



**Young Members'
Conference
Cardiff**

3rd – 5th December 2021

FINAL AGENDA

Motions and amendments admitted to the agenda

1	RIGHT TO DISCONNECT: THE NEGATIVE IMPACT OF REMOTE DIGITAL WORK ON YOUNG MEMBERS' WELL-BEING DURING THE COVID-19 PANDEMIC	South West Region
2	YOUNG WORKERS, BURNOUT, AND MENTALLY HEALTHY WORKPLACES	National Young Members' Forum
2.1		South West Region
3	MENTAL HEALTH, HOMELESSNESS AND LGBT+ YOUNG PEOPLE	National Lesbian, Gay, Bisexual and Transgender plus Committee
3.1		South East Region
4	A FOCUS ON APPRENTICES	Eastern Region
5	YOUNG WORKERS AND QUALITY JOB DEVELOPMENT AND PROGRESSION	National Young Members' Forum
6	CLIMATE CHANGE AND YOUNG LGBT+ MEMBERS	National Lesbian, Gay, Bisexual and Transgender plus Committee
6.1		South West Region

Motions ruled out of order:

A CHARTER FOR YOUNG WORKERS	Eastern Region
PRIORITISE YOUNG WORKERS' MENTAL HEALTH IN A POST COVID WORLD	Northern Region
A DOMESTIC ABUSE CHARTER- FOR TRADE UNIONS AND WORKPLACES	Scottish Region
YOUNG PEOPLE AND THE CLIMATE CRISIS	Scottish Region
ZERO TOLERANCE TO SEXUAL HARASSMENT FACING YOUNG WOMEN	South East Region
BUILDING A LASTING TRADE UNION MOVEMENT - YOUNG WORKERS ARE THE FUTURE OF UNISON	South East Region

POLICE, BLACK YOUTH, AND STOP AND SEARCH	National Black Members' Committee
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Amendments ruled out of order

Amendment to Motion 6: CLIMATE CHANGE AND YOUNG LGBT+ MEMBERS	South East Region
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Motions admitted to the agenda

1. RIGHT TO DISCONNECT: THE NEGATIVE IMPACT OF REMOTE DIGITAL WORK ON YOUNG MEMBERS' WELL-BEING DURING THE COVID-19 PANDEMIC

This Conference denounces the negative impact that the COVID-19 pandemic has had on young workers' wellbeing and work/life balance, specifically with regard to the Right to Disconnect.

This Conference notes that the Right to Disconnect is the ability to not engage in work-related electronic communications such as e-mails or messages during non-work hours.

The Conference notes that, according to a survey conducted in July 2021 by the South West Young Members Forum, the majority of respondents find it hard to switch off (57%), work over their contracted hours (66%) and continue to work despite not feeling well (83%).

The Conference believes that urgent action is needed to safeguard young members' wellbeing.

Therefore, this Conference:

1. Instructs the National Young Members Forum (NYMF) to campaign and raise the impact of the Right to Disconnect on wellbeing amongst all union branches.
2. Encourages the NYMF to work with the TUC Young Workers' Forum on the Right to Disconnect.
3. Asks the NYMF to call on the NEC to encourage branches to campaign directly with employers to produce clear guidelines on the Right to Disconnect.
4. Asks the NYMF to call on the NEC to lobby the government over the introduction of a Right to Disconnect Bill.

South West Region

2. YOUNG WORKERS, BURNOUT, AND MENTALLY HEALTHY WORKPLACES

Conference notes that even before the pandemic mental health and stress at work were among the leading issues raised by young workers.

Conference notes that the pandemic has only exacerbated young workers' concerns about mental health, whether that is due to working in stressful conditions on the front line, or due to isolation from friends, family and support networks.

Conference notes the November 2020 report by The National Centre for Social Research (NatCen) which linked mental health problems with insecure work contracts, and the following report in July 2021 which identified higher levels of mental distress to working from home during the pandemic.

