

UNISON Young Members' Conference

Conference Guide and Agenda

2-4 December 2022

Highcliff Marriott Hotel, Bournemouth



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Timetable

Friday 2 December 2022		
Time	Event	Room
1pm-2pm	Standing Orders Committee meeting	Shaftesbury suite
2pm-3pm	National Young Members Forum meeting	Bryanston suite
3pm – 6.15pm	Conference desk opens	Dorchester suite foyer
3pm – 5pm	Standing Orders Committee (in session)	Shaftesbury suite
3pm – 4pm	Regional meetings (6 regions 3-3.30, 6 regions 3.40-4.00)	Room TBC
4-4.30pm	LGBT+ members meeting	Room TBC
4.30pm-5pm	Black members meeting	Room TBC
5pm – 6pm	Introduction to conference Speaker: Joanne Kaye, Regional Secretary UNISON SW region	Dorchester suite
Saturday 3 December 2022		
Time	Event	Room
9am – 5.15pm	Conference desk opens	Dorchester suite foyer
9.30am – 5pm	Standing Orders Committee (in session)	Shaftesbury suite
9.30am-10am	Women members meeting	Room TBC
10am-10.30am	Disabled members meeting	Room TBC
10:30am – 12.30pm	First Conference session 10am – 10.45am Speaker: General Secretary	Dorchester suite
12.30pm-1.30pm	Workshops	Room TBC
1.30pm-2pm	Break	
2pm-3pm	Workshops	Room TBC
3pm – 5pm	Second Conference session 3pm – 3.30pm Speaker: Labour Party guest tbc	Dorchester suite

	Time tbc International Speaker: Colombian trade unionist	
Sunday 4 December 2022		
Time	Event	Room
8.30am – 12.45pm	Conference desk opens	Dorchester suite foyer
9am – 12.30pm	Standing Orders Committee (in session)	Shaftesbury suite
9.30am – 12.30am	Third Conference session 9.30am – 10.15am Speaker: UNISON President	Dorchester suite

Final Agenda

Motions and amendments admitted to the agenda

1	KEEPING YOUNG WORKERS SAFE AT WORK	<i>Northern Region</i>
2	YOUNG BLACK MEMBERS - STEP IN AND STEP UP	<i>National Black Members' Committee</i>
3	AFFORDABLE HOUSING IS A HUMAN RIGHT	<i>Eastern Region</i>
4	UNCOMFORTABLE YET? SEXUAL HARASSMENT IS NEVER OK	<i>Eastern Region</i>
5	REGIONS TO SEND YOUNG MEMBERS TO CUBA AND AFFILIATE THEIR BRANCHES TO CUBA SOLIDARITY	<i>North West Region</i>
6	NATIONAL YOUNG MEMBERS FORUM INDUSTRIAL ORGANISING STRATEGY	<i>North West Region</i>
7	ORGANISING AND RECRUITING YOUNG LESBIAN GAY BISEXUAL AND TRANSGENDER PLUS MEMBERS	<i>National Lesbian, Gay, Bisexual and Transgender plus Committee</i>
8	UNISON YOUNG MEMBERS SAY NO TO POVERTY PAY!	<i>Greater London Region</i>
9	RECRUITING AND ORGANISING YOUNG WORKERS IN UNISON	<i>Greater London Region</i>
10	RAISING THE AGE LIMIT FOR YOUNG MEMBERS	<i>East Midlands Region</i>
11	PROTECTED FACILITY TIME FOR YOUNG MEMBERS' OFFICERS	<i>East Midlands Region</i>
12	AN ORGANISING STRATEGY FOR YOUNG MEMBERS	<i>National Young Members' Forum</i>
13	ADAPTING TO NEW WAYS OF WORKING AFTER THE COVID-19 PANDEMIC	<i>National Young Members' Forum</i>

14	ENGAGEMENT & RETENTION OF ACTIVE YOUNG MEMBERS	<i>Scotland Region</i>
15	BEREAVEMENT LEAVE	<i>Scotland Region</i>

Motions re-admitted to the agenda

16	SUPPORTING TRANSGENDER AND NON-BINARY YOUNG MEMBERS	<i>National Lesbian, Gay, Bisexual and Transgender plus Committee</i>
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Motions admitted to the agenda

1. KEEPING YOUNG WORKERS SAFE AT WORK

Conference notes that many young UNISON members engage in shift work, especially those working in health and social care settings, most of which involve taking on shifts at unsocial hours.

That while undertaking this shift work, staff can be left in vulnerable positions, especially if they are working alone, and if they are travelling to and from work at night.

Conference believes that members working or travelling alone should not be at greater risk in their jobs than other workers.

Conference believes that although employers may feel that their duty of care to staff ends when an employee's shift finishes, they need to take into consideration commutes to and from the workplace, especially at night.

Conference believes that many workers, especially women, are often worried about their safety when travelling to and from work during unsociable hours, especially when using public transport.

Conference notes that following feedback from young members within the Northern region, there are examples where some members have found themselves working in locations, with a predominately young workforce, where they have felt unsafe travelling to and from work. In one such location staff were forced to walk alone through a poorly lit, remote industrial estate at unsociable hours due to the lack of onsite parking and poor public transport links. Conference believes that no one should feel unsafe traveling to and from work.

Conference notes that in a 2018 Report, the Trades Union Congress (TUC) noted that 36% of 18 to 34 year olds who have experienced some form of harassment, abuse or violence at work said the perpetrator was a third-party, and that of the young workers who reported the harassment, abuse or violence to their employer, over three-quarters (76 per cent) said nothing changed, or the situation got worse.

Therefore, Conferences asks that:

1. The National Young Members Forum (NYMF) campaigns to raise awareness of health and safety issues faced by young members when working or commuting alone;
2. The NYMF calls on the National Executive Council (NEC) to create a model lone working policy to be shared with branches to actively engage with employers to ensure that lone working policies are fit for purpose and follow statutory guidance;
3. The NYMF calls on the NEC to encourage branches to educate their officers and activists on lone working and commuting and how they can use policies to support members;

4. The NYMF calls on the NEC to create a model commuting policy to be shared with branches to encourage employers to ensure that there are safeguards in place to protect staff who may be vulnerable when commuting to and from work.

Northern Region

2. YOUNG BLACK MEMBERS - STEP IN AND STEP UP

Conference recognises that young Black workers are hard to find in our union. There is a huge gap between numbers of young Black members and number of young Black activists.

We are an aging union and succession planning is vital, particularly in Black member self-organisation. The barriers to participation include lack of knowledge about the Black members' self-organised group (SOG), and lack of time / resources / finance (including subsistence and reimbursement of expenses at branch level). Some members are still unaware of Defining Black and do not think Black member self-organisation is for them.

Conference believes that young Black members have an important role to play in our union and their voices need to be heard in campaigns against injustices and eliminating discrimination. They need to understand more about how the work is currently being done and whether it is still fit for purpose in this new age of innovation / technology.

The National Black Members Committee believe that we can eradicate the acceptance of racist practices and is committed to involving young Black members in this work.

The personal experiences of young Black members should be acknowledged and never dismissed because it will help UNISON shape the future if we are to grow our membership.

