

SCOTLAND'S BLACK WORKERS

DEMANDING

BETTER

BLACK WORKERS' LIVES MATTER:
FIGHTING FOR ECONOMIC AND RACIAL JUSTICE

AGENDA

stuc

27TH ANNUAL STUC BLACK WORKERS' CONFERENCE
SATURDAY 7TH AND SUNDAY 8TH OCTOBER 2023

CHAIRPERSONS: TALAT AHMED (UCU) & GRAHAM CAMPBELL (MU)



University and College Union
Scotland



Greetings from
UCU Scotland
to delegates
at the 2023
Black Workers'
Conference

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CONFERENCE SESSIONS

**SATURDAY
7TH OCTOBER**

10:00am - 1:00pm

2:00pm - 4:30pm

**SUNDAY
8TH OCTOBER**

10:00am - 1:00pm

CONFERENCE AGENDA

- i) Secretary's Welcome
- ii) Address by Chairperson
- iii) Announcements
- iv) Consideration of Reports and Motions
- v) Speakers
- vi) Election of Committee 2023/24
- vii) Vote of Thanks and Close of Conference

Secretariat to the STUC Black Workers' Committee:

Linda Somerville, STUC Deputy General Secretary

Eireann McAuley, STUC Equalities Policy Officer

Daniel Schirn, STUC Committees and Admin Officer



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CONFERENCE GUIDE

WHO ATTENDS THE BLACK WORKERS' CONFERENCE?

- Trade Unions with membership of up to 10,000 - 6 delegates
- Trade Unions with membership over 10,000 - 6 delegates plus one for every 10,000 members or part thereof
- Trades Union Councils - up to 6 delegates

Also in attendance are STUC staff.

HOW LONG DOES THE CONFERENCE LAST?

The Conference lasts two days. It normally opens at 10.00 am on the first day (with registration from 9.30 am), closing at approximately 5.00 pm. It assembles at 10.00 am on the second day until approximately 1.30 pm.

WHO IS RESPONSIBLE FOR CONFERENCE ARRANGEMENTS?

The Black Workers' Committee is responsible for Conference arrangements, in conjunction with the STUC equalities team.

WHO CHAIRS THE CONFERENCE?

The Chair of the Committee will also be the Conference Chair. However, as the Black Workers' Committee for 2022-23 had two Co-Chairs, this year's Conference will be Co-Chaired by Dr Talat Ahmed (UCU) and Graham Campbell (MU).

WHAT ROLE DOES THE BLACK WORKERS' COMMITTEE PLAY AT CONFERENCE?

The Co-Chairs and Vice-Chair sit at the top table together with a member of STUC staff – usually the Secretary to the Committee.

HOW IS THE BLACK WORKERS' COMMITTEE ELECTED?

The Black Workers' Committee comprises 10 members in the Trades Union Section and 1 member in the Trades Union Council Section, and are nominated on the following basis:

Each affiliated Trade Union is entitled to nominate one member to the Open Seat and one member to the Woman's Seat on the Committee. Nominees must be appointed Trade Union delegates to the 2023 Black Workers' Conference.

Each affiliated Trades Union Council is entitled

to nominate one member for the Trades Union Council Seat. Nominees must be appointed Trades Union Council delegates to the 2023 Black Workers' Conference.

Please note that in the elections for the Trade Union Seats of the Committee, the ten candidates receiving the highest number of votes shall be elected, with the proviso that at least five women must be elected in the section.

Each Delegation Leader will receive a ballot paper and can vote up to 10 candidates from the Trades Union Section (5 from the Open Seats and 5 from the Woman's Seats); and 1 from the Trades Union Council Seat. Delegations are requested to deposit completed ballot papers in the ballot box by 5.00 pm on the first day of Conference, when votes are counted by the 2 scrutineers appointed at the start of Conference. The results are then announced on the Sunday morning of Conference. Successful candidates hold office from close of Conference for one year.

WHAT DOES THE CONFERENCE DISCUSS?

Each Trades Union and Trades Union Council can submit up to 2 motions. Each motion can be no more than 300 words. Motions are published in a Preliminary Agenda and Trades Unions/Trades Union Councils are then invited to submit up to 2 amendments which can be no more than 50 words for each amendment.

Certain motions on the Preliminary Agenda, together with amendments, may be grouped into a composite motion, with the agreement of the Trades Unions/Trades Union Councils concerned.

The Motions and amendments are included within the Conference Agenda which is given to all delegates and visitors.

Support: In order to allow more time for delegates, the Committee usually (but not always) waives the right to speak in a debate on a motion or amendment they support.

Support with Statement If necessary, a Committee member will explain to Conference any particular points they wish to emphasise or reservations the Committee may have on a motion or amendment they otherwise support.

Remit: The Committee may seek remission of a motion before Conference. If the union will not agree to remit the motion, a Committee member will

speak in opposition to it.

Oppose: A Committee member will speak on any motion or amendment opposed by the Committee.

A Committee member may also speak on points of explanation on a motion or amendment.

A member of the Committee will also introduce any special report on behalf of the Committee.

HOW ARE DEBATES CONDUCTED?

- i) Moving and Seconding Motion: The mover of a motion may speak for up to 8 minutes and the seconder is allowed up to 4 minutes. It is important that these times are adhered to. If business over-runs allocated time, it may be necessary during the course of the Conference for the Committee to reduce speaking times.
- ii) Debate and the right of reply: Subsequent speakers on the motion are allowed up to 4 minutes. A delegate is not normally allowed to speak more than once in any debate, unless permission is given by the Chair, to make a point of order or explanation. Whether or not a motion has been opposed, the mover may be allowed 4 minutes to reply to the discussion on the motion, but no new issues may be introduced.
- iii) Moving an amendment: The proposer of an amendment is called to speak immediately after the seconder of the motion. Amendments also have to be seconded or they fail. Further amendments are called in their order on the agenda. Delegates moving amendments have no right of reply.
- iv) Group Debate: Some motions cover similar topics for discussion. This year motions will be debated together in Sections as they appear in the Conference Agenda. Delegates will be emailed Survey Monkey links to vote on motions following each Section debated. The Chair will indicate when voting should begin.
- v) Voting: It is the Chair's responsibility to call the result of the vote. However, two to four tellers are appointed prior to Conference to count the hands raised in the event of a close vote.
- vi) Point of Order: Delegates can raise points of order on the conduct or procedure of the

debates.

- vii) Chair's Ruling: The Chair's ruling is final.

WHAT ARE EMERGENCY MOTIONS?

An emergency motion must deal with issues that have arisen since the closing date for ordinary motions.

Emergency motions can be no longer than 300 words and must be signed by the Delegation Leader of the organisation submitting the emergency motion. Emergency motions must be submitted to the Chair or Secretary of the Black Workers' Committee no later than 3.00pm on the first day of Conference. Emergency motions must be a genuine emergency otherwise they will not be approved for inclusion on the Agenda by the Black Workers' Committee. If deemed competent they will be circulated to delegates prior to being discussed.

REPORT OF THE STUC BLACK WORKERS' COMMITTEE

As well as discussing motions, the Conference receives the Report of the Black Workers' Committee to Conference, which reports on work of the Committee over the past year. Delegates are entitled to question the Committee on issues contained in the Report. Any questions should be put in writing.

WHAT HAPPENS TO MOTIONS AFTER CONFERENCE?

Motions which are carried (now termed 'resolutions') or remitted will form the Committee's Work Plan for the following year. Resolutions are also referred to the STUC General Council itself and/or relevant STUC departments as part of the overall work of the STUC.

Tackling Racism and Organising for Equality

A warm welcome to delegates and visitors to the STUC Black Workers' Conference

Visit our website for some great campaign ideas and resources www.usdaw.org.uk/campaigns

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General Secretary Paddy Lillis

President Jane Jones

Regional Secretary Tracy Gilbert

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General Secretary: Paddy Lillis **President:** Jane Jones

Regional Secretary: Tracy Gilbert

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MOTIONS & AMENDMENTS

STUC BLACK CONFERENCE

MOTIONS

1. FAR RIGHT AND RACISM

“Conference notes:

- The ever-increasing mobilisations by the far right, fascist and racist organisations into communities from Portland, Dorset, to Elgin, Scotland targeting refugees.
- The UK immigration minister Robert Jenrick’s order that murals of cartoon character Mickey Mouse on the walls of an asylum centre for unaccompanied children should be painted over.
- The successful and courageous counter protests organised by Stand up to Racism with the STUC, TUC, community organisations and refugee and migrant groups at every flashpoint of racist mobilisations.

“Conference believes:

- Patriotic Alternative, Homeland Party, Voice of Wales, National Support Detachment are all variants of far right and openly nazi groups seeking to spread hate, division and violence.
- The government’s vicious intensification of its racist hostile environment continues to deflect from the horrors of their harsh treatment of refugees sent to be accommodated on barges, hotels, and detention centres.
- The government is scapegoating refugees to deflect attention from the increasing cost of living crisis, cuts to the welfare state, NHS and social provision and increasing redundancies and job losses.
- A mass united, broad antiracist mobilisations are necessary to challenge the far right.

“Conference calls on the STUC Black Workers’ Committee to:

- Continue its active support for building such broad, united mass mobilisations of trade unionists, antiracists, community organisations and refugee and migrant groups.
- Support and build for the St Andrew’s Day Anti-Racist march and rally hosted by the STUC and Black Workers’ Committee in November 2023; and the UN Anti-Racism Day hosted by Stand up to Racism in

March 2024.”

Mover: STUC Black Workers’ Committee

Amendment:

Bullet point 1 after “Elgin”, add “and Erskine.”

Bullet point 3 after “by” add “Clydebank, Paisley & Moray Trade Union Councils”.

Add new bullet point “commends Paisley TUC with Clydebank TUC for continuing to demonstrate against the Homeland Party every Sunday in Erskine.”

Amendment Mover: Paisley TUC

2. SHEKU BAYOH SOLIDARITY

“Conference notes:

- The continuing public inquiry into the death of Sheku Bayoh.
- The support of trade unionists and antiracists at these for the family and legal team.
- Scotland’s Chief Constable Sir Iain Livingstone’s statement of 8 June 2023, that ‘institutional racism, sexism, misogyny and discrimination exist’ in the Scottish Police Force. And that ‘Police Scotland is institutionally racist and discriminatory.’
- Aamer Anwar, the family solicitor’s call for a mass protest in Glasgow after the public inquiry ends.

