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Decisions**

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Motions

1. Organising to Win - Building Workplace Power through Participation

Carried as Amended: 1.1

Conference notes that following a period of membership decline in early 2021, UNISON fought back in the latter half of 2022 to achieve net membership growth. Record recruitment of over 180,000 new members was 30 percent above 2021 levels and exceeded even the highest surges of joiners during the 2020 Covid pandemic peak. Membership growth was disproportionately high in areas of pay campaign activity and dispute, which also saw over 4,000 UNISON members sign up to become active as a “Pay Campaign Contact”.

Conference welcomes the ground breaking tools and techniques developed through the UNISON Member Engagement Project including the “Movt” phone banking and peer to peer text platform which enabled activists and staff to make one to one contact with more members than ever before to encourage participation in campaign activity. Conference also welcomes the service group strategies and union communications which emphasised member participation and collective action as the primary means to address the biggest issues facing members.

In addition to confident national pay campaigns, 2022 saw a number of important organising pilots launched by the Organising and Recruitment Strategy Development (ORS D) project. Those pilots have seen successful Health Care Assistant re-banding campaigns deliver huge membership growth and big wins in Health branches across the union. Members and activists of target Multi Academy Trusts have been recruited and networked across branch and regional boundaries, and in Northern Ireland, Scotland and Wales, the social care pilots continue to develop techniques to organise in our most challenging growth areas of public service employment.

2022 also saw the launch of the UNISON College to draw together and offer new member learning and activist training opportunities, and the UNISON Year of the Disabled Worker saw workplace bargaining demands as the centrepiece of wider activity to recruit Disabled workers into UNISON membership and activism.

To help fund these and other initiatives, the innovative Branch Support and Organising Fund was launched with over £3.45 million ring fenced in the first year to support projects that tackle our organising challenges and grow the union.

Serious challenges remain. The numbers of members leaving the union places future growth at risk, and new activist recruitment is not currently sufficient to build and sustain a stronger and more representative activist base. Despite all the hard work, innovation, and achievements, we have not yet achieved ballot turnout to the scale required for lawful national strike action in most service groups. But despite these challenges, Conference believes 2022 was a defining year in UNISON’s journey to become an even bigger, stronger, and more powerful union. Conference believes we can build on the success of 2022 and overcome the challenges we face in 2023 and beyond with a renewed emphasis on member participation and an increased internal coherence and solidarity around key strategic priorities of the union.

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Consolidate the wider impact of UNISON's award winning legal assistance by analysing CASEWEB for issues and trends that require a collective organising response, and to build an organising response to the attack on individual rights posed by the Tory's Retained EU Law Bill.

During 2022 the ORSD project engaged with UNISON departments, regions, service groups, Self Organised Groups and equality groups and conducted over 100 one to one conversations with branch secretaries from across the union to identify existing best practice and key organising challenges. Resulting recommendations consider sectoral and workforce trends, organising tools, techniques and best practice, and the resource and coordination required to deliver successful organising at every level of the union. Conference welcomes the work of the ORSD project and recommendations for a comprehensive joined up organising strategy.

Conference acknowledges consultation and implementation of initial ORSD recommendations is a process and an interim 2023 Organising Plan is required to consolidate 2022 achievements, sustain membership growth, and urgently begin to address the declining activist base.

Conference calls upon the National Executive Council to:

- 1) Continue roll out of the interim 2023 Organising Plan across the union and ensure service group, regional, and Self Organised Group plans are in place to meet 2023 Organising targets of:
 - a) One percent net membership growth (on December 31 membership);
 - b) Ten percent increase in recruitment to Health & Safety Reps, Union Learning Reps and Steward activist roles;
 - c) Activist training as set out in the National Executive Council scheme of accreditation (as revised at the 2022 National Delegate Conference);
- 2) Consult on initial ORSD recommendations and then resource union-wide implementation;
- 3) Recognise that initial recommendations are part of a longer term process, and continue to support the ORSD project to develop further recommendations to build an even bigger, stronger, and more powerful organising focused union.

4. Equality is UNISON Business

Carried as Amended: 4.1, 4.2

Conference notes that one of UNISON's main aims is, as per UNISON's rule book, "to seek to ensure equality of treatment and fair representation for all members and to work for the elimination of discrimination on grounds of race, gender, sexuality, gender identity, disability, age or creed".

To achieve this, UNISON seeks for branches to have Equality Co-ordinators, whose role it is "to be the central liaison point for equality in the branch and to distribute information on equality issues".

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An audit in the North West this year identified that less than half of branches had an elected Equality Coordinator, less than a quarter have a Black Members Officer.

Conference believes that if branches cannot recruit to this core officer position, then it will be that much more challenging for self-organised groups to develop and flourish, and it will be less likely that those branches will consider the equality dimension to bargaining work, including bargaining for Equalities with the employers they organise in.

When circulating matters relating to equalities including updates, issues etc. to Branches, Equality Coordinators, where in place, should also be included to avoid unnecessary delays in information being received, especially where urgent action is called for.

A separate survey in Scotland identified that all branch officers have a vital role to play in supporting members in combatting discrimination and accessing legal services. Equality coordinators therefore require the support of all branch officers in taking a strong collective approach to anti discrimination work

Conference therefore calls on National Executive Committee to:

- 1) Work with the National Black Members Committee, the National Women's Committee, the National Disabled Members Committee, the National Lesbian, Gay, Bisexual and Transgender + Committee and the National Young Member Forum, Retired Members Committee/Organisation to develop and deliver a campaign about why equality is UNISON business, including highlighting the resources available to activists, celebrating where UNISON has successfully made work better for those with protected characteristics and demonstrating the opportunities available to members if they choose to get more involved with UNISON;
- 2) Consider how training and workshops that are delivered on Equalities can be shared with all UNISON activists;
- 3) Produce a series of articles showcasing a diverse range of equality coordinators, exploring why they became activists, what they have achieved and what equality means to them;
- 4) Utilise the skills, knowledge, and experiences of Equality Coordinators, especially around matters of equalities, including when reviewing the annual Branch Development Plan;
- 5) To encourage all branches to send delegations to every national Self Organised Group Conferences.
- 6) Work with the National Black Members Committee to create a training and development strategy for branch officers and representatives on identifying and supporting race discrimination cases. This should include training for representatives who do not identify as being Black on how to appropriately support Black members through these cases;

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- 7) Build into Branch Organising Frameworks, an expectation that branch officers undertake this training within 24 months of being elected;
- 8) Embed anti discrimination and good diversity practice in our work by exposing and reducing ethnicity pay gaps, taking a proactive anti-racist approach to recruitment, retention and progression of Black workers, and driving cultural, attitudinal and organisational change in UK public services;
- 9) Work with the National Black Members Committee and Regions to ensure that activity on challenging racism does not stop when the Year of the Black Worker ends.

5. Increasing Participation of Lower Paid Women in Our Union

Carried

Conference notes proudly that UNISON is a union with over a million women members and that we reach every corner of the UK and every corner of the public sector.

Conference also notes that our collective labour as women contributes billions of pounds to the economy, and our human contribution keeps our society running, exceeding even that vast sum by adding our wealth of knowledge and experience to our workplaces and communities.

Whether it be in health, education, local government, or utilities it is women who hold our communities together. Despite this, years of low pay, the experience of the pandemic and women's substantial underpaid labour has shown us and continues to show us how we are taken for granted.

We know that much of what we do is under-regarded by our employers: the gender pay gap; zero hours contracts; misogyny; multiple part-time jobs just to make ends meet; discrimination and harassment are just a few of the problems we face at work.

Every year at Conference women share their stories of challenging their employers and we hear how our union has a long history of fighting for our hard-won rights. Yet Conference also needs to recognise that many of us in union activist roles have stable work, have access to facilities (albeit sometimes under attack from employers) and enough time to execute our roles to the best of our abilities while at the same time, many of the women we work hard to support find it difficult to undertake union activities even though their authentic voices are essential to understanding the issues they face. The barriers include lack of time, difficulty in negotiating facility time with employers, caring responsibilities, and the cost of childcare. Also, some branches and some women can be unwelcoming and may fail to provide support. Black women may face prejudice and racism and there can also be an element of snobbery if the woman has a low paid job.

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Conference believes that there is a need to be honest and recognise that we need to do more as a trade union to support low-paid women's involvement and reduce the barriers to participation. UNISON must do better than the employers.

Therefore, Conference calls on the National Executive committee to provide leadership in supporting low paid women members to become active in all areas of the union by:

- 1) Ensuring the availability of easily accessible explanations of the roles that are open to members;
- 2) Providing information about the advantages of union participation;
- 3) Working with the national women's committee to provide written assurance of support from of the branch and the region for individual women who show interest in becoming an activist;
- 4) Explore with relevant committees and staff on how to make it as easy as possible to participate by providing the information on participation in as many languages as possible and facilitating easy-to-claim expenses that are available without delay;
- 5) Explore with Learning and Organising Services the possibility of providing online training programmes and pathways to activism that can be used on a mobile phone;
- 6) Consider with relevant staff the possibility of a conference that is focused on issues of concern to low-paid women members;
- 7) Explore with relevant committees and staff the possibility of providing a dedicated legal helpline for low-pay issues through There for you, and specialist support for difficulties with Universal Credit (so expenses do not disrupt U Credit payments);
- 8) Discuss with National Black Members Committee ways to encourage more Black women to take an active role in their union and what support can be offered.

8. Harassment – It's Not Part of the Job

Carried as Amended: 8.1

Conference notes the findings of the 2018 Trades Union Congress (TUC) report into third party harassment of young workers titled "Not part of the job", the 2016 TUC report into sexual harassment at work titled "Still just a bit of banter?", TUC research into experiences of sexual harassment of Black workers (2017), young workers (2017), LGBT+ workers (2019) and disabled women workers (2021), and of the TUC Anti-Racism Taskforce's 2022 report into racism at work, all of which found deeply disturbing levels of harassment, abuse and violence towards workers.