Conference notes that the development of young Black members through mentoring, coaching and activism is vital for any succession planning to work well. We could do more to support colleagues from different backgrounds and under-represented groups to progress and develop within our union.

We are committed to supporting the personal development of Young Black members who may face challenges but are looking for opportunities to take the next step forward. This could lead to positive changes to their confidence, a widening of their networks and greater self-awareness.

Conference believes creating a step-in, step-up initiative will provide opportunities to understand through "being still, listening and showing empathy" to young Black members and their experiences. The aims, purpose and the benefit of these activities is to also gain an insight into how different parts of UNISON work.

Shared learning and reflection would be connected to UNISON's anti-racism and challenging racism in the workplace. This learning would also raise the work of the trade union movement.

This conference therefore resolves to call on the National Young Members Forum (NYMF) to work specifically with the National Black Members Committee (NBMC) to campaign and raise the urgent call for young Black members to step in and step up taking a lead in the work of organising and recruiting young Black members. Specifically, for the:

1. NYMF and NBMC to identify appropriate financial and physical resources to help develop an appropriate mentoring, and buddying scheme;
2. NYMF to consider wider guidance and support tools that will include incorporating a coaching element;
3. NYMF to share NBMC Young Member video, publicise the Young Black Members award and Defining Black at relevant network and recruitment events, and via the NYMF social media networks and future conferences.

National Black Members' Committee

3. AFFORDABLE HOUSING IS A HUMAN RIGHT

Following decades of failures to address the lack of affordable housing in the UK, we now have a crisis where young people are increasingly facing vulnerable housing situations.

A lack of affordable housing is not just a young persons' issue. It is a public service issue.

More and more public service staff can no longer afford housing in cities that are near to workplaces and reliable public transport links.

According to UK Land Registry data, average house prices across Great Britain have risen by 65% over the last decade from £170,049 in June 2012 to £283,496 in June 2022.

But it is not just house buying that is causing problems. In June 2022 the UK government announced that the average cost of renting a home in England has risen to £795 – the highest ever recorded by the Office for National Statistics (ONS).

At the same time pay has stagnated.

This means that most young people have to accept that owning our own home is a dream reserved for older generations while renting is becoming increasingly unaffordable and more precarious.

According to one estimate commissioned by the National Housing Federation (NHF) and Crisis from Heriot-Watt University, around 340,000 new homes need to be supplied in England each year, of which 145,000 should be affordable.

The Conservative Government's 2019 manifesto aimed to build 300,000 new homes per year by the mid 2020s. In reality just 216,000 new homes were supplied in 2020/21.

According to Shelter, over 1 million households are waiting for social homes and yet last year 29,000 social homes were sold or demolished, and less than 7,000 were built.

According to Centrepoin an estimated 121,000 young people in the UK asked the council for help with homelessness in 2019-20.

Conference resolves that safe, affordable, good quality housing is a basic human right.

Conference instructs the National Young Members Forum to:

1. Seek to work with the UNISON National Labour Link forum to make sure that this vital issue is raised within the Labour Party and to ask that it is considered a priority for future Labour Party manifestos;
2. Regularly highlight the union's campaign to ensure there is increased availability of affordable housing to young members objectives via all appropriate media.

Eastern Region

4. UNCOMFORTABLE YET? SEXUAL HARASSMENT IS NEVER OK

In 2016 the Trades Union Congress (TUC) released the “Still Just a Bit of Banter?” report into sexual harassment in the workplace.

The report focused specifically on the sexual harassment of women and its key findings included:

1. 52% of all women polled had experienced some form of sexual harassment;
2. 35% per cent of women have heard comments of a sexual nature being made about other women in the workplace;
3. Nearly one quarter of women have experienced unwanted touching;
4. One fifth of women have experienced unwanted sexual advances;
5. More than one in ten women reported experiencing unwanted sexual touching or attempts to kiss them;
6. In the vast majority of cases, the perpetrator was a colleague, with nearly one in five reporting that their direct manager or someone else with direct authority over them was the perpetrator;
7. Four out of five women did not report the sexual harassment to their employer.

Further research by the TUC in 2019 revealed that nearly 7 in 10 lesbian, gay, bisexual and trans (LGBT) people have been sexually harassed at work.

Also, in 2016 the End Violence Against Women (EVAW) coalition in a separate survey on British women’s experience of sexual harassment in public places, found that 85 per cent of women aged 18–24 had experienced unwanted sexual attention in public places and 45 per cent had experienced unwanted sexual touching.

Research by the EU Agency for Fundamental Rights found that women aged 18–29 years old were twice as likely to receive threatening and offensive advances on the internet as women aged 40–49 years old, and more than three times as likely compared to women aged between 50 and 59 years old. Young women are more likely to be on casual contracts, such as temporary, agency or zero-hours contracts, and are likely to have had shorter tenure and be in more junior roles; all of which may be factors in sexual harassment.

It is now 2022 and little has changed.

UNISON Eastern region developed a campaign called Uncomfortable Yet? which aimed to educate people on the following:

- A. What Sexual Harassment is;
- B. That sexual harassment can affect anyone regardless of sex, gender or sexuality;

C. How organising as a trade union is the most effective way to challenge harassment and effect a change in attitude;

D. And most importantly, if it makes you feel uncomfortable then it is not OK.

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

- I. Learn from the lessons of the Eastern Region and develop and establish a national campaign to combat sexual harassment;
- II. Promote the campaign, once established, to other UNISON National committees (For example, Black members, Women's, LGBT+ and disabled members sogs);
- III. Request that the NEC develops and delivers a co-ordinated union-wide campaigns a priority issue for all UNISON members.

Eastern Region

5. REGIONS TO SEND YOUNG MEMBERS TO CUBA AND AFFILIATE THEIR BRANCHES TO CUBA SOLIDARITY

As trade unionists, we shouldn't just concern ourselves with the struggle in our workplaces but the struggle internationally. It is vital that we speak out and support campaigns that call to end the illegal blockade on Cuba that makes their lives unimaginably difficult; an end to the US occupation of Cuban land; to defend the sovereignty of Cuba and defend their right to exist free from foreign intervention. Despite the continual attacks from successive US governments and US foreign policy, the resolve of the Cuban people remains strong. This strength under difficult circumstances is inspiring. In Cuba workers are valued and respected because they have strong trade unions which protect the workers and the interests of the country as a whole. The British trade union movement can learn a lot from the Cuban trade union movement.

The Trades Union Congress (TUC) and the Federation of Cuban Workers (CTC) have longstanding links of solidarity and friendship. It is therefore incredibly important for British trade unionists to actively show our solidarity to Cuba. Encouraging attendance on May Day Brigades run by the Cuba Solidarity Campaign and affiliating our branches to the Cuba Solidarity Campaign is the perfect way to do this. When most of the media in Britain show Cuba in a hostile light it is left to solidarity campaigns to show a truer picture of the Cuban reality.

