activities such as organising educational awareness workshop programmes, inviting health professionals to conferences to speak on menopause as well, as in our branches and regional meetings.
- 2) Raise awareness of the impact of menopause on Black Women through the Equality pages on UNISON's website
- 3) Create a blog/vlog targeted at Black Women

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***National Women's Committee***

## **Black Women and Domestic Violence**

Conference notes in the year ending March 2018, an estimated 1.3 million women aged 16 to 59 years experienced domestic abuse. Whilst conference welcomes the UNISON guide- Domestic violence and abuse: a trade union issue, the position of Black women in confronting domestic violence is distinct and can include female genital mutilation and forced marriage.

Women's aid has highlighted a survey of women using specialist Black, Minority, Ethnic and Refugee (BMER) domestic abuse services which found that 96% of those surveyed reported experiencing psychological, emotional and verbal abuse; 72% experiencing physical violence and 30% experiencing attempted and/or threats of murder from the perpetrators.

Some BMER women are in higher than usual risks of repeat victimisation, and face extra barriers to reporting abuse to seek help. For example, 23% of women supported by the No Woman Turned Away project in 2017/18 had no recourse to public funds

Conference acknowledges that whilst domestic abuse may not be condoned by all family members, it is too infrequently questioned or challenged. Many Black women fleeing domestic abuse can experience social exclusion issues such as high unemployment, poverty, poor housing and lack of access to education and training. Many can be either dependant on their husbands for income or seen to be working for their husbands.

Conference further notes that Black women who have fled their homes without being able to take their passports, national identity documents, marriage certificates etc., have found themselves refused benefits and because their security in this country is usually dependent on their marital status, some have been threatened with deportation.

Conference when a Black woman leaves the violent home, she has often made a devastating and sometimes irreversible decision. She may have left the only family she knows in the country and be cut off from her support network. There is a strong possibility that she and her children will be unable to return to the community or locality due to threats, or being dishonoured or stigmatised.

Conference understands that for some Black women, the lack of knowledge of their rights can be restrictive and may result in women not knowing their position with regards to Visa applications, immigration status or welfare benefits. In addition the lack of English language skills sometimes maybe the greatest contributing factor to social isolation making it difficult for some Black women to seek help from outside agencies on their own. This feeling of pain, fear and isolation can only be acknowledged through additional and appropriate support from well trained staff.

Conference calls on the National Black Members Committee to:

1. Work with Labour Link to highlight the issues experienced by Black women fleeing domestic violence to Labour MPs so they can lobby parliament to improve services available.
2. Work with the Local Government Service group to create documentation advising Black women fleeing domestic violence of their rights regarding visa applications, immigration status and welfare entitlement.
3. Work with branches and regions to highlight the issues to local Police and Crime Commissioners with the view to creating training and information documents for police officers dealing with and supporting Black women experiencing domestic violence.
4. Encourage regions and branches to raise the issue and assist in negotiating work place Domestic Abuse policies using the UNISON guidance.

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***Newcastle Hospitals Unison Branch***

### **Suicide (The hidden crisis among our young black men)**

It is a hidden crisis and it's killing more young black men then ever. Suicide is a taboo subject among many cultures, but the denial of mental health disorders runs rampant among black people.

It is very much a misperception that black people don't commit suicide and that comes in part from a need the very real and legitimate need for black people for many years to be very strong. Black people see mental disorder and depression as a sign of personal weakness or moral failure.

Growing numbers of teenagers in England and Wales are killing themselves, official figures show, sparking fresh concern about the deepening crisis in young people's mental health.

Different ethnic groups have different rates and experiences of mental health problems, reflecting their different cultural and socio-economic contexts and access to culturally appropriate treatments.

In general, black peoples living in the UK are:

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

There is a lot of negative stigma surrounding mental health. Instead of seeking professional help for conditions such as depression and anxiety, many in our community resort to self-medication (drugs, opioids, alcohol, etc.) or isolation in an attempt to solve their problems on their own. This issue of masking pain is especially prevalent amongst black people.

Historical adversity, which includes race-based exclusion from health, educational, social and economic resources, translates into socioeconomic disparities experienced by Black people today. Socioeconomic status, in turn, is linked to mental health: People who are impoverished, homeless or have substance abuse problems are at higher risk for poor mental health

Despite progress made over the years, racism continues to have an impact on the mental health of Black people. Suicide and suicide attempts can have lasting effects on individuals and their social networks and communities. The causes of suicide are many, and it is important to understand the psychological processes that underlie suicidal thoughts, and the factors that can lead to feelings of hopelessness or despair.

