

STUC BLACK WORKERS'
CONFERENCE 2025

WORKERS RISING
AGAINST RACISM



CONFERENCE AGENDA

18TH & 19TH OCTOBER 2025

CHAIRPERSON: CHERAL GOVIND (PCS)



PCS sends best wishes to

Cheral Govind,

Chair of the STUC Black
Workers' Committee

**| and all delegates to
the 2025 Conference.**

We wish you a
successful Conference

Strength & Solidarity

from pcs

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CONFERENCE SESSIONS

**SATURDAY
18TH OCTOBER**

10:00am - 12:45pm

1:45pm - 5:00pm

**SUNDAY
19TH OCTOBER**

10:00am - 1:15pm

CONFERENCE AGENDA

- i) Secretary's Welcome
- ii) Address by Chairperson
- iii) Announcements
- iv) Consideration of Reports and Motions
- v) Speakers
- vi) Election of Committee 2025/26
- vii) Vote of Thanks and Close of Conference

Secretariat to the STUC Black Workers' Committee:

Linda Somerville, STUC Deputy General Secretary

Rachel Thomson, STUC Equality Policy Officer

Fiona Low, STUC Committees and Admin Officer

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TO WIN FOR WORKERS



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STUC EQUALITY CONFERENCES

A - Z GUIDE

AMENDMENT

A proposal to amend a motion by adding, deleting, or replacing parts of the original motion.

CONGRESS

STUC Congress is the STUC annual conference which formulates policy and shapes the main priority campaigns for the whole organisation to follow.

DELEGATE

An elected member attending conference to represent their union.

EMERGENCY MOTION

Deals with an issue or subject that has happened since the closing date for motions. It is debated and voted on in the same way as other motions at conference.

FORMALLY SECONDED

Any delegate can call out "Formally" to allow a motion to be debated if there is no speaker to "Second" the motion.

MOTION

A formal written proposal submitted by affiliated trade unions or trades union councils to be debated at conference or congress. Delegates will vote in favour of, against or abstain at the end of the debate. A motion needs to be "Moved" then "Seconded" before it can be debated.

MOVER

The delegate who speaks first to start the debate on the motion

ORDER OF BUSINESS

A note of the timings of the conference and what will happen at each section i.e. Motions for debate, workshops, etc.

OBSERVER

A member attending a conference to observe but has no voting rights on motions or proposals at the conference.

POLICY

An agreed position or demands on an issue. Policy is decided by motions passed by delegates at our equality conferences.

SECONDER

The delegate who speaks second in the debate and in support of the motion.

STANDING ORDERS

The rules for the conference - they note how the debate will be conducted, voting will take place and any other procedures that need to be followed. The standing orders also note the composition and deadlines for motions and amendments.

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 4.30 pm. It assembles at 10.00 am on the second day until approximately 1.00 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. This year's Conference will be Chaired by Cheral Govind (Public and Commercial Services Union)

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

The Chair 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 Women's Seat

on the Committee. Nominees must be appointed Trade Union delegates to the Black Workers' Conference 2025.

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 Black Workers' Conference 2025.

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 Women'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 overruns 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 fall. 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.

MOTIONS & AMENDMENTS

STUC BLACK WORKERS'

CONFERENCE 2025

SECTION 1: INTERNATIONAL

1. CENTERING AFRICAN STRUGGLES IN OUR INTERNATIONALIST COMMITMENTS

“That this Conference notes the enduring African-Palestinian relationship, rooted in a shared vision of justice, liberation, and resistance to colonial domination. Since the era of anti-apartheid and anti-colonial struggles, liberation movements and newly independent states have consistently recognised the Palestinian struggle as part of a broader fight against imperialism, racism, and dispossession.

“Nelson Mandela repeatedly affirmed that freedom of South Africans was inseparable from the freedom of Palestinians, whilst across the continent - from Algeria to Ghana, and from Tanzania to South Africa - Africans have long seen the Palestinian cause reflecting their own experiences of occupation, exploitation, and displacement.

“Conference welcomes global mobilisations for Palestine, including actions from Black trade unionists and activists, reflecting deep and long-standing commitments.

“Numerous long-running conflicts across Africa are also noted - such as in the eastern Democratic Republic of the Congo, southern Cameroon, Sudan, Ethiopia, and northern Mozambique - sadly these have received little international attention or solidarity, including from African activists and institutions.

“This disparity often reflects a racialised hierarchy of attention that devalues African lives. The silence around such conflicts perpetuating colonial legacies that normalise African suffering as inevitable, rather than recognising political violence, global economic interests, and structural injustices.

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

- promote and further develop African-Palestinian solidarity through an inclusive internationalism that challenges racialised violence and dispossession;
- reject selective solidarity which reproduces inequality, undermines credibility, and erodes trust among Black and African diaspora communities;
- condemn ongoing conflicts in Africa and demand increased solidarity;
- work with African and diaspora groups to amplify perspectives and challenge the invisibility of African suffering, highlighting struggles where workers and civilians are targeted; and
- ensure STUC and affiliated unions adopt consistent international solidarity, developing resources that affirm the equal worth of all lives, ensuring that our solidarity is principled, consistent, and inclusive.”

Mover: Associated Society of Locomotive Engineers and Firemen (ASLEF)

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2. REPARATIVE JUSTICE

“That this Conference notes:

- the work undertaken by the All-Party Parliamentary Group (APPG) for Afrikan Reparations, including the UK conferences on reparations held in 2023 and 2024;
- the African Union theme of the Year for 2025 is ‘Building a united front to advance the cause of justice and payment of reparations to Africans’;
- the annual RMT union reparations conference; and
- the CARICOM 10-point plan for reparative justice.

“Conference believes:

- reparative justice is a trade union issue.

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

- be part of the international campaign for reparative justice; and
- work with affiliates and their equality committees and STUC equality committees to:
 - put pressure on the Scottish Government to accept the need for reparative justice and to take action in support of it; and
 - organise an event on reparative justice, what it means for the trade union movement in Scotland, and how trade unions in Scotland can support the campaign.”

Mover: University and College Union (UCU)

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SECTION 2: ORGANISING & SOCIAL JUSTICE

3. DEFENDING BLACK ACTIVISTS AND THE RIGHT TO PROTEST

“That this Conference notes the:

- increasing use of repressive state measures to criminalise and suppress peaceful, non-violent political activism, particularly impacting Black, Brown, Muslim, and migrant communities;
- deployment of draconian anti-terror legislation - not for public safety - but to silence dissent, suppress political opposition, and intimidate racialised communities;
- disproportionate impact of the criminalisation of protest on activists of colour, especially those engaged in international solidarity, anti-racism, and migrant justice work;
- systemic racism embedded within UK policing and legal systems, which disproportionately targets Black activists and other marginalised groups; and
- fundamental importance of the rights to protest, organise, assemble, and free speech.

“Conference believes:

- state repression of political dissent - especially relating to struggles against racism, colonialism, militarism, and injustice, globally and domestically - must be resisted; and
- the criminalisation of activism is an extension of institutional racism within policing, legal, and political systems.

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

- condemn state repression in all its forms;
- stand in full solidarity with Black and migrant activists facing criminalisation for their peaceful political activism and anti-racist organising;
- defend and promote the right to protest for all workers, focussing on marginalised

communities;

- demand an end to the use of counter-terrorism legislation and excessive police powers to suppress legitimate protest and dissent;
- oppose the use of surveillance, counter-terrorism legislation, and policing powers aimed at suppressing dissent and intimidating racialised communities;
- encourage affiliated unions to educate members on the intersections between international solidarity, racism, militarism, and protest repression, and to support campaigns that defend the right to protest;
- build and support active campaigns defending civil liberties, racial justice, and the right to organise and protest - especially when challenging imperialism and militarism; and
- work with the General Council to lead and support this work across the trade union movement.”