The US has imposed an economic blockade on Cuba since 1962. The US blockade is a collection of US legislation which restricts Cuba's ability to have trade and normal relations with the US, and in a lot of cases trade with other countries worldwide. The blockade has many negative and inhumane effects on the country. The blockade had a particularly detrimental impact on the people of Cuba during the COVID-19 pandemic when they struggled to access the equipment to treat sick patients. However, despite the blockade and the attempts from the US to crush Cuban socialism, the resolve of the Cuban people is strong.

The Cuba Solidarity Campaign does vital work in showing the truer reality of Cuba, sending material aid to the country and campaigning to end the illegal and inhumane blockade. Affiliating to the campaign and ensuring regions send delegates on the young trade unionist brigade is a vital show of solidarity to Cuba. Currently only the North West and Scotland Regions send UNISON delegates on this brigade.

We call upon the National Young Members Forum to:

1. Encourage their members to affiliate their branches to the Cuba Solidarity Campaign. It is £40 a year- a small amount of money to pay but an important show of solidarity;

2. Ask National Forum Reps to lobby their Regions' International Committees to send delegates on the Young Trade Unionists May Day Brigade to Cuba, so more young trade unionists can witness for themselves the Cuban reality.

North West Region

6. NATIONAL YOUNG MEMBERS FORUM INDUSTRIAL ORGANISING STRATEGY

Conference notes that:

UNISON membership surged in 2020 in response to the government's mishandling of the Covid-19 pandemic and its impact on vital public services and public service workers. However, despite the temporary surge of membership and positive national profile throughout the pandemic, UNISON membership is once again in decline and in 2021 ended in net membership decline of around 30,000.

The current average age of a UNISON rep is over 50. In workplaces across the country, young workers are less likely to join, and those who do join are less likely to develop as an active member. If we fail to reverse our decline in young members and fail to effectively develop and recruit young members into activists, we will soon face a crisis in UNISON's survival.

As the representative bodies of young members, National Young Members Forum (NYMF) and Regional Young Members Forums (RYMF) are the most effective arm of the union to address the young workers crisis and require the necessary resources and training to effectively recruit, educate and organise. National and Regional Young Members Forums need to strategically work together to develop an organising strategy fit for the current challenges.

The UNISON membership rule setting the definition of a young member as those aged under 27 may be a further barrier to the sustainability of our young members' structures. It has become a common occurrence for regional committees to age-out without enough time to develop younger members for leadership roles. This has made activity much slower across all regions, with many RYMFs struggling to gain the critical mass to get a committee growing, campaigning and thriving.

50% of young people are going to university, and so many young people are entering the workforce later in life, particularly the public sector workforce. This is when they are beginning to engage in the Trade Unions and has contributed to the aging of UNISON.

If we are to develop a sustainable, active young members structure, we need to explore the benefits of increasing the age limit. However, we note that we cannot rely on this as a lone solution, and other measures will be required if we are to fully address the young workers crisis.

Conference calls for the National Young Members' Forum to:

1. Work with RYMFs to develop a National Young Members Organising Strategy that corresponds with the key objectives of the National Organising Strategy;
2. Consider developing a National Young Members Organising Toolkit which sets out guidance for RYMFs on how to set up an active committee and organise young workers;

3. Support and empower the development of RYMFs by carrying out organising meetings with each forum to discuss the strategy and toolkit and support RYMFs in producing regionally tailored plans reflecting the strengths and obstacles of their young members' development;
4. Consult with RYMFs on their views on an appropriate age limit for young members in UNISON, and act accordingly on the outcome of the consultation.

North West Region

7. ORGANISING AND RECRUITING YOUNG LESBIAN GAY BISEXUAL AND TRANSGENDER PLUS MEMBERS

Conference, we welcome the establishment of the young Lesbian Gay Bisexual and Transgender plus (LGBT+) campaign by the national LGBT+ committee. This campaign will help support and develop young LGBT+ members where young members continue to be underrepresented as stewards, representatives, and officials. This is especially needed as there are currently no young members on the national LGBT+ committee.

One aspect of this campaign has been the establishment of the young LGBT+ members' network, which has already proved very popular. This network aims to create an inclusive space for young LGBT+ workers on a national level and create more avenues of participation for young LGBT+ members. An initial survey of young LGBT+ members concerns, when registering to join the network, overwhelmingly raised the need to tackle workplace homophobia, biphobia, and transphobia. Many that responded were also keen to understand how the union is structured and how they can become more involved.

The first meeting was held in mid-July with plenty of enthusiasm and ideas in the room, giving a strong springboard to further develop this work. We are also encouraged that for some, this network meeting was their first UNISON meeting. This is a fantastic first step, but we need to keep supporting this work to grow.

Another aspect of this campaign is to create a 'buddying' system, whereby interested members of the national LGBT+ committee could buddy with young LGBT+ members to further encourage them to get involved in the UNISON LGBT+ structures.

If we can bring young LGBT+ members into the UNISON LGBT+ structures, we can continue their activism journey in UNISON. This can only be good for our membership and activist development.

We call on the National Young Members Forum (NYMF) to:

1. Promote the national LGBT+ committee's young LGBT+ members' campaign;
2. Encourage young members that identify as LGBT+ to be involved in the young LGBT+ members' network through regions and branches;
3. Work with the national LGBT+ committee to establish the buddying system to encourage and further young LGBT+ member activism.

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

8. UNISON YOUNG MEMBERS SAY NO TO POVERTY PAY!

Young members in UNISON tend to make up some of the lowest paid workers, often in junior or apprenticeship positions. They are on the sharpest edge of the mounting cost of living crisis that will see many workers choosing between heating and eating this winter.

The Trade Union Congress (TUC) notes that the average annual pay growth in the UK has been -0.2% since 2007, and it is one of just 7 out of 33 OECD countries where real pay growth since 2007 is negative.

The TUC attributes this to austerity politics and hard trade union laws, that impact the ability of workers to organise. The public sector, where many young members work, has faced over a decade of cuts, pay freezes, spending reviews and reorganisations. Austerity has had a real impact on working people across the country and in particular young workers.

Data from the Office for National Statistics (ONS) shows that UKCS companies gross operating surplus has more than doubled between Q1 2019 and Q1 2022, from 3554 million to 8593 million. (source) There is stark wealth inequality in this country. The Bank of England and Conservative Government have suggested another round of austerity is the only way to deal with the economic crisis. To this, young members say no more!

Young members should not have to shoulder the burden for economic policies that benefit corporations rather than workers. As one of the largest unions, UNISON should be front and centre of pay disputes and show that it takes issues affecting young members seriously.

Conference therefore calls on UNISON National Young Members Forum to:

1. Show solidarity with members in pay disputes;
2. Publicise national and local ballots to young members to improve participation;
3. To work with the relevant UNISON groups and the TUC to build solidarity across the trade union movement;
4. To survey young members on the impact of the cost-of-living crisis;
5. To support UNISON regions and branches in ensuring young members' issues are taken into account in pay negotiations.

Greater London Region

9. RECRUITING AND ORGANISING YOUNG WORKERS IN UNISON

According to the Trades Union Congress (TUC) 14% of the workforce is under 24 but only make up 4.7% of union membership. In contrast the 50+ age group make up 28.5% of the workforce but 39% of union membership. The number of activists over 50 is also higher than other age groups in comparison with the low number of young members taking up roles in the union.