Suicide behaviours are complex, there is no single explanation of why people die by suicide. Social, psychological, and cultural factors can all interact to lead a person to suicidal thoughts or behaviour. For many people, an attempt may occur after a long period of suicidal thoughts or feelings, while in other cases, it may be more impulsive.

Several risk factors commonly act together to increase vulnerability to suicidal behaviour.

Societal issues including difficulties accessing or receiving care and the stigma associated with mental health which prevents people from seeking help . In addition the community people live in also plays a big role, poverty and experiences of discrimination can lead to suicide.

Relationships, isolation and lack of social support, relationship breakdown and financial loss are among some of the contributory factors to suicide.

Every year, around 800 000 people die by suicide globally.<sup>1</sup> In the UK in 2018, there were 6,507 deaths by suicide (a rate of 11.2 deaths per 100,000 people).

Rates vary across the nations of Great Britain, with the highest rate in 2018 observed in Scotland (16.1 deaths per 100,000 people), followed by Wales (12.8 deaths per 100,000 people) and England (10.3 deaths per 100,000 people). Overall, men accounted for three-quarters of UK deaths by suicide in 2018.

A whole-system approach is needed for suicide prevention and work can be done at each of the “levels of prevention” to address the risk and protective factors for suicide.

We call upon NBMC to consider the following:

- NBMC to consider working with Local government, primary care, health and criminal justice services and voluntary organisations on identifying the root causes.
- NBMC to be part of larger projects that address the wider determinants of health and wellbeing (i.e. the ways in which our environment and society can affect our health) by working with our colleagues in health to undertake research particularly to identify determinants affecting our young black man
- NBMC to work with national SOG groups and branches in Improving mental health for all and using tailored approaches to mental health support to help reach specific groups (such as children and young people, minority ethnic groups, the LGBT+ community and people with chronic health conditions)
- NBMC to work with the National committee and provide better information and support for those bereaved or affected by suicide in Unison and beyond
- NBMC to Support more research, data collection and monitoring.

Each of us can help by paying attention to the wellbeing of people in our community such as friends, colleagues, and indeed anyone who you may be worried about. A simple 'how are you' can open the conversation. Listening and being open and understanding can help those at risk by letting them know it is okay for them to share.

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***Northumberland Tyne and Wear Health***

## **Black women and menopause**

Conference notes that the definition of menopause is a lack of menstruation for one full year. It usually begins between the ages of 45 and 55 but it can develop before or after this age range. Trans, non binary and inter-sex people may also be affected. Every menopause experience is unique.

Symptoms can include hot flushes, dizziness, poor coordination or clumsiness, urine leakage vaginal dryness, body odour, hot feet and bloating.

Conference notes that researchers have found that Black Women are more likely to experience symptoms related to the menopause than white women due to genetic and environmental factors such as culture, lifestyle events, religion and food.

Conference also notes evidence that Black Women often prefer to get information, advice, and treatment for their symptoms from other women in their communities, including churches, mosques and traditional herbalist's methods instead of seeking professional advice.

Conference is concerned that some Black women, particularly from underdeveloped countries, do not fully understand the reasons for their symptoms, but associate the changes with witchcraft, curses or punishment for their sins.

Conference is also concerned that because of this association, women may believe they have to undergo cleansing through fasting prayer sacrifices to the gods in order to get better. They see their symptoms as taboo or a punishment for their family or personal sins, so it should not be discussed in public.

Conference believes it is time to challenge such beliefs. Because there is little or no awareness of the menopause for these women it is difficult to reach and help these women receive professional medical care.

Knowledge is power and ignorance is not an option. Without spreading more awareness through education, many of us will continue to suffer needlessly. Black women have lost their lives because of the lack of awareness of the symptoms and treatment of menopause.

Because of the high levels of distress and the evidence of unnecessary deaths caused by menopause, conference calls on the National Black Members Committee to work with the National Women's Committee to:

- 1) Support Black Women by funding programs on menopause as part of Unison's yearly activities such as organising educational awareness workshop programmes, inviting health professionals to conferences to speak on menopause as well, as in our branches and regional meetings.
- 2) Create a column on Unison's website to raise awareness of the impact of menopause on Black Women.
- 3) Publish pocket size booklets/leaflets on the menopause in targetted languages.
- 4) Create a menopause blog targeted at Black Women.

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***National Black Members' Committee***

## **Everyday Racial Bias in Britain and the Impact on Black People**

The extent of racial bias faced by black citizens in 21st-century Britain has been laid bare in an unprecedented study showing a gulf in how people of different ethnicities are treated in their daily lives.