“Conference believes:

- Racism was critical to the events leading up to and including of the death of Sheku Bayoh.

“Conference resolves:

- To continue to build support for the Sheku Bayoh Family campaign.
- To support and build the protest at the end of the public inquiry.”

Mover: STUC Black Workers’ Committee

3. DOMESTIC ABUSE IN MINORITY ETHNIC COMMUNITIES

“Conference recognises that BAME women and girls experience largely similar types of domestic abuse to other ethnicities, including physical, sexual, psychological, emotional, financial, and coercive control. However, their experiences are often compounded by their ethnicity and they can face specific types of abuse such as so-called “honour-based violence”, forced marriage and female genital mutilation.

“Conference acknowledges that black and ethnic minority women face further barriers to reporting abuse which can include distrust of the police, insecure immigration status and language barriers. In some communities, there is also a strong notion of protecting the community and cultural integrity by not disclosing abuse.

“Conference appreciates that all those suffering abuse have a unique set of experiences and beliefs which will shape the way in which they respond.

“Conference calls on the STUC Black Workers’ Committee to:

- Work with affiliates, to actively campaign for a better understanding of domestic abuse in minority ethnic communities.
- Work to promote better support for women and children in minority ethnic communities, including with organisations such as Shakti Women’s Aid who provide a vital lifeline to minority ethnic women, children, and young people experiencing, or who have experienced, domestic abuse.”

Mover: ASLEF

4. 2023 – THE 75TH ANNIVERSARY OF THE NAKBA

“Conference acknowledges the importance of the Nakba in the Palestinian experience and its significance cannot be overstated. Between 1947 and 1949, Palestinians were forced from their homes, land, villages, towns, and cities, never to be allowed to return; thousands of people lost their lives, whilst many more lost their livelihoods and homeland. Hundreds of villages were destroyed during this time and that some two-thirds of all Palestinians were displaced, giving birth to a Palestinian refugee population that now numbers nearly six million.

“This year the Israeli government has stepped up its bombardment of Gaza which remains under a tight land, sea and air blockade cutting off over 2 million Palestinians from the outside world.

“A brutal assault was also launched on Jenin, the most serious military incursion in the West Bank for two decades, killing to date 12 Palestinians, seriously injuring hundreds, bulldozing whole streets and cutting off electricity, the internet and access to emergency health services.

“Illegal settlements continue to colonise the land, destroying property and segregating the Palestinian population behind walls.

“Conference pays tribute to the Palestinian people and the lesson in the power of resistance to colonial oppression. People who have endured so much yet remain so united and determined to exist — determined that they will return, are an inspiration to us all.

“Conference calls on the STUC Black Workers Committee to intensify its campaign to end the illegal occupation and the oppression of Palestinians and to continue to support and promote the work of the Palestine Solidarity Campaign.”

Mover: ASLEF

5. BAME TRADE UNION REPS

“Conference recognises the vital work carried out by BAME representatives in their communities, but acknowledges that there is still a lack of BAME representatives that carry out trade union roles out with the trade union movement.

“Conference recognises the vital importance of both increasing participation of BAME trade unionists within formal structures and working to end racism and all forms of discrimination in the workplace and wider society. Conference believes BAME trade unionists should be at the forefront of this work and be supported by the STUC to develop new initiatives.

“Therefore, STUC Black Workers Conference instructs the STUC Black Workers committee to:

- Set up a campaign to encourage BAME members to stand in industrial and/or health and safety roles in the Scottish trade union movement and liaise with constituent trade unions on the implementation of this campaign.
- Provide in-person training sessions specifically for BAME members that are interested in holding industrial or health and safety roles with their union.
- Create a network of BAME health and safety and/or industrial representatives to help share new initiatives, resources and support across the labour movement in Scotland.

Mover: Communication Workers Union

Amendment:

Second bullet point, before “provide”, “Encourage STUC affiliates to...”

Final bullet point, swap “Create” with “Encourage...” and at the end add “through the black workers network”

Amendment Mover: STUC Black Workers’ Committee

6. EFFECTIVE COMMUNICATIONS TO WIN ARGUMENTS AGAINST FAR-RIGHT

SCAPEGOATING OF REFUGEES

“Conference notes that media and political rhetoric that scapegoats migrants and refugees enables a hostile immigration environment, and the spreading of racist ideology within our communities.

“Conference further notes that effective messaging can win support for the anti-racism cause and mobilise workers to be united against all forms of oppression.

“Conference therefore calls on the STUC Black Workers’ Committee to create guidance for trade unionists on:

- The importance of anti-racism and pro-refugee campaigning, to the trade union movement
- Evidenced effective strategies for messaging and communications, in the context of far-right scapegoating of migrants and refugees.”

Mover: Educational Institute of Scotland

7. EQUITABLE ACCESS TO CAREER PROGRESSION AND PROMOTION

“Conference notes that research has found significant barriers persist to Black, Asian and Minority Ethnic Workers access to Fair Work, including equitable access to career progression and promotion.

“Conference believes that inequitable access is compounded by intersectional factors, such as for BAME women, disabled BAME workers, and BAME workers who are LGBT.

“Conference calls on the STUC Black Workers Committee to:

- Investigate and report on ways to support more diversity in promoted posts
- Develop guidance for negotiating improvements to retention practices that can benefit BAME workers
- Offer to work alongside the STUC Women’s Committee, LGBT Committee and Disabled Workers Committee to develop this work.”

Mover: Educational Institute of Scotland

8. EDUCATING REFUGEE AND ASYLUM-SEEKER CHILDREN AND YOUNG PEOPLE

“Conference notes the enormous effort that teachers and schools put into supporting refugee and asylum-seeking children and young people.

“Conference is concerned with the lack of funding and proper training available to fully meet the needs of these pupils and students. Conference believes greater support should be available for asylum-seeking and migrant students.

“Conference commends the Maryhill Integration Network (MIN) ‘Migration Education Resource’.

“Conference further commends the ‘Our Grades Not Visas’ campaign, by Ahmed Alhindi, with support from MIN and JustRight Scotland and recognises the progress made to date in realising this campaign.

“Conference continues to condemn the Illegal Migration Bill that will have a damaging impact on the safety and rights of refugee and asylum-seeking children and young people and calls on the STUC to intensify lobbying against the Illegal Migration Bill.

“Conference further calls on the STUC to lobby the Scottish Government:

- for fully funded training and a package of specific teaching resources to support staff to meet the needs of refugee and asylum-seeker children and young people;
- for a fully funded package of educational wellbeing support for refugees and asylum seekers;
- to extend access to tuition fee support to all those seeking asylum who are in Scotland.”

Mover: NASUWT

9. ENSLAVEMENT, REDRESS AND EDUCATION

“Conference believes that, given the continuing impacts of social and economic injustice, racism and discrimination, schools must be deliberate in their approach to tackling inequality and advancing equality for those who suffer disadvantage, including through the curriculum.

“Conference therefore reaffirms its commitment to the decolonisation of the curriculum. Conference believes that to be impactful this must take place in tandem with national commitments to secure redress and reparation.

“Conference calls on the STUC to lobby the Scottish Government to accelerate a national discussion about the implications of Scotland’s involvement in enslavement which should address how Scotland’s past is represented in our curriculum, streetscapes and museums.

“Conference further calls on STUC to lobby the Scottish Government to take into account the long-term implications of that past and how its legacy remains a shackle on the lives of working-class and marginalised communities living in those nations, and those who, through sheer determination, have fled their homeland to seek a better future in Europe, and Britain in particular.

“Conference calls on the STUC to publicly support efforts to secure redress and reparation for UK slavery and believes this must begin with being honest about Scotland’s dark past of enslavement and colonialism, making formal apologies for this, as well as acknowledging that we remain materially better off than countries we formally colonised.

“Conference acknowledges that Scotland therefore has a moral and ethical duty to support those countries by such means as cancelling outstanding economic bilateral

debt and offering educational opportunities to refugees and asylum seekers coming from those lands, while supporting infrastructural development in those countries that support their natural environment rather than further degrade it.”

Mover: NASUWT

10. BUILDING AN ANTI-RACISM TRADE UNION MOVEMENT IN SCOTLAND

“Conference notes the labour market in Scotland as elsewhere remains stacked against Black workers.

“The widening race pay gap, the fact that Black workers are over-represented in insecure jobs and are twice as likely to be unemployed is not the world of work we want to see.

“Conference notes, our movement has a duty to take the lead in rooting out racism wherever it exists in the workplace, on our streets and in our unions. We need to take action to ensure that Black members are leading the work of our unions and holding employers and government to account as we seek to win a better deal for Black members.

“For our unions to thrive recruiting Black members and addressing racism at work has to be at the core of our work.

“Conference believes that:

- Unions must acknowledge that there is still has some way to go to represent Black workers fully and that trade unions are not exempt from the existence of institutional racism.
- There are a range of measures we need to take to truly become an anti-racist movement and the STUC has a vital role to play in supporting and leading this work.
- Racial equality must be at the centre of our collective bargaining agreements, by working alongside Black members to identify the key bargaining issues and making sure that Black workers voices are represented at the negotiating table.
- Trade Unions need to develop and support anti-racist networks of our Black members and activists.

Conference calls on the STUC Black Workers’ Committee to support trade unions in their work to ensure zero tolerance of racism in all our workplaces.”

Mover: USDAW

11. TAKING A COLLECTIVE APPROACH TO TACKLING RACISM IN THE WORKPLACE

“Conference acknowledges that despite five decades of race equality law, Scotland, together with the rest of the UK, has a serious problem with racism.

“Structural and institutional racism in Scottish society means that despite having the same education and skills

Black workers are more likely to be in low paid work or unemployed than their white counterparts. Scotland’s ethnicity pay and employment ‘gaps’ are a matter of record.

“In the workplace Black workers are more likely to experience bullying and harassment, be unfairly criticised and given more challenging or less popular tasks. Black workers are less likely to be promoted, developed or get access to training.