Conference believes that mental health is a workplace issue which must be addressed by trade unions in negotiations with employers and by direct support for affected workers.

Conference asks the National Young Members' Forum (NYMF) to:

1. Develop a campaign around the issues of stress, mental health, burnout, and mentally healthy workplaces, and for the 'right to switch off';
2. Survey young workers on their experiences during the pandemic;
3. Promote UNISON's updated mental health bargaining advice to young workers;
4. Promote the support offered by There For You more widely to young members;
5. Work with Regional Young Members' Forums to share successes in campaigning around mental health issues and to promote UNISON's work on mental health to young members.

National Young Members' Forum

2.1

At end of motion, add new action point:

6. Work with Regional Young Members' Forums to promote UNISON's Young Workers Charter

South West Region

3. MENTAL HEALTH, HOMELESSNESS AND LGBT+ YOUNG PEOPLE

Conference notes that in the past two years through a confluence of multiple crises including a global pandemic, a massive shift in the economy, and rising unjust violence against the Black Community, that Lesbian Gay Bisexual Transgender Plus (LGBT+) young people everywhere faced issues that changed their lives. Unfortunately, we've seen these issues negatively impact their mental health and that has seen an increase in homelessness.

Conference notes the Albert Kennedy Trust (AKT) LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer plus) youth homelessness report (2021). This report, highlights research that centres the voices and experiences of LGBT+ young people who have faced any form of homelessness in the last five years.

Some of the findings include:

1. Almost two thirds of LGBTQ+ young people who responded felt frightened or threatened by their family members before they became homeless. One in five experienced this from romantic partners.
2. Half of LGBTQ+ young people who responded said they feared that expressing their LGBTQ+ identity to family members would lead to them being evicted. Almost one in ten said the same about romantic partners.
3. Two thirds of LGBTQ+ young people said homelessness made it hard for them to establish or maintain new relationships, including friendships.
4. Almost one fifth of LGBTQ+ young people felt like they had to have casual sex to find somewhere to stay while they were homeless.
5. Less than half of LGBTQ+ young people were aware of housing support services the last time they experienced homelessness. Almost one quarter weren't aware of any support services available to them.
6. Over half of LGBTQ+ young people have faced some form of discrimination or harassment while accessing services.

AKT also found that almost a quarter of homeless people aged between 16 and 25 identify as LGBT+, and more than three quarters of those people believe coming out to their parents was the main factor.

Conference further notes that the LGBT+ charity Just Like Us reported in February 2021, that LGBT+ young people are twice as likely to feel lonely and more than twice as likely to worry for their mental health on a daily basis during the pandemic than their non-LGBT+ peers.

The process of figuring out your sexuality is stressful; never mind the pressure of hiding it, worrying about how your friends or parents will react and worrying that

someone will figure it out. This is the reality of life for countless LGBT+ young people.

Conference therefore calls on the National Young Members' Forum to:

- A. Work to raise awareness of homelessness amongst Young LGBT+ members and the impact on mental health;
- B. Work with the National LGBT+ Committee to raise wider awareness of the effects of homelessness on Young LGBT+ members;
- C. Encourage branch and regional young member's groups to consider action on homelessness for young members with an emphasis on those who are LGBT+;
- D. Promote LGBT+ charities that offer Mental health support for LGBT+ young people.

National Lesbian, Gay, Bisexual and Transgender plus Committee

3.1

At the end of action point 'A', add "by creating additional material such as leaflets and information packs for branches that include resources and signposting to support services to assist members who are affected by these issues"

Add an additional action point 'E' "Encourage branches to make use of existing UNISON material such as 'Transgender Workers Rights' and 'Lesbian, Gay and Bisexual Workers Rights' guides to encourage LGBT+ friendly workplaces, that are supportive and inclusive of LGBT+ issues inside and outside the workplace'

South East Region

4. A FOCUS ON APPRENTICES

In 2019/20, there were 719,000 people participating in an apprenticeship in England, with 322,500 apprenticeship starts and 146,900 apprenticeship achievements.