In order to build and sustain our union we must renew and amplify our commitment to recruiting and organising young members and developing a new generation of activists in UNISON.

Conference calls on UNISON National Young Members Forum to:

1. Work with branches and regions to develop a long-term strategy to recruit young members and develop young activists;
2. Work with the relevant UNISON departments to:
 - A. Carry out research and mapping of young workers in public services for targeted recruitment campaigns;
 - B. Produce training workshops for young members;
 - C. Increase communication through e- newsletters and social media platforms;
 - D. Produce recruitment and organising materials for branches;
 - E. Review UNISON Living benefits to ensure they are better tailored to young members.

Greater London Region

10. RAISING THE AGE LIMIT FOR YOUNG MEMBERS

Conference notes that other unions, including Unite, RMT, and GMB, define young members as any member aged 30 or under. These unions have increased the age limit for their young members to reflect both the changing perceptions and realities of being a young worker in the 21st Century.

Conference also notes that the average age of a UNISON activist is 48 and the number of members within UNISON under the age of 27 is only around 63,000. With an ageing activist base it is important that UNISON reflects young workers' views properly and fairly within its structures. Conference recognises that this is challenging with a small pool of potential young activists.

Conference also notes that many young members only start getting active in UNISON in their mid-twenties and, therefore, 'age out' very quickly. This creates an unhelpful churn of young activists which makes recruiting and organising young workers even more difficult and limits the ability for UNISON to function efficiently and effectively.

Therefore, Conference calls on the National Young Members' Forum to consult branches and other relevant parts of the union on what they think the age limit for young members should be. As part of this consultation, Conference calls on the National Young Members' Forum to recommend raising the age limit for young members to 31-years-old (thereby redefining young members as any member aged 30 or under), in order to bring UNISON in line with other unions, increase the number of young members from which to draw activists, and help build a more efficient and effective union. Depending on the results of this consultation, Conference calls on the National Young Members' Forum to consider submitting a rule change motion to National Delegate Conference to revise the age limit for young members.

East Midlands Region

11. PROTECTED FACILITY TIME FOR YOUNG MEMBERS' OFFICERS

Conference notes with concern a shortage of young members and activists in UNISON. Young members represent just 5% of the whole UNISON membership and only 2% of activists. Conference also notes that the average age of a UNISON activist is 48 years old. With only a small number of young activists and an aging activist base, Conference fears that our union is heading towards a crisis whereby older activists are retiring and there are not enough young activists to replace them.

Conference believes to grow our union and to build an efficient, effective, and sustainable union we should focus on encouraging recruitment, organisation, and meaningful participation of young workers. Conference believes that branch Young Members' Officers are vital to coordinating effective action to do this. By virtue of being young themselves, Young Members' Officers have, among other things, a clearer understanding of the issues facing young workers, how to communicate with young workers effectively, and how to reach and inspire young workers.

However, Conference notes that the role of Young Members' Officer is the post least likely to be filled in a branch. Conference notes that a major barrier to young members taking on the role of Young Members' Officer is a lack of time to fulfil the demands of the role. By the same token, conference notes that those young members who have put themselves forward as their branch's Young Members' Officer frequently report struggling to find time to perform the role effectively. They often highlight the need for facility time/special paid time-off to recruit, organise, and encourage the participation of young workers and coordinate and support the activities of other young UNISON activists.

Therefore, conference calls on the National Young Members' Forum to:

1. Encourage branches with facility time agreements which specify allocated time for trade union activities to reserve a portion of this agreed time for the branch Young Members' Officer to recruit, organise, and encourage the participation of young workers and coordinate and support the activities of other young UNISON activists;
2. Encourage branches which do not have facility time agreements which specify allocated time for trade union activities to campaign for facility time agreements which do include allocated time for trade union activities and special provision for reserved facility time for the branch Young Members' Officer to recruit, organise, and encourage the participation of young workers and coordinate other young UNISON activists within the branch.
3. Encourage branches with facility time agreements that afford only a small, insufficient amount of facility time for trade union activities to campaign for greater facility time with a particular focus on providing more facility time for their Young Members' Officer to recruit, organise, and encourage the participation of young workers and coordinate and support the activities of other young UNISON activists;
4. Encourage branches to support their Young Members' Officer in agreeing this facility time/paid time off for trade union activities with their employer.

East Midlands Region

12. AN ORGANISING STRATEGY FOR YOUNG MEMBERS

Conference notes that:

UNISON membership surged in 2020 in response to the government's mishandling of the Covid-19 pandemic and its impact on vital public services and public service workers. However, despite the surge of membership and positive national profile throughout the pandemic, UNISON membership is once again in decline and in 2021 ended in net membership decline of around 30,000.

The current average age of a UNISON rep is over 50. Across the country, young workers are less likely to join, and those who do are less likely to develop as active members. If we fail to reverse our decline in young members and fail to develop and recruit young members into activists, we will soon face a crisis in UNISON's survival.

As the representative bodies of young members, National Young Members Forum (NYMF) and Regional Young Members Forums (RYMF) are the most effective arm of the union to address the young workers crisis and require the necessary resources and training to effectively recruit, educate and organise. National and Regional Young Members Forums need to strategically work together to develop an organising strategy fit for the current challenges.

The UNISON membership rule setting the definition of a young member as those aged under 27 may be a further barrier to the sustainability of our young members' structures. It is common for regional committees to age-out without enough time to develop younger members for leadership roles. This has made activity much slower across all regions, with many RYMFs struggling to gain the critical mass to get a committee growing, campaigning and thriving.

50% of young people are going to university, and so many young people are entering the workforce later in life, particularly the public sector workforce. This is when they are beginning to engage in the Trade Unions and has contributed to the aging of UNISON.

If we are to develop a sustainable young members' structure, we need to explore the benefits of increasing the age limit. However, we note that we cannot rely on this as a lone solution, and other measures will be required if we are to fully address the young workers crisis.

Conference calls for the National Young Members' Forum to:

1. Work with RYMFs to develop a National Young Members Organising Strategy that corresponds with the key objectives of the National Organising Strategy;
2. Consider developing a National Young Members Organising Toolkit which sets out guidance for RYMFs on how to set up an active committee and organise young workers;
3. Support and empower the development of RYMFs by carrying out organising meetings with each forum to discuss the strategy and toolkit and support

RYMFs in producing regionally tailored plans reflecting the strengths and obstacles of their young members' development;

4. Consult with RYMFs on their views on an appropriate age limit for young members in UNISON, and act accordingly on the outcome of the consultation.

National Young Members' Forum

13. ADAPTING TO NEW WAYS OF WORKING AFTER THE COVID-19 PANDEMIC

Conference notes that the way we work has changed since the pandemic, workplaces which never had a flexible working policy have now introduced this in many areas and this has been popular with many young members and can allow for a better work-life balance.

It is important that employers adapt to the changing workforce and support flexible working. In a recent study by ADP's 2022 People at Work report, 63% of 18–24-year-olds and one in six 25-34-year-olds would consider looking for a new job if their employer insisted on a full-time return to the workplace.