“To make progress on race equality we need to move away from viewing racism as separate, unconnected and individual incidents that rely on those who have experienced or witnessed it to report it and instead understand it as a part of the fabric of the labour market and the workplace.

“Governments, employers and trade unions need to develop a collective, pre-emptive response to tackling racism at work.

“Conference calls on the STUC Black Workers’ Committee to support and promote work trade unions are doing to:

- Put race equality front and centre of national and local bargaining and campaigning agendas.
- Urge employers to gather evidence of where Black workers are in their organisations, share this with unions and take collaborative positive action to prevent situations in which workers are at risk of encountering every day and institutional racism.”

Mover: USDAW

12. SHEKU BAYOH SOLIDARITY

“Conference notes:

- The continuing public inquiry into the death of Sheku Bayoh.
- The support of trade unionists and antiracists at these for the family and legal team.
- Scotland’s Chief Constable Sir Iain Livingstone’s statement of 8 June 2023, that ‘institutional racism, sexism, misogyny and discrimination exist’ in the Scottish Police Force. And that ‘Police Scotland is institutionally racist and discriminatory.’
- Aamer Anwar, the family solicitor’s call for a mass protest in Glasgow after the public inquiry ends.

“Conference believes:

- Racism was critical to the events leading up to and including the death of Sheku Bayoh.

“Conference resolves:

- To continue to build support for the Sheku Bayoh Family campaign.
- To support and build the protest at the end of the public inquiry.”

Mover: University and College Union

13. HIGHER EDUCATION (FREEDOM OF SPEECH) ACT 2023 - REPEAL

“Conference notes:

- The passing of the Higher Education (Freedom of Speech) Act 2023 specifically regulating free speech on university campuses
- The statutory appointment of UK’s first ‘free speech tsar’ officially the director for freedom of speech and academic freedom with power to impose fines and investigate all free speech infringement claims.
- The lack of detailed guidelines within which the Director will exercise his role.
- The lack of provisions that explicitly protect the exercise of academic expertise.

“Conference believes:

- Though the Act applies to England only, it represents an infringement on the freedom of academics to exercise their expertise to decide who should be platformed on university campuses.
- The Act will infringe the freedom of academics to use their expertise to curate courses, make appointments, peer-review papers and book and invite speakers.
- The Act will override academic disciplinary competence and expertise as the basis on which to determine who has communicative privileges in universities.

“Conference resolves:

- To call for an immediate repeal of the Act.
- To call for clear and transparent guidelines to regulate the wide-ranging power of the Director to impose fines and undertake investigations into any allegation of free speech infringement.
- To call on universities and colleges to ensure that protections are in place to limit the impact of this wide-ranging powers on the exercise of academic expertise and freedom.
- To provide active solidarity to colleagues in English universities over this.”

Mover: University and College Union

14. PROMOTING INCLUSION AND EMPOWERMENT OF BLACK MEMBERS WITHIN AFFILIATED UNIONS IN SCOTLAND

“Conference notes that UNISON dedicated 2023 to the Year of the Black Worker to highlight the contributions and experiences of Black workers in Scotland and to the union movement.

“Conference further notes that UNISON conducted a survey of Black members engagement which revealed:

- 1 in 10 Black members are aware of union activities, networks, and the race discrimination protocol.
- 4 in 10 Black members feel they have a voice, while an equal number have experienced racism at work.
- Some Black members expressed interested in attending union activities and structures but did not associate with the terminology of ‘Black’.

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

“Conference calls on the STUC Black Workers’ Committee to:

- Encourage affiliated unions survey their own Black members to (a) understand any barriers to engagement (b) take steps to address this.
- Explore ways to highlight the work of Black trade unionists and ways to get involved in both the STUC and trade union movements such as learning and training programmes.
- Explore ways to increase representation of Black workers across the STUC and consider an action plan for unions to improve representation of Black workers, both as an employer and membership organisation.

Mover: UNISON

15. BLACK AND GLOBAL MAJORITY ARTISTS IN SCOTTISH FESTIVALS

Amidst continued overwhelmingly white festival line-ups both in terms of Scottish artists and those coming in to perform, the Musician’s Union calls for greater accountability from the live music sector.

A 2019 study by the Traditional Music Forum reported that the Scottish traditional music community “does not reflect the diversity of Scotland’s population at-large” with 99% of survey respondents identifying as White.

While higher education isn’t the only pathway into the industry, it is worth noting that Black British and British Asian students in music are very underrepresented compared to other subjects. The Slow Train Coming report (2022) notes that between 2016 and 2020, Black British students made up 4-5% of the ‘home domiciled’ student population in Music, and British Asian students just 2% - and this across the UK as a whole. This is significantly lower than for all subjects – Black British students accounting for 8% of the total home student population and British Asian students 11%.

It is worth connecting the pathways for UK citizens from the Global Majority to enter the industries, with the knowledge that international students and artists are still battling visa barriers under the Westminster government’s hostile environment.

Conference calls on the STUC Black Workers' Committee to:

- Lobby Creative Scotland and Scottish Government to ensure that all festivals in receipt of public funding are required to produce line ups that reflect the diversity of wider society, including ethnicity, gender and disability.
- Write to organisations supporting artist development for currently under-represented groups in Scotland to ask what further support and changes are needed to create more diverse line ups.

Mover: Musicians' Union

16. SUPPORTING MIGRANT WORKERS

"PCS has proudly fought the Pushback and Windrush scandals, deportations, and detentions such as the recent concerns in Marston and are actively fighting the Rwanda Plan.

"The UK Government's Hostile Environment towards migrants, including the subsequent scandal of Windrush generations continues to escalate. Migrant workers arriving in the UK after horrendous journeys to safety or subsequently given status to work find increasing hostility and face issues getting housing and healthcare. Those fleeing domestic violence do so without recourse or expenses to remain. The Post Brexit EU Settlement Scheme also contributes to this and impacts Black Workers with EU citizenship, often via historic European colonies.

"Conference instructs the STUC Black Worker's Committee to:

- Stand for Migrant Workers and develop resources for organising Migrant Workers.
- Develop a course on representing Migrant Workers.
- Campaign for a National Migrant's History Month to acknowledge the contributions of migrants to Scotland.
- Lobby the Scottish Government to provide support for migrant workers fleeing domestic violence currently subject to no recourse including trafficked workers.
- To develop a Migrant Workers Conference and work with affiliates to develop a Migrant Worker Networks"

Mover: Public and Commercial Services Union

17. TACKLING FASCISM IN ERSKINE AND BEYOND

"Since February 2023, the far-right group the Patriotic Alternative, and now the Homeland Party have staged weekly racist protests at the Muthu Hotel in Erskine where refugees and asylum seekers have been housed. PCS, along with other trade unions, community groups, and the STUC have proudly counter-protested each week against the hateful rhetoric of the far-right groups. Additionally, Conference commends the huge success of "The Big One"

– the 21st of May all out action of community solidarity and similar counterprotests in Elgin. Whilst the far right is less energised, and our numbers grow, they must continue to be challenged wherever they mobilise.

"Therefore, conference calls on the STUC Black Workers Committee to:

- Renew support for the Erskine counter protests and call another all-out day of action.
- Support the local Erskine residents and Stand Up to Racism Glasgow as required."

Mover: Public and Commercial Services Union

Amendment:

Line 4, after "other trade unions", add "Trade Union Councils (Paisley & Clydebank)"

Line 6, after "far right groups" add "Conference applauds the interactions developed between the refugees and their supporters since February 2023."

Final bullet point, after "Erskine residents" add "Trade union Councils and"

Amendment Mover: Paisley TUC

18. EXPLOITATION OF P&O FERRIES' SEAFARERS IN SCOTLAND

"Conference recalls that 30 seafarers covered by the RMT collective bargaining agreement on the P&O Ferries MV European Causeway and MV European Highlander between Cairnryan and Larne were unlawfully dismissed from their jobs on 17 March 2022 and replaced by seafarers from the Philippines and other nations. A vociferous campaign against these dismissals by the RMT and other unions was strongly supported by the STUC.

"Conference notes that these ferries are registered in the Bahamas which is classed as a "flag of convenience" meaning minimum regulatory, tax and other standards are applicable. Following P&O's attacks, Glasgow-based crewing agent Clyde Marine is the sole employer of all seafarers working on these vessels.

"Conference notes that the National Minimum Wage was no obstacle to P&O Ferries' unlawful actions and that Clyde Marine has financially benefitted from these dismissals. The Tory Government's responses to exploitation of foreign crews by P&O and others, including the Seafarers Wages Act and the voluntary Seafarers' Charter, will do nothing to restore trade union rights or the RMT collective bargaining agreement on Cairnryan-Larne or any other domestic route.

"Conference shares the RMT's concern that Clyde Marine could also be using the accommodation offset to effectively dock £63.70 per week from the National Minimum Wage pay of foreign seafarers who live on the ship which is their place of work for up to three months at a time, with restricted access to shore-based welfare

facilities.

“Conference supports the RMT’s campaign for fair pay agreements and mandatory employment conditions on domestic shipping routes, regardless of nationality of the crew or the flag of the ship, and for prohibition of the accommodation offset in the Scottish shipping industry.”

Mover: National Union of Rail, Maritime and Transport Workers (RMT)

19. CONTINUING THE FIGHT AGAINST RACISM

“Unite’s BAEM Committee recognises the STUC’s continued support in an increasingly hostile environment for workers and Trade Unionists.

“However, Black and Asian Minority Ethnic members continue to experience racism at work; and experience the additional pressure of increasingly racist and regressive policies from the Government, as well as an increasingly racist media.

“Black and Asian Minority Ethnic workers in the NHS, statutory and essential services, are experiencing racism from patients, their colleagues, managers and other professionals. This has an impact on pay, progression, mental health and conditions at work.

“It is imperative that The STUC keeps the fight against racism at the core of its work, otherwise BAEM members are at risk of multiple marginalization at an increasingly difficult time.

