

**2024 National Black Members' Conference
Preliminary Agenda**

NATIONAL BLACK MEMBERS' CONFERENCE 2024

Preliminary Agenda

19-21 January 2024

**The Brighton Centre,
Brighton**

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MOTIONS ADMITTED TO THE AGENDA

No.	Title	Submitting Body
1	Please Touch my Hair – Caring for Black Women Patients	National Womens Committee
2	Please Touch my Hair - Caring for Black Patients and Service Users	Bath Health
3	Black Children Mental Health	Greater London
4	When Will Inequality End (The Motherhood Pay Penalty)	North Cumbria, Northumberland and Tyne& Wear Health
5	Progression for all – Black Disabled Workers Can't be left	National Disabled Members Committee
6	Raising Awareness of Neurodiversity and Black Disabled Workers	National Disabled Members Committee
7	Young Black Members and Mental Health	National Black Members Committee
8	Ensuring More Equitable Talent Management in our NHS Workplaces	West London NHS
9	Harassment: It's Not Part of the Job	National Young Members Forum
10	Securing the Legacy of the Year of the Black Workers	National Black Members Committee
11	Securing the Legacy of the Year of Black Workers in 2024 and Beyond	National Black Members Committee
12	How Do we Ensure ongoing legacy of Year of Black Workers	East Midlands
13	The History of Black Women in the Union Movement	National Women's Committee

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14	Destigmatising Black Workers' Mental Health Illness	Northern Ireland
15	Creating TUC Regional Black Activists Committee	East Midlands
16	Fight Against Microaggressions	South East
17	Supporting Black Members Experiencing Racism	Eastern
18	Use the Term Black	Yorkshire & Humberside Region
19	Organising Black Members within Social Workers	Northern
20	Make 2024 The Year of LGBT+ Workers	National Black Members Committee
21	The Importance of Leadership Training for Black Workers	South West
22	Young Members: Building on the Legacy of the Year of Black Workers	National Young Members Forum
23	Solidarity with Uganda's LGBT+ Community	National LGBT+ Committee
24	Caste Discrimination in the UK	Eastern
25	Climate Change: A Campaign Priority for Black LGBT+ People	National LGBT+ Committee
26	Smash the Gender Pension Gap	Greater London
27	African Reparations are Overdue	North West
28	African Reparations are Overdue	West Northamptonshire Local Government
29	Black History Month	West Midlands
30	Health and Social Care Visa Exploitation of Black Social Care Workers	West Northamptonshire Local Government
31	Inequality in the Cost of Living Crisis	West Northamptonshire Local Government
32	Black Children Disproportionate Impact of Criminalisation and Dehumanising Treatment	National Black Members

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		Committee
33	Challenging Discrimination and Neo-Colonialism in Immigration Rules and Regulations	South West

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NEGOTATING

**1. PLEASE TOUCH MY HAIR – CARING FOR BLACK WOMEN PATIENTS
AND SERVICE USERS**

Conference notes that the pandemic emphasised the lack of appropriate personal care for Black women patients and service users especially in the area of hair care across health and social care system. This is an ongoing issue which started before the pandemic and has continued after the pandemic.

Family members would usually bring in hair products to use on their family who is a patient within the health and social care system. However, it was difficult to get to the shops to purchase these hair products during the pandemic.

The care inequalities were highlighted even more than usual during the pandemic. It was noticeable that health and social care staff avoided caring for the hair of Black women as they did not understand how to care for it and did not see the need to ask.

Conference applauds the work that Bath Unison Health branch has done on this issue. They have successfully worked in partnership with their employer to train healthcare staff to be more aware of the needs of Black patients especially women and girls; educating healthcare staff on how to care for the hair of women and girls in a dignified way appropriate to meet their own personal care requirements.

Equality of care has started to become “the norm” in that employer and the branch Black Members officer has played a huge part in pushing this agenda forward and providing ongoing support and guidance to the employer.

Consideration needs to be given as a matter of course for all Black patients’ and service users’ physical care, taking into account their cultural needs and diversity. This care should be the “norm”, as is always the case for white patients and service users across health and social care, to ensure equality across the board.

Conference calls upon the National Black members committee to work in partnership with National women’s committee, Community Service Group Executives, and health and social care branches to:

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1) Raise awareness on how to provide equitable care to Black women and girls taking into consideration their cultural, religious and diverse needs.

National Women's Committee

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**2. PLEASE TOUCH MY HAIR- CARING FOR BLACK PATIENTS AND
SERVICE USERS**

This Conference notes that the pandemic emphasised the lack of appropriate personal care for patients and service users with Black skin and hair across health and social care for which during the pandemic the care inequalities were highlighted even more than usual.

South West Black Members SOG has already been successful in working in partnership with their employers to train staff to be more aware of the needs of Black patients and how to care for them in a way appropriate to their own personal care regimes. The Branch Black Members Officers Members have played a huge part in pushing the equity in care agenda forward and providing ongoing support and guidance to the employers.

Consideration needs to be given as a matter of course for all patients' and service users' physical care, taking into account their cultural needs and diversity.

This Conference calls upon the National Black Members Committee to encourage partnership working with health and social care employers providing patient and service user care to:

- 1) Promote equitable care to all taking into consideration cultural and diverse needs.
- 2) Encourage Black Members officers to provide training and education for employers in providing equity of care for patients/clients with different cultural and diverse personal care needs.
- 3) Encourage employers to provide appropriate products for the care of Black patients/clients.
- 4) Encourage employers to include training in personal care of Black patients and service users for new staff at induction sessions and include this in induction procedures.

Bath Health

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3. BLACK CHILDREN MENTAL HEALTH

It was reported in 2022 via a leaked National Health Service (NHS) report that Black youth and Black individuals in general were being failed by the system. They now make up 11 per cent of the population however 36 per cent of individuals detained in the highest level units are Black, with limited access to support services. This has raised from 24 per cent the year before

Action for children reported that one in six children between the ages of 5 to 16 can have a mental health issue. Which is double the figures in the previous three years. With young individuals age 17 to 19 in England with mental health disorder jumping from 1 in 4 to 1 in 3 between 2021 and 2022. They also reported that 42 per cent of children reported lasting mental health problems post COVID 19 with parents of under-five reporting that their children long term mental wellbeing was affected

Child and Adolescent Mental Health Services (CAMHS) reported that of the 5 per cent of Black children only one per cent has access to the community mental health serves such as the eating disorder services.

This affects our members in many ways, conference we need to organise with our members either facing these issues either personally or as part of their jobs.

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

- 1) To encourage and continue to promote awareness of mental health issues of Black community in the workplace
- 2) To encourage branches to support services providers to create services for Black members experiences this issue
- 3) Promote tolerance of Black mental health issues in the workplace amongst employees and the wider community

*Greater London Region***4. WHEN WILL INEQUALITY END (THE MOTHERHOOD PAY PENALTY)**

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The intersection of sexism and racism mean that often women of colour experience compounded disadvantage. A new report from the Fawcett Society supported by the #EthnicityPayGap Campaign, shows how the 'Motherhood Pay Penalty' means that mothers with two children take home 26% less income than women without children which impacts across the earning power across her working life and compounds the effects of the ethnicity pay gap. The biggest driver of the motherhood pay penalty is reduction in hours worked, which is often associated with poor-quality part-time work. This report shows that the options for picking up more hours after having children are limited for Black and minority women because of the dual impacts of sexism and racism, with many dropping out of the workforce entirely. The research shows that:

- 1) While mothers of all ethnicities move into part-time work at similar rates, there are stark differences by ethnicity in the number of mothers who leave the workforce completely
- 2) The employment rate of white mothers is 5% lower than that of white women without children, whilst women of Indian, Black African, and Chinese heritage see penalties of up to 11% less compared with women without children of their own ethnicities
- 3) 38% of mothers of Pakistani and Bangladeshi heritage are employed vs 55% of all women in the same ethnic group – this 17 % employment gap is the highest of all ethnicities.
- 4) In addition to this ,the current cost-of-living will affect us all, but the impact will be disproportionately felt by those who are already struggling to make ends meet such as Black members and more so black women who already take home up to 26% less income if they are a mother . This current cost-of-living crisis combined with existing problems such as low wages paid to Black members who are often discriminated in employment.
- 5) Research conducted with the New Economics Foundation, shows that Black members are more likely to be in low paid and insecure work than white workers. 18% of Black members are in low paid and insecure work such as having too fewer hours, zero hours contracts, or a short notice of shift patterns, compared with 15% of white workers, combine this with motherhood the results are shocking .
- 6) In addition to this, research by the Equality and Human Rights Commission in 2017 and by the Resolution Foundation in 2018, shows that the ethnicity pay gap is longstanding, and that while some progress has been made to close these gaps many ethnic groups still experience lower pay than white British

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workers, with workers in Pakistani and Bangladeshi ethnic groups receiving the lowest median hourly pay.

- 7) In London the percentage difference in median hourly pay between people of a white ethnicity and all those who belong to an ethnic minority group stands at a staggering 21.7%, the highest in the country.
- 8) Low pay isn't just about struggling to ends meet, it means physical and mental stress and ill-health, affecting family life and the daily battle to put food on the table. It means a life without security and stability and difficulty planning for the future. These are the effects of poverty, and they disproportionately affect Black members.

Conference calls upon the National Black Members Committee to:

- a) Work with the National Executive Committee to identify ways in which branches can increase their support for Black women .
- b) Research how the motherhood pay gap is impacting on our members working in public services, eg. by surveying members and branches;
- c) Consider producing bargaining guidance for branches and regions to address this Motherhood Pay Penalty.
- d) Work with Branches to ensure there is adequate provision of welfare through the use of our Welfare officers within Branches

North Cumbria Northumberland & Tyne & Wear Health

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5. PROGRESSION FOR ALL - BLACK DISABLED WORKERS CAN'T BE LEFT BEHIND

Conference notes that despite the significant numbers of Black workers in the frontline workforce, we are disproportionately underrepresented in managerial and senior levels and tend to be concentrated in the lower levels.

We know this is a product of institutional racism, which means Black workers are often overlooked for development opportunities and promotion.

Black workers face barriers in progressing to middle and senior management roles and this particularly impacts those on fixed-term contracts who are often overlooked or denied training and progression opportunities. Black workers are often more likely to be in fixed term roles due to discriminatory recruitment practices.

For disabled Black workers the block against progression is exacerbated by disablist attitudes and a failure to provide reasonable adjustments. UNISON surveys of our disabled members have found that about three quarters of our members say they have been refused some or all of the reasonable adjustments they need, and many have told us that they never even got a reply to their request for adjustments from their employer. Even where the employer did agree to provide reasonable adjustments, almost a quarter of our disabled members waited a year or more for these to be put in place.

This lack of access to reasonable adjustments sees disabled workers struggling to do their job and often needing to take time off sick. For both of these reasons they can find themselves blocked from training and progression routes, with their sickness record and performance issues often held against them despite the fact that the workplace is not a level playing field for disabled workers.

Conference believes that the combined impact of institutional racism and failure to offer reasonable adjustments means that Black disabled workers face a double whammy when it comes to progression and often end up on the bottom rungs of the pay ladder.

This is a key driver of both the disability and ethnicity pay gaps. Conference notes that UNISON's National Disabled Members Committee held a webinar on tackling race and disability pay gaps in the autumn as part of the committee's contribution to the Year of Black Workers and we welcome this intersectional approach to the issue.

Conference believes every disabled Black worker should have equal opportunities for professional growth and advancement, regardless of their background or employment status within their workplace.

Conference believes that we need to work with employers to encourage them to commit to fair recruitment and promotion practices, timely provision of reasonable adjustments and to challenging racism and disability discrimination in all aspects of the workplace.

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Conference notes that UNISON has produced two bargaining guides that can be used by branches to negotiate reasonable adjustment policies and passports and disability leave agreements with their employers. As part of the Year of Black Workers, UNISON has also developed a useful toolkit which includes negotiating on fair recruitment and selection, redundancy and bullying and harassment.

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

- 1) Work with branches, regions and service groups to seek ways of encouraging employers to sign up to a comprehensive approach to addressing the barriers to progression for Black disabled workers, including those on fixed contracts;
- 2) Circulate and promote UNISON's Reasonable Adjustments Policies and Passports Bargaining Guide and our Disability Leave Bargaining Guide and encourage branches to negotiate for these policies with their employers;
- 3) Circulate UNISON's Year of Black Workers 'Negotiating Race Equality' guides to seek to get these issues on the branch bargaining agenda;
- 4) Take an intersectional approach to tackling the ethnicity and disability pay gaps.

National Disabled Members Committee

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6. RAISING AWARENESS OF NEURODIVERSITY AND BLACK DISABLED WORKERS

Conference notes that many employers still know little about neurodiversity and autism, and Black disabled workers who are neurodivergent often struggle to have their needs met in the workplace.

This replicates the situation in society as a whole. For example, young Black boys are often written off as disruptive in school, based on stereotypes and discrimination, instead of the possibility of autism and neurodiversity being considered. These young people lose out on education as a result, impacting their life chances and their subsequent career progression.

Conference believes that it is important to break down stereotypes about neurodiversity and autism and racist stereotypes about Black people that see many Black neurodivergent workers struggling to thrive in the workplace.

Black neurodivergent workers may be particularly susceptible to mental health problems, especially in workplaces where differences are not understood and respected.

Conference further believes it is key to educate employers and our reps to understand the challenges Black neurodivergent workers face and the reasonable adjustments they are entitled to under the Equality Act 2010.

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

- 1) Seek to raise awareness of the needs of Black neurodivergent and autistic workers with regions, branches and employers;
- 2) Circulate UNISON's comprehensive guide 'Proving Disability and Reasonable Adjustments' which explains how to negotiate for reasonable adjustments and includes a section on autism and neurodiversity;
- 3) Circulate UNISON's Member's Guide to Access to Work, a government scheme which offers support to disabled workers;
- 4) Publicise appropriate UNISON training on autism and neurodiversity.

National Disabled Members Committee

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7. YOUNG BLACK MEMBERS AND MENTAL HEALTH

The National Health Service (NHS) reported that 3.25 million individuals had contact with mental health services during 2021/22 which is approximately 5.8 percent of the population. The Mental Health Foundation tells us that 50% of mental health problems are established by age 14 and 75% by age 24, yet many young people have not had appropriate interventions.

It is commonly known that mental health difficulties are higher for many Black communities. Black communities experience complex factors that adversely affect their mental health including social and economic inequalities, racism and discrimination, mental health stigma, and difficulties accessing appropriate support and interventions. This has also led to an increase in suicide and suicide attempts.

The current cost of living crisis has highlighted the disproportionate representation of young Black Workers in insecure and low paid employment.

In addition to this, it is likely that rates of depression and anxiety are rising and poor mental health has an impact on many of our young Black members.

We therefore call on the National Black Members Committee to work with the Young Members Forum to:

- 1) Signpost young Black workers to current support and mental health services that are available.
- 2) Highlight constructive steps employers can take to support staff with mental health issues.
- 3) Campaign against the stigma surrounding mental health and highlight this in Black Action in 2024.

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8. ENSURING MORE EQUITABLE TALENT MANAGEMENT IN OUR NHS WORKPLACES

Conference is clear about the impact of HR processes can have in fairness and equality at work. One example is talent management strategies, which are often designed and implemented in a manner that can lead to a significant disparity in opportunities for Black employees across sectors.

The Chartered Institute of People Development (CIPD) defines Talent management as: "the systematic attraction, identification, development, engagement, retention, and deployment of those individuals who are of particular value to an organisation due to their high potential or because they fulfil critical roles."

The CIPD further defines talent as: "individuals who can make a significant difference to organisational performance, either through their immediate contribution or by reaching their highest levels of potential"

Black members conference have previously passed motions highlighting the injustice of Black people at work across sectors not being fairly utilised and rewarded by employers in such processes, citing independent reviews such as the Race in the Workplace review from Baroness McGregor-Smith. In this review, she found that Black people are much more likely to be found to be overqualified for their jobs than white colleagues, but white employees are more likely to be promoted than their Black counterparts.

Whilst we should be organising and providing support to our fellow Black members in accessing courses that build the necessary skills and knowledge to excel in their chosen career path- we cannot ignore the fact actual talent and qualifications among Black workers are clearly not the general determinants of how well we do at work.

Conference notes that many NHS organisations take an exclusive approach to talent management. When talent management and succession planning take this approach, it overall favors staff in bands 8C and above – which is predominantly and unrepresentatively occupied by white employees. This fosters and reproduces the common race-based divide we see in many of our NHS employers. As many of our Black members hold roles much lower than 8C, this exclusivity in talent management hinders their career progress.

The current NHS Scope for Growth from the NHS leadership academy is inadequate at specifically tackling this issue and falls woefully short of prioritising the need for representative leadership. Whereas the NHS Long Term Workforce plan is unambitious in regards to tackling this issue- only setting vague goals and calls for clear guidance. This isn't enough; we need action and accountability through clear requirements placed on organisations. Employers should have clear requirements to meaningfully develop ethnic minority staff for succession planning and fair talent management. We also need our Union engaged and educated in how to effectively negotiate and scrutinise these particular areas of HR processes and bargaining.

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Working with our employer West London NHS Trust we as a branch help to ensure our own Talent Pool and talent strategy is designed to offer opportunities to all employees with great potential and ambition regardless of job status. Unison and other staff side reps are involved in the committees considering talent pool applications; we help ensure the process is inclusive and reflects our diverse workforce. This helps ensure our Black members can access a range of development tailored to their career aspirations and is fairly considered.

Conference notes that the General Sir Gordon Messenger's review from 2022 has promising recommendations. If implemented, these would likely improve the NHS's current approach to talent management and leadership for staff from ethnic minorities. The report acknowledges that NHS staff from BME backgrounds are still not provided the support they need to advance to leadership roles. The report outlines that much needs to be done to create a more diverse leadership in the NHS and makes some suggestions for tangible actions to make this happen, including recommending making EDI a core aspect of the inspection regime and creation of a new career and talent management function at regional level to oversee local work.

Despite the promising findings of contemporary reports such as this, we cannot wait for a top-down approach, and we need to start organising for better practices and strategies in our workplaces now. If pressure isn't put on relevant decision-makers we risk the continuing injustice of seeing the same unrepresentative percentage of white people holding senior roles and leaving Black workers like us left behind.

All NHS employers must review their talent pool approach to consider how it gives all its workers, from HCAs, Nurses, secretaries/admins, senior managers and consultants equitable opportunities and investment in their talents. It should value and give the same leverage all its workers as we all have a special role to play in our NHS. We are one team for patient care.

Conference calls on the National Black Members' Committee, working with the Health Service Group Executive where appropriate to:

- 1) To encourage UNISON Health branches to approach employers to review and consult on talent and succession plans/ strategies focusing on diversity groups.
- 2) To produce and share fact sheets, guidance or material to aid Unison health branches and representatives to engage proactively and robustly with employers to ensure talent management strategies and policies appropriately embrace diversity and foster inclusivity.

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- 3) To elevate and reiterate awareness with Unison Health branches, regional health groups, and Health branch secretary's regarding the disproportionately low representation of Black NHS workers in senior roles within the NHS.

- 4) Work with UNISON Learning and Organising Services to explore the need for any learning programs aimed at achieving the aims laid out in this motion. Utilising the insights and recommendations highlighted in pertinent reports and research such as the messenger review. Furthermore, exploring existing training to ensure branches and representatives are being equipped with the knowledge to effectively identify adverse impacts and common causes of disproportionality in HR processes such as talent management.

West London NHS

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9. HARASSMENT: IT'S NOT PART OF THE JOB

Conference notes the TUC Anti-Racism Taskforce's 2022 report into racism at work, which found that 41% of all Black workers surveyed had experienced racist behaviour at work. Many Black workers had experienced bullying, harassment and worse - and concerningly, the vast majority did not report this to their employer.

In 2021, Business in the Community's Race at work survey also found that almost a third of Black employees had witnessed or experienced bullying and harassment from their managers. Many more Black staff had witnessed or experienced bullying and harassment from customers, clients and service users.

A 2021 report by the Fawcett Society and the Runnymede Trust found that 75% of Black women had experienced racism in the workplace, with 27% having suffered racial slurs being used in front of or about them.

Conference also notes that these are intersectional issues, for example a 2021 report by global children's charity Plan International UK found that young Black women and girls experienced explicitly racialised forms of public sexual harassment.

Conference believes that this intersection of sexism and racism is likely also to be prevalent within workplaces, and may well also apply to homophobia, transphobia and disability discrimination.

Conference welcomes the work already done by the National Black Members Committee on addressing racism and harassment in the workplace. Nonetheless, conference believes more must be done to highlight the issue of harassment in the workplace and the need for employers to ensure a robust, zero-tolerance response to all forms of harassment and abuse.

Conference asks the National Black Members Committee to:

- 1) Promote existing model policies and other relevant materials around harassment, abuse, violence and safeguarding at work;
- 2) Survey Black members on their experiences of harassment at work and about what UNISON should be doing to improve rates of reporting;

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- 3) Review the existing bargaining and campaigning resources and consider developing further materials giving Black UNISON members the tools to assert their rights not to be harassed, and information about their legal rights around harassment at work;
- 4) Promote awareness and understanding across UNISON of issues around harassment, abuse and violence;
- 5) Work with the National Women's Committee, National LGBT+ Committee and the National Disabled members committee to raise awareness of the intersectional nature of harassment and abuse;
- 6) 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.

National Young Members' Forum

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ORGANISING

**10. SECURING THE LEGACY OF THE YEAR OF BLACK WORKERS IN 2024
AND BEYOND**

Conference following the success of UNISON's Year of Black Workers 2023 (YOBW23), the NBMC wish to place on record our thanks to all of our activists who have driven this success throughout our union. Throughout the year we saw a renewed and focussed approach to challenging racism in the workplace and the experiences of Black workers in the workplace and wider society.

UNISON's long history to create and ensure the structures of representation in UNISON, was established as we highlighted the important contribution our Black members make in the union, to improve pay and conditions through our ethnicity pay gap campaign and our anti-racism charter which continue to call for improved equality rights for Black workers.

Conference acknowledges that tackling systemic institutional racism, which is ingrained in many workplaces and wider society, continues to cause serious, life changing harm and mental anguish to Black members, will require more than one year to address.

As 2023 came to a close, Black members recognised that the renewed energy infused with the Year of Black Workers that it was vital that the level of activity from 2023 is not diluted as we move into the next phase of initiatives and campaigns in UNISON in 2024.

Conference, we need to ensure the activism created amongst members in UNISON continues and Black members are more visible at all levels of our union to ensure the mission statement of 'establishing legacy to generate change' is a reality and not a figment of our imagination.

We therefore call on the National Black Members Committee to:

- 1) Work with regional Black members self-organised groups to fully evaluate the success of the 2023 Year of Black Workers with an indicator of where activity has taken place and the range of stakeholders involved.

- 2) Work with regional Black members groups to establish a programme of continued activity to build on the achievement of the YOBW23.

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- 3) Follow up on motions passed at previous service group and SOG's conferences to deliver the bargaining agendas for Black workers.

- 4) Engage with the regional groups and national Labour Link Committee to establish a programme of continued activity to secure the mandatory reporting on ethnicity pay gaps across employment sectors.

- 5) Publicise ongoing work, campaigns, and achievements of regional Black Members groups via Black Action, social media and the UNISON website, which will be disseminated across all regions and as many branches as possible in the union.

National Black Members' Committee

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11. SECURING THE LEGACY OF THE YEAR OF BLACK WORKERS IN 2024 AND BEYOND

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- 4) Engage with the regional groups and national Labour Link Committee to establish a programme of continued activity to secure the mandatory reporting on ethnicity pay gaps across employment sectors.

- 5) Publicise ongoing work, campaigns, and achievements of regional Black Members groups via Black Action, social media and the UNISON website, which will be disseminated across all regions and as many branches as possible in the union.

- 6) Report back to the National Black Members Conference in 2025 through the annual report on the continue activities, initiatives, and bargaining campaigns.

National Black Members' Committee

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12. HOW DO WE ENSURE ONGOING LEGACY OF YEAR OF THE BLACK WORKERS

In 2023 we celebrated Year of the Black Workers across our union and we thank the National Black Members Committee for all their efforts on our behalf.

So many Regions did not have access to any dedicated funding to support either Regional Black Members structures or Branches to really celebrate the year.

We now need to find a way to ensure the ongoing legacy in our union.

Conference we believe that the NEC should provide direction for annual funding from Regional Budgets, to be allocated to support all Branches, in their region to continue to recruit, support and involve Black Members in all Regional and Branch activities.

Conference therefore asks the National Black Members Committee to:

- 1) Explore with the NEC how to allocate annual funding to each region to work with the Regional Black Members structures to share Branch examples of Year of the Black Workers activities.

East Midlands Region

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13. THE HISTORY OF BLACK WOMEN IN THE UNION MOVEMENT

The history of Black women's involvement in the union in the UK is an extended, valuable and greatly inspiring one, yet the narratives of Black women activists have often been wiped away or minimised.

Black women have long led the way in organising strategies and mobilising communities in the fight against racism and justice for Black people. Yet too often they are obscured from activist history. Providing an overview of Black women activists in England since the turn of the 20th century is an ambitious task, as the impact of these women is often not well represented or acknowledged in history.

Yet the voices and actions of Black women activists have profoundly shaped Britain. For each named individual who fought tirelessly, there are hundreds of other women who stood by their side whose names are unknown – many deserve further recognition.

Black women in UNISON belong to a proud trade union heritage who continue to lead the way in fighting and speaking out against racism, misogyny and unfairness in the workplace and society. We are at the forefront of the fight to end violence against women in all its forms, and to continue to defend a woman's right to choose and women's rights in the workplace.

In this struggle, UNISON Black women stand in proudly with those who have gone before us. From women like Jaybean Desai who fought for better pay, conditions and dignity for workers in 1976 and 1977 to women like UNISON's own Gloria Mills who was elected as President of the Trade Union Congress from 2005 to 2006 and other women like them who dared to stand up and speak up for equality and fairness.

These women deserve to be recognised and applauded for the great work they have done.

Black communities throughout Britain, and Black women in particular, have always fought back against racism and unfairness experienced by Black people in Britain.

Conference therefore calls upon the National Black Members' Committee to work with the National Women's Committee to:

- 1) Work with branches and regions to raise the awareness of Black women's history in trade unionism.

- 2) Encourage more Black women to become more active in UNISON.

- 3) Work with Learning and Organising Services (LAOS) to offer the development programme for Black members to branches.

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National Women's Committee

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14. DESTIGMATISING BLACK WORKERS' MENTAL HEALTH ILLNESS

Conference notes barriers faced by Black people when accessing information and treatment for mental health care. Black communities are more likely to experience stigma and shame due to negative stereotyping and attitudes of rejection around mental health awareness.

In our region, Black individuals are significantly affected due to racism, discrimination and cultural insensitivity. Work-related stress may increase a person's risk of mental health illness. Recent research has uncovered that there is institutional racism in the treatment of ethnically diverse individuals experiencing a mental health illness.

Black minorities have the same right to access mental health services and treatment, yet research shows failure to recognise they have a mental illness is mainly due to stigma and never being able to talk about it. Mental health illness is often misunderstood and mislabelled as being aggressive in minorities. Black people are 4 times more likely to be detained under the Mental Health Act. Black men are more likely to experience psychosis. Older South Asian women are part of an at-risk group for suicide.

Mental health issues also impact people differently based on gender and even place of residence. 1 in 5 women report experiencing symptoms for mental health problems compared to 1 in 8 men. 35.2% men and 51.2% women think they had a diagnosable mental health condition at some point in their life.

Considering the lack of ethnic monitoring in Northern Ireland, health services cannot adequately monitor communities at risk. Northern Ireland has the highest prevalence of mental illness in the UK, with psychiatric morbidity 25% than in the rest of the UK.

Conference calls on the NBMC to work with relevant UNISON structures to:

- 1) Run media and social media campaign flagging the issues our members are facing at work and campaign for change.
- 2) Develop a toolkit for activists and members to equip them with the knowledge and understanding of cultural barriers that face Black workers.
- 3) Work with Learning and Organising Services to develop support packages to support the mental health and wellbeing of activists, training on how to deal with sensitive matters and how to refer for additional support.

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- 4) Campaign for clear guidelines and evidence-based, culturally sensitive care, including cultural competency training.

UNISON Northern Ireland

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15. CREATING TUC REGIONAL BLACK ACTIVISTS COMMITTEES

Black Activists from the East and West Midlands became a formal committee at its first AGM in April 2023, previously it was an informal virtual network with an ad hoc meeting structure, we are called the TUC Midlands Black Activists Committee.

There are Black activists from across all the affiliated TUC trade unions in the Midlands.