Conference also notes that policies such as these are particularly important for some disabled young members who often find their needs are met more when working from home and women members who are more likely to have care or childcare needs.

However, it is important that flexible arrangements are applied for the benefit of staff and work for employees. One size does not fit all: flexibility must work for the worker and not just the employer, and it is important that flexible working policies are negotiated by trade unions to reflect the needs of workers.

Conference therefore calls on the National Young Members Forum (NYMF) to:

1. Campaign for an introduction of flexible working policies in all workplaces that are able to do this;
2. Promote UNISON's materials on flexible and hybrid working to young members, including the model policy for employers;
3. Work with Regional Young Members Forums and UNISON's Learning and Organising Services (LAOS) to educate young members on their rights to request flexible working;
4. Work with the National Women's Committee and National Disabled Members Committee to campaign for improved flexible working arrangements in workplaces;
5. Survey young members on their experiences of flexible working and the changes they would like to see implemented in workplaces.

National Young Members' Forum

14. ENGAGEMENT & RETENTION OF ACTIVE YOUNG MEMBERS

Conference notes that engagement and retention of Young Members can be challenging - despite the fact there is approximately 63,000 Young Members in UNISON.

Young Members are often viewed as the future of our union and can be overlooked at times- especially in regards to taking on other roles within the union. Conference notes that this bias is an issue and that young members may face difficulties getting active within their branches, regional committees or nationally.

Conference calls for the National Young Members Forum to:

1. Liaise with Learning & Organising to build a workshops and training sessions for branches/regions on how to engage with young members and how to make them feel welcomed and involved in our union;
2. Promote both National and Regional Young Member Campaigning activities to encourage our young members to be active in our union on issues that affect them in their workplace;
3. Create a National Young Members' Network so young members can collaborate and discuss issues with other young members across the country on issues that they may have in common and get to know other young union members from other regions and to create a safe space for young members;
4. Survey Young Members on the level of engagement and support they have received from their Branch and Regionally in getting active within the union.

Scotland Region

15. BEREAVEMENT LEAVE

This conference notes we are all likely to experience the difficult and stressful experience of losing a loved one. Conference recognises some of us may be fortunate in our workplaces to be offered paid bereavement leave, whereas many young workers may not be so lucky.

Some young workers may need to take unpaid leave or sick leave and some may even miss funerals of their loved ones. Other young workers may need to use annual leave for dealing with all the formalities associated, such as clearing out houses and dealing with the estate.

At present in the UK, there is no legal obligation for employers to give this as paid leave and there is no set period of time allocated for bereavement leave. This means currently it is at the discretion of employers to decide what workers are entitled to in regard to bereavement leave. Furthermore, there is very little research on how much bereavement leave employees are taking and whether it is paid; unpaid or annual/sick leave being used.

Currently workers are entitled to time off for the death of a dependent - which includes spouse, partner, civil partner, children, parents or those they live with or provide care for. However, there is no legal right for time off if the deceased does not fall into one of these categories.

Conference notes that the current system leaves the decision with the employer and does not account for those not considered a dependant - which is not fair and not standardised across the UK.

Conference calls on the National Young Members Forum to:

1. Launch a national campaign highlighting standardised bereavement leave across workplaces in the UK including:
 - A. Surveying young members on their experiences of bereavement and bereavement leave in the workplace - with a focus on the breakdown of whether leave has been paid; unpaid or if annual/sick leave has been used;
 - B. Create a resource to highlight current rights of employees;
 - C. Collate and share case studies of good practice.
2. Ask the National Executive Council to raise the issue at Labour Link to call for a standardised bereavement leave to be provided with the option to take them as appropriate throughout a 6 month period after the bereavement.

Scotland Region

Motions re-admitted to the agenda

16. SUPPORTING TRANSGENDER AND NON-BINARY YOUNG MEMBERS

Conference, we welcome the Lesbian Gay Bisexual Transgender plus (LGBT+) national committee's campaign on transgender (trans) equality and the passing of the Trans Equality – Louder and Prouder motion at this year's National Delegate Conference. We can be proud that our trade union is leading the labour movement in creating inclusive workplaces for trans and non-binary workers.

UNISON's factsheets on trans workers' rights and non-binary workers' rights contain vital information on what the rights of young trans and non-binary members at work. Our trans model policy can be negotiated as is with employers. Any young member that does not have a trans inclusion policy in their workplace should speak to their branch about negotiating this policy with their employer; because we know young trans, non-binary and gender diverse members face discrimination and harassment in the workplace.

This year, a survey of UNISON's young members found that discrimination at work, including transphobic discrimination, was a factor that impacted young workers' mental health. Trans equality policies, when implemented correctly, can make a huge difference to the lives of young trans and non-binary workers.

More broadly, we also note that the current rhetoric from many members of the United Kingdom (UK) Parliament, from all parties, regarding trans and non-binary issues is toxic, particularly around the issue of single sex spaces and conversion therapy. This constant bombardment and attack on trans and non-binary rights is having a real and devastating impact on the mental health of young trans and non-binary members. In this context, it is even more essential that young members who do not identify as trans or non-binary have the skills to be good trans allies.

It is vital that the National Young Members' Forum (NYMF) campaigns for every UNISON workplace to be inclusive of young trans and non-binary people.

We call on the NYMF to:

1. Support the national LGBT+ committee campaign on trans equality and distribute information about the campaign to young members;
2. Encourage all UNISON young workers to undertake the trans ally training in their regions;
3. Work with the national LGBT+ committee in promoting trans and non-binary factsheets and trans model policy with young members;

4. Encourage young members take the UNISON trans and non-binary factsheets and the trans model policy into their branches.

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

Standing Orders

UNISON NATIONAL YOUNG MEMBERS' CONFERENCE 2022

1. APPLICATION OF STANDING ORDERS

1.1 These Standing Orders shall apply to all meetings of the National Young Members Conference.

2. STANDING ORDERS COMMITTEE

2.1 The members of the Standing Orders Committee shall hold office from the end of one Young Members Conference until the end of the next Young Members Conference.

2.2 At its first meeting after it takes office, the Committee shall elect a Chairperson and a Deputy Chairperson from amongst its members.

2.3 The functions of the Committee shall, subject to these Standing Orders, be to:

2.3.1 ensure that the Union's Rules and Standing Orders relating to the business of Conferences are observed, and notify the Chair of Conference of any violation that may be brought to the Committee's notice;

2.3.2 draw up the preliminary agenda and final agenda of Conference business, and the proposed hours of business;

2.3.3 determine the order in which the business of Conference shall be conducted, subject to the approval of Conference;

2.3.4 consider all motions and amendments submitted for consideration by Conference and, for the purpose of enabling Conference to transact its business effectively the Committee shall:

.1 decide whether such motions and amendments have been submitted in accordance with the Standing Orders;

.2 group together motions and amendments relating to the same subject, decide the order in which they should be considered and whether they should be debated and voted on separately or debated together and voted on sequentially;

.3 prepare and revise, in consultation with the movers of motions and amendments, composite motions in terms which in the opinion

of the Committee best express the subject of such motions and amendments;

.4 make such minor wording changes of a technical nature as the Committee may consider necessary and which will render competent motions and/or amendments submitted with minor errors and/or omissions;

.5 refer to another representative body within the Union a motion or amendment which in the opinion of the Committee should properly be considered there; the mover shall be informed of the reason for so doing;

.6 have power to do all such other things as may be necessary to give effect to these Standing Orders.