“Unite Scotland call on the STUC Black Workers Committee to:

- Lobby affiliates to take an actively anti-racist stance and set this as the standard for all their members.
- Support BAEM workers in the NHS, statutory and essential roles, by fighting the additional burden that racism places on workers.
- Campaign for mandatory ethnicity pay gap reporting for employers to ensure parity in pay.
- Encourage anti-racist training to be BAEM-led.”

Mover: Unite the Union

Amendment:

Insert new paragraph 5:

“Strategies for improving outcomes for BAEM members must include better and more practical interventions from well-intentioned allies”.

Insert new bullet 4:

“Use the resources available through Scottish Union Learning to organise practical allyship training in order to broaden ownership for delivering race equality and reduce the burden on our BAEM reps”.

Amendment Mover: Prospect

20. INTERSECTIONS OF RACE FOR AUTISTIC PEOPLE

“Historically, the picture of an autistic person is usually one of a white boy, with limited or repetitive speech and movements but often with encyclopedic knowledge of certain topics.

“As a monetized “condition”, great resources were spent on “treatments” to make autistic people “indistinguishable from their peers”. Even now, there are various attempts to find the genetic causes of autism so that a “cure” can be found, and “therapies” are used in a detrimental way towards autistic people.

“In reality, autistic people are an everyday part of humanity across all races, ethnicities, ages and genders. The “Neurodivergency” movement states that to be autistic is not a deficit - it’s simply a different way of experiencing and interacting with the world.

“Black and Asian Ethnic Minority (BAEM) autistic people face difficulties getting the right support because:

- They do not fit the stereotypical picture of an autistic person. The diagnostic criteria is based on Eurocentric standards, so medical professionals may not recognise autistic BAEM people.
- Some BAEM communities have less knowledge about autistic people, so may not recognise it in their family members.
- BAEM autistic people will experience intersections of systemic racism and ableism.

“Unite calls on the STUC Black Workers’ Committee to:

- Work alongside affiliates to encourage and support Autism Acceptance training for BAEM workers and reps, with a focus on intersections of racism and ableism.
- Highlight that being autistic is not a deficit, but a different way of experiencing the world.
- Join the growing movement to speak up against abusive “therapies” such as ABA and PBS.
- Reach out to community organisations to ensure they are aware of the need for training in Autism Acceptance.
- To help change the stereotypical picture of an autistic person, lobby affiliates to involve BAEM and autistic people in all training and policies which affect them.”

Mover: Unite the Union

Stand Up To Racism Scotland sends solidarity greetings to the Black Workers Conference 2023

Building a mass anti-racist movement in
our trade unions and communities.

We say #RefugeesWelcome,
#BlackLivesMatter, stop the far-right and no
to racism, Islamophobia and antisemitism.

📍 standuptoracismglasgow
📍 SUTRscot
📍 @SUTRScotland
📍 standuptoracism.org.uk
📍 @StandUpToRacismChannel



▲
**POSITIVE
ACTION
IN HOUSING**



The Scottish Women's Convention

**Send Best Wishes & Congratulations
to the STUC Black Workers'
Committee and to all Delegates
for a Successful Conference.**

www.scottishwomensconvention.org

Agnes Tolmie,
SWC Chair

Susan McKellar,
SWC Manager

@SWCwomen



NOMINATIONS

BLACK WORKERS' COMMITTEE 2023/24

1) TRADE UNION OPEN SEAT (5 PLACES - 5W NOMINEES) - NO CONTEST

Raza Sadiq (Unison)
Satnam Ner (Prospect)
Graham Campbell (Musicians' Union)
Tony Adams (NUJ)
Khadija Mohammed (EIS)

2) TRADE UNION WOMEN'S SEAT (5 PLACES – 5 NOMINEES) - NO CONTEST

Talat Ahmed (UCU Scotland)
Ankna Arockiam (Musicians' Union)
Cheral Govind (PCS)
Sara Medel Jimenez (NASUWT)
layla-roxanne hill (NUJ)

3) TUC SEAT (1 PLACE - 0 NOMINATED)

BLACK WORKERS: SEAT ON THE GENERAL COUNCIL 2024/25

1) OPEN SEAT (1 PLACE – 3 NOMINEES) - CONTEST

Graham Campbell (MU)
Satnam Ner (Prospect)
Raza Sadiq (Unison)

2) WOMEN'S SEAT (1 PLACE – 2 NOMINEES) – CONTEST

layla-roxanne hill (NUJ)
Khadija Mohammed (EIS)

BLACK WORKERS' CONFERENCE DELEGATION TO STUC ANNUAL CONGRESS 2024

1) OPEN SEAT (2 PLACES – 2 NOMINEES) – CONTEST

Talat Ahmed (UCU Scotland)
Graham Campbell (MU)
Zia Hussain (Unison)
Satnam Ner (Prospect)

2) WOMEN'S SEAT (2 PLACES – 2 NOMINEES) – NO CONTEST

Khadija Mohammed (EIS)
layla-roxanne hill (NUJ)

As per Section 5 in the STUC Black Workers' Conference Constitution, "The Black Workers' Conference shall elect four representatives, at least two of whom must be female, to attend the Annual Congress of the Scottish TUC as part of the Black Workers' Conference Delegation. Two additional delegation places will be automatically reserved for the Black Workers' Conference nominees for the Black Workers' Seats on the General Council, making a total delegation of six."

Therefore, the two nominees in the Open Seat and Women's Seat to STUC General Council 2024/25 shall take up the two additional seats on the Black Workers' delegation to STUC Congress.

LIST OF DELEGATES

TRADE UNIONS & TRADES UNION COUNCILS

(*Denotes leader of the delegation)

ASSOCIATED SOCIETY OF LOCOMOTIVE ENGINEERS AND FIREMEN

Hussein Ezzedine

*Paul Patmore

CHARTERED SOCIETY OF PHYSIOTHERAPY

*Vineeth Ravindran

COMMUNICATION WORKERS' UNION

*Mohamed Sapie

EDUCATIONAL INSTITUTE OF SCOTLAND

Jehan Al-Azzawi

Selma Augestad

Lawrence Brew

Nelson Chapisa

Munira Dali

Andrea Dave

Adela Mansur

*Khadija Mohammed

Sunita Nayyer

Pratiksha Peram

Nuzhat Uthmani

MUSICIANS' UNION

Ankna Arockiam

*Graham Campbell

NASUWT

Mustapha Akoub

Nahid Aslam

Zaf Hussain

Tara Lillis

*Sara Medel Jiménez

Onder Ozdemir

NATIONAL UNION OF JOURNALISTS

*Tony Adams

layla-roxanne hill

PHARMACISTS' DEFENCE ASSOCIATION

*Urvi Vora

Shabina Wali

PROSPECT

Mavis Amadi

Rhea Lewis

*Satnam Ner

PUBLIC AND COMMERCIAL SERVICES UNION

Cheral Govind

*Angela Grant

Tracy Hylton

SCOTTISH ARTISTS' UNION

*Fadzai Mwakutuya

SOCIETY OF RADIOGRAPHERS

Elise Lewis

*Mafi Simmons-Sharkey

UNION OF SHOP, DISTRIBUTIVE AND ALLIED WORKERS

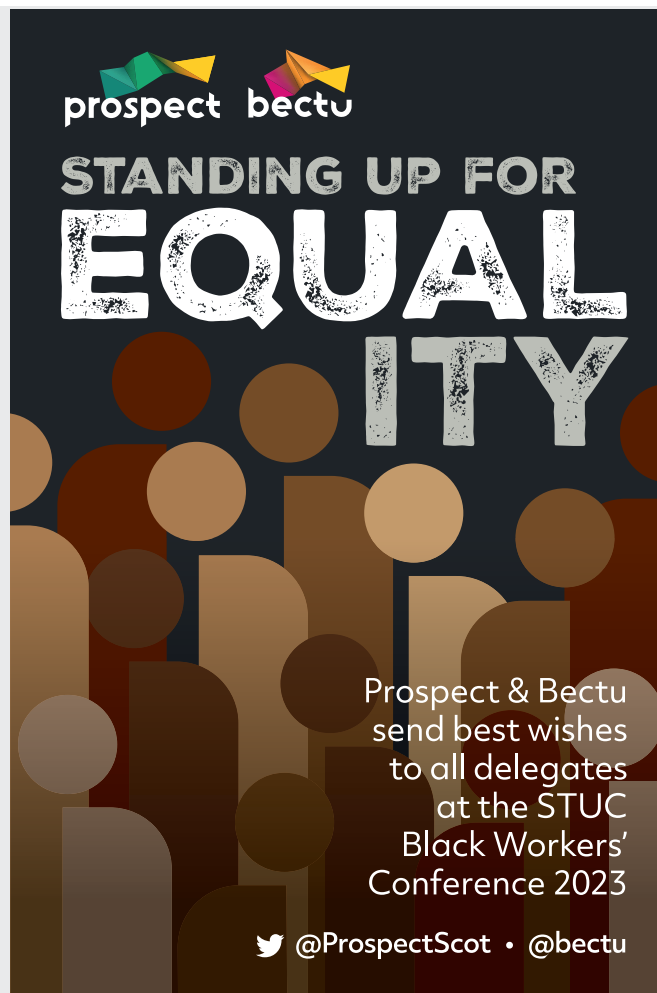
Patricia Herschell
Evangeline Martin
Ekenechuknu Djok Philip Ocan
*Lisa Willis

UNISON SCOTLAND

Segun Adebayo
Sani Akoh
Shahida Ali
Zia Hussain
Isabella Ingibina
Chris Kane
Sime Keswa
*Kay McKerrrell
Mary-Ann Oloju
Husnain Raza Sadiq
Arvind Salwan
Peter Sharma
Sue Silva
Shanaz Sohail
*Rakiya Suleiman
Kath Taank
Damaris Walwanda
Unite the Union
Michael Anderson
Linda Brown
*Lorna Glen
Naomi McKay

UNIVERSITY AND COLLEGE UNION SCOTLAND

Dania Thomas
*Talat Ahmed



REPORT TO

BLACK WORKERS CONFERENCE

STUC BLACK WORKERS' COMMITTEE

The 27th Annual STUC Black Workers' Conference was held on Saturday 1st and Sunday 2nd October 2022 at the Golden Jubilee Conference Hotel. The theme of Conference was "Who Are We To You; All Of Us Or None Of Us."