A survey for the Guardian of 1,000 people from minority ethnic backgrounds found they were consistently more likely to have faced negative everyday experiences – all frequently associated with racism – than white people in a comparison poll. The survey found that 43% of those from a minority ethnic background had been overlooked for a work promotion in a way that felt unfair in the last five years – more than twice the proportion of white people (18%) who reported the same experience. Black people in Britain are three times as likely to have been thrown out of or denied entrance to a restaurant, bar or club in the last five years, and that more than two-thirds believe Britain has a problem with racism.

The ICM poll, launched a week-long investigation into bias in Britain, focusing on everyday experiences of prejudice that could be a result of unconscious bias – quick decisions conditioned by our backgrounds, cultural environment and personal experiences. The poll found comprehensive evidence to support concerns that unconscious bias has a negative effect on the lives of Britain's 8.5 million people from minority backgrounds that is not revealed by typical data on racism.

- 38% black people said they had been wrongly suspected of shoplifting in the last five years compared with 14% of white people, with black people and women in particular more likely to be wrongly suspected. Black people were more than twice as likely to have encountered abuse or rudeness from a stranger in the last week.
- 53% of black people believed they had been treated differently because of their hair, clothes or appearance, compared with 29% of white people.

The Runnymede Trust, a racial equality think tank, described the findings as “stark” and said they illustrated “everyday micro-aggressions” that had profound effects on Britain's social structure.

Lack of awareness and education can lead to unconscious bias. Black people often experience discrimination not only in society but also in their workplaces .

We call upon NBMC to :

- 1) Roll out unconscious bias training with employers when issues of racial discrimination have been raised by any member of our union.
2. NBMC to work with the National Executive Committee to commission unconscious bias training to all sectors , including health , criminal justice , police and local government.
3. NBMC to adopt best practice by working with Regions like the Northern Region who have already adopted this principle and offer unconscious bias training to senior leaders within local NHS trusts.

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***Northern Region***

## **Mental Health Services for Vulnerable black Migrants**

We know black migrants (including refugees and asylum seekers as well as economic migrants, spouses and students) often experience considerable mental distress. Many will have faced oppression, war and torture in their country of origin and may be experiencing various mental health problems such as anxiety, stress and depression. Not only are their mental health needs greater than most, but migrants often face a number of obstacles accessing mental health services, including the language barrier, cultural differences, stigma, racism and confusion.

NHS staff are confused by the complex policy concerning access to free healthcare for foreign nationals and, as a consequence, many migrants are wrongly denied primary and secondary mental health services, and their mental health deteriorates to the point of crisis.

Black Migrants need appropriate and accessible mental health services. Policy-makers, commissioners and service providers need to be aware of the key issues affecting migrants and the difficulties they experience in getting treatment for their mental health issues.

There is need to engage more effectively with voluntary and community sector service providers and refugee communities in order to build sustainable relationships to inform needs assessments and service design and delivery.

NHS managers and service providers need to develop the skills and awareness of their staff by providing training courses on migrant mental health.

At a time of austerity and cuts to services, the most isolated in our communities, including vulnerable migrants, feel ignored and are crying out for support. Sustained and meaningful engagement with service providers, migrant community members, and commissioners can help. It improves understanding of the problems vulnerable migrants face and can lead to creative, inclusive and viable solutions.

We call upon NBMC to :

1. To develop tailored made courses on migrant mental health for our unison Stewards who are often the first port of call when a member is going through a crisis at work.
2. NBMC to work with our colleagues in health to develop training courses on migrant mental health which can be rolled out to local NHS trust .
3. NBMC to work with public health bodies to conduct research into the impact lack of mental health provision has on our black members.
4. To work with the National Executive Committee and policy makers to ensure full entitlement to free secondary healthcare for all refused asylum seekers is administered until the point at which they return to their country of origin .

***Northumberland Tyne and Wear Health***

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Could place the union in legal jeopardy

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## **LGBT+ Education rights and Black LGBT+ people**

Not printed on the advice of the legal officer

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

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## **Race Discrimination Protocol**

Not printed on the advice of the legal officer

***Cymru/Wales Region***

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Not competent

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## **To fight rising racism we must defend freedom of movement for people.**

Conference Notes:

At National Black Members 2018 conference we said that: "The opportunity and duty before us is two-fold: putting a stop to the ongoing injustice of previous immigration laws which continue to blight the lives of Windrush generations and their families; and to stop the new injustice taking place with Brexit of ending free movement of people. We must take strong action". (34. Defending free movement of people and immigrant rights).

We also noted "the Labour Party, while supporting continued membership of the EU Customs Union and seeking to preserve the free movement of goods, services and capital with the EU, has committed to ending the free movement of people". We called on the National Black Members Committee to work with Labour Link to "seek a reversal of the Labour Party's opposition to the free movement of people, and to call on the Labour Party to use every opportunity to defeat the Government, as this would force a general election and stop Brexit".