Mover: Associated Society of Locomotive Engineers and Firemen (ASLEF)

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4. BLACK WORKERS' NETWORKS AND INCLUSIVE TRADE UNION PARTICIPATION

“That this Conference notes that the increased prevalence of remote and hybrid working platforms has, to some degree improved participation in the trade union issues, events and initiatives that lend themselves to use of such technology.

“However, Conference notes that much of the core business of trade unions remains centred on in-person interactions. Conference agrees that it is to the detriment of Black workers, if the default mechanism for conducting race equality business was on-line video or audio calls. Further, this can be limiting to those workers who may not have the hardware, sufficient technical knowledge or who face other barriers to participation.

“Crucially, it is not right that for too many colleagues the principal and sometimes only in-person gathering of Black workers from across trade unions, to tackle workplace inequalities, is the annual STUC Black Workers' Conference.

“Conference therefore instructs the incoming Black Workers' Committee to work with the STUC General Council to:

- encourage that those who put themselves forward for election to the Black Workers' Committee to undertake the business mandated to them, recognise and commit to a greater proportion of the formal Committee meetings taking place in-person;
- facilitate, if necessary and to maintain inclusive participation, the geographical location of any meetings is set to accommodate those who would otherwise travel the greater distances;
- re-instate an in-person Black Workers' Network meeting in January 2026 with a standing agenda item that sets aside time for raising and discussing the workplace issues/ challenges faced by Black workers;
- overcome any GDPR restrictions so that we have a Black Workers' Network of consenting members with contact data that can track the numbers, the trade unions, and the reach of our Network; and
- ensure that affiliate unions are encouraged to understand their obligations to remove barriers to in-person participation and fully support their Black members.”

Mover: Prospect

Amendment:

Para 1, line 5, delete “that lend themselves to use of such technology”

Para 2, line 4, delete “the default mechanism for conducting”

Para 2, line 6, in between “was” and “on-line” insert “only conducted”

Para 3, line 1 delete “Crucially, it is not right” and insert “Conference is concerned”

Para 4, delete bullet points 1, 2, 4, 5, and insert two new bullet points:

- “ensure all meetings, including Black Workers' Network meetings, are inclusive and flexible with opportunities for both in-person and remote engagement where appropriate, to combat exclusion due to geography caring responsibilities or digital access
- “monitor participation of Black Workers at STUC events to support engagement”

Amendment Mover: NASUWT

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SECTION 3: WORKERS' RIGHTS

5. WORK-RELATED VIOLENCE

"That this Conference is appalled by evidence from an NASUWT survey which shows that Black teachers are being disproportionately targeted with increased challenges to their authority, racist abuse and higher levels of physical violence compared with their white colleagues.

"Conference is deeply concerned that the health, safety and welfare of Black teachers and support staff in schools is being put at risk by tolerating pupil indiscipline; firstly, by the risk of a serious incident occurring, and secondly by the stress induced by an incident, or through the fear of an incident.

"Conference believes that the education and wellbeing of young people in schools is also being compromised.

"Conference considers that these workplace experiences are a reflection of a wider societal culture and cannot be left to schools alone to tackle.

"Conference calls on the STUC Black Workers' Committee to:

- lobby the Government to take responsibility for ensuring policy cohesion in tackling racism and racist incidents, building links to the national action plan on relationships and behaviour, as well as the work of the Scottish Violence Reduction Unit;
- lobby the Government to ensure an expectation is placed on employers to report all violent incidents to the police;
- support affiliates forced to take industrial action to ensure staff safety and wellbeing;
- campaign to ensure sufficient resources are given to schools to meet the needs of young people and to local authorities to support parental and community support and engagement;
- promote to the Government the benefits of teaching staff having access to regular, structured and professional support as part of

their working conditions; and

- lobby politicians to secure a national campaign to engage parents and carers and local communities in anti-racism work, to foster good relations between people who share and people who do not share a relevant protected characteristic."

Mover: NASUWT

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6. PROTECTING WORKERS' LINGUISTIC RIGHTS

"That this Conference notes increasing incidents of discrimination against workers speaking a foreign language in UK workplaces. Over 90% of multilingual workers report being harassed or reprimanded for speaking their first language during breaks and personal conversations.

"Speaking a native language is a fundamental aspect of cultural identity, linking directly to race. Multilingual workers make vital contributions to public services and the UK economy, and where many face persistent harassment and discrimination.

"Linguistic discrimination is a form of cultural oppression that undermines workplace dignity and inclusion. The ability to speak one's native language during appropriate times such as breaks is a basic right that should be protected alongside other equality provisions.

"Conference calls on the STUC Black Workers' Committee to:

- support unions in campaigning and negotiating for explicit inclusion of linguistic rights in workplace equality policies and legislation;
- develop comprehensive guidance for unions on protecting members' linguistic rights, including templates for clear language policies; and
- campaign for recognition of multilingual capabilities in job evaluations and skills frameworks, leveraging evidence from surveyed workers highlighting the value of these skills."

Mover: Chartered Society of Physiotherapy (CSP)

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7. ADDRESSING RACIAL INEQUALITY IN THE WORKPLACE

“That this Conference notes from the University of Glasgow led survey in March 2025 that around one-third (35%) of people in Scotland’s Black, Asian, and visible minority ethnic communities say they have faced discrimination within the past two years - and confidence in anti-discrimination efforts has continued to decline.

“The survey showed that experiences of racial discrimination have not decreased over the last decade, when placed alongside earlier studies, and that confidence in anti-discrimination efforts has continued to decline. Employment was the biggest concern, with 40% encountering discrimination when seeking jobs, and 38% when trying to advance in their careers.

“Co-Investigator Professor Nasar Meer said: ‘on the one hand, Scotland’s Black, Asian, and visible minority ethnic communities have firmly established themselves in Scottish society and strongly identify with it. On the other hand, they continue to experience racism across all areas of life, from the street to the workplace, in ways that can be both overt and subtle. This pattern has remained largely unchanged in a decade.’

“Conference believes:

- that racial equality is a fundamental right and should be upheld in all workplaces;
- that more needs to be done to support Black workers and address the systemic barriers they face; and
- that the Scottish Trade Union Congress (STUC) has a crucial role in advocating for racial equality and supporting Black workers

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

- work with affiliated unions to prioritise the fight against racial inequality in their workplaces;
- establish a dedicated task force within the STUC to address issues specifically affecting Black workers;
- organise regular training and awareness programmes on racial equality for union members and leaders; and
- lobby the Scottish Government to implement stronger policies and legislation to protect

Black workers from discrimination and promote equality.”

Mover: Public and Commercial Services Union (PCS)

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8. BLACK WORKERS AND IMPROVING WORKPLACE RIGHTS AND PROTECTIONS

“That this Conference welcomes the UK Labour Government’s commitment to strengthening workplace rights via the measures set out in the Employment Rights Bill. The Bill represents the biggest upgrade to workers’ rights in a generation and as such the proposed legislative reforms have the potential to make a real and long-lasting difference to workers’ lives across Britain.

“Black workers stand to gain disproportionately given their over-representation in insecure jobs characterised by low pay, short/zero hours contracts, high levels of discrimination and harassment and low levels of union organisation.

“Conference welcomes the work the STUC and affiliates are doing to collectively respond to and feed into the numerous calls for evidence and consultations published by the UK Labour Government.

“Conference notes that as well as engaging and consulting with unions, it is crucial that the UK Labour and Scottish Governments actively engage with Black workers and Black communities in Scotland and the other devolved nations, in order to ensure that the lived experiences of Black workers and communities across Britain are heard and have the opportunity to shape and influence the detail of the regulations as they develop.

“Conference also notes that Union reps will play a critical role in ensuring that the improved, new rights and protections are understood, applied and enforced in the workplace.

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

- seek and share the views and experiences of Black workers in Scotland with the UK Labour Government to ensure the reforms reflect their specific concerns; and
- consider developing a range of training materials and learning resources for reps, explaining the new employment rights and

their new responsibilities that affiliates can draw upon and that reflect the implications for Black workers.”