The Conference was Chaired by the Black Workers' Committee Co-Chairs Diljeet Bhachu, MU, and Khadija Mohammed, EIS. In total, 56 delegates were registered for the Conference, representing 15 Trade Unions.

The Conference motions moved and debated were based upon the themes of: Tackling Racism in Society and Culture; the Movement of People; and Workplace Issues and Representation.

A copy of the Decisions of Conference is available upon request.

On the Saturday morning delegates debated motions on Tackling Racism in Society and Culture before welcoming guest speaker Pinar Aksu, Human Rights and Advocacy Co-ordinator with Maryhill Integration Network. Prior to lunch delegates welcomed a session titled 'Upskilling and Reskilling – The Open University in Scotland and Scottish Union Learning', which was delivered jointly by Khadija Patel, Open University Partnerships Manager, and Tommy Breslin, Senior Development Officer with Scottish Union Learning. Between further debating of motions, delegates watched the '25 years of the STUC Black Workers' Committee' video. Delegates welcomed Roz Foyer, STUC General Secretary to address Conference, in addition to listening to and watching the STUC 125th Anniversary Song and Presentation, before adjourning for the day.

On Sunday morning the Black Workers' Committee for 2022/23, the Black Workers' Seats on STUC General Council 2023/24, and Black Workers' Conference Delegation to STUC Annual Congress 2023 election results were announced to Conference. The Black Workers' Committee invited Kadi Johnson, Sheku's sister, her husband Ade, and Aamer Anwar, Human Rights Lawyer to the Conference and on Sunday delegates welcomed them for the screening of 'A Portrait of Sheku Bayoh' followed by short discussion. Conference concluded with debating remaining motions, including emergency motions of which there were two, and welcomed Mike Arnott, STUC Vice President as a guest speaker.

The following were elected at Conference to serve on the

STUC Black Workers' Committee 2022/23:

Tony Adams, NUJ

Graham Campbell, Musicians' Union

Satnam Ner, Prospect

Raza Sadiq, Unison

Mohamed Sapie, CWU

Oluwafolakemi Adesina, GMB Scotland

Talat Ahmed, UCU Scotland

Sara Medel Jimenez, NASUWT

Khadija Mohammed, EIS

Mary-Ann Oloju, Unison

General Council Seats

Satnam Ner, Prospect

layla-roxanne hill, NUJ

Black Workers' Conference Delegation to the STUC Annual Congress 2023

Satnam Ner, Prospect

Mohamed Sapie, CWU

layla-roxanne hill, NUJ

Rakiya Suleiman, Unison

BLACK WORKERS' COMMITTEE 2022/23

Following the Black Workers' Conference, the Black Workers' Committee developed a Work Plan which was presented to, and endorsed by, the General Council in December 2022.

Dr Talat Ahmed, UCU Scotland, and Graham Campbell, Musicians' Union, Co-Chaired the Committee for the period, with Raza Sadiq, Unison, as Vice-Chair.

The workplan incorporated a number of priority areas, campaign, and themes including:

- Justice for Sheku Bayoh Campaign
- Reform of the UK Immigration System and Refugee Rights

- Preventing and Tackling Racism Through Education
- Tackling Racism in Sport
- Embedding Diversity Policies and Challenging Racism at Work
- Ethnicity, Pay Gap, and Equality Training
- Black Workers and Fair Work

Justice for Sheku Bayoh Campaign

The Committee remained a key supporter of the Justice for Sheku Bayoh Campaign, founded after Sheku's death in police custody in 2015. As the public inquiry continued in Edinburgh, the Black Workers' Committee supported the vigil outside the hearing daily during proceedings. Members of the Black Workers' Committee arranged transport, via the STUC, to the resumption of the inquiry in August 2023 and to the vigil to ensure trade unionists and anti-racism campaigners had a visible presence at the inquiry and supported Sheku's family. Members of the Committee attended and spoke at the vigil on key dates, and maintained contact and support for the campaign and with Sheku's family.

Tackling Racism in Sport

The committee, in particular through Vice-Chair Raza Sadiq, maintained links with and support for the Running Out Racism campaign including with messages of solidarity in light of the Cricket Scotland racism scandal in January 2023.

Challenging the Rise of the Far Right

The committee has heavily supported, alongside the STUC, regular anti-fascist demonstrations against the far right in Elgin and Erskine as well as showing solidarity and community building in the local areas.

Challenging Racism in the Workplace

Religious observance and racially literate workplaces were identified to take to the STUC Equality Officers Network and the issue of equipping reps to be more racially literate was raised with the TUC Education Officer.

STUC Black History Month Lecture

The STUC Black History Month Lecture was held on 24th October 2022 with a panel of contributors from the creative industries. They were poet and scientist, Yemurai Chaza, electrical and electronic engineer, illustrator and comic creator, Chris Manson, and George Tah, founder and creator of African-Caribbean radio station, Jambo! Radio Scotland.

St Andrew's Day Anti-Racism March and Rally

The annual St Andrew's Day Anti-Racism March and Rally took place on 26th November 2022 with the theme of 'We Demand Change', based upon supporting the Justice for Sheku Bayoh Campaign, combatting UK Government immigration policy, and fighting against a cost of living crisis which disproportionately affects black people. This was led by the Black Workers' Committee and STUC, and the rally was addressed by Rakiya Suleiman (Unison) Talat Ahmed (UCU Scotland) Aamer Anwar (Human Rights Lawyer and Sheku's family lawyer), Kadi Johnson (Sheku's sister), and Nuzhat Uthmani (EIS).

Anti-Racist Workplaces Conference

The committee created a subgroup to organise, alongside the STUC, a one-day anti-racist workplaces conference which was held on 9th September 2023 at the STUC Margaret Irwin Centre. 55 people registered for the event which centred around three collaborative plenary sessions; Building Anti-Racist Workplaces and Unions; Institutional Racism & Campaigns for Justice; Challenging the Far Right and Racism in Our Communities.

Resist Racism March and Demonstration

On 18th March 2023, the committee and STUC supported Resist Racism march and demonstration in Glasgow. The event constituted a march in central Glasgow before a rally at George Square. Talat Ahmed, Co-Chair of the Committee, compered the rally with further support from several committee members. The demonstration was called under two slogans: 'Justice for Sheku Bayoh' and 'Refugees Welcome'.

STUC Congress Equalities Fringe

As part of the STUC Congress in April 2023 the STUC Equality Committees held a joint fringe event on 18th April, titled 'What is 'Woke'? Are Unions 'Woke'?'

The STUC Equalities Fringe explored concepts of 'wokeness' and what trade unionists can do to build solidarity and combat discrimination. The discussion considered hate crime, misogyny, the rise of the far right, and why those standing up against injustice and inequities are often labelled 'woke'.

One Size Fits All? Covid and Equalities in Scotland Session

On 2nd September 2023 the committee supported a session, in conjunction with the other STUC equality committees, which involved Thompson's Solicitors and Let's Be Heard outlining the Scotland Covid-19 Inquiry as well as trade union aims for the inquiry, and the collation of equality issues for the inquiry to consider.

Scottish Union Learning sends solidarity greetings to delegates attending the 27th Annual STUC Black Workers' Conference

Scottish Union Learning supports trade unions to develop and deliver workplace learning and improve equality.

As part of the Fair Work: Leadership and Equality programme, we support the development of work around promoting leadership and equalities, including the provision of a national Equality Rep Network.

Visit our exhibition stand to find out more about:

- The Fair Work: Leadership and Equality programme
- The Equality Rep Network
- How we can continue to develop learning programmes that support Black workers across Scotland



www.scottishunionlearning.com

Email: learning@stuc.org.uk

Twitter:

[@unionlearning](https://twitter.com/unionlearning)

Facebook: [/scottishunionlearning](https://facebook.com/scottishunionlearning)

Tackling Racism and Organising for Equality

A warm welcome to delegates and visitors to the STUC Black Workers' Conference

Visit our website for some great campaign ideas and resources www.usdaw.org.uk/campaigns

To join Usdaw visit www.usdaw.org.uk/join or call 0800 030 80 30

Stock photography, posed by models.



General Secretary Paddy Lillis

President Jane Jones

Regional Secretary Tracy Gilbert

REPORT OF THE BLACK WORKERS' REPRESENTATIVES ON THE GENERAL COUNCIL 2022/23

Satnam Ner and layla-roxanne hill were elected to the STUC General Council for the period covering April 2022 to April 2023 by the STUC Black Workers' Conference.

At its first formal meeting in April 2022 the new STUC General Council elected Pauline Rourke, from the Communications Workers Union (CWU), as our President. Mike Arnott was elected as vice-president. In April 2023, Mike Arnott from Dundee Trades Council was elected as President, Lilian Macer of Unison was elected as Vice-President.

General Council (GC) held a 2-day strategy session in June 2022 which was also the opening of the new STUC Centre at 8 Landressy Street in Glasgow. The STUC Centre was formally opened by then First Minister, Nicola Sturgeon, who also unveiled a plaque. The General Council were presented and then asked to reflect on strategic aims and key objectives, external factors and key challenges, and proposed priority campaigning areas for 2022 -2023. Much of the discussions were focused on the impact of Covid-19 on workers and workplaces, as well as the Cost-of-Living crisis. A session focussed on the equalities impact of both crises was also presented.

The 26th annual STUC Black Workers' Conference, themed "Who Are We To You? All Of Us or None of Us?" returned to the Golden Jubilee Conference Hotel in Clydebanks on 1st and 2nd October 2022. On the 1st October 2022, a Cost of Living Rally took place in Glasgow, attracted 1000s of attendees. Despite Black workers being unable to join in the rally, messages of support were sent to striking workers by delegates to the Black Workers Conference. Messages of solidarity were in turn received by delegates, from the picket line and striking workers. This small but not insignificant act demonstrated the need to connect workers and their struggles to each other. Conference watched A Portrait of Shoku Bayoh, a film celebrating Shoku's life, and heard from Kadi Johnson, sister of Shoku Bayoh and her husband Ade – who spoke about the public Inquiry into Shoku's death and the campaign asks.