Less than a year after conference we saw a hard right government under Boris Johnson take over and accelerate the Tory Party's crisis, firmly tied to the will of Farage's Brexit Party, and shrunken to the position of minority government.

The flagrant attack on democratic norms by Johnsons' government is for the purpose of pushing through the most racially divisive and destructive Brexit possible. The importance of racism and xenophobia as a weapon was made clear from the outset when Priti Patel as Home Secretary promised to end freedom of movement overnight. Though she backtracked later, her message of intimidation towards EU migrants and their families went out to those who want a more brutal approach.

We also recognised the dynamic role of migrant workers across Europe who are leading the urgent fight back against increasing racist and fascist violence with the central demands of regularisation and the freedom to move.

In Italy in 2018 the danger of emboldening nationalism was deepened when a far-right and fascist-supported government was elected. Si Cobas is an Italian grassroots union overwhelmingly of African and South Asian migrants in the low paid, heavily exploited logistics sector. A ground-breaking example of their determination and crucial leadership was shown in September when Senegalese security guards across Milan unionised and went on strike over their working conditions. They did this in direct defiance of Salvini's security decree, which criminalises picket lines, and penalises migrant workers because under the decree union activism can put one's right to be in Italy at risk.

The fight of Black workers and communities across Europe is our fight too, and free movement is an important connection we must fight to keep and expand just as we must also fight for all our communities hailing from beyond Europe, including of the Windrush and subsequent eras.

Conference therefore calls for renewing and stepping up work on the actions passed in the 2018 motion "Defending free movement of people and immigrant rights", and

1) to continue to work with Labour Link to seek a policy position in Labour of defending free movement of people across the EU, and to encourage the same stance in all the political parties where possible.

2) to support the call for the scrapping of the Salvini security decrees, by issuing a public statement in support of the action taken by the Senegalese security guards and others of the Si Cobas union, noting the lead they have shown in fighting for better conditions, defying the Salvini decree and confronting the racist threats towards them as migrants.

**SOAS UNISON**

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Not sufficiently clear

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**'The Cultural Diversity of the United Kingdom should accommodate the teaching of its entire people'**

Conference notes that the National Curriculum should recognise that the people in Britain, whatever their diverse origin have a long-shared history.

The Black and Asian Studies Association (B.A.S.A) in its submission to the Department for Education on the History section of the National Curriculum argued from a perspective of historians, archivists and teachers that extensive archaeological and visual evidence had been continually overlooked.

Our shared history should be taught in schools.

The African diaspora has been in Britain for over two thousand years; Asians have been recorded as being established in Britain since the Seventeenth Century.

Conference calls on the National Black Members Committee to actively work towards the B.A.S.A's desired goals as articulated in its 2013 submission to the Department for Education.

Those goals being:

- 1) A required teaching of the continued cultural diversity of the people of Britain throughout its history.
- 2) A knowledge of world history that is not exclusively through a British perspective and includes the rich cultures of Africa and Asia before the arrival of Europeans and Arabs/Colonialism.
- 3) A course that enables the spirit of enquiry rather than the imposition of selectively chosen information.

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***Enfield LG UNISON***

### **Black Workers and Workplace Mental Health**

Conference notes that employers are failing in their duty of care towards staff with mental health issues, and this has a particular effect on Black members. Recent UNISON research found that 25% of local government workers had experienced mental health issues at work, and the figure for Black Workers was 50% higher.

Conference believes that the link between inequalities and poor mental health is well known and it has profound effect on our Black members that constantly have to deal with the following,

- Discrimination in recruitment, development and promotion practices;
- Discrimination in the increased prevalence of insecure or precarious work arrangements among Black Workers;
- Discrimination in the pay gap for Black Workers and, in particular, the compound pay discrimination experienced by Black women at work; and,
- Discrimination in the form of bullying and harassment at work.

Conference notes that trade unions are actively organised against discrimination in the workplace. However, additional work is required to compel employers to acknowledge and address the higher frequency of mental health problems encountered by Black Workers as a result of discrimination at work.

Conference calls on the NBMC to work to raise awareness of the significantly higher rate of work related mental health problems among black workers.

Conference calls on the NBMC to work with NEC to expand its highly successful work on Mental Health awareness to include specific activities targeting the mental health of Black Workers.

And conference calls on the NBMC to support affiliates in developing additional measures to support Black Workers when they challenge work related stress through action against hazards including discrimination, peer support between Black Members, networking and organising within their union.

***Scotland Region***