As a formal structure in the TUC Midlands organising structures we play an essential role in highlighting the need to celebrate Windrush and Black History Month events, we are also directly involved in the planning of the annual TUC Midlands Equality Conference.

Conference it's time that UNISON Black Activists get more involved in their regional TUC structures by creating their own TUC Regional (name of the region) Black Activists Committee at a formal AGM.

We have created a Work Plan for the next 2 years, TUC Staff member as the committee's Secretary and another member of staff to advise on the activities of the other committees in the Midlands. Our work plan is also being used to promote the need for all other trade unions to also have a dedicated Year of the Black Workers, and identifying how to support and mentor potential Black Councillors and Black MP'S.

Conference therefore asks the National Black Members Committee to:

- 1) Explore with the TUC National Race Equality Committee how to promote the need for Regional TUC Black Activists Committees and for them to be annually funded accordingly.

East Midlands Region

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16. FIGHT AGAINST MICROAGGRESSIONS

Undertone racial tensions in the UK are so commonplace that it seems as if it is deeply rooted in our society and worst of all has the expectance of endurance to those on the receiving end.

In August 2022, TUC highlighted that within the working sector microaggressions come in the form of insecure work which encompasses zero-hours, contracts, agency workers without regular shifts and low paid self-employed workers. Little or no career progression, lack of training opportunities and being taken down the path of disciplinaries / sickness proceedings.

TUC research showed that that nearly 1 in 6 Black men workers will fall under insecure work. Black women are twice as likely to be on zero-hour contracts as white men and the total annual cost of pay penalties experienced by Black, Indian Pakistani/Bangladeshi men and women was estimated at a staggering £3.2 billion per year. Most affected are our non-white young members and women.

Microaggressions towards Black members are constant, continual, and cumulative they occur from the moment we take our first breath to the point where we breath our last. As a result, microaggressions can cause mental health problems in the form of depression, loss of confidence and as the TUC says everyone from government, employers, enforcement bodies and trade unions must work together to tackle this, and other forms of racism suffered.

Conference calls on the National Black Members Committee to:

- 1) Work with Learning and Organising Services to produce training materials to support Black members to identify microaggressions and empower them to challenge these in the workplace.
- 2) Work with Learning and Organising Services to produce microaggressions training for activists in UNISON activists training programme, which will equip them with the tools to identify and represent Black members experiencing microaggression behaviour.
- 3) Work with the Bargaining and Negotiating team to produce guidance, including using existing Health and Safety legislation for activists to support them with challenging this behaviour and negotiating robust policies which focus on zero tolerance of microaggression in the workplace.

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- 4) Produce an anonymous survey for Black members to report workplace racism and offer support. Use this survey to also research the scale and impact of microaggressions and racist bullying.
- 5) Campaign through UNISON to strengthen the Equality Act so that it identifies microaggression as a direct form of discrimination. Alongside this, call for proper support for victims and appropriate and meaningful outcomes for perpetrators.

South East Region

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17. SUPPORTING BLACK MEMBERS EXPERIENCING RACISM

Despite our continued efforts as union to tackle racism in public service workplaces, continued reports from the Police, Probation, NHS and others demonstrate that significant changes before equality will ever materialise.

Conference condemns the slow pace of change and the exclusion of Black workers from discussions about what reforms are necessary.

Although an immediate change to reflect what is required to deal with institutional racism will not happen overnight, a concerted effort can be made to not only consult us on their proposals but also to involve us in the decision-making process. This means being an effective part of the process to stimulate the environment for the required change that continues to inhibit the progress of Black people.

Conference applauds initiatives UNISON Eastern's Anti Racist Charter which requires employers to commit to ensuring Black workers are central to all negotiations on how to deliver anti-racist workplaces and monitor and evaluate progress.

UNISON has made tremendous achievements of holding employers to account for racism in the workplace and their responsibility to make efforts to have an anti-racism working environment. Much effort has been made to bring an awareness to our reps to best support our members in identifying racism, prejudices, micro aggression, unconscious bias and other areas where this knowledge is required.

It demonstrates that further development is needed to establish best practice in this area.

Conference believes training should be provided for branch officers and stewards to access what they need to better equip them to be part of the solution offered to employers. This will enable branch officers and stewards with an opportunity to access qualified and experienced trainers which will help our members fight and win fairer workplaces.

We feel it is time for Unison to progress in developing methods to better protect Black members in our working environment – instead of mainly focusing on supporting Black members after the painful experience of racism. This a great opportunity to accelerate change and deliver an inclusive working environment.

Conference resolves that the National Black Members Committee should work with UNISON's Learning & Organising Services to:

- 1) Identify experienced trainers at a regional and national level who can deliver this training to members.

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- 2) Create specific training resources which will educate and promote branch officers and stewards to access this training in their branches

Eastern Region

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18. USE OF THE TERM BLACK

Conference notes that following the 2013 national Black members' conference the national Black members committee looked at defining 'Black' in UNISON. The motion to conference asked for an explanation of the term to be used consistently throughout Black members structures and the following explanation was given:

In UNISON, Black is used to indicate people with a shared history. Black with a capital 'B' is used in its broad political and inclusive sense to describe people in Britain that have suffered colonialism and enslavement in the past and continue to experience racism and diminished opportunities in today's society.

A further exploration which can be found on the UNISON website states:

Language changes and evolves but terminology is always important in terms of intention and direction. Using Black is about creating unity in our fight against deep-rooted racism that sees Black people disadvantaged in housing, education, employment and the criminal justice and health systems.

However, 10 years after the motion was carried many members of Asian or European descent are finding themselves being excluded from or being made unwelcomed in Black Members groups throughout UNISON - some even being told they aren't 'Black enough' to be part of the group, or asked why they want to be part of a Black Members group when they aren't Black, therefore not creating 'unity' within UNISON as the statement on the website claims.

Conference calls on the NBMC to

- 1) Review the use of the terminology Black to make SOGs and national committees more welcoming to members of Asian and European backgrounds.
- 2) Report its findings to the NBMC 2024

Yorkshire - Humberside Region

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19. ORGANISING BLACK MEMBERS WITHIN SOCIAL WORKERS

UNISON is the union for Social Workers, we are best placed to organise and support members in this area. Black members make up a large proportion of this worker group and this motion seeks to build on the excellent work of Year of Black Worker and looks to grow our membership amongst Black social workers, to become better organised and to break down barriers that exist for career progression.

Despite significant numbers of Black Members working in frontline practice, they are disproportionately under-represented in managerial and senior-level positions in social services departments and tend to be concentrated in the lower positions. Black social workers blame racism as the root cause of underrepresentation to senior and middle management level positions. Black social workers point to the ways in which institutional racism continue to play a key role in the lack of progression for Black social workers. Black social workers feel that they are often overlooked for development opportunities making progression to leadership levels a challenge.

According to Skills for Care 2020, many social workers from Black backgrounds experience racism and discrimination in the workplace, and face barriers to progression. Black social workers feel that there are barriers that prevent them from progressing in the workforce, particularly into leadership and management positions. Black social workers felt frustrated at the lack of development and training opportunities and that staff are not represented in senior positions. Other issues identified in this survey included pay gaps, lack of confidence, lack of understanding and support, and issues around acceptance, recognition, respect and being valued. The results from the survey showed that it was important to provide support and tools that address the barriers to progression to senior roles.

This is why the work being undertaken on Ethnicity Pay gap reporting is so important and will be a key tool in understanding how many Black Members are in senior roles, we must use this data to work with employers to continue to break down barriers and challenge any discrimination members face. In the Northern Region we work very closely with Show Racism the Red Card, joint work with employers and employees is undertaken to try and address issues in the workplace.

Within the Northern Region we have a Social Worker group as it is understood how challenging this area is for our members and that due to increased case loads and work pressures, turn over is high, this group seeks to support members. Work is underway to encourage more Black members to attend this group, so that it and the issues raised are reflective of the membership across this sector. The Region are also looking at producing recruitment and retention material specially for Black social workers, integral to this will be the social workers who are part of the Regional Black Members Network.

The Black Members Network have an excellent system of supporting each other at work events which ensures that where appropriate, activists from the sector in this case, social workers are present when meeting with other social workers and in particular Black Social workers, this work is complimented by organising staff.

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There is real potential to organise and recruit Black Members within social workers

Conference calls on the National Black Members Committee to:

- 1) Produce material aimed at Black social workers highlighting the benefits of being in UNISON;
- 2) Encourage Regions to set up Social Worker forums with a key aim of Black Member participation;
- 3) Encourage Regions and Branches to affiliate to Show Racism the Red Card and to undertake joint working where issues of discrimination are highlighted ;
- 4) Work with Regions to ensure that all Branches are working to collate Ethnicity Pay Gap data, that is analysed to try and understand what barriers exists for Black Social Workers.

Northern Region

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20. MAKE 2024 THE YEAR OF LGBT+ WORKERS

Conference is pleased with the decision at National Delegate Conference (NDC) to make 2024 the Year of LGBT+ workers. This follows on from 2021, the Year of Young Workers, 2022 the Year of Disabled Workers and 2023 the Year of Black Workers.

Conference, it is appropriate that in celebrating this victory at the National Delegates Conference that we ensure that the achievements of Black LGBT+ workers is also highlighted and acknowledged. 2024 will give us all the opportunity to raise the profile of LGBT+ workers, the issues faced and the importance of providing support and solidarity to LGBT+ workers.

Since the Stonewall riots in 1969, Black people have always been at the centre of the LGBT+ liberation movement, from Marsha P. Johnson and Stormé DeLarverie, who were major figures in the Stonewall uprisings, to modern activists like Munroe Bergdorf and Lady Phyll, of UK Black Pride.

2024, Year of the LGBT+ worker, is UNISON's opportunity to promote Black activists and the contributions that they have made to challenging homophobia, biphobia and Transphobia in society.

Conference calls on the National Black Members Committee to work with the LGBT+ committee to:

- 1) Promote 2024 the Year of the LGBT+ worker.
- 2) Encourage all parts of the union to put on appropriate events;
- 3) Work with all parts of the union to freshly consider their work programmes from a LGBT+ member perspective, inclusive of Black LGBT+ members;
- 4) Gather the LGBT+ Black members experience of work and public services wherever possible;
- 5) Promote the work of the LGBT+ committee in challenging all forms of phobic and discriminatory actions due to gender identity or sexual orientation.
- 6) Ensure as many members participate in the trans ally training in 2024 by publicising in every Black Action publication throughout the Year of 2024 LGBT+ workers.

National Black Members' Committee

2024 National Black Members' Conference Preliminary Agenda

21. THE IMPORTANCE OF LEADERSHIP TRAINING FOR BLACK WORKERS

Conference notes Black employees only hold 1.5 per cent of management and leadership positions in the UK. This is according to the Business in the Community (BITC) report, 'Race at the Top' which found that only 54,900 of the 3.9 million managers, directors and senior officials in the UK's private and public sectors are Black.

Evidence still points to continual barriers for Black workers to progress to middle and senior management roles within their teams or organisations. This is not acceptable and in order for us to cultivate Black leadership, we must first realise that racism is inherently embedded in many of our organisations.

The South West Black Members Committee recognised that they needed to take this seriously in supporting their Black Members to break the barriers in these inequalities and promote inclusivity, diversity, and equality. The committee put together a Black Leadership Training weekend which was extremely successful.

The Leadership Training weekend created safe space for Black Members to express their authenticity, address historical disparities, cultivate their talents and diverse leadership, plus fostered the professional growth amongst Black Members which encouraged Black Workers to put themselves forward for leadership roles.

The importance of leadership training for Black workers cannot be overstated. Leadership training not only addresses historical disparities and promotes diversity but also leads to improved organisational performance, social equity, and long-term success. By investing in the development of Black leaders, we not only empower individuals but also foster a more inclusive and prosperous future for all.

We advocate for the significance of leadership training specifically tailored to support and empower Black Members. In a world where diversity and inclusion are increasingly recognised as essential, it is imperative that UNISON prioritise and invest in leadership development that caters to the unique needs and potential of our Black Members.

Therefore, we call on the National Black Members Committee to

- 1) Encourage regions and branches to put on Black leadership training tailored to support and empowered Black Members.
- 2) Encourage regions to monitor and measure the impact of leadership training within their regions for Black members.
- 3) Encourage branches to work with employers to create a development pathway of future Black Leaders.

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South West Region

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22. YOUNG MEMBERS: BUILDING ON THE LEGACY OF THE YEAR OF BLACK WORKERS

Conference notes that 2023 was designated UNISON's year of Black workers, with the aim of 'establishing legacy to generate change'.

Conference welcomes all the work that has been put into marking the year of Black workers, but notes that there is still a long way to go, particularly in regards to young Black members in UNISON.

Conference believes that it is essential that the voices of young Black workers are heard at all levels of UNISON, representing their issues and concerns.

Conference notes that young Black workers are still more likely to be in insecure and precarious work, are still more likely to be low paid, and are less likely to take up apprenticeships and other training and work schemes. Furthermore, despite historically low levels of unemployment for young workers, young Black workers are more likely to be un- or under-employed.

Young Black members are under-represented as members and activists in UNISON and conference believes that following the year of Black workers it is important to address this and find solutions.

Furthermore, following the rule change passed in June 2023 at National Delegate Conference, increasing the age limit for young members, conference believes this is an opportunity to take positive action to recruit more young Black workers to the union and encourage young Black members to become more active in UNISON.

Conference asks the National Black Members Committee to:

- 1) Work with the National Young Members Forum to develop a strategy to increase the number of young Black members in UNISON and to encourage more Black members to play an active role in their branches, regions, or nationally;
- 2) Survey young Black members to identify any barriers to joining or becoming active in UNISON;
- 3) Work with the National Young Members Forum to establish a Young Black Members Network;
- 4) Once the Young Black Members Network is established, consider establishing a mentoring and buddying scheme for young Black members who are active in UNISON;

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- 5) Review guidance on mentoring and buddying and consider updating if this is appropriate;
- 6) Continue to promote UNISON's resources for young Black members including the Young Black Members video, Defining Black and the Young Black Members award;
- 7) Consider producing further resources aimed at encouraging young Black members to join UNISON and become active in the union;
- 8) Consider making further recommendations, such as a reserved seat on the National Black Members Committee for a young Black member.

National Young Members' Forum

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INTERNATIONAL

23. SOLIDARITY WITH UGANDA'S LGBT+ COMMUNITY

Conference notes that for many years Uganda's government has been extremely hostile to lesbian, gay, bisexual, trans and plus (LGBT+) people.

Uganda's penal code already had a punishment of life imprisonment for same-sex conduct, albeit a criminal offence that was rarely prosecuted. The new law creates new crimes such as the "promotion of homosexuality" and introduces the death penalty for several acts considered as "aggravated homosexuality." It also increases the prison sentence for attempted same-sex conduct to 10 years.

Uganda recently brought in a bill criminalizing same sex conduct, including potentially the death penalty for those convicted of "aggravated homosexuality," into law.

Anyone advocating for the rights of LGBT people, including representatives of human rights organizations or those providing financial support to organizations that do so, could face up to 20 years' imprisonment for the "promotion of homosexuality."

Violence and discrimination against LGBT people is already prevalent in Uganda. After the Ugandan government passed the now scrapped 2014 Anti-Homosexuality Act, Human Rights Watch research found that people faced a notable increase in arbitrary arrests, police abuse, extortion, loss of employment, discriminatory evictions by landlords, and reduced access to health services because of their perceived sexual orientation or gender identity. Over the years, Ugandan police have carried out mass arrests at LGBT pride events, at LGBT-friendly bars, and at homeless shelters on spurious grounds, and forced some detainees to undergo anal examinations, a form of cruel, degrading, and inhuman treatment that can, in some instances, constitute torture. The new law will curtail access to health services and undermine continent-wide efforts to control the rate of HIV and Aids.

The law was inherited from the British during the colonial period, in which the English criminal law was imposed upon Uganda. Uganda retained the provision in its first Criminal Code upon independence, which remains in force, and continues to criminalise same-sex sexual activity today.

Charities have expressed serious concern over the law and the impact it will have on innocent LGBTQ+ Ugandans, especially given that there is currently no safe, legal route to the UK.

When the US government began legalising gay marriage at the state level in the early 2000s, many extreme evangelical groups started to recognize that the fight against LGBTQ+ rights in the United States was a losing battle. These groups then shifted focus to Uganda, which was seen as fertile ground for this anti-gay ideology due to a majority conservative Christian base and young population. Uganda had

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also been significantly impacted by HIV/AIDS in the 1990s and was still recovering from a devastating civil war in the 1980s.

Conference therefore instructs the National Black Members Committee, working with the national executive council, National LGBT+ committee and international department as appropriate, to:

- 1) Seek appropriate ways to show solidarity with Ugandan LGBT+ organisations.
- 2) Work with Rainbow Migration and other appropriate organisations to lobby the Home Office to take urgent steps to improve the ways in which it deals with LGBT+ asylum seekers and refugees.
- 3) Work with Labour Link to raise these issues with the Labour Party.

National Lesbian, Gay, Bisexual and Transgender plus Committee

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CAMPAIGNING

24. CASTE DISCRIMINATION IN THE UK

Conference recognises that sections of UK South Asian communities are subjected to caste-based discrimination – including in employment, service provision and education.

Originating in South Asia, caste discrimination affects an estimated 260 million people worldwide. The United Nations Special Rapporteur on minority issues has acknowledged that globally millions of people face segregation, exploitation, and physical and psychological abuse because of their caste or similar inherited status. Caste discrimination affects people across different religions in South Asian communities, including in the diaspora in the UK.

In April 2010, Parliament inserted a ministerial power (Section 9 (5)a) in the Equality Act 2010 (EA2010) to make caste a protected characteristic under its section on race. In April 2013, Section 97 of the Enterprise and Regulatory Reform Act made it a duty on ministers to legislate for this. In 2017, however, the Tory government carried out a flawed consultation, which should have been about how to implement the law but instead offered the option of relying on case law (in place of a legal ban on discrimination). Based on some responses the government announced it will repeal the duty to do so. This negates the voice of those suffering a form of discrimination that is evidenced and no different to other forms of discrimination already outlawed. The Equality and Human Rights Commission does not agree with the Government's decision

Evidence of caste discrimination is available in Government commissioned reports including Caste discrimination and harassment in Great Britain (2010) from the National Institute of Economic and Social Research (NIESR) and A Hidden Apartheid (2009) by the Anti Caste Discrimination Alliance .

Untouchability, i.e. caste-based discrimination, is already outlawed in India's Constitution. In the US (Seattle, the state of California) and Canada, recent successful legislative reform and policy development have been implemented to protect individuals from caste-based discrimination. The Australia Human Rights Commission is currently in the process of developing a National Anti-Racism Framework that includes addressing caste discrimination in Australia.

Conference believes that caste should be a protected characteristic under the Equality Act 2010.

Conference resolves that the National Black Members Committee should

- 1) Campaign for caste to become a protected characteristic under the Equality Act

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- 2) Request that the union's National Executive Council promotes the campaign
- 3) Issue advice to branches on how to raise the issue with employers

Eastern Region

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25. CLIMATE CHANGE: A CAMPAIGN PRIORITY FOR BLACK LGBT+ PEOPLE

This motion addresses the relationship between the climate crisis and the negative impact it has on Black LGBT+ people in the UK and globally.

Conference acknowledges the importance of the 'Lucas Plan' formulated 47 years ago by trade unionists at Lucas Aerospace. It proposed an alternative corporate plan, protecting jobs, demanding fair wages, working conditions and addressing social inequalities. The 2015 International Trade Union Conference (ITUC) agreement developed this, calling for a unified campaign to promote workers' rights, eradicate social inequalities and address environmental issues.

UNISON's Ethical Procurement campaign answered this call robustly. A practical guide for organising Pride events, harnessed the transformative power of trade unions in response to climate change and social injustice. Guidance includes a template letter to suppliers and manufacturers, seeking transparency about workers' rights, living wages and LGBT+ human rights throughout the supply chain for goods (e.g., rainbow flags, t-shirts) and services. It highlights the impact on climate change of excessive consumption while underlining the importance of Pride events purchasing fair trade, recycled and organic goods.

The importance of campaigning like this is especially urgent for Black LGBT+ people. Black LGBT+ people are more likely to experience poverty, discrimination, homelessness and violence. which in turn can limit their ability to access resources and adapt to the changing environmental and societal conditions on our warming planet. These factors are more likely to place Black LGBT+ people at risk as the growing climate crisis impacts disproportionately on economically deprived communities. This includes Black LGBT+ people disproportionately facing the impact of extreme weather patterns, exacerbated health inequalities and increasing job insecurity linked with changing work environments dominated by the greed principle.

For Black LGBT+ people, climate change campaigning, in solidarity with black communities throughout the world, including the Southern Hemisphere, is a priority. Many of us are recent immigrants from or have diasporic roots extending deep into the history of the Southern Hemisphere. We carry in our bodies, in our lives, the living imprint of historical Transatlantic slavery and colonialism. We bear testament to the violent, capitalist domination of the southern hemisphere by the north.

The climate consequences of a profligate, capitalist North are visited disproportionately on Black communities in the South, who face catastrophic environmental pollution and severe weather events. Global Black LGBT+ communities additionally face a post-colonial legacy of anti LGBT+, heteronormative laws which persist and perpetuate further LGBT+ phobic laws. This is exacerbated by climate change-related social instability engendering the rolling back of all human rights, including LGBT+ rights.

Furthermore, climate change exacerbates the pre-existing inequalities found in society such as housing and medical care, among many others, leading to Black LGBT+ people being disproportionately affected during climate disasters and by the wider effects of climate breakdown on society.

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Black trans people face heightened suffering at all stages of the natural disasters which are becoming more frequent in our changing climate. During Hurricane Katrina, Trans people faced discrimination in emergency shelters, and some were even turned away.

Homeless people are particularly vulnerable to the erratic weather events brought by climate change. In Kingston, Jamaica, many ostracised Black LGBT+ young people live in makeshift camps outside the city which can be flattened or flooded by hurricanes. Black LGBT+ people, are more likely to have trouble crossing borders to escape conflict and disaster.

Consideration needs to include ways of furthering UNISON's 'Just Transition' campaign, founded on a motion adopted by NDC in 2017. The focus of this campaign was to work to influence the government to ensure that measures to tackle climate change and fossil fuel consumption also provide decent alternative employment to gas and electricity workers in UNISON.

Conference calls on the National Black Members Committee to:

- 1) Seek to ensure that during the Year of LGBT+ workers 2024, the impact of climate change for Black LGBT+ people is at the heart of continued climate change awareness raising work
- 2) Seek to develop alliances with other trade unions sharing our objectives, highlighting the specific risks for Black LGBT+ people and other intersectionalities
- 3) Progress work on disinvestment from fossil fuel extraction for pension funds, with emphasis on the impact on people made particularly vulnerable due to their intersectional identities, including Black LGBT+ people.

National Lesbian, Gay, Bisexual and Transgender plus Committee

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26. SMASH THE GENDER PENSION GAP

Recent Trade Union Congress (TUC) analysis has found that Black individuals receives thirty percent lower pay than the national average. And women are more than twice as likely as men to miss out on being in a workplace pension scheme. They are also more likely to suffer from a huge pension's income gap.

This is due to the impact of the gender pay gap, the unequal division of caring responsibilities, historic issues with the National Insurance system and continuing gaps with pensions auto-enrolment.

Conference notes that the National Insurance system operates in a way that discriminates against part-time workers with multiple employers. These workers are more likely to be Black, women or disabled (or being all three) or with caring responsibilities, and those working in lower paid workplaces, less skilled, or in the gig economy.

The National Insurance system does not reflect the changing world of work and fails workers with multiple employers where each contract's weekly or monthly pay falls below the LEL Lower Earning Limits (LEL) and workers therefore don't pay any NI contributions over many years. This leaves many Black workers without entitlement to contributions-related state benefits, and the full state pension. Contributory benefits can therefore be unavailable to workers in multiple jobs with low pay and low hours.

If a worker wants to buy missing years of NI contributions, the amount required is a flat rate of just above £800 per year, again discriminating systematically against the Black, women and disabled workers in particular. They are required to contribute the same lump sum for each missing year that a millionaire would be required to contribute for each missing year. There is no sliding scale.

Although employers are now required by law to enrol workers into a pension automatically, 1.4 million women earn less than the qualifying threshold of £10,000 a year or more. Almost one in nine women are in jobs where their employers do not have to enter them into a workplace pension, while the figure is less than one in 20 for men.

Conference instructs the National Black Members Committee to work with the TUC and appropriate parts of the union to:

- 1) Raise awareness of the gender pension gap and the pay and employment gaps that are the root cause of pension disparities of Black workers, campaigning for improving childcare and social care, extending shared parental leave, and strengthening rights of flexible working.
- 2) Campaign to seek to ensure low paid Black, women and disabled workers are included in pension's auto-enrolment and to increase statutory minimum employer contributions.

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- 3) Work with the TUC, Labour link, Women's and Disabled Members Committees to raise awareness about this issue.

Greater London Region

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27. AFRICAN REPARATIONS ARE OVERDUE

This Conference Notes:

1) Ultimately, Reparations is not about money but about repairing the damage and addressing the legacies of enslavement. Reparations measures include Restitution; Rehabilitation; Compensation; Satisfaction and a Guarantee of Non Repetition.

2) The UK government agreed at the UN World Conference Against Racism, Durban 2001 “that slavery and the slave trade are a crime against humanity and should always have been so, especially the transatlantic slave trade and are among the major sources and manifestations of racism ... and that Africans ..., Asians ... and indigenous peoples were victims of these acts and continue to be victims of their consequences”, Durban Declaration and Programme of Action (DDPA), Declaration 13.

3) At that Conference the UK government recognised “the necessity for special measures or positive actions for the victims of racism ... in order to promote their full integration into society.... Those measures should include measures to achieve appropriate representation in educational institutions, housing, political parties, parliaments and employment, especially in the judiciary, police, army and other civil services”, DDPA, Declaration 108.

4) The United Kingdom (UK) played a major role in the Transatlantic Traffic in Enslaved Africans which saw at least 15 million Africans forcibly trafficked to the Western Hemisphere with many thousands losing their lives during the crossing from Africa to the Americas on British Ships. A great deal of the wealth of the UK was founded on this vile crime against humanity and the legacies of chattel enslavement are still visible in our society today.

5) The Industrial Revolution would have been impossible without the wealth generated by enslaved labour. The insurance and banking industries were developed to compensate enslavers who would throw enslaved people overboard rather than provide sufficient food and drink for the journey from Africa. The money from enslavement paid for UK roads, the railways, quaysides, warehouses, factories, trading houses, universities, opulent town houses and stately homes. Cities such as London, Bristol, Glasgow and Liverpool grew from the ‘trade’. Royal Crescent in Brighton was built from the profits of an enslaver.

6) Whilst the UK ‘abolished’ enslavement in 1833 after 200 years of profiting from it. The government paid £20 million, the equivalent of £17 billion today, to ‘compensate’ enslavers. Those who were enslaved received no compensation but were forced to work for nothing for a further 5 years in ‘apprenticeships’. The £20 million was not paid off until 2015 meaning that we have all paid for this through our taxes.

7). The national curriculum fails to educate our nation’s young people about all aspects of the British Empire, eg we are told that William Cuffey, born 1788 in

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Chatham, Kent was deported as the second leader of the Chartists movement that created our trade union movement but not that he was the son of a formerly enslaved African man.

8). The legacy of enslavement manifests itself both in overt acts of violent racism, such as the murder of George Floyd at the hands of American police; African deaths in custody and in institutional failings to provide sufficient support and care for Black communities, such as the disproportionate impact of COVID-19 on Black people.

9) The British Museum uses the British Museum Act 1963 as an excuse not to return stolen artefacts, including body parts.

This Conference Further Notes:

- A) From 1825 Haiti paid 150million francs Reparations to France for it's independence from more than 7,900 enslavers. This was done by a 166million loan with interests and fees paid until 1947. It is a large part of why Haiti has such poor infrastructure leading to civil unrest.
- B) Other precedents for Reparations include: a. World War II victims of the Holocaust by Germany; b. World War II US interned Japanese-Americans; c. Obligations of Israel to the Arab refugees who suffered property losses after Israel's victory over the Arab states in 1948; d. UK to Kenyan Land and Freedom Fighters (Mau Mau) in 2013; e. Australia Aborigines 'Stolen Generations Fund' 2021; f. Jesus College, Cambridge, returned a bronze sculpture of a cockerel to Nigeria, part of the famed Benin Bronzes and g. University of Aberdeen handed over a bronze of the head of an Oba, or king.
- C) In 1993 the late Bernie Grant MP tabled Early Day Motion (EDM #1987) in the House of Commons in support of the Abuja Proclamation 1993 conviction 'that the issue of reparations is worthy of the active support of the rest of the international community' and urged all countries who were enriched by enslavement to review the case for Reparations for "Africa and to Africans in the Diaspora".
- D) More recently Bell Ribeiro-Addy MP has tabled EDMs on Reparations such as handing the former plantation of Drax Hall to the Barbados government (EDM 1191) and a call for the government to issue a full apology and 'to engage in meaningful conversations around reparations including the restitution of stolen artifacts' (EDM 996).
- E) Claudia Webbe MP has tabled an EDM 'to commemorate 1 August as an Emancipation Day bank holiday' to celebrate the passage of the Slavery Abolition Act 1833 (EDM 331). F. The UK government has failed to live up to the commitment it made in signing the DDPA and has refused to do anything to mark the UN Decade for People of African Descent 2015 to 2024 to address the legacies of enslavement. G. Bell Ribeiro-Addy chairs the Afrikan Reparations All-Party Parliamentary Group (APPG) 'to bring together parliamentarians, campaigners, communities, and other stakeholders to examine issues of African Reparations and the repatriation of art and cultural artefacts, as well as exploring policy proposals on reparations and

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development, and how best to redress the legacies of African enslavement and colonialism.'

- H) CARICOM, the Caribbean Community political and economic union represents people of the Caribbean and has a 10 Point Action Plan for Reparatory Justice. I. An African civil society 12 Point Action Plan for Reparations has been developed from a Caribbean Pan African Network (CPAN) collaboration with representatives of the African Union, GAC and Africans from the continent and the Diaspora.
- J) Global Afrikan Congress (GAC), an international Reparations organisation, was formed by Afrikan people working together at the UN World Conference Against Racism 2001. The UK Chapter, The Official Global Afrikan Congressuk (GACuk), holds an annual Reparations Lobby of Parliament; supports the RMT trade union annual Reparations Conference (which has just celebrated it's 17th year) and have helped create the TUC LESE Reparations Steering Group.
- K) UCL research has made the demand for Reparations easier to focus by identifying the enslavers and what money they received. Companies like Greene King and Lloyds of London made the headlines saying they would look at repairing the damage from profiting from enslavement after the murder of George Floyd. The University of Glasgow; the Church of England Church Commissioners; King Charles; the Quakers; Repair Campaign and Heirs of Slavery have all begun the process of looking at their links to enslavement. Some are already making attempts to repair the damage but with sometimes limited engagement with the descendants of enslaved people and the Afrikan continent they were stolen from.

This Conference asks the National Black Member's Committee (NBMC) to:

- a) Include articles on Reparations in NBMC literature on the above issues to share information so members are able to encourage their MPs to support EDMs and other work;
- b) Encourage those looking at how they profited from enslavement to ensure proper engagement with the descendants of enslaved people and organisations with a track record of working in the Reparations movement;
- c) Support the campaign for more honest teaching about British history, such as including enslavement in the national curriculum;
- d) Encourage UNISON TUC LESE members to join the Reparations Steering Group and encourage other regions to establish similar bodies;
- e) Ask UNISON NEC to join other trade unions in supporting the RMT annual Reparations Conference;
- f) Encourage political parties to include Reparations in their Manifesto;

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- g) Join the call for the repeal of the British Museum Act 1963;
- h) Encourage UNISON members to sign up for Afrikan Reparations APPG information and
- i) Consider potential Affiliation to The Official GACuk and encourage UNISON Black Member's Groups to do so.

North West Region

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28. African Reparations Are Overdue

This Conference Notes:

- 1) Ultimately, Reparations is not about money but about repairing the damage and addressing the legacies of enslavement. Reparations measures include Restitution; Rehabilitation; Compensation; Satisfaction and a Guarantee of Non Repetition.
- 2) The UK government agreed at the UN World Conference Against Racism, Durban 2001 “that slavery and the slave trade are a crime against humanity and should always have been so, especially the transatlantic slave trade and are among the major sources and manifestations of racism ... and that Africans ..., Asians ... and indigenous peoples were victims of these acts and continue to be victims of their consequences”, Durban Declaration and Programme of Action (DDPA), Declaration 13.
- 3) At that Conference the UK government recognised “the necessity for special measures or positive actions for the victims of racism ... in order to promote their full integration into society.... Those measures should include measures to achieve appropriate representation in educational institutions, housing, political parties, parliaments and employment, especially in the judiciary, police, army and other civil services”, DDPA, Declaration 108.
- 4). The United Kingdom (UK) played a major role in the Transatlantic Traffic in Enslaved Africans which saw at least 15 million Africans forcibly trafficked to the Western Hemisphere with many thousands losing their lives during the crossing from Africa to the Americas on British Ships. A great deal of the wealth of the UK was founded on this vile crime against humanity and the legacies of chattel enslavement are still visible in our society today.
- 5) The Industrial Revolution would have been impossible without the wealth generated by enslaved labour. The insurance and banking industries were developed to compensate enslavers who would throw enslaved people overboard rather than provide sufficient food and drink for the journey from Africa. The money from enslavement paid for UK roads, the railways, quaysides, warehouses, factories, trading houses, universities, opulent town houses and stately homes. Cities such as London, Bristol, Glasgow and Liverpool grew from the ‘trade’. Royal Crescent in Brighton was built from the profits of an enslaver.
- 6) Whilst the UK ‘abolished’ enslavement in 1833 after 200 years of profiting from it. The government paid £20 million, the equivalent of £17 billion today, to ‘compensate’ enslavers. Those who were enslaved received no compensation but were forced to work for nothing for a further 5 years in ‘apprenticeships’. The £20 million was not paid off until 2015 meaning that we have all paid for this through our taxes.
- 7) The national curriculum fails to educate our nation’s young people about all aspects of the British Empire, eg we are told that William Cuffey, born 1788 in

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Chatham, Kent was deported as the second leader of the Chartists movement that created our trade union movement but not that he was the son of a formerly enslaved African man.

- 8) The legacy of enslavement manifests itself both in overt acts of violent racism, such as the murder of George Floyd at the hands of American police; African deaths in custody and in institutional failings to provide sufficient support and care for Black communities, such as the disproportionate impact of COVID-19 on Black people.
- 9) The British Museum uses the British Museum Act 1963 as an excuse not to return stolen artefacts, including body parts.

This Conference Further Notes:

- A) From 1825 Haiti paid 150million francs Reparations to France for it's independence from more than 7,900 enslavers. This was done by a 166million loan with interests and fees paid until 1947. It is a large part of why Haiti has such poor infrastructure leading to civil unrest.
- B) Other precedents for Reparations include:
- C) World War II victims of the Holocaust by Germany;
- D) World War II US interned Japanese-Americans;
- E). Obligations of Israel to the Arab refugees who suffered property losses after Israel's victory over the Arab states in 1948;
- F) UK to Kenyan Land and Freedom Fighters (Mau Mau) in 2013;
- G) Australia Aborigines 'Stolen Generations Fund' 2021;
- H) Jesus College, Cambridge, returned a bronze sculpture of a cockerel to Nigeria, part of the famed Benin Bronzes and
- I). University of Aberdeen handed over a bronze of the head of an Oba, or king.
- J). In 1993 the late Bernie Grant MP tabled Early Day Motion (EDM #1987) in the House of Commons in support of the Abuja Proclamation 1993 conviction 'that the issue of reparations is worthy of the active support of the rest of the international community' and urged all countries who were enriched by enslavement to review the case for Reparations for "Africa and to Africans in the Diaspora".
- K) More recently Bell Ribeiro-Addy MP has tabled EDMs on Reparations such as handing the former plantation of Drax Hall to the Barbados government (EDM 1191) and a call for the government to issue a full apology and 'to engage in

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meaningful conversations around reparations including the restitution of stolen artefacts' (EDM 996).

- L) Claudia Webbe MP has tabled an EDM 'to commemorate 1 August as an Emancipation Day bank holiday' to celebrate the passage of the Slavery Abolition Act 1833 (EDM 331).
- M) The UK government has failed to live up to the commitment it made in signing the DDPA and has refused to do anything to mark the UN Decade for People of African Descent 2015 to 2024 to address the legacies of enslavement.
- N) Bell Ribeiro-Addy chairs the Afrikan Reparations All-Party Parliamentary Group (APPG) 'to bring together parliamentarians, campaigners, communities, and other stakeholders to examine issues of African Reparations and the repatriation of art and cultural artefacts, as well as exploring policy proposals on reparations and development, and how best to redress the legacies of African enslavement and colonialism.'
- O) CARICOM, the Caribbean Community political and economic union represents people of the Caribbean and has a 10 Point Action Plan for Reparatory Justice.
- P) An African civil society 12 Point Action Plan for Reparations has been developed from a Caribbean Pan African Network (CPAN) collaboration with representatives of the African Union, GAC and Africans from the continent and the Diaspora.
- Q) Global Afrikan Congress (GAC), an international Reparations organisation, was formed by Afrikan people working together at the UN World Conference Against Racism 2001. The UK Chapter, The Official Global Afrikan Congressuk (GACuk), holds an annual Reparations Lobby of Parliament; supports the RMT trade union annual Reparations Conference (which has just celebrated it's 17th year) and have helped create the TUC LESE Reparations Steering Group.
- R) UCL research has made the demand for Reparations easier to focus by identifying the enslavers and what money they received. Companies like Greene King and Lloyds of London made the headlines saying they would look at repairing the damage from profiting from enslavement after the murder of George Floyd. The University of Glasgow; the Church of England Church Commissioners; King Charles; the Quakers; Repair Campaign and Heirs of Slavery have all begun the process of looking at their links to enslavement. Some are already making attempts to repair the damage but with sometimes limited engagement with the descendants of enslaved people and the Afrikan continent they were stolen from.

This Conference asks the National Black Member's Committee (NBMC) to:

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- a). Include articles on Reparations in NBMC literature on the above issues to share information so members are able to encourage their MPs to support EDMs and other work;
- b) Encourage those looking at how they profited from enslavement to ensure proper engagement with the descendants of enslaved people and organisations with a track record of working in the Reparations movement;
- c) Support the campaign for more honest teaching about British history, such as including enslavement in the national curriculum;
- d) Encourage UNISON TUC LESE members to join the Reparations Steering Group and encourage other regions to establish similar bodies;
- e) Ask UNISON NEC to join other trade unions in supporting the RMT annual Reparations Conference;
- f) Ask Labour Link to encourage the Labour Party to include Reparations in their Manifesto;
- g) Join the call for the repeal of the British Museum Act 1963;
- h) Encourage UNISON members to sign up for Afrikan Reparations APPG information and
- i) Affiliate to The Official GACuk and encourage UNISON Black Member's Groups to do so.

West Northamptonshire Local Government

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29. Black History Month

Morgan Freeman in a recent Interview Aug 2023 stated that Black History should be taught all year and be part of the school curriculum. He said can you cram Black history into one month which ever month it is.

The debate regarding the teaching of Black history in UK continues to be debated. Many institutions in the UK continue to pigeonhole Black history in October.

We have been Black since the day we have born. Black History Month needs to adopt a different approach.

This motion calls on.

National Black Members Committee to lead the way and move away from October. Whilst many activists fought for BHM it is time for this to become embedded across the year. October can still be significant however let's spread Black History across the year.

- 1) To undertake a mapping exercise to see how many regions and branches do any activities that are targeted towards Black members.

- 2) To feedback at the 2025 conference on the mapping exercise.

- 3) To use Black Action to promote that Black history should be all year round.

West Midlands Region

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30. Health and Social Care visa exploitation of Black UNISON social care workers

1. In the year to June 2023, 77,700 long-term work visas were granted to care workers - a six-fold increase from 12,300 in the year to 2022.
2. This represented around two-thirds of all 120,300 health and care work visas. Many of these are UNISON members and a extremely high proportion are black members.
3. The government added senior care workers to the shortage occupation list in 2021, followed by care workers in February 2022, in a bid to fill the rising number of vacancies since Brexit and the end of freedom of movement.
4. Since then, there has been a rapid rise in the number of applications which now account for two in five of all skilled work visas, which totalled 189,000 in the year to June, up from 93,000 a year previously.
5. As well as issues around pay, there are growing concerns around working conditions and the potential exploitation of migrant workers.
6. Workers newly arrived in the country are required by some employers to drive and purchase their own vehicle literally days after arriving with no additional support or additional training for using this skill (being a health and safety concern for both members in this situation and the public).

The conference is extremely concerned about:

- a) vulnerable staff being exploited after being trapped in inadequate housing, paid rock-bottom wages for excessive hours and locked into unfair contracts. Many have paid colossal fees to take jobs in the UK and often have to pay this back to their new employers.
- b) Many may be unable to leave a location even when they're not on shift or told to pay back huge sums to the company when they raise concerns about their working conditions or service quality.
- c) We know often this lead to threats of deportation.

This conference urges the NMBC to work with regions to ensure that where possible these members are given UNISON support to challenge unfair working practices, treatment and pay. It is important that members who have signed up to our union receive advice and support whilst new to the country and facing exploitative practices

This conference urges the NBMC to work with UNISON Labour link to identify policies to eradicate this kind of exploitation. Specifically, employers should not be allowed to bring over staff without being required to supply them with

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the working hours promised to them. Policy should also allow the provision to change from one employer to another on the same visa.

West Northamptonshire Local Government

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31. INEQUALITY IN THE COST OF LIVING CRISIS

Conference notes:

- 1) Black UNISON members, who are overrepresented in the most deprived neighbourhoods and households nationally, and already face numerous structural inequalities, will be hardest hit by the marked increase in energy bills and food costs (which has been projected to last for several years).

- 2) These communities are disproportionately impacted by income deprivation, with the Government's own data showing that more than one in five (21%) black families do not have enough food to stay healthy. The proportion of UK households in this predicament is 7%.

- 3) Furthermore, the unemployment rate for those from all Black backgrounds (Black African/Black Caribbean/Black British) combined is 8%, which is double the national average, and those from Bangladeshi and Pakistani communities have the lowest average hourly pay of all ethnic groups.

- 4) Poverty adversely impacts migrants too, with policies such as "no recourse to public funds" denying access to the social security system based on an individual's immigration status, and in turn resulting in higher rates of poverty.

Conference condemns:

The government rhetoric of levelling up society whilst soaring energy costs coupled with benefit cuts, are in fact driving low-income families further into a cycle of poverty. Since Black families will be disproportionately represented among these vulnerable families, the Cost-of-Living Crisis will inevitably increase inequality in Britain.

Conference calls on the National Black Members Committee to work with UNISON Labour link to develop policy proposals for:

- a) urgent and targeted action to address the cost-of-living crisis by providing significant help with food and fuel bills,
- b) benefits to be able to keep up with inflation and prices
- c) tackling systemic racism in British systems which so negatively impacts on the ability of black communities, many of whom are close to breaking point after a decade of austerity, to escape poverty.

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West Northamptonshire Local Government

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32. BLACK CHILDREN:DISPROPORTIONATE IMPACT OF CRIMINALISATION AND DEHUMANISING TREATMENT

In the 2022 statistics for the first time since Covid the national statistics showed that the justice system was failing Black children. Even though fewer children are entering the system with a lower re-offending rate, the children being arrested and those affected are more likely to be from Black communities.

Research from Howard League blog on 12th April 2023 stated “from policing to custody, disproportionality is amplified at every stage of the criminal justice process. The results is an overrepresentation of Black, Brown, and Racialised children in prisons, where poorly funded regimes and limited mental health support make release a revolving door”.

The over criminalised and under protection of Black communities has never been more critical as the call and need for criminal justice institutions to reflect inwards, that areas with the most deprivation are also the most policed.

Conference, 42.4% of Black children in comparison to the 35.3 % of White children reoffend and the support system is not there for the Black children. Over the last 13 years there have been an increase in the closure of youth support facilities where children could find a safe area to be productive and an increase in children being lured into gangs which increase their risks of being arrested.

The Child Q violation was so dehumanising, and it so exemplified the attitude of state institutions, including schools as well as the police.

To Black children of whatever age, it is important to collaborate with all institutions to address the horrendous dehumanising and treatment of Black children.

We therefore call on the National Black Members Committee to:

- 1) Explore holding a plenary session, workshop, or webinar around the concerns raised in this motion and how support can be given in a learning environment and other establishments to support children and their parents.
- 2) Outline in Black Action where parents could go for help with exclusions, what they should do if they want to become a school governor or challenge the use of police stop and search in a school or other settings.
- 3) Seek that Labour Link raise this issue at a national level, seeking that these concerns form part of Labour’s commitment to take concrete steps to address this as a future Labour Government
- 4) Enter the next stage of the Year of Black Workers, legacy of change in 2024, by continuing the campaign to raise awareness of these issue and continue to highlight UNISON’s work through our social media forums.

National Black Members' Committee

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33. CHALLENGING DISCRIMINATION AND NEO-COLONIALISM IN IMMIGRATION RULES AND REGULATIONS.

Conference notes that low staffing levels have a significant impact on the ability of the NHS to adequately meet up with the nation's health service demands. As a trade union, we are extremely conscious of the shortages (particularly nursing) that exist in the NHS, Social care and Private health sector, these shortages are being covered by recruitment of overseas staff.

Conference notes with concern that these migrant workers who come to work in the UK are exposed to poor treatment and exploitation most of which are facilitated by repressive immigrations policies rules and regulations fraught with clauses that are only reminiscent of the gory features of human slavery as it happened in the stone ages. Not only do these policies/regulations leave them susceptible to exploitation, they are also designed to keep these valued staff in subservience and modern slavery,

Conference is not unawares of the "divide and rule" tactic of the Tory government which aims to pitch migrant workers against other working population of this country. This is evident by the recent announcement by the Prime Minister that this government plans to pay for wage increase by further increasing already neck breaking costs of Visas and other associated immigration fees. We must demonstrate that a people united cannot be defeated and stand with these highly valued professionals many of whom are our members.

A few examples of such policies include but are not limited to;

1. Cap on additional hours: many employers are unable to provide enough hours for their staff and these staff thus require additional hours from another employer to enable them earn enough to meet up with the cost of living. Unfortunately however, the Home office tinkers with their abilities to do these additional hours at her whims and caprices thus subjecting these workers to untold hardship.

2. Access to public funds: despite paying tax (sometimes duplicated as in the case of IHS) and contributing to National Insurance, migrant workers do not benefit from some of the services these pool of money funds when sometimes they are faced with challenges of financial crisis under the guise of means testing. (Sadly, this is same with UNISON's welfare scheme).

3. Indefinite Leave to Remain (ILR): the bottlenecks around obtaining ILR by migrant workers is such that staying and working in the UK is fast becoming less and less attractive and these valued staff are being forced to find alternatives in more welcoming environments.

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The implications of this on NHS and our health sector is that these staff are now actively considering emigrating the UK to countries who entice them with better immigration policies and a more welcoming atmosphere. It is now fast becoming a norm to see employers from Canada, Australia and US conducting job fairs/recruitment events in UK cities (London, Birmingham, Manchester e.t.c). The UK will soon be added to the list of countries on WHO's red list if this trend continues unchecked.

Conference appreciates the work UNISON is doing to defend and protect these group of workers through the UNISON migrant workers' network and more recently the Overseas Nurses' Network. There is however need to take further imminent actions so as to stop the efflux of these valued staff.

Conference therefore calls on the National Black Members Committee to:

- a) Work with the NEC, Service Group Executives (SGEs), Migrant Workers' Network, Overseas Nursing Network and other relevant structures of UNISON as well as other organizations and allies including the TUC to recognise discriminatory, repressive and unfriendly immigration policies as a form of racism and inequality, to work against this form of practice.
- b) Work with the NEC, Service Group Executives (SGEs), Migrant Workers' Network, Overseas Nursing Network and other relevant structures of UNISON as well as other organizations and allies including the TUC to launch a campaign for change in regulations that are discriminatory, repressive and unfriendly immigration policies and regulations in order to ensure retention of our highly valued overseas professionals.
- c) Work with the NEC, Service Group Executives (SGEs), Migrant Workers' Network, Overseas Nursing Network and other relevant structures of UNISON at all levels, to continue to organise and engage migrant workers, with the view of exploring their visa conditions and how these immigration policies affect them and their decision to either stay or leave for better alternatives.
- d) Work with the NEC, Service Group Executives (SGEs), Migrant Workers' Network, Overseas Nursing Network and other relevant structures of UNISON at all levels, to reaffirm UNISON's commitment to stand in support of migrant workers and speak out against the government's announcement of planning to further increase cost of Visas and other immigration expenses in order to foot the wage bill.
- e) Continue to support the good work of UNISON Migrant workers' network and the recently established Overseas Nurses Network as they strive towards making work and immigration conditions more conducive for overseas recruited staff and migrant workers.

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South West Region

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MOTIONS RULED OUT OF ORDER

Beyond Remit

- **Access to immigration advice and representation to recruit and organise newly arrived Black members**

Conference, Health Trusts and private health care providers continue to recruit nurses and other health care professionals from overseas.

Newly arrived migrants on sponsorship visas are extremely vulnerable to exploitation. This has been particularly striking in the private care sector where we have witnessed members being treated as 'property' of the care home they worked in. When they tried to leave their employer, they faced bills of thousands of pounds through repayment clauses.

UNISON continues to lead on campaigns to stop the use of abusive clauses and on wider campaigns against an increasing hostile immigration environment, giving reps and members the tools to recruit and organise our Black and migrants' workers.

Our activists have been trying to recruit, organise and support newly arrived Black members in UNISON. One of the most useful tools has been the access to immigration advice (either through the JCWI helpline or through our regional face to face immigration advice clinics).

However, organising around immigration issues requires being able to follow through when someone needs it the most. At present when immigration and employment collide, we are left with advice only when we also need representation.

Once again, Conference

- calls on the NBMC to use their influence with all UNISON structures to seek that Services to Members reviews this situation and

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- calls on the NEC to explore how we can give access to more comprehensive immigration advice and representation to members.

UNISON Northern Ireland

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Recruitment of Black Care Leavers

Recruitment of Black Care Leavers

Conference notes that young people in care have limited knowledge of how to access work or careers in public service, and in particular young Black care leavers who are already disproportionately disadvantaged in the employment market.

Conference recognises that there are already charities, such as Catch 22, who work with young adults leaving care to bring about change for the better in their lives and help them to find work in their chosen careers. We believe we shouldn't rely on charities to do this work when there is a huge need in the NHS and other public services to engage and retain staff from all walks of life and diversities.

Conference calls on the National Black Members Committee to:

- Write to branches encouraging them to work with employers to engage with care organisations to facilitate Black care leavers starting a career path within the public services
- Encourage employers to make apprenticeships and training more accessible for Black care leavers.
- Support UNISON members working with Black children and young adults in care in promoting employment and career opportunities in the public service sector.

Bath Health

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. Illegal Migration Act 2023 - Activist and other asylum seekers rights to refugee status in the UK

On July 20th 2023, the Illegal Migration Bill became a law. It virtually closes the doors on vulnerable activists from diverse backgrounds, that is, political, social, and religious, who are mainly from third world countries and the developing world fleeing persecution to seek sanctuary in the UK.

The law was passed ignoring overwhelming opposition from almost all segments of the society, who called it harsh and cruel and that it contravenes Article 14 of the Universal Declaration of the Human Rights Act which enunciates 'Everyone has the right to seek and enjoy Asylum from persecution'.

The UK's Illegal Migration Act undermines the above statement by placing a duty on the Home Office to detain and promptly deport people seeking sanctuary in the UK either to their own country or deemed safe third country, like Rwanda, where their cases would be considered and processed. Those deported to such countries would have limited access to legal remedy. Once removed, they would lose the right to re-entry, settlement, or citizenship.

This Act will have an adverse impact on activists across the globe who have been incessantly fighting to protect the rights of the marginalised groups such as, women, who suffer from domestic violence, female genital mutation and sexual exploitation and LGBT plus.

It is well established fact that it is exceedingly difficult for activists to escape their countries via so called 'legal avenues'. They are forced to find risky, tortuous, and painstaking routes to reach a safe haven. If these routes become unviable, as is the case with the current UK's law, they could face harm and danger under brutal regimes.

The motion, therefore, calls upon the Conference to:

To oppose current and future UK Governments in implementing the Illegal Migration Act

Call upon the leadership of the Labour Party to repeal the Illegal Migration Act upon coming to power.

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Lobby to oppose the use of barracks or any other accommodation to house people seeking asylum or sending them to Rwanda or any country the government would use while implementing this law.

Campaign for every asylum seeker to have a right to work in the UK so the human resources could be best utilised.

Campaign to increase the number of safe routes into the UK for those seeking asylum Campaign for an amnesty for all those waiting over five years for the outcome of their asylum application.

Work with UNISONs International Committee to see how we can support activists across the globe.

Newcastle City

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. **No to Islamophobia**

Islamophobia is a fear, prejudice and hatred of Muslims that leads to provocation, hostility and

intolerance by means of threatening, harassment, abuse, incitement and intimidation of Muslims

and non-Muslims, both in the online and offline world. Motivated by institutional, ideological,

political and religious hostility that transcends into structural and cultural racism, it targets the

symbols and markers of being a Muslim.

This emphasises the link between institutional levels of Islamophobia and manifestations of such

attitudes, triggered by the visibility of the victim's perceived Muslim identity. This approach also

interprets Islamophobia as a form of racism, whereby Islamic religion, tradition and culture are

seen as a 'threat' to the Western values.

Some experts prefer the label 'anti-Muslim hatred,' fearing that the term 'Islamophobia' risks

condemning all critiques of Islam and, therefore, could stifle freedom of expression. But

international human rights law protects individuals, not religions. And Islamophobia may also affect

non-Muslims, based on perceptions of nationality, racial or ethnic background.

Studies show that the number of Islamophobic hate crimes frequently increases following events

beyond the control of most Muslims, including terrorist attacks and anniversaries of such attacks.

These trigger events illustrate how Islamophobia may attribute collective responsibility to all

Muslims for the actions of a very select few, or feed upon inflammatory rhetoric.

Islamophobia across Britain is on the rise. Since the 2016 EU referendum, we have seen a sharp

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rise in hate crime and - in particular - a rise in violent and non-violent Islamophobic attacks. Home

Office figures released in October 2020 showed that the highest number of recorded hate crime

offences committed in the UK were against Muslims. Of the 6,822 religious hate crimes recorded

by the police in 2019/20, over 50% were targeted towards Muslims. In year ending March 2021,

where the perceived religion of the victim was recorded, just under half (45%) of religious hate

crime offences were targeted against Muslims. (Home Office data).

The Conference believes: -

The idea of adopting the definition agreed by the All Party Parliamentary Group in 2018:-

“Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness

or perceived Muslimness.”

The calls upon National Black Members Committee to: -

Support steps to combat Islamophobia and supporting anti-hate-crime legislation and measures

to prevent and prosecute hate crimes.

Use relevant unison publications to talk about Muslims and Islam designed to dispel negative

myths and misconceptions.

To Encourage and publicise IAM events such as the annual NW Islamophobia Conference.

This includes the Annual BOLTON Islamophobia Conference planned for Weds 8th November

2023 at Bolton Wanderers

Donate £500 towards the running of the conference

Encourage and organise for branch stewards to attend the event, Including putting on a Minibus to

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transport the stewards who wish to attend the conference.

Islamophobia Awareness Month (IAM) runs throughout the month of November. IAM is a

campaign founded in 2012 by a group of Muslim organisations. It aims to showcase the positive

contributions of Muslims as well as raise awareness of Islamophobia in society. Using the hashtag

#MuslimStories

Through our black members SOG support the concept of Muslim Friendly Employers who seek to

work with employers to create 'Muslim friendly' workplaces which allow employers to attract the

best talent from the Muslim Community

North West Region

. **End Strip searching of children**

This Conference notes: The horror of the abuse of Child Q, subjected to a strip search by police in a school in Hackney, has become a flashpoint for anti-racist anger over the institutional racism, abuse and violence of the police. Analysis now released on the 27th of March 2023 by Children's Commissioner for England, is based on strip searches conducted by the UK police between 2018 to mid-2022. According to the report, "around 2,847 children, between 8 to 17 years of age were strip searched under stop and search powers exercised by police. As not all forces responded to our data request and given the poor quality of data, this number should be considered a minimum." About 95% were boys, while 38% of children who were searched were Black. In the Year of the Black Worker, Black children are 6 times more likely to be strip searched. Any conversation around crime must be placed into the context of a decade of austerity which has seen cuts to social services, public services and education. It's also seen real term wages decline, rents and child poverty increase. The institutional racism in both the criminal justice and education system with significant disparities faced by black students and communities. Studies from the US suggests that school-based police officer have no impact on school staff and student safety. However, the consequences of having schoolbased police officers can be unintended and damaging where:

- Students and staff previously willing to disclose information may be reluctant due to an onsite police presence.
- The criminalisation of black students and their behaviour
- Creating the perception of a school needing an on-site police officer where in reality cases of knife crime and assaults are extremely rare.
- Students and staff may have had previously traumatic experiences with the police and witnessed police brutality over the summer on social media and in their own communities.
- The surveillance of students to build intelligence that may contribute to gang databases, which we know to be racially discriminate in make up through the criminalisation of non-criminal behaviours

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(culture, interests e.g., music).'

- The harmonisation of the education and the criminal system –where half of the children prison population is Black (as defined by Unison) and seen in the development of 'secure schools' replacing Youth Offender institutions and run by multi-academy trusts. This motion calls upon National Black Members Committee :
- To support further conferences initiated by the NEU, Stand up to Racism and any subsequent protests called opposing police in schools and in support of anti-racist education
- To encourage development and support alternatives to school-based police officers including pastoral support, properly funded restorative justice, social workers and funded education and public services.
- To campaign to oppose the appointment of any school-based police officer in this school and the local authority or multi-academy trust.
- To campaign to Support police free schools.
- To campaign for the End child poverty and for full employment, democracy in the workplace and community, a real living wage, end to precarity in work, trade union rights, access to housing, rent controls and properly funded school and public services.
- To share this motion with UNISON Schools Committee and other relevant Unison committees

North West Region

Using Workforce Race Equality Standards (WRES) to tackle racism and improve the experiences of Black staff in Local Government Branches

The Workforce Race Equality Standard (WRES) is a monitoring framework that aims to improve the experience of Black staff in the workplace. It applies to employment, promotion, and training opportunities in the NHS.

The Social Care Workforce Race Equality Standard (SC-WRES) is a similar process that organisations have used to address, evidence, and make progress in race equality. The WRES involves submitting data reports on an annual basis around metrics that highlight disparities in experiences between white and Black staff.

The use of the WRES will make tackling race equality a priority for organisations, allowing them to focus on key areas like:

Black staff representation at Senior Management and Board level

The experience of Black staff in the organisation

The non-mandatory training and development opportunities made available to Black members of staff

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The WRES is a tool to systematically identify gaps between Black & White staff experiences in the workplace and by measuring those gaps and taking action this will achieve:

Tangible progress in eliminating race discrimination

Support in the creation of a positive working culture and valued staff

Improve the opportunities available to Black members of staff

Any organisation where staff feel engaged, valued, and supported will create high performance and effectively improve the outcomes for the people in the community we work for.

The NHS implemented use of the WRES in 2015 and produced annual reports of their findings against 9 metrics. In their 2022 report:

The total number of Black staff at very senior manager level has increased by 69.7% since 2018 from 201 to 341.

Since 2018 the number of Black staff has increased by over 100,000 (with Black representation increasing from 19.1% to 24.2%)

The number of Black Board members in NHS trusts increased by 128 (38.1%) between 2020 and 2022

35.4% of staff from a Black background believed their trust provides equal opportunities for career progression or promotion, with levels below those of other ethnic groups since at least 2015, irrespective of gender.

The main purpose of the SC-WRES is:

To help social care organisations review their data against the nine SC-WRES indicators

To produce action plans to close the gaps in workplace experience between white and Black staff

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To improve Black representation at the senior level of the organisation.

The data and analyses for the SC-WRES indicators will assist organisations when implementing the Public Sector Equality Duties (PSED) Equality duty.

These state that local authorities must demonstrate 'due regard' to:

eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.

advance equality of opportunity between people who share a protected characteristic and those who do not, and

foster good relations between people who share a protected characteristic and those who do not.

Action plans must be created which are directly linked to the organisational Equality plan giving accountability and weight to each metric and the data collected.

Conference we believe that the WRES survey procedures should be used by Branches to collect data on each metric as this will make it easier for all Branches to be involved.

Our motion provides the National Black Members Committee (NBMC) reps with an important role in helping Branch Leadership to create a more strategic and organised approach to race equality monitoring. Their proactive involvement and feedback to their Regional Black Members structures provides the Regional Convenor Groups, Regional Council and Regional Committees with evidence of what actions need to take place in each Branch.

Conference therefore asks the National Black Members Committee to:

1 Develop a toolkit for working with the National Health Executive and National Local Government Executive engaging all organisations to adopt WRES metrics and reporting.

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2. Work with National Health Executive and National Local Government Executive to support Branches with national WRES surveys to collate accurate information.
3. Encourage all NBMC reps to hold annual meetings with local NHS and Local Government Branches to ensure WRES data has been collated, analysed and used to plan for the year ahead.
4. Explore how the Year of the Black Workers legacy will involve implementing WRES to all organisations so that they can implement the Public Sector Equality Duties (PSED) Equality duty.
5. Arrange to include WRES survey results in the NBMC Conference Annual Reports and review survey with the NBMC NEC reps so they can feedback to the wider NEC for inclusion in the NEC National Delegate Conferences Annual Report each year.
6. Support all Regional reps on the NBMC to feedback to their RBM committee members on the Regional Council and Regional Committee meetings.

Please support thank you Conference.

East Midlands

Certificate of sponsorship, Modern day slavery

Companies are charging extortionate prices to migrant workers, sometimes up to £12,000 for someone to get a certificate of sponsorship to gain employment under the Carers Visa scheme.

Individuals are selling properties in their home countries, in a bid to come to the United Kingdom to make a better life for themselves and their families, whilst filling important vacancies in the Care Sector, only to end up where they started, but in a foreign country without any other means of supporting themselves.

Companies that operate with these illegal dealings often don't have enough hours for people and at times stop all communication, leaving individuals stranded. Migrant workers and our members are relying on food banks in this harsh economy, further exacerbating the socio-economic gap.

Black Members are significantly affected by this as they often come to occupy these jobs as a means to escape poverty in their own country of origin. In addition, some of the companies exploiting black members are black owned businesses.

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In the year to March 2023, 57,693 people were granted skilled worker visas to take up jobs in the sector, with most recruited from lower-income countries outside the EU. In recent weeks, an article by the Observer highlighted the case of Mbare, who is one of thousands of care workers hired from abroad to help tackle a chronic staffing shortage in social care.

Mbare is one of many people who have fallen victim of a company claiming they are able to provide work for 40 hours a week for £10.20 per hour. But the conditions are not what people expected. Some individuals are given contracts but in most cases, they don't know what they are entitled to under employment law.

In some cases, people arrive in the UK and receive far fewer hours, which leaves them struggling to afford basic living costs. Sometimes, individuals have to set off for their day before 7am and return at 11pm but spend as little as two or three hours providing care to clients, split into half-hour chunks.

When individuals raise concerns with a manager, hoping the situation could be resolved, companies then threaten that the Home Office will cancel their visa sponsorship. This undoubtedly, makes people scared to raise concerns and they put their heads down and continue suffering in silence.

UNISON's Migrant Worker Network offers a way for members to access advice and support in relation to their Visa's and ability to work in the UK, through the Joint Council for the Welfare of Immigrants. Migrant workers often have no recourse to public funds which leaves them without income if their employer refuses to give them hours or they lose their job, the Migrant Worker Network and our Welfare unit can help these members in their hour of need.

The Gangmasters and Labour Abuse Authority, part of the Home Office, has also acknowledged that tied visas drive exploitation. In its June 2023 intelligence report, it said "the most common vulnerability of victims, many of whom are in the care sector, was them being tied into a certificate of sponsorship or visa". This led to them "being forced to work for the employer even if the conditions were unacceptable, and the employer using the threat of cancelling the sponsorship if the worker complained".

Conference call upon the National Black Members Committee to:

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- 1) Work with the National Executive Committee to identify ways in which branches can increase their support for carers currently under Certificate of Sponsorship

- 2) Research how many people are affected by these issues by surveying members and branches.

- 3) Produce guidance for branches and regions to address the impact of modern slavery and to encourage Migrant workers to join our Migrant Worker Network.

- 4) Work with Branches to ensure there is adequate provision of welfare for individuals under COS through the use of our Welfare Officers within Branches.

Northern Region

Securing the Legacy of the NEC Black Members Seat

Conference notes the success of the Year of Black Workers 2023 (YOBW2023) and securing the legacy for change. One of the strategic outcomes of the YOBW campaign is the heightened awareness of our exclusion in the workplace, in the community, and sadly within our own union.

Although following the 2023 elections, we have seen an increase in the number of Black members on the NEC, this is by no means adequate, and there is still a need to secure and avoid a reduction in the number of Black seat NEC members, particularly the male NEC Black seat. The NBMC have concerns that any change in Rule B will threaten the number of seats for Black male members across the union.

The union recognises that there is a lack of Black representation on the NEC since its inception. One of the key aims of our union, as detailed in Rule B Union Democracy UNISON Rule book (as amended 2023), is “to promote fair representation in all the Union’s structures for women, members of all grades, Black members, disabled members and lesbian, gay, bisexual and transgender plus (LGBT+) members”.

Conference UNISON estimate that there are over 185,000 Black members in UNISON and that there is a clear lack of Black members representation across the union, from branch and regional levels to national level considering our UNISON membership.

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UNISON's long history to create and ensure structures of representation on the NEC has been poor; for example, the first National Black Members Conference was not held until 1997, then it took a further four year (2001) to secure Black Members Seats on the NEC.

Conference will recall that at the National Delegates Conference (NDC) in 2018 the National Women's Committee submitted the following rule change:

Rule D National Executive Council

Rule D 2.2.1 Regional Representatives (Conditions)

Delete "1 male" and insert "1 general"

Rule D 2.4 Black Members' Seats

Delete "one male" and insert "one general" 2018

This Rule change failed to meet the 2/3 majority required for it to be carried. Conference we thank the National Delegates Conference for recognising the significant impact this would have had on Black Self-organisation if this amended was carried.

Conference we must ensure this, or similar rule change is not brought to the National Delegates Conference again, thus weakening the number of Black male's representatives on the NEC.

Conference calls on the National Black Members Committee to:

- 1) Work with the other SOG's via the Equality Liaison Committee to ensure the NEC Male Black Member's Seat is protected and remains as a Male seat on the NEC, as an exemption in the Rule Book, rather than changing it to a General Seat.
- 2) Discuss and explore with the NEC Black Seat Representatives, and appropriate sub-committees via the NEC Black Seat Representatives how we ensure we campaign to secure this legacy in 2024.
- 3) Seek that the National Black Members Conference in 2024, consider submitting this motion or a version of this motion to National Delegates Conference in 2024, as a Rule amendment to confirm this exemption.

National Black Members' Committee

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Legal Jeopardy

Implementing TUC Anti Racist manifesto –

Wording not printed on advice of legal officer

North West Region

Oppose illegal migration act

Wording not printed on advice of legal officer

North West Region

Statement not a motion

Please touch my hair, care of black patients and service users -

Please Touch my Hair – Caring for Black patients and service users.

This Conference notes that the pandemic emphasised the lack of appropriate personal care for patients and service users with Black skin and hair across health and social care for which during the pandemic the care inequalities were highlighted even more than usual.

South West Black Members SOG has already been successful in working in partnership with their employers to train staff to be more aware of the needs of Black patients and how to care for them in a way appropriate to their own personal care regimes. The Branch Black Members Officers Members have played a huge part in pushing the equity in care agenda forward and providing ongoing support and guidance to the employers.

Consideration needs to be given as a matter of course for all patients' and service users' physical care, taking into account their cultural needs and diversity.

This Conference calls upon the National Black Members Committee to encourage partnership working with health and social care employers providing patient and service user care to:

Bath Health

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. Motion to Amend Terminology in UNISON Rule Book and Communications

We propose a motion to amend the terminology used in the UNISON rule book and all communications, replacing "Black members" with a more inclusive terminology such as "people of color", "Black Asian and Ethnic Minority (BAME)" or "Ethnic minority groups". This change reflects our commitment to inclusivity, diversity, and acknowledging the full spectrum of our membership.

The rationale for this amendment is twofold:

Inclusivity: The term "Black members" can be seen as limiting and exclusive. Our union represents a diverse membership that includes individuals of Minority Ethnic backgrounds, as well as those who identify as people of color. By adopting the more inclusive terminology, we recognize and honor the diversity within UNISONS.

Alignment with Current Language: The use of "BAME" or "people of color" has become widely accepted and used in various contexts globally. It aligns with current social discourse and better reflects the terminology used by other organisations dedicated to diversity and inclusivity.

Therefore, we propose that the UNISON rule book and all official communications should be updated to reflect this more inclusive terminology, ensuring that we address and represent the full spectrum of our membership.

We believe that this change is a vital step toward creating a more inclusive, diverse, and representative UNISON that is in line with our values and principles. We urge all members to support this motion and demonstrate our commitment to embracing diversity within our union.

Thank you for your attention to this matter.

Community and Voluntary Organisations

Using the word Black within UNISON Scotland

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Conference notes that UNISON definition of Black

Black is used in its broad political and inclusive sense to describe people in Britain who have come from a history of colonialism and enslavement and continue to experience racism, discrimination, and diminished opportunities in the UK today. This includes Asian, Arab, African, Caribbean, & other Black or mixed ethnic backgrounds.

The word Black has been used within Unison since 2014 passed on by National Black Members Conference.

Scottish Env. Prot. Agency

**2024 National Black Members' Conference
Preliminary Agenda**

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Not competent

Increasing involvement of Young Black Members in all levels -of UNISON structures

At UNISON's 2022 National Women's Conference there were only 4 Young Women Delegates and only 1 of them was a Young Black Woman.

Then at last year's National Delegate Conference all the Young Members who spoke were also all White Young Members.

Conference we all know that there are significant barriers to Young Black Members being involved in all structures of our union.

With the age range increased to 30 we must look at how Young Black Members 30 and under can be effectively supported to be more involved in our union.

Conference therefore asks the National Black Members Committee to:

- 1) Work with the National Young Members Forum to create a survey that will assist Branches in recruiting and involving Young Black Members
- 2) Create with the National Young Members Forum a survey that will assist Branches in recruiting and involving Young Black Members.

Please support thank you Conference.

East Midlands Region

Using the word Black within UNISON Scotland

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Black is used in its broad political and inclusive sense to describe people in Britain who have come from a history of colonialism and enslavement and continue to experience racism, discrimination, and diminished opportunities in the UK today.

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This includes Asian, Arab, African, Caribbean, & other Black or mixed ethnic backgrounds.

The word Black has been used within Unison since 2014 passed on by National Black Members Conference.

After the latest census conducted by the UK and Scottish Government and feedback from Year of Black Worker sessions with branches, they are saying that the term Black does not resonate with them and therefore do not engage with activities aimed at eradicating discrimination that is faced by people of colour.

The 2011 Scottish Census revealed that Scotland became more ethnically diverse from 2001 to 2011, with the non-white minority ethnic population doubling from 2% to 4% of the total 23 population, or 210,996 people.

- People of Pakistani origin (49,381) were the largest BME group, making up almost a quarter (23.4%) of the BME population.
- This was followed by those of Chinese origin (33,706) at 15.97%,
- Indian origin (32,706) at 15.5%,
- African origin (29,638) at 14%,
- the other Asian group (21,097) at 10% and
- those from mixed or multiple groups (19,815) at 9.39%•
- there were smaller numbers in the Caribbean or Black group (6,540) at 3.1% of the BME population and the Bangladeshi group (3,788) at 1.8%.

Some Black members expressed interested in attending union activities and structures but did not associate with the terminology of 'Black'.

Conference agrees that it is essential to understand and address systemic barriers that may hinder Black members' union participation and engagement.

Conference calls on the National Black Members Committee to:

- Align to use a term that is used by political parties and other public bodies such as trade unions and local government.

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- Agree on a term that can be used to ensure all members of differing ethnicities can feel” included and identify with and encouraged to participate in UNISON activities.
- If a new term is agreed work to ensure that the language, rules and communications of UNISON are updated to reflect this.

Scottish Env. Prot. Agency

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In breach of agreement of political fund

Protecting Black Mental Health Workers from Abuse

Conference, the NHS has a standing policy on protecting its staff from abuse, it's called the Zero Tolerance Policy. This gives staff the authority to refuse treatment or to ask people to leave the premises if they are being abusive to the staff or other people. It may surprise you that for some mental health staff, the Zero Tolerance policy isn't an option. We refer to staff that mainly work on psychiatric or forensic inpatient areas, you see if the patient is detained under the Mental Health Act, this is where we believe they are a danger to themselves or others, we can detain them. Detaining a patient also means that we have a statutory duty of care, this means we can't refuse to treat them or ask them to leave our premises. What this means for Black workers is that they could be victims of repeated racism from a detained patient and those black workers have to endure those attacks. You can take measures to minimise the attacks by assigning different staff to work with the racist patient, but even that is not full protection as there will be contact in the corridors, dining areas, communal areas etc. Calling the Police is something we have tried and continue to use, the Crown Prosecution Service is reluctant to pursue a case against people with a serious mental illness. This despite experts clinicians telling them that the patient knew what they were doing at the time of the incident.

Conference, we don't think it is reasonable to expect Black workers to be subjected to hate speech and not have any options to effectively deal with it. We ask that the National Black Members Committee work with the NEC to lobby the Labour Party to create greater protections against abuse for Black Members working in mental health settings with detained patients.

Sheffield Comm Hlth Unison

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Not sufficiently clear

Inequalities in the Mental Health Services within the NHS System.

Conference should be aware that they are disproportionate inequalities of the way Black Men are,

treated when they approach the medical services with symptoms of depression stress or any other emotional issues. This is in-line with previous studies pertaining Black people who are refused painkillers based on the assumption that their pain threshold is higher than the average white person is.

According to Public Health England and Black Mental Health Matters Organisation

(Inequalities in Mental Health) who states “Black people in the UK are less likely to seek help but more likely to be admitted to a psychiatric.

Conference recognises that the current services offered by the NHS to deal with these issues. It is essential that we investigate this to tackle the historical inequality within the NHS Mental Health System.

I hope that with the above measures in place we will see more lives saved.

Conference calls upon the National Black Members Committee to: -

Promote awareness of the race inequalities within the NHS and campaign for change.

Liaise with other relevant organisations to consider appropriate strategies to prevent discrimination in all medical sectors.

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Work collectively with other Committees within Unison to make decisions regarding our Black members mental health.

Birmingham UNISON Branch

Ethnicity motherhood pay penalty

1.0 Conference notes the Fawcett Society report, "The Ethnicity Motherhood Pay Penalty" June 2023.

1.1 The report outlines the double impact of the gender pay gap and the ethnicity pay gap at a time in Black women's lives when they are emotionally, and financially vulnerable facing an uncertain and indefinite future.

1.2 For Black women, the effects of motherhood are compounded by existing inequalities and racism experienced throughout the career pipeline. All this can have the knock-on effect of restricting career progression while also affecting mothers' health and wellbeing and ultimately leaving them poorer in retirement. Whilst we recognize that different women will have different preferences about when and whether they return to work after having children, this cannot be considered an equally free choice to make when the circumstances are so stacked.

1.21 The mean hourly pay of mothers of all ethnicities has been significantly lower than that of fathers every year that the survey has been carried out and the gap is not narrowing. Indeed, fathers have been earning, on average, at least a third more per hour than mothers each year this century.

1.22 Mothers of all ethnicities experienced a penalty in hourly pay compared to women of the same ethnicity with no dependents. The gaps ranged from just over 1% for mothers of Indian and White heritage to 10% for mothers of Black African heritage and 13% for mothers of Pakistani and Bangladeshi heritage.

1.23 Fathers were paid consistently more per hour than men without children of the same ethnicity, ranging from 7% more for fathers of Bangladeshi and Pakistani heritage to 24% for fathers of Black Caribbean and Chinese heritage. Only fathers of Black African heritage did not have higher pay.

2.0 Conference notes that this is an issue that has deep relevance for UNISON Black women members.

3.0 Conference calls on the NBMC to work with UNISON Labour link to develop policies for appropriate, affordable Early Childhood Education and Care. Evidence from Scandinavia shows that well funded support can reduce the long-term motherhood pay penalty. International evidence indicates that cultural inclusivity is central to both widening access and high-quality care.

4.0 Conference calls on the NBMC to work with UNISON Labour Link Government to:

4.1 Embed cultural inclusivity and celebration into the core of the early years' curriculum

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4.2 Create outreach programmes in schools, women's organisations and mosques to raise awareness of formal support

4.3 Consider how to best meet the needs of new migrants who lack informal care networks and may be ineligible for benefits

4.4 Commit to an advertising duty such that employers must include reasonable flexible working options in job advertisements

4.5 Launch public campaigns to raise awareness of the business benefits of flexibility to employers

5.0 Conference calls on the NBMC to work with the bargaining unit to develop guidance to:

5.1 Monitor requests for flexibility and follow through with action plans to ensure that all groups of employees are fairly treated.

5.2 Ensure transparent promotion processes with clear criteria for promotion.

5.3 Make ethnicity pay gap reporting mandatory for employers with 50+ employees, with a requirement for employers to publish action plans to tackle gaps.

5.4 Encourage reports on ethnicity and gender pay gaps.

5.5 Develop action plans to address any gaps raised in the reports. This should include a clear anti-racism action plan with built-in accountability, as well as actions to address redundancies and retention rates during pregnancy, maternity /parental leave and within six months after mother's return to work.

5.6 Improve health and safety at work so women don't have to choose between their work and the health of their unborn baby.

5.7 Set SMART targets to improve the proportion of Black mothers recruited at all levels from entry to senior management.

5.8 Have a clear and transparent system for recording complaints of racial and motherhood-related harassment and report the outcomes.

5.9 Monitor recruitment, retention and promotion statistics, report them at senior leadership meetings and embed outcomes within the performance measurement of managers.

West Northamptonshire Local Government

Pension inequality and Black Workers

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Conference notes the Government's reform of the public sector pensions will condemn many Black Workers to a life of poverty in their old age. Black Workers' poverty in retirement is directly linked to the discrimination and low pay which many Black Workers experience throughout their working lives in the labour market, and sometimes called in-work-poverty.

Conference is concerned that approximately 60% of Black Workers are likely to have no savings that they can fall back on in their old age compared to 33% on average for whole population. According to the recent research from Runnymede Trust, increases in employee contributions and the switch from RPI to CPI have already compounded the problem of pension poverty for low pay workers, especially women and Black Workers.

Conference also notes the Black communities are likely to have higher proportions of older people than previous generation coupled with the Windrush scandal and the outstanding payment yet to be made to the Windrush families across the UK. We are therefore concerned about the disproportionate detrimental impact and effect on Black Workers and how they can make good and prosperous income provision for their retirement.

Conference therefore calls upon the National Black Members Committee to work with the NEC to:

- 1) Support UNISON in its fight to defend members pension rights;

2. Explore partnership working with Black Workers in the UNISON Protect Our Pensions campaign; and the restoration of the earnings link for state pension indexation guaranteeing benefit uprating in line with the expected inflation.

3. Link it as a stand-alone column in the annual review of the branch reviews/assessment paperwork as part of the equality assessment criteria for the branch and region. Which could be useful for the region to report as part of the annual report of the region to the National Black Members' Conference in 2025.

National Black Members' Committee

Solidarity with Refugees and Migrant Workers –

This conference notes that whilst 2023 is the Year of Black Workers, and its focus is on "Establishing Legacy to Generate Change", refugees and migrants' workers continue to be treated like second class citizens. Instead of focusing on integration and the positive contribution to the society of refugees and migrant workers, the Tory government continue to dehumanise in this hostile environment by focussing on the

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inhumane policy of sending people seeking refuge to Rwanda or housing them in barges on former military bases.

Black workers up and down the country and particularly the estimated 185,000 UNISON Black members stand in solidarity with refugees and migrant workers, and they say, 'refugees are welcome here'.

The conference condemns the practicalities of the measures set out in the Illegal Migration Bill including proposals to make asylum claims from refugees inadmissible and the plan to institute a duty for the Home Secretary to detain and remove those who arrive in the UK.

The government focus on return or deportation to Rwanda raises many questions.

The conference believes that a correct and full application of existing laws should be the first step towards a functioning Asylum and Migration System. However, in too many cases, these laws have been broken or ignored by the government.

Conference notes that implementation of the proposed system and the imperative of 'keeping people at the border' would require the existence of facilities to systematically accommodate people for an extended period in dignified conditions which the government is not able or willing to provide.

The pleas of civil society organisations have fallen on deaf ears, the result was catastrophic because many people continue to die in their attempt to cross the channel to reach the United Kingdom (UK). The House of Lords plea that the government hold the perpetrators wholly to account and not to go after the victims have been met with rigid opposition and labelled "liberal tolerance". The illegality of those who traffic people and not the people who are fleeing from oppression and repressive regimes continue to be ignored by the Tory led government.

The conference notes that many Black lives have been lost in the Mediterranean Sea, as thousands of Africans seek passage into Europe in search of pastures, or the proverbial greener pastures, which have turned out to be toxic in many ways.

Blackness has clearly played a great part in the responses and toxicity those on the move have encountered on transit in North Africa and in the unsafe boats in the Mediterranean Sea. According to UNHCR spokesperson Shabia Mantoo "Last year [2021], some 3,231 [Africans] were recorded as dead or missing at sea in the Mediterranean and the northwest African routes, with 1,881 in 2020, 1,510 in 2019, and more than 2,277 for 2018.

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Even greater numbers may have died or gone missing along land routes through the Sahara Desert and remote border areas.” In the Americas, more than 800 persons lost their lives trying to reach the USA and Canada. According to Camillo Montoya-Galvez (CBS News 28/10/2022) “many migrants have drowned in the Rio Grande. Others have perished due to the extreme heat in the inhospitable desert terrain along some parts of the U.S. southern border. U.S. officials have also reported deadly falls from border barriers that migrants sometimes climb.” Similarly, many people have lost their lives trying to reach Australia and New Zealand from around the Pacific islands and Asia. Why is Blackness and migration such a debilitating combination? When compared to the reception of white migrants and refugees, the role of Blackness in deciding the worth of human life becomes perceptible and recognizable.

UK aims to discourage arrivals by passing the message to migrants that it is pointless to try to enter the UK irregularly. However, most migrants do not have a choice other than doing so, as there is hardly any legal way for them to reach and enter the UK and EU. On the other hand, the use of the no-entry fiction could lead to undue limitations or exceptions for migrants in accessing those rights they would otherwise have if they were legally admitted to the territory.

With this being the case, this conference calls on the National Black Members Committee to work with appropriate bodies to advocate for.

- 1) Maintaining a well-functioning asylum procedure and good quality reception facilities that will require considerable investment by the government of the day.

2. Making a specific provision for children under 12 which is at odds with the spirit of the UN Convention on the Rights of the Child that defines a child as ‘every human being below the age of eighteen years.

And to:

3. Work with other non-governmental organisations to advocate for the repeal of the Rwanda deal that has been ruled unlawful as the country is deemed not safe for asylum seekers.

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4. Work with other Self Organised Groups (SOGs) to support Migrant Workers Network to assist in publicising the many positive contributions that migrant workers are making to the UK economy and society.

National Black Members' Committee

Received twice

Using the word Black within UNISON Scotland

Conference notes that UNISON definition of Black

Black is used in its broad political and inclusive sense to describe people in Britain who have come from a history of colonialism and enslavement and continue to experience racism, discrimination, and diminished opportunities in the UK today. This includes Asian, Arab, African, Caribbean, & other Black or mixed ethnic backgrounds.

The word Black has been used within Unison since 2014 passed on by National Black Members Conference.

After the latest census conducted by the UK and Scottish Government and feedback from Year of Black Worker sessions with branches, they are saying that the term Black does not resonate with them and therefore do not engage with activities aimed at eradicating discrimination that is faced by people of colour.

The 2011 Scottish Census revealed that Scotland became more ethnically diverse from 2001 to 2011, with the non-white minority ethnic population doubling from 2% to 4% of the total 23 population, or 210,996 people.

- People of Pakistani origin (49,381) were the largest BME group, making up almost a quarter (23.4%) of the BME population.
- This was followed by those of Chinese origin (33,706) at 15.97%,
- Indian origin (32,706) at 15.5%,
- African origin (29,638) at 14%,
- the other Asian group (21,097) at 10% and
- those from mixed or multiple groups (19,815) at 9.39%•

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- there were smaller numbers in the Caribbean or Black group (6,540) at 3.1% of the BME population and the Bangladeshi group (3,788) at 1.8%.

Some Black members expressed interested in attending union activities and structures but did not associate with the terminology of 'Black'.

Conference agrees that it is essential to understand and address systemic barriers that may hinder Black members' union participation and engagement.

Conference calls on the National Black Members Committee to:

- Align to use a term that is used by political parties and other public bodies such as trade unions and local government.
- Agree on a term that can be used to ensure all members of differing ethnicities can feel" included and identify with and encouraged to participate in UNISON activities.
- If a new term is agreed work to ensure that the language, rules and communications of UNISON are updated to reflect this.

Scottish Env. Prot. Agency