The STUC Black History Month Lecture brought together Black artists from a range of creative industries and artistic disciplines to reflect on the nuances of their practices, expressions of identity, and experiences of working in Scotland's arts sector. The event heard

from poet and scientist, Yemurai Chaza, electrical and electronic engineer, illustrator and comic creator, Chris Manson, and George Tah, founder and creator of African-Caribbean radio station, Jambo! Radio Scotland.

At the December 2022 meeting of General Council, the STUC BWC Co-Chair Talat Ahmed, presented our annual workplan containing key issues and priorities of the Committee. These were as mandated at our annual Conference as well as those ongoing from previous years. The workplan received endorsement from GC.

General Council Meetings

During their year-long tenure Satnam and layla-roxanne attended most meetings of the General Council. The main aims were to promote the Black Workers' priorities and mainstream Black Worker issues into the STUC agenda.

Despite the knowledge of Covid-19 and the Cost-of-Living crisis disproportionality affecting and impacting Black workers, and specifically Black women and low-income working-class Black people, there has been a failure by the broader trade union movement to recognise our struggles as theirs. Our population and workforce is changing, and the trade union movement needs to take bold action in addressing the systemic and institutionalised oppressions facing Black workers of today and tomorrow. Such actions must be collective and go beyond tokenistic slogans and tick-box events.

Over the course of the year, informed by our annual work plans, General Council maintained oversight and actively supported the ongoing work of the Black Workers' Committee. The GC representatives also participated in other wider work of the STUC including:

- layla-roxanne was re-appointed as General Council representative to the STUC Youth Committee and created an opportunity for the Youth Committee to host a screening of the film PRIDE at Glasgow Film Theatre.
- layla-roxanne attended the anti-fascist response in Elgin in June 2023 and continues to support and attend the community-led effort in Erskine. Since February 2023, local people in Erskine have

been opposing right-wing groups organising in the area against refugees (dis)placed in a hotel there. Supported by Paisley Trades Council, Stand Up to Racism (SUTR), Paisley Strike Solidarity and Paisley Living Rent – amongst others – the collective of local people have been building strong relationships with ‘friends at the hotel’ and remain resolute in pushing back against right-wing ideology in their community.

- Satnam continues to serve in various appointed GC roles including appointed member of the Fair Work Convention, Employer nominated Trustee/ Chair of the STUC Staff Pension Scheme and Scottish Union Learning Board Member.

KEY EVENTS:

The St Andrews Day March and Rally

The march was led by the Justice for Sheku Bayoh Campaign, which included Kadi Johnson, Sheku’s sister and Aamer Anwar, the family lawyer. The rally heard contributions from both Kadi and Aamer, as well as Rakiya Suleiman, Equality and Diversity Adviser for NHS Lothian (Unison) and Nuzhat Uthmani from EIS.

Support for Justice for Sheku Bayoh Campaign

This has included mobilising support on the first days of the Inquiry returns, organising vigils on key dates within and outwith the Inquiry, providing updates on Inquiry proceedings, maintaining positive media coverage of the Inquiry, creating an online Justice for Sheku Bayoh Wall of Support and attending, organising and speaking at meetings to raise awareness of the Justice for Sheku Bayoh Campaign.

Anti-Fascist Organising and Solidarity with Refugees

layla-roxanne has supported the STUC with the ongoing Erskine action. She has been in attendance at meetings, including the open community meeting held in Erskine, ensured empathetic press coverage in the Herald and assisted the local community with planning. The Erskine Big One took place in May 2023, a large scale counter protest and family friendly community event. Work leading up to this included creating a leaflet for distribution in the community and hiring and organising a full coach from Glasgow. Further coaches came from Edinburgh and Dundee organised by the local trade councils. Around 400 trade unionists and activists were present at the event which included speeches from our General Secretary and other prominent trade unionists. layla-roxanne also attended a far-right counter protest organised by Moray Trades Council in Elgin in June 2023. Though the trades council organised a counter-demo where approximately 100 people attended, an organic crowd of approximately 200 people local to the area attended which led to the far right group being escorted from the site shortly afterwards.



Working for Equality Challenging Racism

The EIS is Scotland's largest teaching union, representing 80% of teachers across all sectors and all career grades. The EIS maintains its longstanding commitment to antiracism in education and continues to support increased activism amongst our Black, Asian and Minority Ethnic members. We stand alongside the STUC Black Workers' Committee in our efforts to tackle racism, xenophobia, prejudice and discrimination in all its forms.

**Greetings from the
EIS to all delegates
and visitors attending
the 27th STUC Black
Workers' Conference.**



To find out more about the EIS' anti-racist work, visit us online:
www.eis.org.uk/Equality/Anti-Racism

eis

Scotland's largest
education trade union

REPORT OF THE BLACK WORKERS

CONFERENCE DELEGATION TO

STUC CONGRESS 2023

126TH ANNUAL STUC CONGRESS

MONDAY 17 – WEDNESDAY 19 APRIL 2023

STUC Black Workers' Conference Delegation:

- layla-roxanne hill, NUJ
- Satnam Netr, Prospect
- Mohamed Sapie, CWU
- Rakiya Suleiman, Unison

The 126th STUC Annual Congress took place in the Caird Hall, Dundee over the period Monday 17 to Wednesday 19 April 2023.

The theme of Congress for 2023 was 'Scotland's Workers Demanding Better' and was chaired by President of the STUC for the year 2022/2023, Pauline Rourke from the Communication Workers' Union. The Civic welcome was given by Councillor Bill Campbell, Lord Provost of Dundee City Council; and Stuart Fairweather, of Dundee Trades Union Council, provided the Trades welcome.

Just over 300 delegates representing Trade Unions, Trades Union Councils and the Black Workers', LGBT+ Workers', Youth and Disabled Workers' Conferences all had representatives at Congress.

The General Council issued Statements on Ukraine, Scotland's Constitution, Upping the 'Ante' on the NHS, Illegal Council Budgets and an emergency motion calling for support for Richard Leonard MSP. A copy of the Statements can be obtained from the STUC.

STUC Congress Speakers

Several guest speakers contributed to Congress over the three days, providing fraternal greetings and keynote addresses.

These included:

- Councillor Bill Campbell, Lord Provost, Dundee City Council
- Stuart Fairweather, Chair, Dundee Trade Union Council
- Joyce Stevenson, CWU

- The First Minister, Humza Yousaf
- Angela Rayner, Deputy Leader of the Labour Party
- Anas Sarwar, Leader of the Scottish Labour Party
- Owen Reidy, General Secretary of the ICTU
- Paul Nowak, General Secretary of the TUC
- Elaine Dougall, Unite, on behalf of the STUC Women's Committee

An International session took place on the Tuesday afternoon with Congress hearing contributions from international guest speakers including representatives from Sri Lanka.

STUC Congress Equalities Fringe Event

On Tuesday 18 April, a joint STUC Equality Committee's fringe meeting was held, the theme of which was 'What is Woke? Are Unions Woke? The session explored how trade unions can build solidarity to fight discrimination and counter divisive attempts at pitting communities against each other.

MOTIONS AND DEBATES

The Black Workers Committee had put forward three motions to STUC Congress 2023. To address events emergent since the deadline for receipt of motions to Congress, the delegation also felt it needed to submit an emergency motion for Congress to debate. The motions submitted were:

Systemic Racism in Scottish Cricket

"Congress notes the far-reaching and damning findings of Plan4Sport's "Changing the Boundaries" report, which was the outcome of an Independent Review into Racism in Scottish Cricket. The 448 specific examples within the report firmly evidence that institutional racism and discrimination has pervaded at all levels of Scottish cricket. Cricket Scotland failed in 29 out of 31 indicators of institutional racism.

"Conference recognises and applauds the courage of the victims – Majid Haq and Qasim Shekh, along with the tenacity of their lawyer Aamer Anwar, that ultimately led to the independent review and shone a light on the

breadth and depth of discrimination.

“Trade union members who daily push for an anti-racism approaches to address inequalities within workplaces are unsurprised, because institutional racism in cricket and indeed across all sport, is simply a barometer of systemic racism in workplaces and in wider society. In that respect Scotland must apply more widely the learning from the Review.

“Through input into Cricket Scotland’s EDI advisory board, STUC Black Workers’ Committee activists are already involved in addressing some of the issues raised, but we need the backing of the whole trade union movement to ensure we do more and make progress faster.

“Conference therefore asks the STUC General Council and its affiliates to:

- Work with identified stakeholders to hold Cricket Scotland to account and ensure that every recommendation of the Review is implemented in full; and
- Offer support to, and if required provide a platform for, the Review participant victims to share their experiences with Black Workers;
- Use the Review findings as further evidence for the need to push for the anti-racist approaches necessary to bring about the cultural changes required within sport, workplaces and wider Scottish society”

Anti-Racist Workplaces Conference

“Congress notes the successful ‘Fighting for antiracist workplaces’ conference organised with the TUC and Stand up to Racism on an annual basis in London as part of the UK-wide anti-racist work of trade unionists.

“Congress believes that Conferences such as this are vital to bring together a broad and united range of activists and community organisations with branch reps to advance trade union anti-racist work.

“Congress resolves:

- To set a date and plan for a one day ‘Fighting for Antiracist Workplaces’ conference with Stand up to Racism Scotland.
- To encourage trade union branches to send reps to this.”

Internationalism

“Congress notes, 2018 documentary Nae Pasaran which tells the true story of East Kilbride Rolls Royce factory workers who managed to ground half of Chile’s Air Force. In 1974, these workers stood in solidarity with Chilean citizens and against Pinochet’s dictatorship by refusing to carry out repairs on the engines of Hawker Hunter planes, which made up of almost half of Chile’s Air Force. Despite the risk of losing their jobs, this boycott lasted for four years.

“Congress recognises that Nae Pasaran is a story of the local, and the international. Of action and of connection.

“Congress further recognises the story as an example of the strong sense of international solidarity embedded into the beliefs and values of workers’ and the trade union movement.

“From indigenous people killed defending the land, workers locked down in the world’s largest iPhone factory in China, deaths of migrant construction workers involved in building the infrastructure required for large sporting events – including the 2022 World Cup in Qatar, to the use of chemical weapons against Kurdish people - what happens here or there, impacts what happens here or there.