.7 The Standing Orders Committee will, from time to time, issue guidelines in order to assist with the smooth running of Conference and submission of motions and amendments. Such guidelines shall be consistent with these Standing Orders and amendments will be ratified by the Standing Orders Committee at their final meeting at conference, prior to issue with the papers for conference in the following year.

.8 Any guidance issued by the Standing Orders Committee will be reviewed by SOC following each Young Members' Conference to ensure the guidance continues to be fit for purpose.

2.4 Any decisions of the Standing Orders Committee which are to be reported to Conference shall be announced by the Chair of the Standing Orders Committee and shall be subject to ratification by Conference.

3. MOTIONS AND AMENDMENTS - PRE-CONFERENCE PROCEDURE

3.1. The following bodies shall have the right to submit to the Young Members' Conference reports, statements, motions, amendments to motions and amendments to Standing Orders:

3.1.1 Each Regional Young Members Forum

3.1.2 The National Women's Committee, the National Black Members Committee, the National Disabled Members Committee, and the National Lesbian, Gay, Bisexual and Transgender Plus (LGBT+) Committee.

3.2 Each body may submit up to two motions and up to two amendments to motions to the Young Members' Conference.

3.3 Motions and amendments shall be sent to the Executive Office in order that the Standing Orders Committee may consider them for inclusion in the preliminary agenda. Such motions or amendments shall be in writing and signed by the appropriate persons from the body on whose behalf it is submitted.

3.4 The date and time by which motions and amendments to be considered for the Conference shall be received by the Executive Office shall be as stated in the timetable laid out in Rule D.1.9 of UNISON rules.

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

3.6 3.6.1 A motion or amendment should normally be moved by a delegate of the body proposing that motion or amendment.

3.6.2 In the absence of a representative of the group, the motion or amendment may be moved by another member attending the conference only where prior notification has been given to the standing orders committee, but may not be moved formally from the chair;

3.6.3 In the event of 3.6.2, the Chair should advise conference of the procedure;

3.6.4 If there is no other delegate to move the motion or amendment, then the motion or amendment falls.

4 CONDUCT OF CONFERENCES

4.1 The Young Members' Conference shall meet in public session, except that by direction of the National Young Members Forum or by resolution of the Conference the whole or any part of a Conference may be held in private. In addition to the elected delegates and those have the right to attend and speak at Conference, the only persons permitted to attend a private session of a Conference shall be:

4.1.1 such members of the staff as have been authorised by the General Secretary to attend Conference;

4.1.2 such other persons as the Chair may determine.

4.2 The agenda for the National Young Members Conference shall be arranged so that the first session of the Conference shall be in public, subject to Rule 4.1 above.

5. RIGHT TO SPEAK

5.1 Apart from the elected delegates and those persons who have the right to speak at the National Young Members Conference, no other person shall speak except by permission of the Standing Orders Committee. No other person shall be able to speak in plenary sessions unless prior approval has been sought from the standing orders committee. Staff of the union shall not be able to speak in debate on motions or amendments.

6. PROCEDURES AND POINTS OF ORDER

6.1 Any questions of procedure or order raised during a Conference shall be decided by the Chair whose ruling shall be final and binding.

7. POWERS OF CONFERENCE CHAIRPERSONS

7.1 Upon the Chair rising during a Conference session, any person then addressing Conference shall resume their seat and no other person shall rise to speak until the Chair authorises proceedings to continue.

7.2 The Chair may call attention to continued irrelevance, tedious repetition, unbecoming language, or any breach of order on the part of a member and may direct such a member to discontinue their speech.

7.3 The Chair shall have power to call any person to order who is causing a disturbance in any session of Conference and if that person refuses to obey the Chair, they shall be named by the Chair, shall forthwith leave the Conference Hall, and shall take no further part in the proceedings of that Conference.

8 VOTING

8.1 The method of voting shall be by a show of hands of those people present who are delegates to conference. The presiding conference chair shall declare the result or shall call for a count.

8.2 A count may also be called if, after a Chair's declaration of a result, at least twenty members present indicate that they want a count.

8.3 When a count has been called:

8.3.1 No other conference business may proceed until the count has been completed.

8.3.2 The Chair shall immediately instruct the tellers to close the doors. Any person may leave the conference during the time that the doors are closed. Members of the standing orders committee and UNISON staff may enter the conference, should they deem their business to be such that it cannot wait until the count is completed, whilst the doors are closed.

8.3.3 The Chair shall instruct the tellers to do a count of those in favour, those against, and those not voting, and shall declare the result. Once the result has been declared the Chair shall instruct the tellers to re-open the doors.

9 TELLERS

9.1 Conference shall appoint delegates to act as tellers for the duration of the Conference.

9.2 Tellers shall not be members of the National Young Members' Forum or the Standing Orders Committee.

10 WITHDRAWALS OF MOTIONS AND AMENDMENTS

10.1 A motion or amendment which is shown on the final agenda may not be withdrawn without the consent of the Standing Orders Committee, whose decision shall be reported to Conference.

11 MOTIONS AND AMENDMENTS NOT ON AGENDA (EMERGENCY MOTIONS)

11.1 A motion or amendment which is not shown on the final agenda ('emergency motion') may not be considered by Conference without the prior approval of the Standing Orders Committee and the consent of Conference, which shall be governed by the following rules:

11.2 Such motion or amendment shall be in writing, signed on behalf of the body on whose behalf it is submitted and shall be sent to the Standing Orders Committee at least five working days before the commencement of Conference, except if it relates to events which take place thereafter. It will state at which meeting it was debated and adopted.

11.3 If the Standing Orders Committee gives its approval to the motion or amendment being considered, copies of the motion or amendment shall be made available for delegates at least one hour before Conference is asked to decide whether to consent to the matter being considered.

11.4 An emergency motion will not be given priority over other motions and amendments on the agenda except where the Standing Orders Committee decide that the purpose of the motion in question would be frustrated if it were not dealt with at an earlier session of the Conference.

12 PROCEDURAL MOTIONS

12.1 The following procedural motions may be moved at any time without previous notice on the agenda:

12.1.1 that the question be now put, provided that:

.1 the Chair may advise Conference not to accept this motion if in their opinion the matter has not been sufficiently discussed

.2 if the motion is carried, it shall take effect at once subject only to any right of reply under these Standing Orders.

12.2 that the Conference proceed to the next business (if the motion is carried the matter being discussed shall immediately fall from the agenda and conference shall proceed to the next item on the order of business);

12.3 that the debate be adjourned;

12.4 that the Conference (or any part thereof) be held in private session provided that:

12.5 a motion under Standing Order 12.1, 12. 2, and 12.3 shall be immediately put to the vote without discussion and no amendment shall be allowed

12.6 the Chair may at her/his discretion permit a motion under section 12.4 to be discussed and amendments moved

12.7 no motion under section 12.1, 12.2 or 12.3 shall be moved by a person who has spoken on the motion or amendment in question.