According to the "Not part of the job" report, nearly one in five workers aged 18-34 had been subjected to some form of harassment, abuse or violence at work. 36 percent of this was perpetrated by a third party, such as a service user, business associate or external staff member. 70 percent of those who experienced third-party verbal abuse, 63 percent of those who experienced third party bullying, 57 percent of those who experienced third party sexual harassment, and half of those who

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experienced physical assault or violence from third parties had been subjected to these behaviours three or more times. The TUC found in 2017 that 37 percent of Black women workers who experienced sexual harassment said this was also racial, and in 2022 that 41 percent of all Black workers surveyed had experienced racist behaviour at work. The TUC's 2021 report found 68% of disabled women workers had been sexually harassed at work, much higher than non-disabled women. In fact, the report revealed that disabled women experience higher levels of every type of sexually harassing behaviour, reflecting the imbalance of power disabled women encounter at work and in wider society. . These are just a few of many worrying statistics.

Conference agrees that these findings, and many more workers' experiences, constitute a mountain of evidence showing real and serious safety issues which are worsened by a widespread lack of support or protection for workers. Conference agrees that these issues are pressing ones for public sector workers, in particular those working unsociable hours or working alone, and that our employers must prioritise action to protect workers.

Conference notes the work done by the National Women's Committee on tackling sexual harassment at work and by the National Black Members Committee on addressing racism in the workplace and by the National Disabled Members Committee on combatting workplace disability discrimination.. In addition, conference notes that useful training and campaign materials are already available from the TUC.

Conference regrets that bullying and sexual harassment remain serious issues within the trade union movement itself, as the recent Kennedy Report into the TSSA has shown. Conference believes that as trade unionists we must model good behaviour when it comes to all forms of harassment.

Conference calls on the National Executive Council to work with the national self organised groups committees and the national young members forum to. :

- 1) Promote existing model policies and other relevant materials around harassment, abuse, violence and safeguarding at work across the service group;
- 2) Work with relevant sections of the union to develop model policies where relevant ones do not currently exist, and promote these;
- 3) Provide information to UNISON branches on negotiating adequate safety measures for lone workers, commuters and those working unsociable hours;
- 4) Promote awareness and understanding across UNISON of issues around harassment, abuse and violence, with a particular focus on combatting sexual harassment and racism and workplace disability discrimination;
- 5) Promote and facilitate training within branches around safety issues and means of proactively addressing them both at work and in the union;
- 6) Share and promote the guidance and campaigning materials from UNISON's National Women's Committee on tackling sexual harassment in the workplace;

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- 7) Share and promote the guidance and campaigning materials from UNISON's National Black Members Committee on tackling racism in the workplace;
- 8) Share and promote the guidance and campaigning materials from UNISON's National Disabled Members Committee on combatting disability discrimination in the workplace;
- 9) Work with the National Young Members Forum to promote UNISON's work tackling harassment and safety at work to young members in UNISON and young workers across public services;
- 10) Take a zero-tolerance attitude to bullying and harassment within UNISON, and to review UNISON's processes on these issues so that taking part in UNISON is safe and welcoming for all.

13. A Health and Safety Response to a National Crisis of Stress and Its Effects on Public Service Workers

Carried

Conference affirms that employers have a legal duty to protect both the health, and the safety of their employees in relation to the activities of the employer.

Conference notes that work related stress is defined as 'the adverse reaction people have to excessive pressures or other types of demand placed on them'. Stress is a hazard in the same category as electrical safety, fire safety, manual handling, hazardous substances, violence, infectious diseases such as Covid-19.

Conference further notes that robust risk assessments are crucial in identifying and tackling the root causes of stress at work.

Stress levels faced by those providing public services have been exacerbated by the legacy of Covid-19, growing workplace uncertainty and long-term chronic underfunding.

This is contributing to a national crisis of stress at work and its effects. It is also deeply concerning that the Conservative government's haphazard approach to the retained EU Law Bill, has put Health and Safety legislation and protections under direct threat.

Conference also notes that an absence of strong collective bargaining arrangements can lead to unsafe working environments where 'control' rather than 'empowerment' is the common default policy in many workplaces.

Public service workers, including those working for private and not-for-profit employers, are all too often put in a position that compromises their health through being overworked, working ill and working too many hours. These and many other factors have contributed to an alarming number of workers being signed off sick with stress. The evidence of this can be seen in the Health and Safety Executive's own annual statistics on accidents and ill health, which have shown that Work-related stress depression and anxiety has become the highest cause of work-related ill health absence now accounting for 51 percent of all new and long-term cases.

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The vital work of our health and safety representatives were put firmly under the spotlight as the pandemic progressed. It is important that this work continues. We must act now to support UNISON members facing these challenges. Conference calls on the National Executive Council to:

- 1) Develop a Stress charter for members to hold employers accountable in carrying out robust risk assessments, and making a commitment to uphold Health and Safety standards;
- 2) Support a national campaign utilising the existing 'Be On The Safe Side' campaign tools, including the development of new tools and resources to support branches and regions in organising and recruitment practices;
- 3) Work with regions to develop the regional lay health and safety forums and support branches in the recruitment, training and continued development of health and safety representatives and branch officers.

17. Defend the Right to Strike

Carried as Amended: 17.1

Conference is alarmed at the new Strikes (Minimum Services Levels) Bill for Great Britain which further attacks the right to strike and withdraw your labour in this country.

Conference believes that the right to strike is a fundamental human right and needs to be exercised now to win better wages and conditions in the middle of a cost-of-living crisis. Whilst there have been gains in individual employment rights over recent decades this country has seen a fall in collective bargaining coverage, a fall in living standards as a result and a concentration of power and money by the wealthy. There are now only 6.5 million trade unionists in the UK from a workforce of 31 million and the UK has some of the most restrictive laws in the western world.

This attack by the Conservative government in response should also be seen alongside the 2016 Trade Union Act, current threats from the Retained EU Law (Revocation and Reform) Bill, the rise of fire and re-hire as in the P&O scandal, the rise of zero hours contracts and the Public Order Bill restrictions on the right to protest in public. Plus, the threat to the Human Rights Act and the European Convention on Human Rights.

Conference believes that the right to strike underpins the right to collective bargain and have the following benefits:

- 1) Reducing inequality;
- 2) Raising income levels;
- 3) Stops undercutting by employers;
- 4) Tackling discrimination;
- 5) And gives workers a voice.

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The new Bill will give politicians the power to impose Minimum Service Levels (MSL) during industrial action in health, fire and rescue, education, transport, nuclear and border security. This will be backed up by the right of employers to serve unions with 'work notices' to meet the MSL which can identify roles and workers forced to work. And if deemed to fail to comply with this notice immunity is lost from being sued for damages by employers with fines up to £1million and loss of unfair dismissal protection for striking workers. This Bill has nothing to do with public safety and is not comparable to provision in other European countries which have strong collective bargaining laws.

Conference recognises that, according to "Understanding the Gender Pay Gap within the UK Public Sector" published in 2019, between 70-75% of the public sector is staffed by women. The gender pay gap in the public sector is slightly lower in the public sector compared to the private sector, and any restriction on the right to strike to improve pay settlements will undoubtedly have a negative impact on the gender pay gap. Conference is clear that any bill that restricts the right to strike, in the public sector specifically, will have a disproportionate effect on women, essentially silencing the voices of women.

Conference believes we must send a clear message to the government, employers and other trade unions that we will not equivocate in demonstrating our solidarity in the strongest terms with any worker or union which falls foul of any new restrictive anti trade union laws. In doing so we believe this sends a message to our movement to be ready to be mobilised and sends a message to the Government that we will not stand idly by and watch our rights being stripped away.

Conference therefore re-affirms our existing support for the right to strike and the abolition of the anti-trade unions laws and calls on the National Executive Council to:

- a) Oppose the Westminster Parliament's Strikes (Minimum Service Levels) Bill;
- b) Work with TUC on a mass campaign to defeat the Bill; including joint meetings and protests with other unions;
- c) Work with campaign groups and political parties who align with UNISON policies to oppose the Bill;
- d) Commission an equality impact assessment to assess the gendered impact of the Bill.
- e) Work with Self Organised Groups, Young Members, Retired members, service groups and Regions to strengthen our campaign;
- f) Set out the case for the right to strike and the benefits of collective bargaining;
- g) Fully support UNISON members taking industrial action in defence of their pay and conditions at work;

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- h) Work with Labour Link to call on the Labour Party to follow through on commitments to repeal these anti-trade union laws and further call on them to repeal all other anti-trade union laws.

18. Resisting the Tories Sustained Assault on Democracy and Our Fundamental Rights

Carried

Conference notes that this UK government has launched a sustained volley of attacks on our basic freedoms at break-neck speed and in such volume that even very basic levels of appropriate scrutiny and challenge is almost impossible. They have defied legal norms of parliamentary process and sunk to new levels to force through their proposals.

Taken separately any one of these attacks is alarming enough together they are a coordinated attack on all of us.

Conference notes that the attacks include, but are not limited to:

- 1) Police Crime Sentencing, and Courts Act 2022, a mammoth populist, multifaceted attack on our rights that mainly consists of serious, basic threats to a host of our civil liberties such as:
 - a) Widening the scope of laws that already disproportionately impact Black and minority communities, such as Stop and Search and laws making life for Gypsy and Roma traveller communities almost impossible, have been broadened;
 - b) Introducing new duties on frontline workers (including youth workers) that will break down hard-won relationships of trust by forcing them to share private data, no matter what other legal assurances of confidentiality are given;
 - c) Placing avoiding 'causing serious unease' (an undefined and unmeasurable concept) as more important than our historic right to peacefully protest;
 - d) Does not exempt legitimate industrial action such as picketing from 'disruption' definitions.
- 2) Public Order Bill – A staggering escalation of the government's clampdown on protest above, this set of proposals is a vindictive response to recent protests that the Tories personally dislike – Black Lives Matter, Extinction Rebellion etc. They further attack our democratic right to protest whereby police will not need to wait for disruption before shutting down a protest on the grounds that it 'might' cause disruption which might have 'more than a minimal impact' on people or business, potentially criminalising peaceful protest;
- 3) Elections Act 2022 including new Voter ID requirements - an attempt to cynically and critically undermine our democracy by directly attacking free and fair elections. This Bill is not just about introducing voter ID, it's about rigging future elections in favour of those already in power;

This legislation gives ministers control over the, currently independent, Electoral Commission enabling them to direct scrutiny toward their political rivals or even to turn a blind eye to their party's own wrongdoing;

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It imposes limits on groups, trade unions, charities and even individuals doing anything considered to be 'intended to achieve a common purpose'. Legal and political experts have cited this as a direct attack on the involvement of unions and union members in elections and a way for the government to attack the funding streams for opposition parties;

This comes alongside proposals for mandatory voter ID, supposedly to prevent election fraud despite there being little evidence that this is a problem. This is blatant voter suppression which, as early as this year, stands to disenfranchise young people, people on lower incomes and has been very well documented Black communities hardest.

- 4) Human Rights Act Reform Bill - The UK Human Rights Act has been a significant curb to this governments most excessive attempts to dismantle our democratic, and fundamental, rights and it is no surprise that they now seek to replace and dilute the act itself;

The proposal is to replace the UK Human Rights Act with a weaker Bill of Rights and seems entirely based on the false premise that basic human rights for all somehow take rights away from others;

The UK's Human Rights Act safety net is a crucial source of legal protection for people across the country. It provides a means for those who have been mistreated or failed by the system to challenge their treatment and hold authorities to account. It has been vital in securing rights for many of our members including for the LGBT+ community and for disabled people with physical or mental impairments. It provides essential protection for all of us when we're at our most vulnerable;

The government's own independent review bodies have said there is no need to change the current Human Rights legislation but is still being cynically pushed through parliament.

- 5) Strikes (Minimum Service Levels) Bill – a direct threat to industrial action that must be stopped;
- 6) Retained EU Law Bill - This bill is a direct attack on workers' rights. It creates a countdown for the expiry of vital protections in the workplace. By 2023, removing over 3800 pieces of EU derived legislation.

Conference is clear that we can not let the Tories weaken our basic democratic rights and freedoms now just to gain them populist votes or to avoid difficult conversations and debates about the cost of living crisis and their own failings.

Despite the overwhelming body of attack from this government, UNISON is well placed to challenge and resist this complete onslaught on all our rights as trade unions have had to many times before.

Conference calls on the National Executive Council to:

- i) Campaign to resist any dilution of the current UK Human Rights Act which underpins all other freedoms, alongside developing a broader campaign to resist

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anything that weakens our fundamental rights such as the current threats to industrial action, protest and free and fair election;

- ii) Undertake joint campaigning activity with the TUC, STUC, WTUC, ICTU, engaging with the Labour Party via Labour Link, Liberty, the British Institution for Human Rights, and any relevant civil society organisations in furtherance of defending and developing our current rights and freedoms from these attacks;
- iii) Support branches to campaign on these issues;
- iv) Challenge any attempt by the government to dilute current workers' rights.

20. Cost of Living

Carried

Conference notes that we are in a cost of living crisis with inflation and energy prices soaring, outstripping pay deals in every sector.

The increases in interest rates and the impact on mortgages, and therefore also private renting, as a result of the Truss government's failed economic policies have only heightened pressures on households.

In 2022 we are seeing many public sector workers, not just those on low income, facing the very real reality of having to decide between food or heating, missing meals to feed or cloth their children or relying on food banks or pay day loans.

Conference notes that the impact of the crisis is impacting all workers but is disproportionately impacting those that already face disadvantage, including our women, Black, Disabled, LGBT+ and young members.

Conference notes the union's cost of living campaign 'Together We Rise' and the London Region's campaign 'Better off in UNISON' which aims to put the cost of living crisis at the heart of all of our work for 2023.

UNISON must continue to fight for a properly funded public sector that puts workers at the heart of it and highlight the mounting financial pressure faced by public sector workers.

Conference calls on the National Executive Council to:

- 1) Continue to develop and promote cost of living campaigns as a key priority;
- 2) Collate information and good practice on successful bargaining initiatives around the cost of living such as one off cost of living allowance, increased mileage rates and subsidised hot drinks/meals;
- 3) Produce information and training for branches, such as those in the community and voluntary sector, that negotiate pay locally on how to submit and win above inflation pay claims;
- 4) Ensure training and support is available for all Branch Welfare Officers on their role and the range of welfare services the union provides;

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- 5) Work with the Self-Organised Groups to continue to highlight the disproportionate impact on Women, Black, LGBT+, Disabled and Young members;
- 6) Produce a cost of living toolkit for branches and activists to include bargaining guides and services available from UNISON There For You.

22. Tackling Health Inequalities and Closing the Life Expectancy Gap

Carried as Amended: 22.1

Conference notes that health inequalities in the UK, that were already unacceptably large, have intensified in recent years.

Conference notes that one of the most measurable demonstration of such inequalities is the “social gradient in health” which outlines differences in life expectancy for different groups of people.

For example, women living in the least-deprived 10 percent of areas have a life expectancy of 86.4 years, which is nearly eight years more than the 78.7 years expected for those in the most deprived 10 percent of areas. The gap is even wider for men, with a difference of more than nine years between the life expectancy for those in the least-deprived areas (83.5 years) and the most deprived (74.1 years).

Conference is alarmed that these gaps are growing larger for both women and men. Even more starkly, for the poorest in society the overall growth in life expectancy, which had been a decades long trend before 2010, has now gone into reverse. A 2021 study by The Lancet found that, even before the Covid pandemic hit the UK, many parts of the north and other urban areas had seen life expectancy fall over the past decade. Professor Sir Michael Marmot, director of UCL’s Institute of Health Equity, said in April 2022, “In the decade before the pandemic, improvement in health in the UK slowed dramatically, inequalities increased, and health for the poorest people got worse. This was all amplified by the pandemic

Conference believes that it is no coincidence that such trends have occurred at a time of biting government austerity. This has affected the quality of people’s homes, their diets, their ability to exercise, their mental health and also their ability to access healthcare services, given the restrictions that even the NHS has had to endure over this period.

Conference is also deeply concerned that public health services, which have the potential to help relieve health inequalities, have suffered substantial funding cuts over the past decade. For example, public health grant allocations were cut by nearly a quarter between 2015/16 and 2021/22.

England’s public health grant allocation for 2023-24, announced in March, is effectively yet another real terms cut, as it does not include any provision for covering the cost of the NHS pay award to those NHS staff working on programmes and initiatives funded by the Public Health Grant”

The years of public health grant cuts have had a direct impact on frontline public health prevention and treatment services, including sexual and reproductive health, health visiting and school nursing, tackling obesity, substance misuse, and HIV

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prevention and support. These services are disproportionately relied on by people – including LGBT+ and Black people - who experience gross health inequalities”

“The years of public health grant cuts have had a direct impact on frontline public health prevention and treatment services, including sexual and reproductive health, health visiting and school nursing, tackling obesity, substance misuse, and HIV prevention and support. These services are disproportionately relied on by people – including LGBT+ and Black people - who experience gross health inequalities”.

In addition, Conference notes that Covid-19 has had an unequal impact on different population groups and has exacerbated health inequalities. Mortality rates from Covid have been higher in more deprived areas, contributing to widening disparities in life expectancy between the most and least deprived sections of society.

But Conference notes that health inequalities are not restricted to differences between socio-economic groups; they also affect women and our Black, disabled and LGBT+ communities.

Conference notes that the TUC is a member of Health Equals, a coalition of 29 organisations led by the Health Foundation, which is urging the government to implement new strategies to reverse the health inequalities and that Health Equals launched its #LivesCutShort campaign, which draws attention to regional inequalities in life expectancy across the UK, on 23 March.

Conference believes that health inequalities are not inevitable; evidence shows that a comprehensive joined-up approach to tackling inequalities can yield results. Putting a definitive end to austerity and guaranteeing proper investment in our public services should be the starting point.

Conference therefore calls on the National Executive Council to:

- 1) Highlight the increase in health inequalities and disparities in life expectancy in the union’s campaigning in health and other areas;
- 2) Campaign to put an end to the increase in health inequalities for those from the most deprived backgrounds and other groups in society;
- 3) Continue to campaign in the strongest terms for no return to austerity and proper investment in our public services, including public health.

25. Defend Abortion Rights

Carried

Conference asserts that the overturning of Roe v. Wade by the US Supreme Court is the biggest attack on abortion rights since the 1970s. There are many US states ready to bring in bans following this ruling. These bans will not stop abortions. But they will stop safe abortions, and they will make it a crime to assist someone to have an abortion. This means thousands of working class people, mainly women, face an unwanted pregnancy, an unsafe procedure, a jail sentence. Rich people will be okay, they can afford to travel to states or countries without bans, or to check in to a private clinic.

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We cannot be complacent: our right to choose and access to abortion has repeatedly come under attack, and the Supreme Court decision will give confidence to those wanting to attack abortion rights. Nadine Dorries used the publicity around the Tory leadership battle in 2022 to call for reducing the time limit for abortion. Working class people and the trade union movement have come together before to fight for our right to choose. The TUC called the biggest ever protest to defend abortion rights against the Corrie Bill in 1979, mobilising 80,000 people onto the streets. This made a huge difference to the campaign, and to women in the workplace.

Conference calls on the National Executive Council to:

- 1) Encourage branches to affiliate to Abortion Rights UK;
- 2) Campaign for decriminalisation of abortion in England, Scotland and Wales and for fair access.

27. Radical Change in Social Care in Wales Can Influence the Whole of the UK Carried as Amended: 27.1

Conference welcomes the good work UNISON is leading in Wales in partnership with the Welsh government and other unions to address the long term crisis in social care and recognises developments here have enormous potential to influence how care is delivered across the UK.

UNISON's campaigning resulted in Wales TUC and Welsh Labour's adoption of the creation of a National Care Service for Wales as policy and the Welsh Government alongside Plaid Cymru, has pledged to explore the establishment of such a service.

The Welsh Labour government has acknowledged the system is broken and needs radical change and is working on a range of measures in partnership with the trade unions:

- 1) A tripartite Social Care Fair Work Forum which will address pay, career pathways, poor levels of trade union membership and recognition and explore the establishment of sectoral collective bargaining;
- 2) Introduction of the real living wage as a minimum for care workers in Wales from April 2022, despite the current challenging financial situation.

Conference commends the landmark UNISON Wales/Association for Public Service Excellence (APSE) National Care Service for Wales report, launched in November 2022, which shows the private sector is the barrier to improved social services in Wales.

Conference is very encouraged the Deputy Minister for Social Services, Wales TUC and various councils want to work with UNISON on the report's findings and recognises developments in social care in Wales place it ahead of every other nation. Meeting our objectives in Wales will provide a successful template for social care for the whole of the UK.

Conference agrees that UNISON resources need to be appropriately identified and allocated to regions (devolved administrations and English regions) to effectively challenge the private vested interests which deliver up to 70 per cent of social care

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and where there is hardly any trade union membership or recognition. If UNISON Wales can succeed in its campaign to establish sectoral collective bargaining in Wales, it will be vital the union has the means to win a majority of the 100,000-strong workforce in Wales and become the union for care workers.

Conference therefore calls on the National Executive Council to:

- a) Further develop and adapt our policy and campaigns for National Care Services in Wales, England, Scotland and Northern Ireland, particularly applying the lessons learned from the developments in Wales and Scotland that clearly demonstrate marketised social care removes taxpayers' money that should be invested in care provision and in care workers themselves. These campaigns should be underpinned by commissioning representative pilot investigations to 'follow the money' in care as it disappears in private profit or is wasted in the commissioning process in Wales and elsewhere in the UK.
- b) Campaign for a National Care Service including national planning for complex needs. A National Care Service will need to be democratically planned based upon the expressed wishes of service users and their advocates and fully utilising the expertise of care workers. Care workers, organised in trade unions, must have a leading role in developing a National Care Service.
- c) Review the allocation of UNISON's policy and organising and recruitment capacity across our regions to ensure that within the devolved administrations and England we are best able to maximise the opportunities to recruit, organise and improve the pay and conditions of social care workers across the UK.

28. A Vision for a National Care Service

Carried as Amended: 28.1

Conference recognises the need for change in social care. The current system values neither staff or service users. It creates a low paid workforce and fails to recognise the skills required for the high quality social care that our most vulnerable citizens deserve. The current system across the UK enables and promotes a market approach which has seen for profit companies take over many care services, driving down pay and conditions and directing profits to shareholders, many of whom do not even live in the UK. Often, when they fail, councils have to pick up the services with tax payers' money.

The cost to the public purse goes even beyond that, with the failure to provide quality social care services delaying hospital discharges.

Conference agrees that things need to change and that a care system is needed that values staff and increases both the pay and status of social care workers. At present morale amongst staff across the UK is very low and there is a serious recruitment and retention crisis. Changes in carers, a lack of staff and an increasing reliance on agency workers does nothing to promote consistency of care for the most vulnerable in our communities.

UNISON has supported the creation of a National Care Service but there needs to be a very clear vision of what we mean by that. In Scotland what is being proposed in the National Care Service (Scotland) Bill is not something that we should

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recognise as a real National Care Service. Instead it will retain care as a commodity in a market based system, and extend market mechanisms across all of social work and community health.

If passed the Bill will enable services to be taken out of the democratic control of local authorities and placed in the hands of care boards – quangos responsible only to Ministers. It will also enable all social work services to be removed from council control to be the responsibility of care boards which will not deliver services directly but procure them – from public, third sector and private providers. In total, 75,000 workers could be transferred out of councils and an unknown number of NHS staff, potentially taking this workforce out of our service areas and into the civil service.

The moves will devastate local government, removing over a third of the workforce and having knock on effect to services elsewhere in councils that currently support the social care and social work services, such as Human Resources and payroll. UNISON has a policy of protecting local government and the services they provide. The Scottish proposal flies in the face of all we have collectively fought for.

The Bill also offers nothing to our members in social care and fails to take profit out of care provision which holds down terms and conditions, especially in the private sector.

It would be better for the workforce and service users if the money it would cost for this huge restructuring was invested in local government to enable councils and not for profit providers to provide the quality care services we want to see and to reward and value staff.

The Bill leaves massive uncertainty around pay, terms and conditions, and potentially allows a race to the bottom. Currently there is a living wage paid to care workers in Scotland, through their contracts with the integration Joint Care boards. This could be further enhanced without the need for a separate quango. The impact on our members' pensions has not been addressed, creating massive uncertainty for workers and for local government and other pensions funds. TUPE has been promised but this has its limitations, especially with pensions.

This has highlighted the key importance of starting with a vision for what a care service should look like. We commend the UNISON Cymru Wales' report conducted by APSE as a starting point towards this.

Its conclusions set out key principles that should be included in a National Care Service including a promise for a fully funded, universal, free at the point of delivery service that works in the interests of all; an end to private companies making profit out of care and a commitment to deliver care services through local government. Conference also notes that some care workers are directly employed by disabled people through personal budgets which support their independence. Our vision needs to include how these workers are incorporated in nationally agreed terms, conditions and training, while maintaining disabled people's independence and right to choose.

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needs to include how these workers are incorporated in nationally agreed terms, conditions and training, while maintaining disabled people's independence and right to choose.

Conference agrees that UNISON must, as a matter of urgency, set out our vision for a National Care Service in the UK and in each devolved nation to underpin our campaigning and negotiations. Scotland's situation demonstrates that it is not enough to assume that all stakeholders, including governments, share our principles and values for a National Care Service.

Conference calls on the National Executive Council to:

- 1) Work with devolved nations, service groups, self organised groups and other like-minded stakeholders to design a vision of the National Care Service we want to see. This should be underpinned by the following principles:
 - a) Social care should be fully funded, universal and free at the point of delivery;
 - b) Social care should be primarily commissioned and delivered by democratically elected councils and there should be proper investment to develop social care to a high standard; A clear vision for care workers employed directly by disabled people must also be developed;
 - c) There should be sectoral bargaining across social care;
 - d) For-profit providers should have no place in a National Care Service;
 - e) Fair work, decent pay and improved status should be the norm for all care workers.
- 2) Call on Labour Link to promote this vision within the Labour Party in the UK and the devolved nations and seek their support to take it forward in UK Parliaments and to implement it when in power.
- 3) Support UNISON Scotland in their campaign to have the NCS (Scotland) Bill withdrawn and learn lessons in the other nations from the Scottish experience.

30. National Care Service

Fell

38. Private Renters Deserve The Right To A Secure, Decent and Affordable Home

Carried

Conference notes that more and more of our members are forced to live in the Private Rented Sector due to the unaffordability of home-ownership and inaccessibility and lack of affordable social housing.

This is due to failed housing policies, austerity and government cuts. This problem is exacerbated by the increasing number of properties that are lost in the market as Second Homes and Airbnb use. The Right to Buy policy has also led to the loss of social rented properties, through sales, which end up as expensive rentals in the poorly regulated Private Rented Sector.

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Private renters face high rents, poor quality housing and insecurity, as well as the threat of eviction hanging over their heads. Private landlords can evict private tenants without giving them a reason by simply issuing a two-month notice after their fixed term tenancy ends under Section 21 no-fault evictions, and renters have limited protections and less power to fight against this.

Our members deserve the right to a decent and affordable home, and improved rights and protections to make renting more secure and stable.

Conference calls on the National Executive Council to work with appropriate bodies, including Generation Rent to:

- 1) Continue to campaign for Section 21 no-fault evictions to be abolished to protect tenants from unfair, unnecessary evictions;
- 2) Campaign for the introduction of new legislation to create secure, permanent tenancies in line with Scotland;
- 3) Campaign for a fair rent system or rent controls to protect private tenants from unpredictable, extortionate rent increases;
- 4) Campaign for all councils to be allowed to introduce borough wide licensing schemes setting out minimum standards of landlord accreditation to deter rogue landlords and drive up standards in private renting;
- 5) Call for councils to be supported with adequate funding to increase staffing levels in environmental health, trading standards, tenancy relations and other roles, which are needed to provide effective regulation and enforcement in the Private Rented Sector;
- 6) Campaign for significant investment in council and social rented homes and an end to the Right to Buy in England, in line with Scotland and Wales, to increase the supply of housing, help make housing more affordable and to provide alternative accommodation for private renters;
- 7) Campaign for legislation to deter more owners from taking up Second Homes and converting rental properties into Airbnb's;
- 8) Affiliate to Generation Rent and publicise its campaigns to our members.

44. Crisis in the NHS and Social Care

Carried

Conference is appalled at the state of our NHS and social care services.

Conference believes that 13 years of Tory neglect have produced an unprecedented crisis which needs urgent attention.

Conference notes that waiting lists for treatment have reached their highest ever level, thousands of hours of ambulance crews' time is lost each month due to delays in the system, and delayed discharges from hospital have massively increased, in large part due to the lack of social care capacity for those well enough to leave hospital.

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Conference notes that while the problems differ across the four nations of the UK, all are beset by underfunding and staffing problems.

Indeed, Conference believes that one of the main causes of the current crisis is staff shortages, with both the NHS and social care experiencing record levels of unfilled vacancies of over a quarter of a million. No wonder there are too few beds, treatments and appointments. Conference blames the staffing shortfall on an absence of centrally-driven workforce planning since 2010, the lack of comprehensive workforce strategies for health and social care, and the failure to account for the loss of staff that has taken place since the Brexit vote.

Underlying all of this, Conference continues to denounce the austerity of the past decade as disastrously short-sighted. International comparisons show how far the NHS has been left lagging behind other OECD countries on a number of metrics. For example, France has more than double the UK's number of beds per 1,000 people, and research shows that average health spending in the UK was 18% lower than the European average in the 2010s.

Conference is similarly appalled at the ongoing failure to produce an appropriately ambitious plan to transform social care. Action so far has been short-term and piecemeal, without the system overhaul that is required.

Conference is deeply concerned that the crisis is now directly reflected in the number of excess deaths, with Covid-19 no longer the main cause of death. In 2022 the UK had one of its highest levels in the past 50 years, with around 1,000 excess deaths per week.

Conference condemns those companies who are seeking to make money from this crisis – whether the private health firms bidding for more work as NHS waiting lists continue to grow or the cowboy operators who continue to profit in social care while their staff work for poverty pay.

Conference understands that 13 years of Coalition/Tory rule has devastated the NHS. This is why it is crucial that UNISON members expect an ambitious plan from Labour party for an incoming Labour government. UNISON expects Labour to make clear that it a) commits to the significant funding needed to increase both wages and staff numbers in the NHS and Social Care paid for by taxing the rich and b) makes clear that the privatisation and marketisation of both health and social care are more expensive to administer, less likely to deliver quality care as profits come before people, and should not form part of the solution to the NHS and Social Care current problems.

Conference therefore calls on the National Executive Council to:

- 1) Continue to demand vastly improved funding settlements for the NHS and social care;
- 2) Also continue to campaign for fully-funded, comprehensive workforce strategies for the NHS and social care as part of a wider plan to address the alarming gaps in the workforce;

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- 3) Intensify the union's demands for a National Care Service to bring greater consistency to social care delivery and to workforce terms and conditions;
- 4) Work with Labour Link to restate UNISON's opposition to market mechanisms in healthcare, and the need to prioritise the rebuilding of the NHS rather than the expansion in use of the private sector;
- 5) Work with Labour Link to help the Labour health team to develop proposals for primary care which delivers improved and equitable access to patients and works with the health service group to deliver improved conditions for members working in GP practices;
- 6) With as wide a group of NHS and Social Care workers, users, campaigners, such as but not exclusively Keep Our NHS Public, politicians, community groups to organise a series of activities and events, such as national demonstrations, that highlight the issues raised in this motion.

45. Integrated Care Systems

Carried as Amended: 45.1, 45.2

Conference notes that the government's new Health and Social Care Act introduced Integrated Care Systems (ICSs) into 42 areas of England, which became fully operational in July 2022. Under the act, former Clinical Commissioning Groups (CCG) have been absorbed into the ICSs – specifically into their boards (ICBs). Each ICB will take on the commissioning and funding responsibilities that formerly sat with their local CCGs. ICBs will also be responsible for broader aims such as strategic planning for their area.

Conference welcomes the removal of section 75 of the Health and Social Care Act 2012 which previously forced CCGs to competitively tender for contracts. However, Conference is concerned that the proposed replacement, the Provider Selection Regime, could allow for contracts to be handed out, extended, rolled over without proper scrutiny or proper process and could, therefore, open even more NHS services to be taken over by private sector providers.

Conference therefore agrees to call on the National Executive Council to campaign with all appropriate organisations to stop the consequences of this legislation, calling for:

- 1) A commitment that ICSs will maintain a comprehensive health service, free at the point of need, accessible to anyone at the time they need health care or treatment, with priority based on clinical need;
- 2) The ICSs will not include representatives from private sector organisations on any ICB or committees, or any bodies with delegated powers from the ICB;
- 3) A commitment that National Health Service (NHS) providers are the default providers of health services, care and treatment, and that as contracts with private sector companies come up for renewal the default position be that these are awarded to NHS providers;

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- 4) Any contracts which may be awarded to the private sector must be vigorously scrutinised in a transparent and accountable manner which allows bids to be rejected if they present abnormally low tenders, or if the suppliers have violated social, environmental, or labour laws including ILO conventions such as Freedom of Assembly and the Right to Strike.
- 5) That hospital patients are entitled to a full assessment of their ongoing medical and social care needs, with referrals being made to appropriate agencies, to ensure care services are in place prior to discharge, including a thorough assessment of their ongoing needs and support as a fundamental objective of the discharge policy of the ICS;
- 6) In addition to this, ensuring that consultation and assessment of their carer's needs and role are undertaken;
- 7) That independent annual reviews are undertaken in relation to workforce shortages;
- 8) Resistance to changes that lead to de-professionalisation and deregulation of the health workforce, and to the substitution by less qualified staff taking on clinical roles, which is putting profits before the needs of people, as has already been demonstrated the Operose GP practices across the country.

52. Cost of Living Crisis and Black Workers

Carried as Amended: 52.1

Conference notes that everything is going up fast – 12 percent now but forecasts of upwards to 22 percent. However, the pay of many UNISON members has been effectively frozen for almost 12 years. We can't make ends meet!

We have a cost of living crisis because of the decisions made by political leaders and their friends running big business and financial institutions. We note how much money the rich have, and that we live in the sixth richest country in the world, yet more and more people are reliant on food banks, and are forced to choose between heating and eating.

In recent months our costs have gone up - fuel prices, food prices, transport, national insurance – as have the profits made by BP and Shell, the energy companies, MPs wages and billionaires bank balances.

Everything but our wages. The news continues to report of people struggling to get by, doing without essentials, whilst according to an article in the Times on ten ways to save money, one rich family have given up their £40,000 a year live-in nanny for a £10,000 au pair to help with their financial struggle. It really is a world of them and us.

Conference rejects the propaganda being put forward that workers' pay rises cause inflation. The inflation rises have many causes chief of which is the profiteering of many companies based on shortages of labour or supplies or the perversity of a market system artificially raising prices even when shortages do not apply in the UK such as energy.

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The Governor of the Bank of England has been calling for wage restraint to protect the economy whilst continuing to amass a personal fortune with a salary of half a million pounds a year - making sure none of the wealth generated through inflation comes to our class!

This year we have seen shocking figures that show there is plenty of money for big pay outs for bosses and shareholders but nothing for our pay, funding our services and ensuring no one is left cold or hungry:

- 1) Rail Company Profits – Greater Anglia made £85 million profit from 2014-18 but chose not to reinvest it in services/infrastructure and instead paid out £61m to shareholders. There are similar stories from all the rail companies;
- 2) Energy Companies – EDF increased profits by three times those last year to £728 million, Scottish Power made £925 million profit, E.on increased their profits by two-thirds to £245 million – all in the first six months of this year;
- 3) Oil – BP profits £7 billion, Shell's profits rose to £10 billion both again in just half a year;
- 4) BT boss Philip Jansen – his pay went up 32 percent this year, to £3.5 million. He is now paid 97 times more than the lowest paid BT worker, and 86 times the average paid BT worker. Earlier this year, BT opened a foodbank in one of its call centres – for its own staff. Members of the Communication Workers' Union now call him Foodbank Phil. He was already grossly rich – before coming to BT, he was Chief Executive Officer (CEO) of Worldpay;
- 5) Network Rail CEO Andrew Haines –trousered almost £600,000 this year. The top 10 highest paid at Network Rail got a total of £3.68 million, at a time whilst they are advertising customer service assistant and station control assistant jobs for £20,000.

However, Conference notes the widening of the wealth gap between the richest and poorest. The gap between CEO income and workers' pay rose to 63:1 in 69 companies surveyed in 2021/22 financial year, an increase from 44:1 during 2020/21. In some companies it has risen to 100:1. In the period to 2019/20 this had been reducing. Surveys also showed that the Ethnicity Pay Gap had also fallen in some workplaces but was now back on the rise again. Black Workers continue to be over-represented in the lowest paid grades.

There is no mandatory monitoring of the Ethnicity Pay Gap. However, it is most likely that an increase in wealth at the top would lead to a widening ethnicity pay gap. This conference notes with concern a trend where the 'Cost of Living' crisis would be most severely felt by black workers. There is plenty of money out there, our job is to be organised and make sure the money is used for decent homes, schools, hospitals, services and pay.

The National Black Members Conference supports UNISON policy of the nationalisation of the energy companies to nationalise rail, mail and transport and all other services that have been privatised, (with compensation to shareholders only based on proven need) to bring costs and prices down to an affordable level.

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Conference believes the only way that our members, especially Black members, can stand up to the crisis is by taking action to win at or above inflation pay rises. TUC surveys have reported in the past that where there are proper collective bargaining arrangements covering workplaces, the ethnicity pay gap can be reduced completely. Conference believes that Black members will be at the forefront of the campaign to beat the 'Cost of Living Crisis'.

Conference therefore resolves to call on the National Executive Committee to:

- a) Work with Service Group Executives and Self Organised Groups to organise and fight against in-work poverty by supporting at or above inflation pay rises for all our members;
- b) Continue to pursue mandatory ethnicity pay gap data is published by all employers and in the meantime agrees to work with SGEs and Self Organised Groups to call on all employers and sectors within which UNISON organises to produce ethnicity pay gap data;
- c) Encourage all Black members to be involved in campaigning for at or above inflation pay rises and support Black Members to put themselves forward for activist positions at all levels of the union;
- d) Collate data to show the impact of high inflation on Black Workers and their families to provide material for publication in activist and other UNISON media;
- e) Provide relevant materials to branches and regions that both highlight inequalities, and also the campaigns against racism inside and outside the workplace that we can learn from, for example where Black workers have organised and taken action against low pay or to come back in-house, or where branches and members have joined local and national campaigns against racism and inequality.
- f) Support national and regional workshops for members to assist in raising the issues but also providing some help in dealing with household budgeting problems;
- g) Support young Black members to become active in all aspects of this campaign.

53. Ethnicity Pay Gap

Carried as Amended: 53.1

Conference believes that the ethnicity pay gap (EPG) is a major cause of in-work poverty experienced by Black workers and the cause of severe intergenerational inequality in Black communities.

Conference welcomes the moves made by the National Black Members Committee (NBMC) to highlight and campaign to close the gap.

The EPG is as high as 23.8 percent in London with huge regional variations across the UK.

In 2017, the government committed in its manifesto to ask large employers to publish information on their ethnicity pay gaps. (In 2018 only 11% of employers published

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their ethnicity pay gap, this percentage increased to 19% in 2021. Comparison of median pay at the TUC shows there is a gap of 11.7% between white and Black staff pay in April 2021).

UNISON's national campaign in 2022-23 has been calling on UK governments to introduce mandatory ethnicity pay gap reporting with meaningful action plans. The union has produced briefings for MPs and held several events to promote the campaign since the launch as follows:

- a) Produced briefing papers for MPs and the Lords for Westminster debates held in September 2020 and October 2020;
- b) Held a webinar in January 2021;
- c) A drop-in sign-up session in May 2022;
- d) Fringe event 'levelling up? Tackling racial disparities in June 2022;
- e) Roundtable parliamentary discussion in February 2023.

The focus of the current campaign will produce a UNISON 'call out' toolkit to support branches and service groups in support of future pay claims to ensure the ethnicity pay gap reporting is a priority in the unions bargaining, organising, and campaigning agenda.

UNISON has been given written assurances that the Labour Party manifesto for the next general election will contain a commitment to implement a statutory duty to all employers to annually report their ethnicity pay gap.

The introduction of this important measure is needed to identify the disparities within the workforce and forces employers to be accountable.

Conference calls on the National Executive Council to:

- 1) Make closing the EPG a UNISON priority in the union's bargaining, organising and campaigning agendas;
- 2) Use its influence within TUC to encourage all affiliate unions to make closing the EPG a key priority in the sectors they organise within;
- 3) Request that the union's Labour Link exercise its influence with the aim that Labour Party's manifesto for the next general election contains a commitment to create a statutory duty on all public service employers to annually report their EPG and take proactive steps to address detrimental disparities experienced by their Black workers.

54. 2023 Year of the Black Worker

Carried

Celebrate 2023 as the UNISON Year of Black Workers.

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Conference notes that we are half way through the UNISON Year of Black Workers.

Over the past two years we have seen the disproportionate impact of Black workers and communities being hit particularly hard during the pandemic.

Working on the front line, exposed to Covid-19, and in insecure jobs, Conference celebrates our Black members. A survey conducted by The Runnymede Trust, Over Exposed and Under-Protected – The Devastating Impact of COVID-19 on Black and Minority Ethnic Communities in Great Britain, highlighted that a number of groups, including black people, are at a greater risk from Covid-19, given that they are “more likely to be working in key worker roles, less likely to be protected with PPE and more likely to live in multigenerational, overcrowded housing, so much less able to self-isolate and shield”. Black workers are particularly likely to be classed as key workers (34%) and workers from Black African backgrounds are more likely to be working outside of their home (41 percent), increasing their exposure to Covid-19.

All this layered on top of a history of institutional racism, which the Westminster government denies.

Conference therefore believes that this is the time to take forward UNISON’s vital work on race equality and make this ‘Year of Black Workers’ an opportunity to celebrate this union’s long history of achievements, to come up with practical steps for change, and to focus our minds on challenging racism in the workplace. It is only by having those broader conversations together about race that is deep rooted in society, that racism can be eradicated.

It is imperative that we look at the role that discrimination has in the workplace. An independent review by Baroness McGregor-Smith in 2017 found that:

- 1) In terms of opportunities for progression, 29 percent of Black Caribbean employees reported feeling that they have been overlooked for promotion because of their ethnicity;
- 2) In terms of top management positions, the Black and Black British group did particularly poorly over the period between 2007 and 2012, with the number of Black/Black British people in top management positions decreasing by 42 percent;
- 3) 30 percent of those from a Black background reported experiencing or witnessing racial harassment or bullying from managers in the last five years.

Conference notes that UNISON’s Year of Black Workers campaign is underpinned by the following Mission Statement: “Establishing Legacy to Generate Change”. Through this mission statement two main themes will be focused on: Legacy and Change as an overarching strategic intent of UNISON.

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

- a) Continue to promote the Year of Black Workers;
- b) Generate change and establish a legacy;

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- c) Encourage all parts of the union to put on appropriate events;
- d) Work with all parts of the union to freshly consider their work programmes from a Black member perspective;
- e) Gather the Black member experience of work and public services wherever possible;
- f) To continue to campaign to close the ethnicity pay gap at work.

56. Securing the Legacy of the Year of Disabled Workers

Carried

Conference notes the success of UNISON's Year of Disabled Workers 2022 and places on record our thanks to all of our disabled members and activists who have driven this success throughout our union. Through the year, we saw renewed focus on the experience of disabled members in our union, in the workplace and in society.

We used the year to highlight the important contribution our disabled members make to the union, to improve terms and conditions for disabled workers and to campaign for improved rights for all disabled workers.

Yet, with the Year of Disabled Workers now over, it is vital that the level of activity from last year does not end as the union moves onto the next initiative. We need to ensure that activism amongst disabled members increases and that disabled members are visible at all levels in our union.

Conference acknowledges that tackling systemic and ingrained discrimination against disabled workers will take more than one year and we need to use the success of the year of disabled workers to continue our work and secure a lasting legacy for our members in all areas of our union.

Conference believes that being disabled is not something to be ashamed of, and in a population where many more millions of people may end up disabled through ageing, accident or illness, we, as a union, need to promote the identity of disabled people as worthy, functioning, and capable members of society who, with the support of reasonable adjustments, are able to lead fulfilling lives both personally and within the workplace.

Disabled adults need to be seen as positive role models so that disabled children can have goals and aspirations, alongside their non-disabled peers, and by reclaiming the words disabled and disability we confront and challenge the negative connotations that many people associate with these words.

Conference therefore instructs the National Executive Council to:

- 1) Work with regional disabled members groups to fully evaluate the success of the year with an indicator of where activity has taken place and the range of stakeholders involved;
- 2) Work with regional disabled members groups to establish a programme of activities which build on the achievements of the year;

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- 3) Work with service groups to follow up on the Year of Disabled Worker motions which have been passed by Service Group Conferences to deliver the bargaining agendas for disabled members;
- 4) Publicise UNISON's now regular online Disabled Members Officers and Contacts training to all branches and provide monitoring information for regions of attendees based on regions and service groups.

57. Make 2024 the Year of LGBT+ Workers

Carried

Conference believes that one of UNISON's strengths lies in its recognition of the value and unique experiences lesbian, gay, bisexual and transgender plus (LGBT+) people bring to the workplace and to our union and commends the work of UNISON's LGBT+ committee to raise the profile of our LGBT+ members across the United Kingdom (UK).

Conference notes that some LGBT+ people still do not feel able to disclose their sexual orientation and/or gender identity at work for fear of discrimination. It is concerning that some employers are afraid to visibly speak out in favour of LGBT+ workers due to myths and misconceptions perpetrated by anti-LGBT+ and anti-trans groups.

Conferences notes the success of 2021, the Year of the Young Worker which raised awareness around the issues that young members face and 2022, the Year of Disabled Workers, raising awareness of the disability pay gap, disability employment gap, reasonable adjustments, accessibility passports and the importance of disclosure.

Conference notes that 2024 will be 50 years since the lesbian and gay network 'NALGAY' was set up in NALGO (national and local government officers' association), one of our predecessor unions. This was ground-breaking and helped to lead to the first lesbian and gay self-organised groups in a trade union.

When UNISON was formed in 1993, the lesbian and gay self-organised group was integral to the union structure and from the start the national committee had reserved seats for representatives of Black and disabled members. Over the years, we have seen our self-organised group grow from strength to strength, becoming a LGBT group and then in 2019, an LGBT+ group.

The LGBT+ group has been key to many campaigns to improve the rights of LGBT+ people within the workplace and wider society and we have witnessed milestones including the repeal of section 28, equalisation of the age of consent, and the introduction of civil partnerships and marriage for LGBT+ people. But there is still much more to do.

Conference calls on the national executive council (NEC) to make 2024 the Year of LGBT+ Workers in UNISON to coincide with the 50th anniversary of the formation of NALGAY. Conference believes that this will provide the opportunity to promote UNISON as the union for LGBT+ workers, raise awareness of LGBT+ rights throughout the union, challenge discrimination, and recruit and grow LGBT+ activists.