The NHS alone currently has 14,000 apprentices.

In spite of these high numbers, union membership amongst apprentices remains very low.

Apprentices are often poorly paid, with a much lower minimum wage set for them. Apprentices are open to being treated as cheap labour by an employer and reports of bullying, abuse and harassment are not uncommon. Apprentices are not always made aware of their rights at work.

There is often a great misunderstanding of apprenticeships. A common assumption is that apprentices are all of college age yet just only half of apprentices are aged under 25.

Apprenticeships are a great way for people to enter the workforce and apprentices should get the respect and recognition that they deserve.

Conference asks the National Young Members Forum (NYMF) to call on UNISON's National Executive Council (NEC) to put the recruitment and activist development of apprentices as a UNISON priority.

We also ask for the NYMF to develop a campaign around improving the pay and strengthening the rights of apprentices.

By focusing on these actions, the trade union movement will be stronger and the rights of workers better respected.

Eastern Region

5. YOUNG WORKERS AND QUALITY JOB: DEVELOPMENT AND PROGRESSION

Conference notes the shocking figures reported in April 2021 showing that of those who lost their jobs during the pandemic, almost 80% were aged under 35.

Conference further notes the July 2020 study by the Institute for Fiscal Studies (IFS) which found that “the COVID-19 pandemic has severely dented the career prospects of young people and threatens to have a prolonged negative economic impact on them as a result”.

Conference believes that young workers must not pay the price for the pandemic and that fighting to preserve high quality jobs with training and progression accessible to young workers must be a priority during the recovery from the pandemic.

Conference asks the National Young Members' Forum (NYMF) to:

- A. Work with UNISON's Service Groups to support and promote bargaining over quality apprenticeships, training programmes, and internal development schemes;
- B. Work with UNISON's Learning and Organising Services (LAOS) to promote UNISON's own resources for young workers seeking development and promotion;
- C. Work with Regional Young Members' Forums to promote the UNISON Young Workers Charter and encourage employers to sign up to it.

National Young Members' Forum

6. CLIMATE CHANGE AND YOUNG LGBT+ MEMBERS

We are at a defining moment when it comes to climate change. Its impacts are global in scope and unparalleled. Climate change will affect every one of us on the planet, but its effects will not be the same for all.

Greta Thunberg's school strikes and climate strikes supported by the Trade Union movement are seen as major reasons why the issue is still alive. There is a tendency to present the use and development of green technologies as a miracle solution. It is not just climate change that we are dealing with, but climate change in an unequal and unjust world. Without equality and equity, we cannot effectively fight climate change.

The Lesbian, Gay, Bisexual, Transgender, Plus (LGBT+) community is fighting to gain equal rights, and for a just and fair society. In the same way, there is a community of environmentalists, activists and specialists fighting to combat climate change, much of which involves moving towards a just and fair society.

History tells us that diminishing resources are a driver for discrimination. Climate change is a catalyst that will enable those with resources and power to further marginalise any out groups that don't conform. This is based on the findings of the Intergovernmental Panel on Climate Change (IPCC). Those already most vulnerable and marginalised will experience the greatest impacts. The IPCC identifies LGBT+ communities as a hidden victim of climate change, because of its social vulnerability.

The vulnerability of LGBT+ people to climate change is worsened by poverty and discrimination. It is often difficult for LGBT+ people to access services, particularly in countries which criminalise same sex relationships and where discrimination against trans people is widespread. Around the world LGBT+ people, especially young LGBT+ people, are vulnerable to homelessness as they are often forced to leave their homes due to conflict with the family, violence or abuse. The precarious economic and physical conditions of homeless persons can lead individuals to choose sex work so that they can meet their basic needs, often despite the risk of criminal prosecution. In climate related emergencies it is likely that young LGBT+ people will face discrimination in emergency provision such as shelters.

There is now a general recognition that you can hardly fight the most prominent environmental threat to humanity while ignoring issues of equality and social justice. Climate change will affect everyone, and it may not seem helpful to some to divide the climate fight into smaller struggles. We cannot hope to provide a solution that works for everyone without recognising the specific impacts climate change will have on different communities.

Conference therefore calls on the National Young Member's Forum to

1. Work to raise awareness of climate change amongst young LGBT+ members and its impacts on marginalised communities;
2. Work with the International Section to raise wider awareness of the adverse effects of climate change on young LGBT+ communities;

3. Encourage branch and regional groups and caucuses to consider action on climate change.

National Lesbian, Gay, Bisexual and Transgender plus Committee

6.1

At end of motion, add new action points:

4. Encourage branches to ensure that young people continue to be involved in the conversation around climate action by promoting UNISON's Green Network to our young members
5. Encourage branches to adopt the environmental officer role to their branch committee and to actively recruit to fill the position
6. Encourage branches to support and show solidarity with local movements that embolden social infrastructure
7. Encourage branches to provide resources and training to educate our young members about the climate emergency and support them to campaign and challenge their employers on climate action
8. Encourage branches to show union solidarity and support for school strikers

South West Region

Motions ruled out of order

A CHARTER FOR YOUNG WORKERS

Nationally, young people are facing a deep crisis. On every front, they are being attacked, whether it is wage cuts, lack of housing or precarious work.

UNISON has only 64,000 members under the age of 27, which, for the biggest union in Britain, is abysmally low. This conference resolves to fight to turn this situation around with a campaign to recruit hundreds of thousands to the union. To do this we need to champion the cause of young people and take up the issues they face.

To this end, this conference calls on the National Young Members' Forum (NYMF) to draw up a "Charter for Young Workers" dealing with our problems and offering a fighting programme and solutions. This in turn can be used to facilitate our campaigning work and recruitment.

Furthermore, we ask the NYMF to call upon UNISON's National Executive Council (NEC) to promote the charter as a priority of the union.

These actions will help to build the profile of young members within the union.

From this charter we can build more effective internal education and training for our young members and activists. These should involve not only trade union questions, but international issues and also the history of the trade union and labour movement. We therefore resolve to organise national and regional schools for this purpose, involving the widest layers possible.

Eastern Region

This motion was ruled out of order as it is beyond the remit of the conference.

PRIORITISE YOUNG WORKERS' MENTAL HEALTH IN A POST COVID WORLD

Conference calls for the NYMF to prioritise Young Members mental health going forward by offering mental health first aid training and resources such as wellness seminars and materials to be produced to promote and signpost services to young workers as a priority. These resources must be appropriate for both those wanting to support colleagues, friends, and family members with mental health issues and those directly suffering with mental health issues. Conference also calls on the NYMF to continue to campaign for better funding for mental health services.

Conference notes that the COVID-19 Pandemic has had significant impact on the mental health and wellbeing of young workers across the UK. A study by Michael Daly & Eric Robinson has found that the proportion of adults aged between 18 and over reporting a clinically significant level of psychological distress increased from 20.8% in 2019 to 29.5% in April 2020.

Another large study by Elise Paul and Daisy Fancourt on adults aged 18 and over found that 26.1% of respondents reported self-harm thoughts and 7.9% self-harm behaviours at least once between March 2020 and May 2021. This affects our members, especially those under 27 years of age.

Psychological distress has increased from 2019 to 2020 which suggests Young Members' mental health is deteriorating. Conference calls for the National Young Members Forum, Regions and Branches to boost awareness and support for young workers and to host activities around mental health and wellbeing during Young Workers Month November 2022, Mental Health Month October 2022 and Mental Health Awareness Week 9th May – 16th May 2022.