13 AMENDMENTS TO A MOTION

13.1 When an amendment to a motion is moved, no further amendment may be moved until the first one is disposed of, subject to Standing Order 16, **Grouped Debates and Sequential Voting**.

13.2 When an amendment is defeated, a further amendment may be moved to the original motion.

13.3 When an amendment to a motion is carried, the motion, as so amended, shall become the substantive motion, to which a further amendment may be moved.

13.4 A delegate shall not move more than one amendment to any one motion, nor shall the mover of a motion move any amendment to such motion.

14 LIMIT OF SPEECHES

14.1 The mover of a motion or an amendment shall not be allowed to speak for more than five minutes and each succeeding speaker for not more than three minutes, except where the Standing Orders Committee have decided otherwise.

14.2 No person shall speak more than once on a question, except that the mover of the original motion may exercise a right of reply for not more than three minutes, introducing no new material.

15 POINTS OF ORDER

15.1 A delegate may at any stage in a Conference raise a point of order if they consider that the business is not being conducted in accordance with the Union's Rules and Standing Orders.

15.2 Such a point of order must be raised as soon as the alleged breach occurs or at the earliest practicable moment thereafter.

15.3 The Chair's ruling on the point of order is final.

17 REPORTS BY NATIONAL YOUNG MEMBERS FORUM

17.1 After the opening of Conference the National Young Members Forum shall present its report for the past year. The items of the report shall be discussed on a subject basis and in conjunction with any motion on the agenda which bears directly upon any part of the report.

17.2 If the National Young Members Forum presents a report to Conference which contains proposals or recommendations requiring approval and adoption by Conference, the Forum shall submit it under a motion seeking such approval and adoption.

18 REFERENCE OF OUTSTANDING ITEMS TO THE NATIONAL YOUNG MEMBERS FORUM

18.1 If at the end of the Young Members Conference, the business of the Conference has not been concluded, all motions and amendments then outstanding shall stand referred to the National Young Members Forum. The National Young Members Forum in turn shall then report back to the appropriate body its decision on these matters. All such motions and amendments shall be responded to at least one month before the deadline for submission of motions and amendments to the following year's Conference.

19 SUSPENSION OF STANDING ORDERS

19.1 Any one or more of these Standing Orders may be suspended by a resolution of Conference in relation to a specific item of business properly before that Conference and to the proceedings thereon at that Conference, provided that at least two-thirds of the delegates present and voting shall vote for the resolution, or in the case of a card vote at least two-thirds of the votes cast are for the resolution.

Election and ballot arrangements

Young Members' Conference Standing Orders Committee 2023

Elections for representatives to the 2023 Young Members' Conference Standing Orders Committee will take place over the course of the weekend.

The Standing Orders Committee will comprise of six seats, at least three women. No region to hold more than one seat.

Nominations are currently being sought from regions, and regions are asked to consider the principles of proportionality and fair representation when making nominations.

If more nominations are received than seats available, a ballot will take place. More information will be provided on the first day of conference.

If you are interested in being nominated for the 2023 Standing Orders Committee, please get in touch with your Regional Young Members Contact as soon as possible.

Contact details for regional staff contacts can be found in the Young Members' Conference bulletin, which is available on the UNISON website.

Motions to UNISON National Delegate Conference 2023

Young Members' Conference will be entitled to select up to two motions to submit to the 2023 National Delegate Conference.

Delegates will be entitled to vote for their preferred motions for this purpose.

More information on how to vote will be provided on the first day of conference.

Venue information

Bournemouth Highcliff Marriott Hotel
St Michael's Road
West Cliff, Bournemouth
BH2 5DU

Tel: 012 0255 7702

Web: <https://www.marriott.com/en-us/hotels/bohbm-bournemouth-highcliff-marriott-hotel/overview/>

How to get there

How to get to Bournemouth Highcliff Marriott Hotel, 105 St. Michael's Road, Bournemouth, BH2 5DU United Kingdom:

By Air

Bournemouth Airport (BOH)
Airport phone: +44 1202 364000

Hotel direction: 11.4 km SW
Estimated taxi fare: 20 GBP (one way)
Bus service, fee: 5 GBP (one way)

Southampton Airport (SOU)
Airport phone: +44 844 481 7777

Hotel direction: 54.9 km SW
Estimated taxi fare: 60 GBP (one way)
Bus service, fee: 30 GBP (one way)

By Road

Driving directions from Bournemouth Airport
From the airport take a left, at the next roundabout take a left. At the roundabout take the second exit and then straight over at traffic lights. Take a left onto the Wessex Way signed Bournemouth. At the large roundabout continue straight over and at the next roundabout take the second exit. You will arrive at another roundabout and take the first exit. St Michael's Road is on your left after the Hop Inn. The hotel entrance is at the end of the road on the left.

Driving directions from Southampton Airport
From the Airport, join the M27 Westbound and continue straight until you reach Ringwood on A31. Keep left and A338 will be signed on the left for you to follow. Continue straight into Bournemouth and at the large roundabout continue straight over. At the next roundabout take the first exit and then at the next roundabout take the second exit. You will come to another roundabout and take the first exit. St

Michael's Road is on your right after the Hop Inn. The hotel is at the end of this road on your left.

By Rail

Bus station
Bournemouth Station
1.6 km E from hotel

Train station

Bournemouth
1.6 km NE from hotel

Car Parking

On-site parking, fee: 2 GBP hourly, 12 GBP daily

Very limited, on a first come first served basis. Contact conference team to secure accessible space if you are a blue badge holder.

Taxis

There are several licensed taxi companies operating in the Bournemouth area. There is a taxi rank outside the train station and ranks in Bournemouth square, Exeter Road, Gervis Place, Old Christchurch Road and Meyrick Road.
PRC Streamline Taxi, www.prcstreamline.co.uk/ – 01202 37 37 37
United Taxi, <https://556677.com/united-taxis/> – 01202 55 66 77

Venue rooms

Conference hall – Dorchester suite

The hall is set out with seating for delegates in their regions in the main body of the hall, with the stage and rostrum control at the front.

A seating plan will be available at conference.

Conference information desk – Dorchester suite foyer

The conference information desk is responsible for all administrative and organisational matters. This is where you go if you have any queries concerning the administration of conference or if you lose your conference credentials or paperwork. The desk will be open:

Friday 1pm – 6.15pm
Saturday 9am – 5.15pm
Sunday 8.30am – 12.45pm

Credential photographs

If you require a photograph for your credentials, you can upload this via our online conference system (OCS) and let us know and we can have your badge waiting for you at the conference desk. If you require help to do this, you can email, conferences@unison.co.uk or telephone 0207 121 5123. Otherwise, please come to the conference desk.

Standing Orders Committee – Shaftesbury suite

The Standing Orders Committee will be available to meet delegates from 3pm-5pm on Friday and throughout the rest of conference. Delegates wishing to see the committee should visit the conference desk. Prior to conference you can email Anne Pickard a.pickard@unison.co.uk.

Cloakroom – Dorchester suite foyer

A free cloakroom service will be available from the entrance hall during conference.