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Conference further calls on the National Executive Council to work with the national LGBT+ committee and other parts of the union as appropriate to:

- 1) Develop and deliver a programme of events and activities to mark the Year that:
 - a) Raise awareness of LGBT+ rights and discrimination throughout the union;
 - b) Promote UNISON's work on LGBT+ equality;
 - c) Showcase the successes and contributions of LGBT+ members in the workplace and in the union;
 - d) Encourage and support bargaining on LGBT+ rights and equality in the workplace;
- 2) Seek support from the Trades Union Congress and other unions for this initiative.

59. Gender Recognition Reform Bill

Withdrawn

69. Defending and Improving Women's Rights Internationally

Carried

Conference notes the words of United Nations Secretary-General António Guterres, "Achieving gender equality and empowering women and girls is the unfinished business of our time, and the greatest human rights challenge in our world."

Conference believes that identifying, celebrating and increasing visibility of women's achievements worldwide can help forge equality and combat gender bias, and that collaborating with women activists in different countries across the World, based on a foundation of shared purpose, trust and appreciation, can impact positive change for women.

UNISON works with individual unions and global union federations to defend public services and fight against austerity around the world and works to defend human and trade union rights wherever they are under attack.

Conference believes that with over a million women in our union and as the UK's biggest women's organisation, UNISON can play an important role in helping to defend and improve women's rights in the workplace and wider society, internationally.

Conference congratulates the National Women's Committee for recent international work including understanding the potential global impact of the US Supreme Court's decision to overturn Roe v Wade, removing a woman's constitutional right to abortion and for speaking out and defending abortion rights alongside American and Polish women activists. Also, for inviting women activists from Colombia and Turkey to speak with the National Women's Committee and wider women's membership about defending human rights, labour rights, peace and social justice.

Conference applauds the bravery of women in Iran for taking a stand and demanding an end to the mandatory headscarf and modest clothing. Conference condemns the repression of women who have been physically attacked and killed for fighting for

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their basic rights. We stand in solidarity with them as individuals and with the women's organisations that are supporting them.

Conference welcomes that the International Trade Union Confederation (ITUC), Global Union Federations and Trade Unions across the world embark each November on 16 days of global activism. This is used worldwide to call for the elimination of gender-based violence and runs annually from November 25th (International Day Against Violence Against Women) to December 10th International Human Rights Day. The ITUC and the Trade Unions are calling on governments to guarantee a world of work free from gender-based violence and harassment. This right is enshrined in ILO (International Labour Organisation) Convention 190 (C190) and its effective implementation are crucial to eliminate gender-based violence and harassment at work. C190 was ratified in the United Kingdom in March 2022.

Conference believes there is more that could be done to strengthen international links with women activists and women's structures in trade unions and social organisations in other countries and calls on the National Executive committee to:

- 1) Work with the National Women's Committee and the UNISON's International Committee to identify new opportunities to build links with women activists and their structures in trade unions and social organisations internationally;
- 2) Continue to work internationally to defend abortion rights;
- 3) Continue to work with the International Committee and the National Women's Committee to provide solidarity with women who are on the front-line in demanding trade union rights, peace and social justice, specifically in Colombia and Turkey;
- 4) Work with the National Women's Committee to show solidarity with women in Iran and explore ways to help them fight oppression and discrimination;
- 5) Work with all other appropriate sections of the union to raise awareness of ILO C190 and to look at the feasibility of joining the 16 days of activism in November 2023.

72. We Need to Talk About Palestine

Carried as Amended: 72.1

Conference welcomes the comprehensive Amnesty International report, Israel's Apartheid against Palestinians: Cruel System of Domination and Crime against Humanity, which sets out how massive seizures of Palestinian land and property, unlawful killings, forcible transfer, drastic movement restrictions, and the denial of nationality and citizenship to Palestinians are all components of a system which amounts to apartheid under international law. This system is maintained by violations which Amnesty International found to constitute apartheid as a crime against humanity, as defined in the Rome Statute and Apartheid Convention. This report also reinforces the findings of apartheid by the Israeli Human Rights organisation B'Tselem.

Conference supports Amnesty's call on the International Criminal Court (ICC) to consider the crime of apartheid in its current investigation in the OPT and its call on

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all states to exercise universal jurisdiction to bring perpetrators of apartheid crimes to justice.

The current threat to formally annex the West Bank follows many years of 'de facto' annexation, during which the Israeli government has continued to colonise Palestinian land by expanding the illegal settlements, restricting access to land and natural resources and displacing the Palestinian population.

Conference notes that the demolition of Palestinian homes and property, and the building of settlements continues at an unprecedented rate. Settlements are illegal under international law, contribute to de facto annexation and render unviable any Palestinian state alongside Israel.

Conference believes that corporations that do business in and with the settlements are contributing to a grave violation of international law, and welcomes the United Nations Human Rights Council database, listing some of the business enterprises involved in or with the illegal settlements. Conference calls on the United Nations to expand the database to include all corporations involved in and with the settlements and the violation of Palestinian human rights, and for the UK government to ensure that all corporate enterprises regulated by them cease doing business with the Israeli settlements or face sanction.

Conference is deeply concerned by the Conservative government's plans to introduce new laws to restrict calls for boycotts, divestment and sanctions (BDS) and stop public institutions from imposing their own approach or views about international relations, through preventing BDS campaigns against foreign countries and those who trade with them". This policy will undermine local democracy, by restricting the ability of public bodies, including local government, to purchase, procure and invest ethically, in the interest of workers and the communities they represent.

Conference notes that UNISON was one of the first trade unions in Europe to respond to the call from Palestinian civil society, including trade unions, by passing a BDS policy, and reaffirms its support for BDS as a practical way to force the Israeli government to end the occupation and colonisation of Palestinian land, dismantle the Wall, recognise the fundamental rights of Palestinians in Israel and the occupied territory and the right of refugees to return.

Conference calls on the National Executive Council to:

- 1) Encourage distribution of and discussion on the new Guide for UNISON activists 'Talking about Palestinian Rights';
- 2) Support the call for action on apartheid to the International Criminal Court;
- 3) Continue to oppose the annexation of Palestinian land by the government of Israel;
- 4) Work with the European Trade Union Network for Justice for Palestine to call for the United Nations Human Rights Council database to be expanded to all business enterprises involved in the settlements, and for states to take measures to end corporate complicity with the illegal settlements;

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- 5) Support branches to campaign for Local Government Pension funds to engage with the companies they invest in and to demand they end their involvement in the occupied Palestinian territory and in the violation of Palestinian human rights;
- 6) Defend the right of public bodies to purchase, procure and invest ethically, including by using BDS in support of Palestinian rights;
- 7) Continue supporting BDS to demand an end to the occupation and hold the Israeli government accountable for its violations of Palestinian rights and of international law.
- 8) Work with Labour Link to secure a commitment from the next Labour government to recognise Palestine as an independent State.

78. The Northern Ireland Peace Process 25 Years On

Carried

Conference recognises that 2023 marks the 25th anniversary of the Good Friday Agreement. Conference recalls the repeated support our union has shown for the Agreement and the peace process in Northern Ireland.

Conference notes however that at the time of writing, Northern Ireland does not have a devolved government in place. Conference further notes that many of the commitments made within the Good Friday Agreement and its successor agreements relating to equality and human rights remain unimplemented.

Conference expresses concern that the UK government is currently proceeding with proposed legislation which risks undermining key commitments within the peace agreements on equality and human rights and the legacy of the past. These actions stand in stark contrast to their supposed commitment to uphold the peace agreement and further risk damaging the peace process itself.

Conference reaffirms support for our Northern Ireland region's stance on the need for not only restoration of devolved government, but of a government which functions on a rights-based agenda. The absence of such an agenda has deepened poverty and division over the past 25 years, particularly amongst groups and communities in greatest need. The cost of living crisis affecting all our members across the UK and in Northern Ireland is exacerbating an already critical situation.

Conference acknowledges the efforts of our activists and members in Northern Ireland in supporting the ICTU 'Workers Demand Better' campaign calling for action to be taken to address the cost of living crisis both by the UK government and devolved government in Northern Ireland. This activity by our members has included demonstrations, town hall meetings, and the longest period of sustained industrial action in the health service.

Conference calls on the National Executive Council to continue to support the efforts of our members in Northern Ireland, including through ensuring strong application of the devolution protocol within the union; and providing the necessary resources to support the union's efforts, not only in peace building, but also in engaging with the respective governments and decision-makers on eradicating poverty and inequality, tackling division, protecting and improving public services, including through

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insourcing, and by putting social and economic rights at the heart of public policy and collective bargaining.

79. Taking Effective Action within the Straitjacket of Anti-Union Laws

Carried

Conference condemns the worsening restrictions of the right to strike in Britain with the draconian Minimum Services Bill which gives the government the power to set minimum service levels for border security, education, fire, health, nuclear decommissioning and transport services. This will empower employers to issue a 'work notice' which will identify the employees required to work during strike action in order to provide that minimum service level.

Conference reaffirms the basic principles for industrial action ballots strategy agreed in Motion 109 at 2022 UNISON National Delegate Conference.

Conference applauds the success of branches, sectors and service groups in winning ballot mandates and delivering industrial action notably in the Environment Agency, Higher Education, the National Health Service, in particular ambulance services.

Conference welcomes and supports creative strategies meeting with ballot success such as disaggregate ballots, targeted action and proceeding, where appropriate, to an industrial action ballot without a consultative ballot where a service group or sector considers it is strategically advantageous to do so and there is sufficient reason to be confident of delivering a legally compliant ballot that exceeds the Trade Union Act thresholds in Great Britain.