Conference is increasingly aware of the deterioration and demand on mental health during the Covid-19 Pandemic. Young Members are statistically more likely to be living with their parents. Young workers may not have had the opportunity to have met their team/colleagues within their working environment due to Covid-19 within new roles and jobs. Conference notes a combination of home working has led to members feeling both isolated and struggling to have a proper work/life balance. Conference also notes front-line workers are burnt out from work throughout the pandemic. Conference notes that after seventeen months of lockdowns and restrictions that a high number of young people are anxious about the "new normal" which may involve returning to a work environment for the first time since March 2020.

Local mental health services are now more strained than ever and waiting lists to access help via the NHS are getting longer due to years of underfunding and cuts. Conference notes that it is vital for our union to lead the way in supporting young workers and signposting services available for those struggling while also campaigning for better funded services.

Conference calls for the NYMF to prioritise Young Members mental health going forward by offering mental health first aid training and resources such as wellness seminars and materials to be produced to promote and signpost services to young workers as a priority. These resources must be appropriate for both those wanting to

support colleagues, friends, and family members with mental health issues and those directly suffering with mental health issues.

Conference also calls on the NYMF to continue to campaign for better funding for mental health services.

Northern Region

This motion was ruled out of order as it is not sufficiently clear.

A DOMESTIC ABUSE CHARTER- FOR TRADE UNIONS AND WORKPLACES

Conference notes that homeworking is now and is going to be a much bigger part of working life and given that going to work might well be the only opportunity that those suffering domestic abuse have to get away from their abuser, it's a significant factor to consider when negotiating home working policies.

We welcome UNISON's position on Domestic Abuse with this highlighted in the "Domestic Violence and Abuse- a trade union issue" resource and recent events such as "Empowering Women in UNISON – Live!".

Conference notes that the unions work is not done, and young members can play a role in campaigning around the issue and helping to develop a Domestic Abuse Charter that promotes supportive workplaces with paid leave, training for management, and absence policies which are not detrimental to those experiencing abuse.

The Scottish Young Members Committee asks that:

1. The National Young Members' Forum works with the Self Organised Groups to highlight issues unique to each group to ensure a campaign which is inclusive to all SOGs.
2. The launch of a national level campaign with a Domestic Abuse Charter as the focal point.
3. The creation of a Domestic Abuse Charter with paid leave; supportive workplaces; staff training and signposting as key elements.
4. The union factors domestic abuse into any discussions around home working and supports research into the impact home working has had on victims.

Scottish Region

This motion was ruled out of order as it is not sufficiently clear.

YOUNG PEOPLE AND THE CLIMATE CRISIS

This committee notes that our world is facing a challenge bigger than anything we have ever encountered before - the CLIMATE CRISIS.

Six years on from the Paris Agreement and we are now facing the prospect that we are already 1°C above pre-industrial levels, meaning we only have 0.5°C until that agreement is broken.

The committee notes the urgent need for action, both in response to existing negative impacts and to avoid the catastrophic and irreversible damage the world is on course for.

We recognise that big business and the richest individuals are responsible for the vast majority of climate change, with 71% of global emissions the responsibility of only 100 corporations.

We recognise it is the most vulnerable that are the hardest hit, and 150 million people will be forced to migrate because of climate change unless urgent action is taken.

Over the last few years, we have seen an increase in young people's engagement on this issue, and it has only gained momentum.

What started with Greta Thunberg is now a whole movement. A network of educated, engaged, and empowered young individuals across the world coming together to force political parties to radically rethink their approach.

Climate change is a trade union issue, and we welcome UNISON and the UC's commitment to climate action, to a just transition to a greener and fairer decarbonised economy.

We call on conference to:

1. Ensure that young people continue to be involved in the conversation around climate action by promoting UNISON's Green Network to our young members
2. Encourage branches to adopt the environmental officer role to their branch committee and to actively recruit to fill the position
3. Call on employers to recognise green/environmental reps and give them work time for their activities
4. Ensuring that we continue to support and show solidarity with local movements that embolden social infrastructure, for example Glasgow's free our city bus campaign or Fife's ready for renewal windfarm campaign
5. Continue to show union solidarity and support for school strikers

6. Provide resources and training to educate our young members about the climate emergency and support them to campaign and challenge their employers on climate action

Scotland Region

This motion was ruled out of order as it is not competent.