From the protests and strikes across Europe, Sudan and Iran over the cost of living and police violence, comrades resisting oppression in Haiti, Puerto Rico – our struggle is interactional and international. Our solidarity should be too.

“Congress instructs the STUC General Council to:

- Make sustained connections with our comrades in struggle across the world and raise awareness of the erosion of human and trade union rights faced by them
- Ensure May Day celebrations include the struggles and successes of our comrades across the world
- Host opportunities to facilitate international learning and discussion exchanges
- Practically support trade union and grassroots organisations across the globe by being actively involved in future events and days of action held.”

Refugees, the Patriot Alternative and the Necessity of Resistance

“That this Congress notes:

- Refugees who reach our shores are being forced into unsuitable accommodation and given little in terms of support.
- Internationally, we are seeing the growth of the racist and fascist right and an alarming rise in Islamophobia, Antisemitism and attacks on refugees, migrants and Gypsy, Roma and Traveller communities.
- In Britain, politicians’ anti-refugee rhetoric and racist government policies, such as the Illegal Migration Bill, has emboldened the far right.
- In Erskine, Knowsley, and elsewhere, fascist organisations like Patriotic Alternative have targeted hotels and other accommodation housing refugees to spread their vile rhetoric.
- The important work carried out by the Scottish Refugee Council and the Maryhill Integration Network in Scotland.

- The emboldened far right is also attacking the LGBTQ+ communities by targeting Drag Queen Story Time events.
- The importance of resistance and the counter mobilisations that have taken place against the far right by trade unionists, antiracists, and anti-fascists.

“That this Congress believes:

- The UK Government’s asylum policy, which in conjunction with its dispersal scheme, seems designed to simultaneously deny refugees their human rights and sow tensions in communities across Scotland and the UK.
- The Westminster Tory government is using racism and the politics of scapegoating as a tactic of divide and rule to gain racist electoral support and make ordinary people pay for the cost-of-living crisis.
- Patriotic Alternative is a fascist group led by former Nazi BNP youth leader, Mark Collett.
- Erskine has become a major focus for Patriotic Alternative. Since the 5th February, they have led weekly protests against asylum seekers at the Muthu Hotel. These have been consistently opposed by local residents, trade unionists and anti-racist campaigners. This is a decisive campaign to stop fascist growth in Scotland, designed to fuel hate and division.
- That trade union and community organising is paramount in the face of such a threat and applauds the work of local trade unionists, community and anti-racist campaigners in Erskine.
- We need maximum unity to build broad and powerful campaigns against this threat, building on past struggles in the labour and trade union movement against racism and fascism.
- That the movement must stand up to all fascist groups wherever they appear in the country and counter the lies they are spreading in our communities.

“Congress calls on the STUC General Council and affiliates:

- Work with local campaigners in Erskine and other areas to do everything they can to aid organisation against these vile groups and to support protests against the fascist Patriotic Alternative and other similar groups wherever they appear in our country.
- To work with local residents, and antiracist campaigners to identify and name a date on a Sunday in May for a big mobilisation of the trade union and anti-racist movements to decisively outnumber the Patriotic Alternative and undermine their influence in the area.
- To continue to support and provide solidarity to all communities targeted by the far right.
- To continue to educate the wider trade union

movement about the dangers posed by the far right.”

The Black Workers’ Conference delegates to Congress also made a number of interventions on various other debates. Importantly, they looked to reflect the policy/attitude of our Black Worker constituency in the contributions, even where this might have been at odds with the position of our own trade unions:

- Opposed a motion on Defence Procurement, however the resolution was carried.
- Support a motion on Equality Political Education
- Supported a motion on Tackling Disability Pay Gap
- Supported a Composite motion on Fair Work and Disability
- Opposed a Composite motion on the War in Ukraine, however the resolution was carried.
- Contributed to the debate on Body Worn Cameras
- Supported a motion on Maintaining Rural Bus Services
- Supported a motion on School and Public Library Services.
- Supported a motion on Justice for Sheku Bayoh.

Congress Reflections

In summary, the delegation felt that at STUC Congress 2023 the range and quality of the contributions made by the delegation enabled it to put Black Workers and Black Worker issues to the fore of the trade union agenda. Through valuable interventions on the wide range of debates, it is evident that the elected delegates made considerable progress towards furthering the collective aims and priorities that have been mandated as per the Black Workers’ Conferences.

STUC Congress Awards

The STUC Union Rep Awards were presented by Humza Yousaf, First Minister of Scotland, on Monday 17 April to Fadza Mwakutuya, Scottish Artists Union (Learner of the Year Award), Soh Xi Ken, Pharmacists’ Defence Association (STUC Equality Award), William Reynolds, NASUWT (STUC Frank Maguire Award for Health and Safety), and Sue Sierra, UCU Scotland (STUC Organising Award). Following presentation of the awards, the First Minister addressed Congress.

General Council Nominees for 2023

The new General Council for 2023 was elected at Annual Congress and, as per the nomination at Black Workers’ Conference 2022, layla-roxanne hill, NUJ, and Satnam Ner were elected to serve as the Black Workers’ representatives on the General Council until Congress 2024.



LIST OF EXHIBITORS

ACTSA

ACTSA Scotland campaigns for justice and development in Southern Africa, encourages links with the region, and works closely with the Nelson Mandela Scottish Memorial Foundation to create a permanent memorial in Scotland to Mandela, his links with Scotland and his lessons for all who value social and racial justice.

Twitter: @ACTSAScotland

Facebook: @ACTSAScot

LET'S BE HEARD

The Scottish COVID-19 Inquiry's listening project, Let's Be Heard, was launched in Spring 2023. Let's Be Heard allows people in Scotland to participate in the Inquiry by sharing their own experiences of the pandemic. We will outline how you, and the people you work with, can get involved.

Web: <https://lbh.covid19inquiry.scot/>

Twitter: @covidinquirysco

LinkedIn: /covidinquirysco

PEACE EDUCATION SCOTLAND / SCOTTISH CND

Peace Education Scotland is a Scottish Charity whose aim is to advance knowledge of nuclear weapons and other weapons of mass destruction.

Email: E mail - info@peaceeducationscotland.org

Twitter: @PeaceEdu.Scot

Twitter: @ScottishCND

POSITIVE ACTION IN HOUSING

Positive Action in Housing is an independent, anti-racist homelessness and human rights charity dedicated to supporting refugees and migrants to rebuild their lives.

SCOTTISH HAZARDS

Scottish Hazards campaigns for improved worker H&S throughout Scotland and better working conditions worldwide. We provide advice and support to workers in Scotland who are not unionised and have inadequate access to occupational H&S expertise. We also provide support and advocacy for families who have lost loved ones through work.

Contact: 0800 0015 022

Facebook: /ScottishHazards

Twitter: @ScottishHazards

SCOTTISH UNION LEARNING

Scottish Union Learning supports trade unions in developing, organising, and delivering work-related learning and skills programmes for their members that contribute to collective prosperity, fairness, and equality for workers across Scotland. Scottish Union Learning is part of the STUC.

Facebook: /scottishunionlearning

Twitter: @unionlearning

STAND UP TO RACISM

Stand up to Racism brings together communities, trade unionists and campaigners to fight against racism, Islamophobia, antisemitism and the far-right. Refugees welcome. Unity is our strength. We are the majority and we will stand up to racism.

Twitter: @sutrsotland

THE SCOTTISH WOMEN'S CONVENTION

The Scottish Women's Convention (SWC) works to ensure that women throughout Scotland have an opportunity to be involved in activities and events. The information gathered is reported to key decision makers at both a local and national level.

Working across Scotland, the organisation seeks to illustrate real women's views, opinions and concerns on key policy areas.

Local roadshows, conferences, informal networking, celebratory events and online surveys, allow women to engage with the SWC to ensure their voices are heard.

THOMPSONS SOLICITORS

Thompsons Scotland are a trade union law firm. We stand up against injustice, mistreatment, and injury in the workplace. We are at the forefront of cases involving discrimination, unfair dismissal, industrial disease and health and safety breaches. Unlike other lawyers we do not see the courts as the only means of achieving a goal for our clients. If the courts cannot assist we campaign for change and we are proud to have secured many important legal reforms over the years.

Facebook: /Thompsons.Solicitors.Scotland

Twitter: @Thompsons_Sols

UNIONS INTO SCHOOLS

STUC Unions into Schools was originally launched as part of the Enterprise in Education, Determined to Succeed Agenda in 2005/6.

The programme of school visits from 2005 to 2023 has been coordinated and managed by the STUC with support from Scottish Union Learning. Unions into Schools is supported by a learning programme delivered by the STUC, with varied options available depending on representative's experience and confidence. With the assistance of trade union representatives, Unions into Schools has delivered over 2,000 classroom and virtual online sessions to school pupils throughout Scotland.

Contact: schools@stuc.org.uk

Twitter: @ScottishTUC



Celebrating over 40 years of standing up for workers' rights and access to justice for all

Thompsons Solicitors Scotland are proud to have served the trade union movement in Scotland for over 40 years.

Across the UK, Thompsons Solicitors has been standing up for the injured, discriminated and mistreated since Harry Thompson founded the firm back in 1921. We have fought for millions of people, won countless landmark cases and secured key legal reforms.

We will always apply the full force of the law to secure justice for victims of industrial wrong.

And when the law is wrong; Thompsons campaign to change it.

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CONSTITUTION OF THE

STUC BLACK WORKERS' CONFERENCE

1. TITLE OF CONFERENCE

The Annual Conference of Black Workers' representatives of Trades Unions and Trades Union Councils shall be known as the "Scottish TUC Black Workers' Conference".

2. DATE AND DURATION OF ANNUAL CONFERENCE

The Conference shall meet annually normally in the month of September/October over two days.

3. BASIS OF REPRESENTATION

Each organisation affiliated to the Scottish TUC shall be invited to appoint delegates who must be Black, in addition, each affiliate may send officials to accompany its delegation. The basis of representation shall be as follows:

Trades Unions with membership of up to 10,000:

- 6 delegates

Trades Unions with membership of over 10,000:

- 6 delegates plus one for every 10,000 members or part thereof

Trades Union Councils:

- 6 delegates

4. BLACK WORKERS' COMMITTEE

There shall be a Black Workers' Committee, composed as follows:

- | | |
|-------------------------|-----------|
| • Trades Unions | 10 places |
| • Trades Union Councils | 1 place |
| • General Council | 2 places |

The General Council members elected to the Black Workers' Seats on the STUC General Council and nominees from the Black Workers' Conference to the STUC General Council - if they have not been elected to the Committee in any of the above categories - shall be additional members of the Committee, with equal rights to all other members.

a) The Trades Union and Trade Unions Council places shall be elected by ballot of all delegates to the Conference. Each delegation shall be entitled to cast a block vote equal to the number of delegates registered. Ballot papers shall be issued to delegation leaders.

b) In the Trades Union Section, the ten candidates receiving the highest number of votes shall be elected, with the proviso that at least five women must be elected in the Section. In the event that there are fewer than five women nominees for election, the Committee shall fill the vacant places by co-option. In the event of a tied vote in the ballot, the tied candidates shall be put to a re-ballot. In the event of a further tie, the Chairperson shall have the casting vote(s).

c) Each Trades Union shall be entitled to nominate up to two candidates for election to the Trades Union Section of the Committee. Candidates must be members of the Union's delegation to the Conference.

d) In the Trades Union Section, the candidate receiving the highest number of votes shall be elected. In the event of a tied vote in the ballot, the tied candidates shall be put to a re-ballot. In the event of a further tie, the Chairperson shall have the casting vote.

e) Each Trades Union Council shall be entitled to nominate one candidate, for election to the Trades Union Council Section of the Committee. The candidate must be a member of the Council's delegation.

f) The General Council shall appoint two representatives to the Black Workers' Committee, at least one of whom must be a woman.

g) The Black Workers' Committee shall elect from among its own number a Chairperson and Vice Chairperson: the members nominated by the General Council shall not be eligible for election to these positions.

h) On the death or resignation of a member of the Black Workers' Committee, or should that year's Committee have vacant places, the Committee shall fill the vacancy by co-opting the highest unsuccessful eligible candidate. In the event that there is no such candidate, the position shall be filled by co-option.

Conduct of Elected Black Workers' Committee Members

If at any time there appears to the General Council to be justification for an investigation into the conduct of an elected member of the Committee on the grounds that the activities of that member may be contrary to the objects of the STUC, or to Trade Union principles, or to the declared policy of the STUC, or on the grounds that the member has contravened or failed to obey any requirement of these rules, or on the grounds of the member's standing with his or her affiliated organisation, the STUC President

may appoint a Sub-Committee consisting of three other members from the General Council to carry out such an investigation.

In the event that the member, whose conduct is the subject of this Rule is the President, the Vice President may appoint the Sub-Committee. The Committee shall thereafter investigate the alleged conduct. If, after such investigation, the Sub-Committee considers that there is a case to answer in respect of said conduct, it shall give notification to the President, or Vice President if the member concerned is the President, and to the member concerned of the conduct complained of and of the ground or grounds of complaint.

Upon receiving such notification from the Sub-Committee, the President, or Vice President if the member concerned is the President, shall, within a reasonable period, summon the member concerned to a hearing. At the hearing, the President, or Vice President if the member concerned is the President, shall hear, in the presence of the member concerned, any evidence, information, or explanation presented by the Sub-Committee in respect of the alleged conduct.

Thereafter, the President, or Vice President if the member concerned is the President, shall give the member concerned an opportunity of presenting such evidence, information and explanation, if any, as it wishes to present. Upon conclusion of the hearing, the President, or Vice President if the member concerned is the President, shall have the power to decide whether the member has been guilty of the alleged conduct. In the event of the member having been found guilty of the said conduct, the President, or Vice President if the member concerned is the President, shall afford to the member an opportunity to present such further evidence, information and explanation as he or she wishes in relation to imposition of penalty, and shall thereafter have power to reprimand, and/or suspend the member or to recommend the removal of the member from the Committee. The President, or Vice President if the member concerned is the President, shall notify the member concerned of his or her decision including the penalty to be imposed. The member, if dissatisfied with the decision of the President, or Vice President if the member concerned is the President, or the penalty imposed, shall have the right of appeal to the General Council. The member's intention to appeal shall be communicated in writing to the General Secretary within seven days of the initial decision. The General Council shall hold a meeting to hear an appeal within one month of the notification to appeal having been received. The President, or Vice President if the member concerned is the President, shall submit a report to the General Council setting out the reasons for the decision taken. The report shall also be made available to the member at the same time. The member shall have the right to be heard by the General Council. The General Council may decide to affirm or revoke or otherwise amend the decision of the President, or Vice President if the member concerned is the President, or to affirm or revoke the penalty and may, if a recommendation to that effect has been made, remove the member from the Committee.

The decision of the General Council shall be final and conclusive. Members of the Sub-Committee appointed to investigate any case against the member and the President, or Vice President if the member concerned is the President, shall not be entitled to be present at any stage during, or to vote, or take any other part in the deliberation of the General Council as to its findings in respect of the alleged conduct, or in respect of penalty.

Duties of the Black Workers' Committee

It shall be the duty of the Committee to implement the policies agreed by the Conference, in line with the requirements of these rules. At all times, in undertaking this duty, the Committee shall recognise the sovereignty of the policies determined by the Annual Congress.

The Committee shall prepare a Report of its work for submission to the Conference and shall include in it a record of attendance of members at Committee meetings.

5. DELEGATION TO ANNUAL CONGRESS

The Black Workers' Conference shall elect four representatives, at least two of whom must be female, to attend the Annual Congress of the Scottish TUC as part of the Black Workers' Conference Delegation. Two additional delegation places will be automatically reserved for the Black Workers' Conference nominees for the Black Workers' Seats on the General Council, making a total delegation of six. Each affiliated Trades Union and Trades Union Council shall be invited to nominate one member for a General place and one woman for a place reserved for Black Women Workers. Nominees shall be delegates to the Annual Black Workers' Conference.

Voting shall be by ballot. Each delegation shall be entitled to cast a block vote equal to the number of delegates they send to the Conference. Ballot papers shall be issued to delegation leaders. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote in the ballot, the tied candidates shall be put to a re-ballot. In the event of a further tie, the Chairperson shall have the casting vote.

On the death or resignation of a member of the Black Workers' Conference Delegation to Annual Congress, or should a vacancy arise following the Conference elections, the Committee shall fill the vacancy by co-opting the highest unsuccessful eligible candidate. In the event that there is no such candidate, the position shall be filled by co-option.

6. NOMINEES FOR BLACK WORKERS' SEATS ON THE STUC GENERAL COUNCIL

The Black Workers' Conference shall elect nominees to stand for election at the Annual Congress for the Black Workers' Seats on the General Council. Each affiliate Trade Union and Trades Union Council shall be eligible to nominate one member for the Open seat and one for the seat reserved for Black Women Workers. Nominees must be delegates to the Black Workers' Conference and nominees for the Black Workers' Delegation to Annual Congress, and so will automatically be given a seat on the Black Workers' Conference delegation to Annual Congress.

Voting will be by ballot of all the delegation to the Conference. Each delegation shall be entitled to cast a block vote equal to the number of delegates they send to the Conference. Ballot papers shall be issued to delegation leaders. In the event of a tied vote in the ballot, the tied candidates shall be put to a re-ballot. In the event of a further tie, the Chairperson shall have the casting vote.

On the death or resignation of an elected nominee for Black Workers' seats on the STUC General Council, the Committee shall fill the vacancy by co-opting the highest unsuccessful eligible candidate.

7. VOTING

Each delegation shall be entitled to vote according to the number of delegates registered.

The election of the Black Workers' Committee, the Black Workers' Conference delegation to Annual Congress and the nominees for the Black Workers' Seats on the STUC General Council will be by ballot. All other voting shall be by show of hands, except where a card vote is called.

8. MOTIONS

a) Motions for the Annual Conference Agenda (not exceeding two from each affiliated body and not exceeding 300 words) must be signed by the Secretary of the organisation submitting them and must reach the Scottish TUC at least ten weeks before the date of the Annual Conference.

b) Such motions shall be sent to each affiliated Trade Union and Trades Union Council entitled to be represented at the Conference as soon as possible after the closing date for their submission. The order in which subjects shall be discussed will be decided by the Black Workers' Committee.

c) All amendments to the motions submitted by affiliated organisations (not exceeding two from each body and not exceeding 50 words) must reach the Scottish TUC by a date to be decided by the Black Workers' Committee. Such amendments must be signed by the Secretary of the organisation submitting them.

d) Notwithstanding the aforementioned provisions, the Black Workers' Committee or any affiliated organisations shall be permitted to submit emergency motions for consideration by the delegates to the Annual Conference. Any emergency motions submitted for the Conference will require to be signed by an appropriate official (Secretary, Chairperson or Delegation Leader) of the originating organisation, prior to, or immediately following the opening of the Conference.

9. CHILDMINDING FACILITIES

Appropriate childcare facilities for the children of delegates shall be available, if requested. Any such request shall be made in writing at least three weeks in advance of the opening of Conference.

10. STANDING ORDERS

Hours of Meeting:

- First day 10.00am - 1.00pm/2.00pm - 5.15pm
- Second Day 10.00am - 1.30pm

11. CONFERENCE CHAIRPERSON

The Conference will be presided over by the Chairperson of the Black Workers' Committee.

12. APPOINTMENT OF TELLERS AND SCRUTINEERS

The appointment of three Ballot Scrutineers and four Tellers shall be made by delegates at the start of the Annual Conference.

13. LIMITATION OF SPEAKERS

No more than eight minutes shall be allowed for the mover of a motion and no more than four minutes for each subsequent speaker.

A delegate shall not speak more than once on any question, unless permission to do so on a point of order or explanation is given by the Chairperson.

14. SUSPENSION OF STANDING ORDERS

Standing Orders may be suspended only if agreed to by at least two-thirds of delegates to the Annual Conference who are present and voting.

15. CHAIRPERSON'S RULING

The Chairperson's ruling may only be overturned by a vote of at least two-thirds of delegates to the Annual Conference who are present and voting.