The cloakroom will be open:

Friday 4.30pm – 6.15pm

Saturday 9.30am – 5.15pm

Sunday 9am – 12.45pm

Delegate cash catering – Dorchester bar

Tea/coffee, sandwiches and snacks will be available from the Dorchester bar.

Prayer room/Quiet room

The prayer and quiet room is a space for prayer, personal reflection and meditation and is available for all delegates to use on request. Please contact the conference information desk for further details.

First Aid

If you require first aid assistance, please contact the conference information desk or speak to one of the stewards.

Wi-fi

Wi-fi will be password protected, please come to the conference desk for wi-fi details.

No Smoking

Smoking, including electronic cigarettes, is prohibited in all internal areas of the venue. Designated smoking areas are provided outside of the venue.

COVID measures

Keeping you safe

Please do not attend if you have:

Covid 19 or believe you may be infected with Covid 19
Experienced symptoms in the last 10 days
Been in close proximity to anyone who has experienced symptoms in the last 14 days
Been instructed to self-isolate

We would ask that you:

Undertake your own health risk assessment and consider if, due to any personal vulnerabilities, you are ready to attend an event
Adhere to the venue's Covid safety measures in place
Wear a face covering when entering, moving around, and leaving the hotel
Practice good hygiene – wash your hands regularly and catch/cover your cough and sneezes
Take a quick lateral flow test before you travel to conference, even if you've been vaccinated

Please note UNISON is unable to provide covid testing kits.

Access and facilitation

UNISON recognises the importance of making conference as accessible as possible. All delegates have had the opportunity to register for provision of services to make conference accessible to them.

UNISON staff member, Tracey Ayton Harding, is the conference access officer. Questions about access and facilitation should be addressed to her via the UNISON conference desk.

Safety and security

Safety for everyone attending conference is a key priority for UNISON. We regularly review our safety and security procedures and have in place a number of security measures to make conference as safe and secure as possible. Whilst at conference, it is important to take precautions to minimise potential risks and safeguard yourself.

You will need to wear your credentials in the venue but remember to take them off when you leave.

Keep your belongings close and secure whilst in the venue and report any unattended bags to the centre security

No bags or paperwork should be left in the conference hall during breaks and any unattended items will be removed.

Familiarise yourself with the nearest fire exit, at the venue and your hotel. In the event of an emergency, please follow the venue's or hotel's instructions.

If you require a Personal Emergency Evacuation Plan and have not already requested one, you can do on the Online Conference System (OCS) via My UNISON.

You can also register your emergency contact details on OCS via My UNISON on the UNISON website.

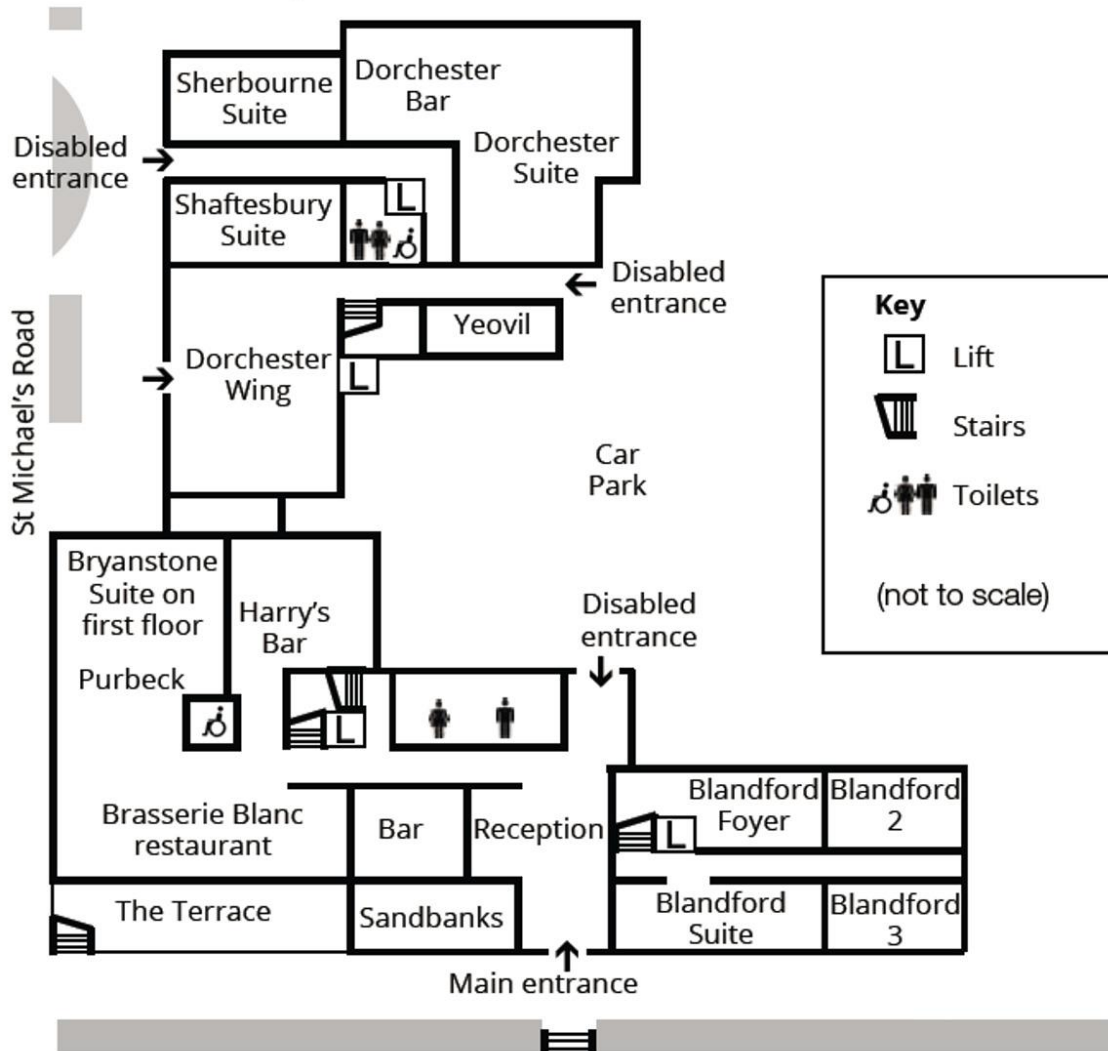
Emergency evacuation procedure

In the event of the bell sounding all persons must evacuate the Highcliff Marriot Hotel in a quiet, calm manner and assemble in the car park on the left-hand side.

Please take time to acquaint yourself with the fire exits displayed at Highcliff Marriot Hotel.

Venue floor plan

Plan of the Highcliff Marriott Hotel



Monitoring for Fair Representation and Proportionality

All delegates will be asked to complete an online form which enables the conference to be monitored in order that UNISON can check on progress towards its objectives of fair representation and proportionality at all levels of the union. This exercise is conducted at all UNISON conferences and at regional level.

Please assist us by completing the on-line form before the end of conference.

The form is available at:- <http://s.alchemer.eu/s3/NYMC>

Or by scanning the QR Code:

