

# **NATIONAL BLACK MEMBERS' CONFERENCE 2024**

## **Final Agenda**

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**Brighton Centre**

**19 – 21st January 2024**

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## **Negotiating**

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### **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:

- 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***

## **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***

### **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***

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#### **3.1**

Bullet point 3 after Promote delete 'tolerance' insert 'understanding'.

***National Black Members' Committee***

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### **4. When Will Inequality End (The Motherhood Pay Penalty)**

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 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***

## **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.

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***

## **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.

***National Black Members' Committee***

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### **7.1**

Add new point 4:

- 4) Support Branches to review how many employers are monitoring mental health of young Black workers in workplaces.

***East Midlands Region***

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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.

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.
- 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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## **8.1**

Add new point 5 and 6:

5) Support Branches to work with their respective employers to appoint Employer anti-racism champions, to scrutinise race discrimination complaints from Black workers about career progression in workplaces.

6) Encourage Branches to work with Black staff networks to assist with monitoring of racism faced by Black staff.

***East Midlands Region***

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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;
- 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***

### **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.
- 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***

## **11. Securing The Legacy of The Year of Black Workers In 2024 And Beyond**

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- 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***

## **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***

### **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.

**13.1**

Second paragraph 4th line down after England, insert 'Scotland, Wales and Northern Ireland'.

***National Black Members' Committee***

## **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<sup>7</sup>.

Conference calls on the National Black Members Committee 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.

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

***UNISON Northern Ireland***

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## **14.1**

In the third paragraph, after 'Older South Asian women are part of an at-risk group for suicide.', insert 'Black LGBT+ young people have been hit hardest by the mental health crisis following Covid, according to research by Just Like Us'.

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



## **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***

## 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.

- 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***

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

***Eastern Region***

## **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 National Black Members Committee 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 National Black Members Committee 2024

***Yorkshire - Humberside Region***

## **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.

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***



## **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***

## **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.

***South West Region***

## **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;
- 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.

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***National Young Members' Forum***

**22.1**

Delete existing bullet point 8 and replace with,

- 8) Encourage the Young Members Forum to take up the co-opted seat on the National Black Members Committee that has full voting and speaking rights for a Young Black member to participate.

***National Black Members' Committee***

### **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

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***

### 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



- 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***

## **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.

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***

## 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.

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

***Greater London Region***

## 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 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 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;
- 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***

## 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 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 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:

- 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***

## **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 Black History Month 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***

### **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 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***



### **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.

***West Northamptonshire Local Government***

### **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***



### **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 unaware 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.

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 etc.). 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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**Amendments to Motions Ruled Out of Order**

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**Conflicts with existing rule**

**Motion 10 Securing the legacy of the year of black workers in 2024 and beyond**

Bullet Point 3:

Continue to call for access to Immigration advice and representation through our legal services to reflect the crucial need of Black members under sponsorship visas and other vulnerable immigration status.

*UNISON Northern Ireland*

**Motion 33 Challenging Discrimination and Neo-Colonialism in Immigration Rules and Regulations**

after bullet point e):

f) Work with the NEC, Service Group Executives (SGEs), Migrant Workers' Network, Overseas Nursing Network and other relevant structures of UNISON at all levels, to call for access to Immigration advice and representation through our legal services to support Black members under sponsorship visas and other vulnerable immigration status.

*UNISON Northern Ireland*

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**Introduces substantial new subject matter**

**Motion 9 Harassment: It's not part of the job**

Add new point 7:

7) Support regions to encourage Black Members to become involved with regional TUC Black Workers committees or networks.

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**Not sufficiently clear**

**Motion 11 Securing the legacy of the year of black workers in 2024 and beyond**

To add to We therefore call on the NBMC to:

4. To encourage all our union structures consider collective bargaining-putting race on the agenda

5. To encourage all our union structures to implement our Organising- building our diversity: to recruit and engage, improve links with Black communities, collate data on Black reps and officers recruited, improve Black Representation in all union structures, offer anti racist education, progress race discrimination claims, support anti racist networks and build a cadre of Black union activists.

6. Publicise and support campaigns to demand better public policy for Black workers and communities: challenging racist policies and the hostile environment, mandatory race pay gap reporting

7. Encourage these actions to make a lasting impact on the economic and social justice of Black communities.

8. To support Unison training including training/mentorship to support the development of young reps in our unions across our union to develop a strong cadre of Black Trade union activists

9. To support and publicise the annual UN Anti Racism Day National Demonstration called by Stand up to Racism and the TUC . Also support and publicise the TUC/ SUTR trade union conference in the February has been a key planning, organising and rallying point for us in the build up to this day. A call goes out to all parts of our union to ensure that this is seen as a key date in the anti-racist calendar.

***North West Region***

## **Motion 16 Fight Against Microaggressions**

Insert new paragraph 2

'Microaggression is a term used for commonplace daily verbal, behavioural and environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes towards stigmatised or culturally marginalised groups.'

Delete bullet point 2 and insert new bullet point 2 to read

'With Learning and Organising Service re-run and promote the training and PowerPoint presentations for activist in UNISON that has been produce for activist training programmes, which will equip those who have not accessed this training with the tools to identify and represent Black members experiencing microaggression behaviour'.

***National Black Members' Committee***

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### **Not competent**

Motion 17 Supporting Black Members Experiencing Racism

After 3 paragraph ending "evaluate progress" add

We also recognise the work of North West Unison Black Members Committee to develop a "End Racism at Work Tool Kit" for use of Black Members, union activists and branches.

***North West Region***



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**Beyond remit of conference**

**Motion 32 Black Children Disproportionate Impact of Criminalisation and Dehumanising Treatment**

Add to We Therefore Call on NMBC to:

5). To support further conferences initiated by Stand up to Racism and other recognised anti racist organisations and any subsequent protests called opposing strip searching children in schools and in support of anti-racist education

6). 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.

7). To share this motion with UNISON Schools Committee and other relevant Unison committees.

***North West Region***