Conference calls on the National Executive Council to:

- 1) Devise and roll out across the 12 regions and nations, UNISON training courses for all activists on how to organise industrial action ballots and win disputes, adjusting where appropriate for devolved public services, bargaining and employment law regulations;
- 2) Examine and explore the organising methods used in both local and national trade union ballots that have surpassed the 50 percent ballot thresholds in Great Britain recent times;
- 3) Make recommendations on which methods of organising are key to holding successful industrial action ballots.

84. Effective Use of Our Union's Resources to Build our Industrial Action Fund and Capacity to Deliver Effective Industrial Action

Lost

85. Celebrating and Promoting UNISON's Legal Services

Withdrawn

86. Expenses Whilst Undertaking Trade Union Activities

Withdrawn

87. Out of Pocket Expenses

Withdrawn

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Composites

A. Social Care Crisis – The Urgent Need for Reform an

Carried

Conference notes that it has debated many motions over recent years on social care, including for older people. However, the problems remain.

Conference is appalled that adult social care continues to exist in a state of permanent crisis and that the sector remains severely underfunded, with hundreds of thousands of elderly and disabled people being unable to access the care they need.

Conference recognises that health and social care workers are poorly paid and that training for staff in this sector is inadequate for the care that is needed for people in residential homes, nursing homes or for that matter, in their own home.

Conference is deeply concerned that a large number of care staff are leaving the sector and this has continually increased during and after the pandemic due to the poor pay and conditions, and notes that the social care workforce shrank by 50,000 people in 2021-22, contributing to the record high of 165,000 vacancies across the sector. This ongoing exodus of care staff further compounds the major staff retention problems caused by the Tory government's disastrous 2021 legislation which imposed compulsory vaccinations on care home employees and for those staff visiting care establishments.

Conference asserts that a major reason for workers leaving the sector is the fact that pay levels are too low to compete with other sectors, such as retail, and further notes that these problems are bound up with the fact that too many cowboy care providers continue to operate in the sector, as part of an under-regulated and massively fragmented system.

UNISON has 165,000 retired members and this is a serious concern for retired members as well as anyone who relies on care workers to assist them with their day to day living.

A House of Lords report in 2019 said that 1.4 million older people have an unmet care need. The Health Foundation's report "What's the problem with social care" identified a funding gap of £18 million for social care by 2030/31. UNISON General Secretary Christina McAnea has stated that without sufficient staff the Government's policy on the NHS and Social Care is doomed.

Conference notes that government attempts to address the crisis have so far amounted to little more than a sticking plaster when what is needed is substantial and sustained investment, coupled with wide ranging reform of the sector and a comprehensive workforce strategy.

Nothing that the governments in Westminster, in Scotland, Wales or Northern Ireland has done has made an impact on this crisis situation.

Conference therefore reasserts its support for a National Care Service that brings about consistent standards of care for service users and consistent terms and conditions for the workforce.

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Conference congratulates UNISON on its ongoing work in being a prominent proponent of such a system as we move towards the next general election and calls on the National Executive Council, working through the appropriate UNISON structures, to:

- 1) Intensify the union's campaigning for a National Care Service, including national pay bargaining and a national partnership forum similar to the NHS;
- 2) Continue to campaign for improvements to social care for older people including the provision of care by the Public Sector;
- 3) Continue to campaign for increased investment particularly in the work force;
- 4) Campaign for an end to the use of private equity in social care and a clampdown on the inappropriate use of the profit motive;
- 5) Continue to work with other like minded organisations in the care sector as part of a broad-based alliance of those demanding reform;
- 6) Build alliances with other TUC affiliates to ensure the broadest possible trade union campaign for a properly funded National Care Service under democratic control;
- 7) Call on UNISON's Labour Link to continue to campaign for a National Care Service within all relevant Labour Party forums.
- 8) Use Labour Link and all TUC structures to lobby for tax avoidance or low tax companies to start being taxed in the UK so that these huge profits can be used to fund social care across the UK;
- 9) Use Labour Link and all TUC structures to lobby for energy companies profits from oil revenues to be used annually to help fund social care provision across the UK."
- 10) Report back to National Delegate Conference in 2024 on any progress.

C. Defend Our Right to Vote - Voter ID is Voter Suppr

Carried

Conference is deeply concerned at the changes in the law surrounding the requirement for mandatory voter ID at all general and by-elections in the UK and many other elections in England and Wales as part of the Elections Act passed in April last year. This is the requirement to show photographic proof of identity at Polling Stations before you are allowed to obtain your ballot paper. This legislation also covers proxy voters (people appointed by you to vote on your behalf if you are unable to attend the Polling Station yourself). Supposedly to prevent election fraud despite there being little evidence that this is a problem (for context, only six documented cases of ballot fraud were found at the last general election).

This will cover all voters in England and Wales for all elections and in Scotland this will apply only to Westminster Parliamentary Elections. In Northern Ireland there is already a need to provide photographic identification.

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Voter ID, as many have warned previously, will amount to voter suppression. It stands to disenfranchise millions, particularly already disenfranchised groups in society.

The UK Electoral Reform Society have actively campaigned against the need for this change and have stated that:

"The UK does not have a problem with voter fraud and currently people have high confidence in voting. Adding a major barrier to democratic engagement off the back of so few proven cases would be a sledgehammer to crack a nut."

Conference notes that, unlike in mainland Europe where everyone is issued with a mandatory ID card, here in the UK it is the disenfranchised who are unlikely to have acceptable voter ID. Many people who can't afford to go on foreign holidays don't have passports, and those that can't, or don't, drive don't have driving licences.

Conference further notes that it is well documented that such schemes disenfranchise already disadvantaged groups, having a particularly disproportionate impact on Black communities.

A 2021 Channel 4 study found that ethnic minorities were far less likely to return to a polling station if turned away for not possessing the correct identification; voter ID trials in Watford in 2019 backed up these findings.

Conference further notes that none of the listed items of acceptable ID are aimed at younger voters with many specifically targeting older voters leading to concerns about the government deliberately disenfranchising the younger generation.

LGBT+ groups have also expressed anger over the voter ID provisions because of the potential for trans people to be turned away if their photo ID does not match their current appearance.

Conference is alarmed at the lack of government information and awareness raising on this issue. Uncertainty about awareness of the new requirements is likely to lead to disenfranchised groups being denied their right to vote from as early as this May.

Further, councils are reporting that they have serious concerns about the necessary support being in place in time for the May 2023 local elections meaning that, in England, this year could bring chaos to vital local elections at a time when councils are already facing tough choices in all areas of service provision.

Conference is also appalled to note that, by the government's own estimates the scheme could cost up to £20 million per election. It is clearly unacceptable that with the current cost-of-living crisis, the government would consider spending millions of pounds of tax-payers money to prioritise putting up barriers to people taking part in our democracy.

This comes as part of a dizzying and sustained onslaught by this Tory government on our rights such as our right to protest, to strike and the continued threats to repeal the Human Rights Act that undermine so much of what public services represent and a base-line for our basic rights.

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Conference agrees that these voter ID proposals are a deliberate attempt at voter suppression, will lead to chaos at our ballot boxes, has scary echoes of the international far-right's play book and should concern us all.

Given the importance of making sure every vote counts, UNISON must do all it can to highlight these changes in electoral law that have the potential to disenfranchise our members from the democratic process. We need to raise awareness of what forms of identification are accepted and how members can obtain free Voter Authority Certificates from their Local Government offices.

Conference also notes that postal voting can be one of the routes to overcoming voter suppression in the short term, before the legislation requiring photo ID is reversed. If people are registered to vote by post, they are not required to present photo ID every time they cast their ballot. In addition, there is some evidence to suggest that people with a postal vote are more likely to vote.

The stakes have never been higher. We need to make sure our members are aware of the changes that are now in place in law, that way they can have the necessary documentation to be able to participate in the democratic process.

Conference therefore calls on the National Executive Council to:

- 1) Work, alongside the TUC, WTUC, STUC and affiliated civil liberties organisations to continue to oppose, reverse and lobby against these draconian measures;
- 2) Work with Labour Link to influence the next Labour Party general election manifesto to commit to reversing this legislation;
- 3) Whilst the law remains, to continue to campaign for other forms of ID to be acceptable such as student ID and non-photo ID;
- 4) Develop and resource a campaign to raise awareness of the new legislation amongst members and issue guidance on how to get access to currently acceptable forms of voter ID;
- 5) Seek advice from the National Black Members Committee on how best to target information at Black communities.
- 6) Put in place plans to encourage UNISON members to apply for a postal vote for forthcoming elections.

D. Industrial Action Ballots

Lost

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Amendment to Rules

1. Rule C Honorary Life Members

Lost

2. Rule D Young Members' Seat

Carried

D 2.5.1

Delete "will be aged 26 or under" and replace with "will be aged 30 or under"

Rule Q

Delete "YOUNG MEMBER means a member aged 26 or under." and replace with "YOUNG MEMBER means a member aged 30 or under."

3. Rule D Service Groups

Lost

4. Rule G Branches/Branch organisation

Withdrawn

5. Rule G Branch Meetings

Carried

G 3.2

Insert new rule G 3.2:

"G 3.2

From 1 July 2023 any branch meeting, including Branch Committee; General Meetings and Annual General Meetings can be held in person, online or hybrid."

Renumber subsequent rules.

6. Rule G Branch Officers

Withdrawn

7. Rule G Branch Officers

Carried

Insert new rule G 4.1.7:

"G 4.1.7

All Branch Officers shall complete the Union's mandatory data protection training within three months of being elected; and any subsequent annual refresher training."

8. Rule G The Branch Secretary

Carried

G 4.2.4

Delete the current wording of existing rule G 4.2.4 and replace with:

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“In conjunction with the Branch Committee, ensure that the branch observes Union rules and the law with particular reference to data protection legislation to ensure that members’ personal data is processed compliantly and that all branch data breaches are reported to the Union’s Data Protection Team.”