ZERO TOLERANCE TO SEXUAL HARASSMENT FACING YOUNG WOMEN

Everyone has the right to work in a safe and supportive environment. But for many young women, the sexual harassment they experience at work leaves them feeling vulnerable, scared and powerless. Victims are often left with little confidence and unable to speak out about the harassment – often downplaying the situation, attempting to ignore, forget or endure the behaviour.

Conference recognises that anyone of any age and at any time can experience sexual harassment, but the statistics demonstrate that the overwhelming majority of victims are young women.

What makes matters worse, is that young women are more likely to be in precarious forms of work; fixed term and zero hours contracts exacerbate the sexual harassment pandemic sweeping our workplaces. Power imbalances are more pronounced in precarious workplaces and the link between this and sexual harassment is no coincidence. Young women may feel less able to raise issues of sexual harassment if they have concerns over potential repercussions on their employment status and career progression, or work in an environment with a toxic culture. Although protection against discrimination is a day 1 right, many young women have not been in their job for more than 2 years meaning they are missing out on other vital employment protections that leave them more vulnerable.

In a report published by The Young Women's Trust, over 1/3 of young women would not report sexual harassment at work over fear of being fired. Not only is this obstructing key workers' rights, but building on a legacy that young women are not welcome in workplaces.

Too often, young women are told it is just 'banter' and this toxic workplace culture silences victims and absolves perpetrators and employers of any responsibility. Whether this 'banter' takes place in or outside of the workplace, employers have a duty to protect young women at work. The reality is, the 'banter' and 'jokes' can erode confidence, especially if this is dismissed or not taken seriously by management. This adds an additional barrier for young women wanting to speak up about sexual harassment in the workplace. In a survey conducted by UNISON during TUC Young Workers' Month 2020, 23% of young members who responded to the survey responded that one of the most frequent reasons for young members to contact UNISON was around the issue of bullying and harassment (1). Conference notes that there needs to be education and training provided to managers and staff about the different forms of sexual harassment; in order for incidents to be identified and dealt with appropriately.

Moreover, over a third of 18–34-year-olds who have experienced some form of harassment, abuse or violence at work said it was carried out by a third party (member of the public, client or customer), according to TUC

research. Some employers claim that it is not possible to stop third parties from harassing staff as they have no direct control over them. An employment relationship is between the employer and the worker – the employer’s responsibility is to ensure good health, safety, and wellbeing for all employees. UNISON’s anti-sexual harassment policy helps to ensure that the workplace environment is non-discriminatory, safe and respectful for all, and that a co-operative culture is established.

According to data collected by Eurostat, just 37.6% of senior managers in the UK are women, indicating that women’s issues are not necessarily understood throughout all levels of an organisation. Conference also notes that as well as supporting our branches in negotiating sexual harassment policies with employers, the government needs to take immediate action and introduce employer duties that prevent sexual harassment in the workplace and protect victims.

The Young Women’s Trust also reports that 61% of young women feel ignored by politicians. The government need to reconnect and listen to young women. This includes young Black women, young women with a disability, young female parents and young women part of the LGBT+ community.

The TUC’s #ThisIsNotWorking campaign to try and stamp out sexual harassment at work has been calling for;

1. A new easily enforceable legal duty on employers to take all reasonable steps to protect workers from sexual harassment and victimisation.
2. Compulsory guidance explaining exactly what employers must do to prevent harassment, including mandatory training;
3. Mechanisms for workers to report anonymously to the regulator, bypassing toxic workplace environments that leave victims unable to speak out; and
4. Real consequences for employers who do not comply, making sure the onus lies with the employer and not with the victim.

Although the government have committed to introduce a new duty for employers to protect all their staff from sexual harassment at work, and to protect workers harassed by clients, customers or colleagues- conference believes this new duty should be introduced as soon as possible . If this is to be a genuine turning point, the government must change the law swiftly, put more resources into enforcing the new duties and ensure victims have access to justice. Pressure must be put on the government to action these promises.

Conference calls on the National Young Members’ Forum to work to;

- A. Publicly promote, endorse, and raise the profile of the TUC #ThisIsNotWorking campaign and support the action of lobbying the government in introducing a new duty for employers

- B. Raise the profile of what sexual harassment is and the different ways it can impact young women and use this as a strategic tool when recruiting and organising young women
- C. Work with the appropriate bodies within UNISON to conduct research about young women in UNISON and the sexual harassment they experience, in order to generate resources and toolkits for branches that are reflective of the different service groups we represent
- D. Develop a tool kit for activists and branch officers that includes guidance on:
 - I. Support and guidance when negotiating and utilising UNISON's Sexual Harassment Guide and Model Policy 2020
 - II. Appropriate external bodies, that branches can signpost victims to, for expert support and counselling outside of the workplace
- E. Work with Learning and Organising Services to provide specific training for activists on sexual harassment in the workplace and how to develop workplace policies
- F. Work with Labour Link to promote the issue of sexual harassment of young women in the workplace
- G. Campaign for the reintroduction of Section 40 of the Equality Act 2010 on 'third party protection'

South East Region

This motion was ruled out of order as it is not in line the SOC procedures (it exceeds the word limit).

BUILDING A LASTING TRADE UNION MOVEMENT - YOUNG WORKERS ARE THE FUTURE OF UNISON

Conference notes that the average age of a UNISON activist is 48 year old. There are over 63,000 young members in UNISON yet there are fewer and fewer young activists. A TUC study found that 14% of the UK workforce were 16-24 years of age, yet they only make up 4.7% of union members. The trade union movement is heading towards a crisis whereby older activists are retiring and the number of young activists to replace them just isn't making up for it.

Young members also have workplace issues which may not affect their older counterparts - these differences must be represented locally in branches, as well as in the wider democratic structures of UNISON to fairly reflect young members' views. There must be a renewed focus on recruiting and organising young workers across the country to build and sustain a lasting trade union movement in public services.

Conference notes:

1. A recent UNISON report produced as part of TUC Young Workers Month (Getting Active in UNISON, Nov 2020) surveying over a thousand UNISON young members. It sought their views on barriers to young members getting active and made recommendations to improve recruitment and organising of young workers, including for branches to improve communications with young members. Branches need guidance on how to effectively communicate with young members and need the right tools to be able to do so. Improving the use of social media at a local level could reach young workers that have not been reached before, but branches need support and training in how to use it effectively as a communication tool.
2. That traditional methods of recruitment need to be adapted in order to encourage new young workers to get active. Young workers can be hard to reach, often disconnected from their colleagues and therefore from local union activity. There are many young members performing many different jobs in public services – this must be taken into account when developing plans to recruit and organise young activists across a variety of service groups. Different recruitment methods need to be trialled, finding new and creative ways of engaging with young workers. Conference calls for a representative working group of young members including across all service groups, regions and self-organisers groups to work with the appropriate bodies within UNISON to conduct research on recruiting and organising young workers, in order to generate resources and toolkits for branches targeting young members that are reflective of the different service groups we represent. This should have a particular focus on the production of innovative recruitment guidance for branches.

Education and training was shown as something that was of high importance to the young members surveyed in the Getting Active in UNISON report. As budgets get cut and workloads are under

strain, training and education is becoming less of a priority for employers, meaning young people are missing out. Young workers are in need of training that they just don't have access to, and union education programmes can be powerful organising and recruiting tools.