Mover: Union of Shop, Distributive & Allied Workers (USDAW)

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9. FAIR WORK, FAIR TREATMENT: TACKLING RACISM WHERE IT MATTERS MOST

“That this Conference notes the alarming rise in reported cases of racism in workplaces, as highlighted by recent surveys conducted by Unison Scottish Black Members’ Committee, demonstrates an urgent need for systemic change. The surveys reveal a significant lack of trust in reporting mechanisms, leading to under-reporting of incidents and perpetuating a culture of fear and silence.

“The success rates of race-related cases in workplace tribunals are dismally low, highlighting a legal and procedural landscape that fails to protect those who experience racism. The Fair Work First framework provides a crucial opportunity to address these issues by promoting fairness, respect, and quality in the workplace.

“Conference believes:

- racism in any form is unacceptable and directly contradicts the principles of Fair Work First, which advocates for dignified work conditions for all;
- effective measures, must be implemented to create safe and inclusive environments where all workers feel empowered to report racism without fear of retribution; and
- employers have a responsibility to cultivate a culture of respect and accountability, ensuring that all incidents of racism are addressed promptly and effectively.

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

- lobby the Scottish Government to enhance the Fair Work First framework by integrating specific guidelines aimed at combatting workplace racism and fostering inclusive practices;
- urge affiliated unions to actively engage, support Black members and participate in training programmes that increase awareness of racism and effective reporting

mechanisms; and

- advocate for robust support systems that help victims of workplace racism navigate the reporting process, ensuring their voices are heard and validated.

“Conference, together we can promote a workplace culture that embodies fairness, respect and equality for all workers, regardless of their background.”

Mover: STUC Black Workers’ Committee

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10. MONITORING AND REVIEWING THE EXPERIENCE OF HEALTH WORKERS IN SCOTLAND – 2025 UPDATE

“That this Conference reaffirms its support for the aims of the Race Equality Framework for Scotland (REFS), particularly its commitment to fair and proportionate access to employment and representation at all levels, grades, and occupations within the health sector.

“However, Conference expresses disappointment that, despite these stated aims and the motion passed at Black Workers’ Conference 2024, little visible progress has been made to meaningfully assess or improve the experiences of Black, Asian and Minority Ethnic workers within NHS Scotland and associated employers.

“While the REFS claims to take a ‘partnership-based, accountable and open approach’, the lack of publicly available data makes scrutiny and meaningful accountability impossible. Without transparency, it remains unclear what improvements – if any – have been made, or where barriers persist.

“Scotland rightly wishes to be seen as an inclusive, progressive country where all workers, including migrants and minority ethnic staff, are treated with dignity and fairness. Yet policy ambition alone is not enough. Workers continue to face racial bias, discrimination, and systemic barriers, with no formal mechanism to monitor or address these issues. Ignoring the problem does not make it go away.

“Conference notes that better practice exists elsewhere – NHS England conducts the Workforce Race Equality Standard (WRES), an annual, data-driven review of the experience of minority ethnic staff.

“Conference calls on the STUC Black Workers’

Committee to work with affiliates to redouble efforts to campaign and lobby the Scottish Government and NHS Scotland to establish a national, mandatory system of race equality monitoring – including annual staff surveys, data publication, and accountability – to ensure real progress is made.

Mover: Pharmacist's Defence Association (PDA)

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11. SKILLED VISAS – A TRADE UNION ISSUE

“That this Conference notes recent changes to the Skilled Visa earnings threshold will have a severe impact on union members as potentially thousands of workers who were eligible under the previous rules are no longer able to re-apply on the same scheme.

“The Home Office has been intransigent about the recent rule changes introduced in April 2024, in the last days of the Conservative administration. The earnings threshold for those allowed to remain on a skilled visa has increased further to a level of £38400 where the vast majority will no longer be eligible to renew.

“Conference believes:

- most affected workers do not have much hope of meeting the new salary threshold;
- this change directly and disproportionately impacts Black communities from Commonwealth countries – we cannot allow for another Windrush scandal to happen again without raising the alarm;
- we have to challenge racism in all its forms, including legislative racism. An injury to one, is an injury to all, and we cannot stand idly by as our colleagues are dismissed by the UK Government and then potentially deported; and
- the case for a Scottish Visa, to enable civil servants and others to remain working in Scotland on the lower rate currently reserved for Health and Education workers, is very clear.

“Conference should consider this an important strand of their anti-racism campaigning.

“Conference instructs the STUC Black Workers’ Committee to:

- make a prime objective of theirs to raise the Skilled Visa issue with the Scottish Government;

- work with STUC affiliated unions to campaign to push the Scottish Government to consider all available options and to shame the Labour UK Government into abandoning this reckless Tory policy; and
- call on all Trades Councils to raise this on their agendas and to seek collaboration with other unions to build this campaign.”

Mover: Public and Commercial Services Union (PCS)

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12. PROTECTING THE RIGHT TO RELIGIOUS OBSERVANCE

“That this Conference notes that workplace policy and practice in relation to time off for religious observance vary across employers, and that agreements on flexibility, adjustments or time off are often at the manager’s discretion and/or informal agreements subject to change.

“Conference understands that religious discrimination and racism is often connected, and that minoritised religions may experience greater detriment in the workplace due to a lack of understanding, or prejudice related to their religion.

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

- issue a call to affiliates for good practice examples of inclusive policies that grant time off for religious observance; and
- develop a briefing for affiliates on religious observance within the main religions in Scotland, and adjustments that may be appropriate.”

Mover: Educational Institute of Scotland (EIS)

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13. ANTI-RACISM IN RECRUITMENT, RETENTION AND PROGRESSION

“That this Conference notes the Scottish Government publication ‘Increasing and Retaining Minority Ethnic Teachers: Action Guide for Local Authorities’, which provides a template for action to be taken by education employers. It also notes the General Teaching Council for Scotland (GTCS) report ‘Sponsoring for Diversity in Teacher Progression’, which outlines practical interventions to address underrepresentation in leadership roles.

“Conference understands the importance

of embedding anti-racism in all policies and practices, and therefore calls on the STUC Black Workers' Committee to use the recommendations in the reports above to:

- develop a briefing with practical interventions to advance access to workplace progression for Black, Asian and Minority Ethnic workers, supported by relevant learning events to facilitate implementation in practice.”

Mover: Educational Institute of Scotland (EIS)

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SECTION 4: COMBATting THE FAR RIGHT

14. FAR-RIGHT EXTREMISM AND RACISM

“That this Conference believes that over the last decade the Government has peddled a hostile environment agenda that has created the conditions for hatred to flourish.

“Conference notes with increasing concern the prevalence of hate speech on social media and beyond, seemingly with impunity.

“Conference is appalled to see the racist language of the far-right and right-wing extremist influencers permeating and becoming normalised, including amongst some of our young people.

“Conference is appalled that many Black workers no longer feel safe when leaving their house, engaging in their local communities and going to work.

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

- work with trade unions to embed anti-racism training for all reps and activists, which explores white fragility and unconscious bias and encourages white activists to become actively anti-racist;
- promote anti-racism as a foundational principle for activism, embedding equalities across all STUC events and encouraging all affiliates to adopt an intersectional mainstreaming approach to all events;

- support mentoring and sponsorship approaches within trade unions and across workplaces to build more diverse workplaces and trade unions;
- campaign for professional learning on anti-racism to be embedded across all teacher professional learning, from initial teacher education through to the standard for headship;
- build for widespread attendance at solidarity events such as the St. Andrew's Day March and Rally;
- build solidarity across STUC equality committees to ensure the movement remains vigilant and united against the threat of far-right populism which seeks to dismantle our values and democratic principles;
- lobby MSPs, in advance of the 2026 election, to seek commitments from political parties to tackle racism, hate speech, discrimination and institutional racism and disadvantage; and
- campaign to ensure employers accept they have a responsibility to address workers' fears around safety at work.”

Mover: NASUWT

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15. STOPPING THE FAR RIGHT, STANDING AGAINST HATE AND DIVISION

“That this Conference is aware that major challenges lie ahead in Britain, and internationally, for the anti-racist and anti-fascist movement, and emphasises the critical role trade unions play creating a fairer and more equal society.

“Not only has the far right grown in strength but its ideas and influence have been normalised and are now rapidly being incorporated into the mainstream. Their slogans and demands have travelled from the margins to the centre, particularly on the issue of immigration.

“Conference notes that countering these narratives has been made more difficult by a growing distrust of mainstream media, politics and institutions.

“Within the context of the worst cost of living crisis in decades, amidst high levels of homelessness and growing in-work poverty, racist mobilisations against accommodation

housing asylum seekers and demonstrations calling for mass deportations are on the rise. The far-right is targeting areas facing housing shortages and high levels of deprivation, circulating myths and misleading online videos that position asylum seekers and migrants as a threat, most notably to women and girls.

“Conference congratulates the TUC on the development of a comprehensive strategy to tackle the far-right and for giving this work the high priority it demands.

“Conference further welcomes the Employment Rights Bill recognising that its focus on rebalancing the economy, strengthening union organising and extending collective bargaining promotes racial justice and tackles inequality.

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

- work with affiliated unions to develop and refine their own strategies to tackle the far-right;
- lobby the Scottish and UK Governments to push back on rather than pander to far-right narratives; and
- recognise the surest way to defeat grievance politics is to improve jobs, raise living standards and invest in public services and communities; and continue to improve workers’ rights through legislation.”

Mover: Union of Shop, Distributive & Allied Workers (USDAW)

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16. 2026 STOPPING REFORM UK AND FAR RIGHT

“That this Conference notes Reform UK has 846 councillors and overall majorities in 10 local authorities.

- successive polling shows the risk of RUK becoming the third or second largest parliamentary force in the Scottish Parliament next year;
- their policies include reduce spending in local government via an equivalent of DOGE (the Department of Government Efficiency in the USA formerly headed by Elon Musk); reject proposals to house asylum seekers in councils controlled by them;
- their success is part of global resurgence of far-right forces and boosted by Donald Trump’s policies;

- electoral support for Reform has combined with the rise of fascist street activity led by fascist ‘Tommy Robinson’ and Nick Tenconi’s UKIP; and
- mass resistance in communities stopped the Islamophobic riots in summer 2024 and stopped the far-right in Scotland from spreading the violence into our communities.

“Conference believes:

- resurgent racist ideas are being used to challenge decolonisation, diversification of curriculum and potentially target BAME staff and students on campuses and other minority groups and everything the trade union movement stands for;
- Reform UK represents an existential threat to BAME communities;
- anti-racist campaigning is critical to expose Reform UK’s hollow claims of being ‘anti-establishment’;
- maximum unity in action is required against racism, Reform UK and fascists;
- trade unions have a central role to play in fighting racism; and
- culture is a site of anti-racism and anti-fascism.

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

- support Stand Up to Racism and Love Music Hate Racism and their initiatives to unite voters in this critical election year; and
- promote anti-racist campaigning activities in the run-up to the May 2026 Scottish parliamentary election.

Mover: University and College Union (UCU)

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17. 2026 STOPPING REFORM UK AND FAR RIGHT

“That this Conference notes:

- Reform UK has 846 councillors and overall majorities in 10 local authorities;
- successive polling points to RUK becoming the third or second largest parliamentary force in the Scottish parliament next year;
- their policies include reduce spending in local government via an equivalent of DOGE (the Department of Government Efficiency in the

USA formerly headed by Elon Musk); reject proposals to house asylum seekers in councils controlled by them;

- their success is part of global resurgence of far-right forces and boosted by Donald Trump's policies;
- electoral support for Reform has combined with rise of fascist street activity led by fascist 'Tommy Robinson' and Nick Tenconi's UKIP; and
- mass resistance in communities stopped the Islamophobic riots in summer 2024 and stopped the far-right in Scotland from spreading the violence into our communities.

"Conference believes:

- RUK represents an existential threat to BME communities;
- divisive racist ideas will weaken ordinary people's collective resistance to attacks on our conditions;
- anti-racist campaigning is critical to expose RUK's hollow claims of being 'anti-establishment';
- we need to persuade working class people not to vote for them and believe their ideas;
- maximum unity in action is required against racism, Reform UK and fascists;
- trade unions have a central role to play in fighting racism; and
- culture is a site of anti-racism and anti-fascism

"Conference calls on the incoming STUC Black Workers' Committee:

- to support Stand Up to Racism and Love Music Hate Racism and their initiatives;
- to unite working class people in this critical election year; and
- to promote anti-racist campaigning activities in the run-up to the May 2026 Scottish parliamentary election".

Mover: STUC Black Workers' Committee

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18. TACKLING THE FAR RIGHT

"That this Conference condemns the UK racist riots that were fuelled by misinformation and disinformation on social media in August 2024.

"The targeting of mosques, asylum seekers, and social infrastructure meant that many people feared leaving their homes.

"Many musicians couldn't work because their safety could not be guaranteed. As a mostly freelance sector there is no financial support for musicians who can't work because of racism and the risk it poses to their health and safety.

"The riots are a reminder of the continued need to address racism and the importance of organisations like Love Music Hate Racism who celebrate diversity, encourage community cohesion, and engage people in anti-racist activity.

"We have since witnessed a rise in far-right demonstrations, around the UK, and in Scotland, fuelled by racism and anti-migrant rhetoric, and the profound impact on communities is still being felt.

"Tackling racism and countering far-right narratives must be a priority for us all.

"Conference calls on the STUC Black Workers' Committee to:

- support and promote Love Music Hate Racism.

"Lobby the UK Government to:

- introduce Statutory Sick Pay for freelancers;
- reform the Prevent Strategy so that it doesn't disproportionately target some communities and better tackles far right extremism; and
- better use its regulatory and legal powers to stop social media platforms enabling harm.

"And lobby the Scottish Government to:

- embed anti-racist education into every stage of education."

Mover: Musicians' Union (MU)

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SECTION 5: HEALTH

19. ADVANCING YOUNG BLACK MEMBERS AND ACTIVISTS – MENTAL HEALTH AWARENESS

“That this Conference notes the UNISON annual survey of Scottish Black members shows another year of increased reports of racism and discrimination within Scottish workplaces.

“Conference notes that young Black members entering workplaces for the first time can struggle with their mental health, and they lack support when they experience racism. Aging and predominately white union representatives can also struggle to properly support young Black members, or to signpost to appropriate alternative support.

“Conference notes that activism of young Black members remains disproportionately low. Young Black members face intersectional barriers to participation in union activity, such as gatekeeping, lack of awareness about self-organisation, and uncertainty about their place within the union. These barriers contribute to a lack of understanding and awareness of the experiences of young Black members and the impact of racism on their mental health.

“Conference believes unions need to offer better mental health support, training and guidance for young Black members and activists, by creating peer developed guidance.

“With better support, guidance, training and awareness, unions can create a better environment for bringing more young Black members into young member networks and committees, and unions will benefit from new energy and ideas.

“To promote young Black member mental health support, training and awareness across Scottish unions, Conference calls on the STUC Black Workers’ Committee to work with the affiliated trade unions and the STUC Youth Committee to:

- conduct a national survey to understand the experiences, barriers and challenges faced by young Black members in Scottish unions and the impact on their mental health; and

- work with young Black members to develop mental health guidance, training and support, specifically aimed at young Black members and activists.”

Mover: UNISON Scotland

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20. PSYCHOLOGICAL SAFETY AND ANTI-RACISM SUPPORT IN HEALTH WORKPLACES

“That this Conference recognises psychological safety is essential for creating a workplace where all staff – particularly Black, Asian and Minority Ethnic workers – feel able to report incidents of racism and discrimination without fear of reprisal, stigma or professional risk.

“Too often, workers face barriers to speaking up, even when anonymous reporting is available. Conference believes that embedding safe and trusted reporting mechanisms can help collate evidence, identify recurring issues, and drive real change.

“Racism is not only harmful in the moment – it has lasting psychological and emotional impacts. Conference believes that appropriate trauma-informed support for staff affected by racism must be available within NHS Scotland and associated employers, with services tailored for health professionals. Crucially, support should be given as early as possible when race related concerns are reported.

“Conference highlights the urgent need for the implementation of comprehensive, mandatory anti-racism training for all relevant staff – including managers, union reps and HR personnel – as well as the development of public awareness campaigns to challenge racist behaviour and language in health workplaces.

“Resources such as the Anti-Racism Toolkit produced by the PDA should be used to support this work.

“Conference further calls for a move beyond box-ticking exercises to proactive culture change. A robust support system for those who experience racism must be built into health services, with a focus on both prevention and accountability.

“Conference therefore calls on the STUC Black Workers’ Committee to work with affiliates to:

- campaign for psychologically safe reporting systems to be implemented and reviewed across all health employers;

- press for tailored mental health and trauma support for staff who experience racism, provided as early as possible; and
- support and promote anti-racism training and campaigns in partnership with unions and employers.

“Only through safety, honesty, and action can we create workplaces where all staff are respected, protected, and able to thrive.”

Mover: Pharmacist’s Defence Association (PDA)

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21. INCREASING VACCINATION UPTAKE IN THE BAME COMMUNITY

“That this Conference believes that BAME communities in Scotland are disproportionately falling behind on vaccination uptake due to systemic inequalities, historical mistrust, and culturally insensitive public health strategies.

“Despite Scotland’s commitment to inclusive healthcare, BAME groups continue to face significant barriers to vaccination. Structural racism within the healthcare system has contributed to longstanding mistrust, worsened by historical medical injustices and underrepresentation in medical research. Vaccine messaging often lacks cultural relevance, fails to address diverse linguistic needs, and neglects community-led engagement.

“Many BAME individuals reside in urban areas where vaccine rollout planning may conflict with work obligations or caregiving responsibilities. Misinformation thrives when official channels fail to communicate with nuance and cultural empathy.

“Conference recognises that addressing vaccine inequity is not merely about logistical improvement - it demands confronting the roots of institutional neglect. A rights-based approach must guide vaccine strategies, with investment in community partnerships, trusted messengers, and tailored public health campaigns.

“Figures showed that almost a quarter of children of African descent in Scotland had not had their second dose of MMR by the age of five.

“Uptake was also low for children of Caribbean or Black heritage. Measles cases have been increasing across Scotland and experts fear children are missing out on full protection against the potentially deadly disease by not getting their

second dose.

“Scotland must reaffirm its commitment to equity, ensuring no community is left behind in public health initiatives.

“Conference calls on the STUC Black Workers’ Committee to work with other organisations to ensure that vaccine messages must:

- align with religious values;
- have cultural relevance;
- be multilingual and published in familiar settings like food banks and community centres; and
- combat misinformation through peer-led education in union spaces

“The STUC Black Workers’ Committee should lobby Government to embed equity criteria in vaccine rollout plans.”

Mover: Communication Workers Union (CWU)

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SECTION 6: EQUALITIES

22. CONFRONTING SYSTEMIC RACISM IN THE NHS, PUBLIC SERVICES, AND SOCIETY

“That this Conference acknowledges the deep-rooted and systematic racism that persists in the NHS and across wider public services in Scotland. Despite years of equality legislation and diversity strategies, BAME workers continue to face entrenched barriers to fair recruitment, career progression, and representation. They also experience higher levels of bullying, disciplinary action, and job insecurity. BAME patients and service users encounter poorer health outcomes, reduced access to culturally safe services, and widespread mistrust of public institutions.

“These patterns are not incidental, they are systemic, driven by institutional structures and policies that fail to address the lived realities of racism. While the NHS has made public commitments to inclusion, lack of accountability, poor data collection, and under-resourced equality initiatives mean progress remains

limited. The COVID-19 pandemic exposed these inequalities, with BAME communities disproportionately affected. The NHS Workforce Race Equality Standard, the NHS Race & Health Observatory, and parliamentary inquiries have all further highlighted how racism remains embedded in policy, practice, and institutional culture.

“The rise of racist rhetoric in UK politics and media emboldens far-right activity, fosters division, and contributes to a hostile climate within our institutions.

“A truly equitable society requires dismantling the systems of racism that harm all. The STUC must lead with urgency and solidarity, public services must be spaces of dignity and justice. We therefore call on the STUC Black Workers’ Committee to:

- campaign for independent anti-racist audits across NHS Scotland and public services;
- push for mandatory anti-racist training, co-produced with BAME communities;
- challenge racist rhetoric in politics and media, supporting inclusive public narratives;
- support BAME workers organising in unions, with protected time and representation;
- demand transparent ethnicity data collection and use; and
- embed anti-racism as a trade union priority, linking racial justice to workers’ rights.”

Mover: Unite the Union

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23. RECOGNITION OF MENSTRUATION AS A WORKPLACE ISSUE

“That this Conference calls for the recognition of menstruation as a workplace issue. Menstruation is a normal part of life for half the working population; however, it is not given the importance that it needs to break the stigma.

“Conference recognises the important work that has been done around period dignity and menopause awareness by the trade union movement in Scotland however it is crucial that we build on this and lead the way in raising awareness about menstrual health as a workplace issue.

“Research shows that stress can worsen menopause and menstrual health issues.

Furthermore, experiencing discrimination at work might mean BAME members are less likely to feel comfortable in seeking support for hormonal health-related issues.

“In a recent survey of UK consumers 51% of women respondents stated that having a period negatively impacts their life, 55% of women said that they do not feel comfortable speaking about their periods with their managers, and 50% stated that they worry that taking time off from work because of their period will negatively impact their career.

“Conference calls on the STUC Black Workers’ Committee to work with the Women’s Committee to:

- launch a campaign to raise awareness on menstrual health in the workplace to help end the stigma around it;
- support affiliates in calling on employers to take menstruation as a serious and stand-alone policy issue and to not lump it in the generic sick leave policy; and
- work with affiliates to develop a support framework to include support pathways, training and guidance on menstrual health that can be used by reps in their workplaces to best support their members.”

Mover: Unite the Union

Amendment:

Para 3, line 2 after first sentence, insert “Workplace racism and discrimination can increase stress, which may exacerbate menstrual or menopausal symptoms”

Para 5, bullet point 2 delete “and”

Insert new bullet point 3, “campaign to ensure all menstrual health policies are fully inclusive and support all workers who experience menstruation;”

Insert new bullet point 4, “support a scheduled policy review mechanism to ensure the impact of existing policies are assessed and thereafter updated.”

Amendment Mover: NASUWT

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24. SUPPORTING WOMEN FROM MINORITY ETHNIC BACKGROUNDS WITH ENGLISH AS A SECOND LANGUAGE IN ACUTE MATERNITY SETTINGS: CULTURALLY COMPETENT TRAINING AND ETHICAL USE OF AI

“That this Conference notes we must work towards improving the birth experiences of women with diverse linguistic and cultural differences during one of the most vulnerable times of their lives. The system is failing them, we must resolve the barriers to safe, respectful, and empowering care. Invest in diverse, ethical, and forward-thinking training and technology, and have a maternity system that works for all.

“Midwives play a vital role in providing safe, respectful, and culturally appropriate care. However, maternity staff are not always equipped with the tools, training, or resources to meet the complex needs of linguistically and culturally diverse service users.

With the application of the RCM’s decolonising maternity toolkit, and to embed its principles across all clinical and educational spaces, it must be noted the emerging role of Artificial Intelligence (AI) in maternity healthcare and call for its ethical, culturally safe, and inclusive application in supporting communication and care in maternity settings.

Conference asks the STUC Black Workers’ Committee to:

- support research and pilot initiatives exploring the ethical use of AI in maternity care, specifically tools that enhance communication with non-English speaking women in acute care, ensuring such technologies are co-designed with communities and governed by robust ethical and racial equity frameworks;
- call for the inclusion of Black and Brown voices in digital health innovation, including AI development and evaluation in maternity settings, to prevent technological reproduction of bias and systemic inequality;
- advocate for the development and implementation of in-house, ongoing, culturally competent training programmes for maternity staff, including on anti-racism, cultural humility, and trauma-informed approaches, developed in collaboration with Black, Brown, and minoritised midwives and service users; and

- join RCM to campaign for the above objectives to be integrated into strategic equality plans collaborating with other unions and maternity organisations to champion intersectional equity in reproductive health care.”

Mover: Royal College of Midwives (RCM)

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25. MANDATORY TRAINING ON UNCONSCIOUS BIAS

“That this Conference agrees that any type of bias based on colour in the workplace is discriminatory. Many employers have policies that point managers and staff towards equality, but Conference agrees that Unconscious Bias is often not adequately addressed.

“Conference agrees that Unconscious Bias is insidious, dangerous and leads to our Black members missing out on jobs, promotions, pay-rises and being treated unfairly in disciplinarys.

“Conference also notes that Unconscious Bias can be used as an excuse for outright discrimination.

“Conference agrees that employers should ensure that all staff are adequately trained to understand what Unconscious Bias is and how to ensure that it plays no part in decisions that affect our members and cannot ever be used as an excuse.

“As some employers would be unwilling to provide such training through choice, Conference calls on the STUC Black Workers’ Committee to campaign for such training to be mandatory in the workplace.”

Mover: Royal College of Podiatry (RCP)

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With warm wishes to delegates at the STUC Black Workers' Conference from UCU Scotland

www.ucu.org.uk/join





Tackling Racism and Organising for Equality

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to the STUC Black Workers' Conference

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General Secretary Joanne Thomas
President Jane Jones

Usdaw, 2 Rutherglen Links, Glasgow, G73 1DF

UsdawUnion



NOTES

NOMINATIONS

A) STUC BLACK WORKERS' COMMITTEE 2025/26

1) TRADE UNION OPEN SEAT (5 PLACES - 3 NOMINEES) - NO CONTEST

Kevin Luomo (MU)

Satnam Ner (PROSPECT)

Husnain Raza Sadiq (UNISON)

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

Sade Abiola (PDA)

Talat Ahmed (UCU)

Afifa Khanam (NASUWT)

Neica McLorinan, (USDAW)

Sara Medel Jimenez, (UNISON)

3) TUC SEAT (1 PLACE - 0 NOMINATED)

B) BLACK WORKERS: SEATS ON THE STUC GENERAL COUNCIL 2026/27

1) OPEN SEAT (1 PLACE – 1 NOMINEE) - NO CONTEST

Husnain Raza Sadiq (UNISON)

2) WOMEN'S SEAT (1 PLACE – 1 NOMINEE) – NO CONTEST

Neica McLorinan (USDAW)

C) STUC BLACK WORKERS' CONFERENCE DELEGATION TO STUC ANNUAL CONGRESS 2026

1) OPEN SEAT (2 PLACES – 3 NOMINEES) – NO CONTEST*

Zia Hussain (UNISON)

Satnam Ner (PROSPECT)

Husnain Raza Sadiq (UNISON)

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

Talat Ahmed (UCU Scotland)

Neica McLorinan (USDAW)

*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, there is no contest for the Open Seats on the delegation to STUC Annual Congress 2026, and there is one available Women's Seat on the delegation to STUC Annual Congress 2026.

As per Section 4 in the STUC Black Workers' Conference Constitution, the STUC will write to not yet represented affiliates to invite nominations to co-opt to any vacant places in sections A, B, or C.

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

*Joyce Stevenson

COMMUNITY

*Chigozie Joe Adigwe

Ramatu Umar Bako

Kunmilola Adekoke

EDUCATIONAL INSTITUTE OF SCOTLAND

Antonio Aguila

Sara Akhtar

Selma Augestad

Simba Nelson Chapisa

Oluwaseyi Ibiyemi

Salma Ismail

*Khadija Mohammed

Rajni Punni

Shahana Rashid

Nuzhat Uthmani

Qurat Williams

GMB SCOTLAND

*Annette Drylie

Ebrahim Makhoul

MUSICIANS' UNION

*Ankna Arockiam

Kevin Leomo

NASUWT

Paul Agbeje

Mustapha Akoub

Michael Fernandes

Muzaffar Hussain

*Afifa Khanam

Mohammed Shafat

PHARMACISTS' DEFENCE ASSOCIATION

*Sade Abiola

PROSPECT

*Satnam Ner

PUBLIC AND COMMERCIAL SERVICES UNION

*Cheral Govind

Vijay Menezes-Jackson

ROYAL COLLEGE OF MIDWIVES

*Samia Kaddeer

ROYAL COLLEGE OF PODIATRY

*Ada Fraser

SCOTTISH ARTISTS' UNION

*Dr Cat Dunn

SOCIETY OF RADIOGRAPHERS

Jennifer Donatus
Elise Lewis
*Mafi Simmonds-Sharkey
Huzaifa Yusuf

THE TRANSPORT SALARIED STAFF'S ASSOCIATION

Adelaja Aladejobi
*Maryam Eslamdoust
Mary Sithole
Pamela Stafford
Oluwafemi Toba

UNION OF SHOP, DISTRIBUTIVE AND ALLIED WORKERS

*Lorraine Barr
Tatenda Victoria Garwe
Neica McLorinan
Sukumar Nayak

UNISON SCOTLAND

Nora Abutiate
Oluwasetomi Akinyemi
Clarisar Chakonda
Premrose Chigavazira
Erick Erick
*Zia Hussain
Vimbai Hwara
Isabella Ingebina
Stephen Kanneke
Christopher Kane
Sara Medel Jimenez
Uche Ogbonna
Lola Ogunmu
Femi Ojo
Amaka Oseboh
Araf Saddiq
Husnain Raza Sadiq
Sushani Silva

UNITE THE UNION

Sakshi Chatrath
*Lorna Glen
Pooja Marwaha
Nawal Mohagar
Chimaoge Okezie

UNIVERSITY AND COLLEGE UNION

*Talat Ahmed
Olufemi Ilesanmi

REPORT TO

BLACK WORKERS' CONFERENCE

The 28th Annual STUC Black Workers' Conference was held at the Golden Jubilee Conference Hotel, Clydebank over the weekend of Saturday 28th & Sunday 29th September 2024.

The Conference was Chaired by Raza Sadiq, UNISON Scotland. 61 delegates and 4 Observers, representing 16 Trade Unions were appointed to attend the Conference, with 52 delegates and 4 Observers registered and in attendance over the weekend.

23 motions were submitted to Conference with topics focusing on: International Issues; Migrants' Rights; Combatting the Far Right; Workers' Rights; Health; Education; and Equalities. All 23 motions were carried unanimously.

Two Emergency Motions were submitted: one from UCU Scotland on an emergency protest against Tommy Robinson, and one from UNISON Scotland on the rise of the Far Right being a health and safety issue for Black workers. The motions were calls to action after the announcement of Far Right demonstrations planned for October. All emergency motions were carried.

A copy of the Decisions of Conference is available on the STUC website.

On Saturday morning, Conference was addressed by Lilian Macer, STUC President. Motions on Migrants' Rights, Combatting the Far Right, and International issues were debated before delegates heard from Shams Eddin Abu-Ghazaleh from the Nablus Fire Department in the West Bank, Gaza, who gave a speech to Conference via video recording. The powerful speech was received with a passionate sense of solidarity from all delegates in the room. After the speech Conference held a photocall to send a message of solidarity and friendship with Shams and all in Palestine.

In the afternoon delegates attended two workshops. The first was from Amarjite Singh,

Wales TUC Organising and Development Officer, on anti-racism in the workplace and a toolkit for reps. The second was from David Dick, EIS and Chair of the STUC LGBT+ Workers' Committee, on changing the narrative. Both workshops were very well received by delegates, several of whom noted them as highly informative and motivating. After workshops, Conference welcomed guest speaker Paul Reddish from Running Out Racism who spoke about the campaign fighting against systemic racism in Scottish cricket. Prior to Conference adjourning for the day, delegates debated motions on Workers' Rights.

On Sunday delegates discussed motions from sections on Health, Education, Equalities, before debating the emergency motions. To conclude Conference, delegates heard from guest speaker Roz Foyer, STUC General Secretary, via video recording.

The following were elected by Conference:

STUC BLACK WORKERS' COMMITTEE 2024/25

Open Seats

- Talat Ahmed, UCU Scotland
- Ada Fraser, RCP (Co-opted after Conference)
- Khadija Mohammed, EIS
- Satnam Ner, Prospect
- Husnain Raza Sadiq, UNISON Scotland

Women's Seats

- Sade Abiola, PDA
- Cheral Govind, PCS
- Sara Medel Jimenez, UNISON Scotland
- Afifa Khanam, NASUWT
- Neica McLorinan, USDAW

Trades Union Council Seat

Vacant

STUC Black Workers' Seats on the STUC General Council 2025/26

Husnain Raza Sadiq (Unison Scotland) and Khadija Mohammed (EIS) were nominated to contest the election at the STUC Annual Congress 2025 for the General Council seats reserved for Black Workers.

STUC Black Workers' Conference Delegation to the STUC Annual Congress 2025

Zia Hussain (Unison Scotland), Satnam Ner (Prospect), Talat Ahmed (UCU Scotland), Husnain Raza Sadiq (Unison Scotland), Khadija Mohammed (EIS), and layla-roxanne hill (NUJ) were elected as the STUC Black Workers' Conference delegation to the STUC Annual Congress 2025. After Conference Cheral Govind (PCS and Chair of the 2024/25 committee) joined the delegation. Prior to Congress, layla-roxanne hill (NUJ) withdrew from the delegation.

BLACK WORKERS' COMMITTEE 2024/25

Cheral Govind, PCS, was elected Chair of the Committee for the period, with Talat Ahmed, UCU Scotland, and Neica McLorinan, USDAW elected as Vice-Chairs.

Following the Black Workers' Conference 2024, the Black Workers' Committee developed a workplan which was presented by Raza Sadiq, Unison to the STUC General Council, and endorsed, at their meeting on 4th December 2024.

The workplan incorporated a number of priority areas, campaigns and events:

- Challenging the Far Right
- Workers' rights
- Changing the narrative through political education
- Reparations and Slavery Education
- Campaigning & Organising for Black workers
- Justice for Sheku Bayoh Campaign
- End Gaza Genocide
- Black History Month Lecture 2025
- St Andrews Day March & Rally 2025

Challenging the Far Right

The committee have actively supported a wide range of rallies, national events and local protests to tackle the increase in populist and far-right activity in Scotland. Members attended the Stand Up to Racism Trade Union conference on 1st March and Satnam Ner spoke on behalf of the committee at the Stand Up to Racism Summit on 31st May in Glasgow.

Cheral Govind spoke at the rally on 20th September in Glasgow as part of the counter protest to the far-right "Unity Rally". The rally was attended by members of the committee and heard a range of trade union speakers.

Committee members have also ensured the STUC Black Workers' Committee's continuing support for asylum seekers housed in local hotels and supported local counter protests against the far right in Falkirk and Perth. Members also attended the launch of Women Against the Far Right on 7th October in Glasgow.

Committee members took part in a joint STUC Equalities webinar to hear from Hope Not Hate. The briefing summarised their research on voting intentions, categorising voter characteristics and identified workers rights as the main issue that united voters who were considering voting for Reform UK.

Justice for Sheku Bayoh Campaign

The committee have continued to stand alongside the family of Sheku Bayoh in their long campaign for justice. This year saw the 10th anniversary of Sheku's death in police custody. The committee attended a memorial event held on Saturday 3rd May organised by Sheku's family.

The Black Workers' Committee supported the vigil outside the inquiry as it recommenced in June, Satnam Ner spoke on behalf of the committee along with Linda Somerville, STUC Deputy General Secretary.

Campaigning & Organising for Black Workers

The committee have lobbied Scottish Government for improvements to the race equality framework and are planning a relaunch of the Black Workers Network to allow space for black workers to meet outside of formal committee structures.

Black History Month Lecture 2024

The STUC Black History Month Lecture was held on 27th September 2024. The lecture was headed “Steadfast and Strong: Inspired by Heroes Past” with guest speakers Hardial Singh Bhari, founding member of the Scottish Asian Action Committee and Kam McMillan also Scottish Asian Action Committee.

St Andrews Day March & Rally 2024

The annual march and rally took place on Saturday 30th November with

the theme “Resilient and Rising: Marching for 40 Years” to reflect both the enduring strength and ongoing struggles of anti-racist movements in Scotland. Speakers included Hardial Bhari, founder member of the Scottish Asian Action Committee, Zamard Zahid, anti-racist campaigner and Roz Foyer, STUC General Secretary, the event was chaired by Satnam Ner, Prospect.



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CONFERENCE GREETINGS

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REPORT OF THE BLACK WORKERS' REPRESENTATIVES ON THE STUC GENERAL COUNCIL 2024/25

As representatives of the STUC Black Workers' Committee, we are pleased to present this report highlighting our work and contributions throughout the STUC General Council term 2024/25. The year has been marked by continued efforts to challenge racism and fascism, strengthen representation within the trade union movement, and promote equality and justice in workplaces and communities across Scotland.

Throughout 2024/25, the STUC General Council worked closely with Stand Up to Racism and Hope Not Hate, and participated in marches, rallies, and public campaigns aimed at challenging racism and hatred. This included:

- Speaking out against hostility towards asylum seekers and refugees.
- Supporting Women Against the Far Right, highlighting the gendered impact of fascism and racism.
- Continuing support for the Sheku Bayoh Inquiry, ensuring lessons are learned and accountability is upheld.

These activities reinforced the role of the trade union movement in building alliances across communities and standing in solidarity with those most directly targeted by racism and the Far Right.

The year 2024/25 has seen significant progress in strengthening the voice of Black workers within STUC. From grassroots events to international solidarity campaigns, our involvement has ensured that racial justice remains central to trade union action.

The Black History Month lecture 2024, Steadfast and Strong: Inspired by Heroes Past, was held on 27 September 2024 with Hardial Singh Bhari and Kam McMillan (Scottish Asian Action Committee).

This event celebrated the struggles and achievements of Black and Asian communities in Scotland, drawing lessons from past leaders and inspiring continued resilience in the fight for justice.

The St Andrew's Day March and Rally Against Racism and Fascism, was held on Saturday, 30 November 2024 with a theme of "Resilient and Rising: Marching for 40 Years".

The march was a powerful demonstration of solidarity against the Far Right. Large numbers turned out, affirming the commitment of the trade union movement to stand against racism, fascism, and division in Scotland.

We actively participated in discussions, seminars, and conferences focused on challenging the Far Right and their attempts to organise in Scotland. Updates were provided on strategies to counter extremism and to support communities under threat.

As representatives on the STUC General Council, we spoke in support of motions addressing workplace racism and contributed to shaping policy commitments across the equality agenda.

As a member of STUC General Council, Raza was appointed to the Scottish Union Learning Board, enhancing representation and leadership opportunities for Black workers.

We supported the STUC General Councils work on:

- Justice for Palestinians and peace in the Middle East
- Development and promotion of BDS campaign resources (Boycott, Divestment, Sanctions)
- Ensuring trade union action aligns with international solidarity and workers' rights globally.

STUC GENERAL COUNCIL 2025/26

In April 2025 Khadija Mohammed, EIS, and Raza Sadiq, Unison, were elected at STUC Annual Congress to the incoming STUC General Council for the period covering April 2025 to April 2026 by the STUC Black Workers' Conference 2024.

At its first formal meeting in April 2025 the new STUC General Council elected Richard Hardy, Prospect, as STUC President. Jenny Douglas, STUC LGBT+ Committee and Unite, was elected as STUC Vice-President.

The STUC General Council held a 2-day strategy session in June 2025. The STUC General Council reflected on its strategic aims and key objectives, external factors and key challenges, and proposed priority campaigning areas for 2025-2026. Much of the discussions were focused on the rising threat of the far-right, as well as the need for public sector investment.

The STUC Fair Work conference was held 30 May 2025 and highlighted the importance of embedding anti-racist practice within Fair Work standards.

The STUC General Council focused on its workplan priorities including the Employment Rights Bill and hosted a conference on 1st October 2025, "Empowering Workers: Understanding and Utilising the New Employment Rights Bill".



REPORT OF THE BLACK WORKERS

CONFERENCE DELEGATION TO

STUC CONGRESS 2025

Black Workers' Conference Congress Delegation

In October 2024, the Black Workers' Conference had elected the following delegates to represent them at to Congress:

- Satnam Ner, Prospect (Delegation Leader)
- Cheral Govind, Public and Commercial Services Union (PCS)
- Khadija Mohammed, Educational Institute of Scotland (EIS)
- Talat Ahmed, Universities and Colleges Union (UCU)
- Zia Hussain, UNISON
- Raza Sadiq, UNISON

BW Committee Motions

The Black Workers Committee had put forward three motions this year:

- Motion 70 – Tackling Racism through a Fair Work First Lens;
- Motion 97 – Reform UK, Musk, Trump and the Far Right; and
- Motion 115 – Artificial Intelligence, Exploitation of Workers from the Global South and International Solidarity.

Motion 70 was composited (Composite K) with four others under the theme of Advancing Fair Work. Raza Sadiq spoke in support of the composite. He highlighted the alarming findings of a recent survey carried out by the Unison Scottish Black Members Committee as well as the central role that Fair Work First must play in providing redress. The motion was carried.

Motion 97 was composited with 8 others (Composite B), including the General Council's (GC) own motion, covering the various aspects of the strategy for tackling the far right. Talat Ahmed spoke in support of the composite. She highlighted recent racist attacks in both Glasgow but also in the Congress city of Dundee. The

motion was carried.

Motion 115 was moved by our Chair Cheral Govind. She used concrete examples of the impact of the relentless labour market atrocities, faced by citizens of the exploited Global South, to feed the AI machine and sustain the increasing "consumption" of the so-called "developed nations. She called on individual delegates and affiliates to ensure that their employers conduct due diligence, which included audits of their AI supply chains. The motion was carried.

The text of all motions can be found on the STUC website.

Other Important Interventions

Beyond the debates around motions that we ourselves had put onto the Congress Agenda, there was significant input of your elected delegates into the business of Congress. All the following helped to raise the profile and importance of issues that impact Scotland's Black Workers:

- Talat Ahmed seconded UCU motion 93 which highlighted the rise of the far right and warned that if we went by some of the recent opinion polling, there was the potential for the 2026 Holyrood elections to return 12 Reform MSP's. However, it was felt that having a clause on "loyalism", in a motion on the far right and racism was not appropriate. As a result of this clause, the motion was remitted. Remitting the motion will allow the General Council to take any action it deems appropriate to deliver on the sentiment of the motion.
- Our Chair Cheral Govind made a supporting speech during the debate on preventing and tackling sexual harassment in the workplace (Composite H) The motion was carried.

- Zia Hussain spoke in support of Motion 19, tabled by the Chartered Society of Physiotherapy on the growing levels of youth unemployment. He highlighted the growing levels of sickness, including mental health stress amongst BME youth, as a key element behind the economic inactivity figures. He said that this, coupled with the long-standing structural and institutional racism barriers, results in worsening of the disadvantage already faced. The motion was carried.
- Cheral Govind seconded the STUC LGBT+ Workers Conf motion on the Cass Report and countering its bias. The motion was carried.
- There was a hugely successful fringe meeting organised by Stand Up to Racism, in which two of our delegates played a central role: the fringe was chaired by Talat Ahmed and Cheral Govind was one of the other four speakers in an all-woman panel.
- There was a closed session debate on changes to the STUC constitution. The essence of the changes was a move to two-yearly Congress, with the Equalities Conferences taking place in intervening years. Whilst during the consultation period leading up to Congress the BW Committee was broadly supportive of the move, there was considerable debate at Congress itself on the specifics. The debate resulted in the BW Conf delegation shifting its position to actively vote against the substantive Constitutional Amendment motion. At the centre of the reasons for opposing was the significant dilution of democracy that would result. It was felt that this would be further detrimental to the already low levels of participation of BME workers in trade union structures and processes. Particularly since our participation relied on face-to-face interaction more so than was perhaps the case with other trade union business. The motion was lost, meaning that the proposed Constitutional change will not be enacted.
- It was great to see fellow Committee member Afifa Khanam at Congress and her contribution as a delegate of the NASUWT was hugely well received.
- BW Congress delegates raised a particular issue of concern, that was followed up by a formal letter of complaint addressed to GC. The complaint related to the speaker from

Unison who gave the Vote of Thanks following the STUC President's address to Congress on Monday morning. A press article published on Tuesday about that individual, raised concerns that, ahead of the Westminster Parliament elections of 2024, that person had liked racist and Islamophobic posts on social media. For this reason, Labour Party had deselected them as a Candidate before the election. GC explained that it was left to the President to choose the individual to move the Vote of Thanks. However, your delegation felt that, in the absence of any signs of remorse or formal apology, it was unacceptable for that person to given a platform at Congress.

- It is always a welcome sight when Black Workers representing their affiliate unions take to the podium to address Congress. This year was no exception. In this regard there were stand-out contributions from former BW Committee member Davena Rankin (UNISON) and impressive first-time delegate Lola Dabiri (Pharmacists Defence Association).

STUC Equality Award finalists:

In recognition of their influential and sustained work around race equality, this year's BW Committee Members Neica McLorinan and Raza Sadiq both were finalists for the STUC Equality Award. Well done to Neica and Raza!

General Council Elections:

Congratulations are due to Khadija Mohammed and Raza Sadiq, both of whom were elected by Congress to be your Black Workers representatives on General Council (GC) for the 2025/26 Congress year.

Huge congratulations also, to past BW Committee member and former Committee Chair layla-roxanne hill, who was elected to represent her trade union, the National Union of Journalists (NUJ) on GC.

Summary

In summary, Congress 2025 allowed us to visibly put Black Workers and Black Worker issues to the fore of the trade union agenda. It is evident, through the valuable contributions on the large range of debates, that your elected delegates made considerable progress towards furthering our collective aims and priorities as mandated by you at our Black Workers' Conference.





LIST OF EXHIBITORS

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

X: @unionlearning

STAND UP TO RACISM

Stand Up to Racism Scotland is a campaigning organisation with local groups that mobilises with communities and trade unions and seeks to unite working class people against racism, the far-right, fascism, Islamophobia and antisemitism. We say refugees welcome here - stop the scapegoating. We demand justice for Sheku Bayoh and say #BlackLivesMatter.

Email: sutrscot@gmail.com

X: @sutrscotland

Facebook: /SUTRscot

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

X: @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 2025 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 3,000 classroom and virtual online sessions to school pupils throughout Scotland in the past 20 years.

Contact: schools@stuc.org.uk

X: @ScottishTUC

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.

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 anti-racism 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 29th STUC Black
Workers' Conference.**



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

eis

Scotland's largest
education trade union