Not only that, but we know there are serious issues affecting young workers, including bullying, harassment and issues around mental health, stress and workload which need urgently addressing and dealing with (identified as part of the Getting Active in UNISON survey). Through a comprehensive targeted education programme, young members could be provided with the tools to address these workplace issues, build on their professional development and improve day-to-day life for them and their colleagues.

Young members in UNISON are the future of the union - yet they are vastly underrepresented in branch committees and in the wider democratic structures of UNISON today. Many young people report to not knowing about trade unions, what they do and why they are relevant to them. Moreover, once a young member decides to get involved with their local branch or a regional group, it can be intimidating, particularly if committees or groups are made up of predominantly older members. The profile of young members in UNISON needs to be raised in order to encourage more young workers to get active and to protect the future of the union.

Conference calls on the National Young Members' Forum to work to:

- A. Promote UNISON's existing recommendations in the November 2020 report Getting Active in UNISON – A report on UNISON's Young Members by ensuring branches have relevant and appropriate guidance and the tools to be able to effectively recruit and organise young workers.
- B. Review and develop UNISON's existing advice, guidance and education programmes relating to the use of social media as a recruitment and organising tool.
- C. Set up a strategic working group of young members to trial alternative methods of recruiting young workers, with a focus on producing innovative recruitment guidance for reps.
- D. Create and deliver an education programme targeting young members, with a particular focus around issues such as bullying in the workplace, mental health awareness
- E. Develop a UNISON wide campaign on the importance of getting more young members active. This should have a focus on raising the profile of young members in UNISON and look to develop materials and resources to be used in promoting the union to young workers

South East Region

This motion was ruled out of order as it is not in line with SOC procedures (it exceeds the word limit).

POLICE, BLACK YOUTH, AND STOP AND SEARCH

Conference is alarmed that the Tory Government has extended police stop and search powers as part of its 'beating crime plan.'

Conference believes this extension of Section 60 of the Criminal Justice and Public Order Act will disproportionately affect Black youth.

Under Section 60, police do not need the legal requirement to have a "reasonable suspicion" to stop and search individuals and can stop anyone arbitrarily in a specific geographic area.

Currently Black people are nine times more likely to be stopped and searched than white people and even the government's own assessment states that the new changes will further disproportionately affect Black people.

'If we are to assume, as above, that disparity rates in the use of s60 persist, then it is likely that more BAME individuals are searched under this power despite not committing any offences, and without being provided with significant person-specific justification for searches taking place.'(Home Office, Section 60 Equality Impact Assessment, 2019). The 'beating crime plan' is supposed to prevent serious crime such as knife crime. But the government has produced no evidence that stop and search actually reduces knife crime. Instead it is used to criminalise Black youth as a whole.

Conference believes the new powers will target and victimise Black communities and can further lead to police brutality of Black youth. Conference notes the prosecution and sentencing rate for Black people is three times higher than for white people (Equality & Human Rights Commission, 2016).

Conference calls on the National Young Members' Forum to work with the National Black Members' Committee and appropriate campaign groups to:

1. Campaign to end the disproportionate victimisation of young Black people in stop and search
2. Campaign for democratic control of policing by trade unions and communities
3. Protest police brutality
4. Campaign for the demilitarisation of the police – stop the use of horses, tear gas and rubber bullets – and abolish the Territorial Support Group (TSG) and all similar paramilitary units
5. Support where possible independent workers' and community inquiries into police violence and deaths in police custody
6. Oppose privatisation and selling of prisons

National Black Members' Committee

This motion was ruled out of order as it is beyond the remit of the conference.

Amendments ruled out of order

Motion 6: CLIMATE CHANGE AND YOUNG LGBT+ MEMBERS

At the end of action point 3, add “focusing on the need for systemic change”

Add an additional action point 4 of “Encourage Branches and regional groups through green officers to consider employers’ environmental impact, and facilitate change through bargaining and other action whilst ensuring that employees do not face a disproportionate burden compared with organisations when implementing environmental-based changes”

South East Region

This amendment was ruled out of order as it is beyond the remit of the conference.