

WORKERS RISING
AGAINST RACISM



ORDER OF BUSINESS

Saturday 18th and Sunday 19th October 2025

**Golden Jubilee Conference Hotel, Clydebank,
Glasgow**

**As at 9th October 2025
SUBJECT TO CHANGE**

Saturday 18th October 2025

9.30 – 10:00am Registration

10.00am Secretary's Welcome

Chairpersons' Address: Cheral Govind, PCS

Appointment of Tellers and Scrutineers

10:15am Guest Speaker
Roz Foyer
STUC General Secretary

10.30 am Motions

Section 1: International

Motion 1 – “Centering African Struggles in Our Internationalist Commitments” (ASLEF)

Motion 2 - “Reparative Justice” (UCU)

Section 2: Organising & Social Justice

Motion 3 – “Defending Black Activists and the Right to Protest” (ASLEF)

Amended Motion 4 – “Black Workers’ Networks and Inclusive Trade Union Participation” (PROSPECT & NASUWT)

Section 3: Workers' Rights

Motion 5 – “Work-Related Violence” (NASUWT)

Motion 6 – “Protecting Workers’ Linguistic Rights” (CSP)

Composite A (Covering Motions 7 and 13) - “Addressing Racial Inequality in Recruitment, Retention and Progression in the Workplace” (PCS & EIS)

Composite B (Covering Motions 8 and 9) - “Fair Work and Workplace Rights” (STUC BWC & USDAW)

12:00 ‘Employment Rights Bill’
Greg Walker and Rebecca Tait, Thompsons Scotland

12:30 **STUC Women's Committee**
Pearl Abernethy, Chair

12:45 **Lunch Break**

13:45 **Workshops**

See it, Say It, Sort It: Confronting Workplace Racism & Building Collective Power

An interactive and empowering workshop designed for Black members, drawing on insights from the Year of the Black Worker and three years of survey data. This session will unpack the insidious nature of workplace racism, and provide practical tools to build confidence, collective action, and accountability with Peter Hunter, Raza Sadiq and Zia Hussain

Shifting the Dial

STUC team will be discussing Hope not Hate's latest research. Participants will explore together why workers are shifting away from the traditional parties and what unions and workplace reps can do to make sure the workplace and economic issues are the priority.

16:00 **Motions**

Section 3: Workers' Rights Continued

Motion 10 – “Monitoring and Reviewing the Experience of Health Workers in Scotland – 2025 Update” (PDA)

Motion 11 – “Skilled Visas – A Trade Union Issue” (PCS)

Section 6: Equalities

Motion 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” (RCM)

Section 4: Combating the Far Right

Composite C (Covering Motions 14,15, 16, 17 and 18) – “Tackling the Far Right” (STUC BWC; USDAW; NASUWT; MU; UCU)

17.00 **Conference Adjourned for the Evening**

Sunday 19th October

10.00 am Announcement of:

- **Black Workers' Committee for 2025/26**
- **Black Workers' Conference Delegation to the STUC Congress 2026**
- **Black Worker nominees to the General Council 2026/27**

10.10 Motions

Section 5: Health

Composite D (Covering Motions 19 and 20) – “Mental Health” (UNISON & PDA)

Motion 21 – “Increasing Vaccination Uptake in the BAME Community” (CWU)

Section 6: Equalities Continued

Motion 22 - “Confronting Systemic Racism in the NHS, Public Services, and Society” (UNITE)

Amended Motion 23 – “Recognition of Menstruation as a Workplace Issue” (UNITE & NASUWT)

11.00 Comfort Break (Hotel Lobby)

11.10 Motions

Section 6: Equalities Continued

Motion 25 - “Mandatory Training on Unconscious Bias” (RCP)

Section 3: Workers' Rights Continued

Motion 12 – “Protecting the Right to Religious Observance” (EIS)

11:30 Panel Session

‘Confronting the Harsh Realities, Creating Equitable Workplaces’

Wilf Sullivan, former TUC Race Equality Officer and Khadija Mohammed, Associate Dean (University of West of Scotland), STUC BWC

12:30 Emergency Motions

13:00 Guest Speaker

STUC President - Richard Hardy

13.10 Vote of Thanks

13.15 Close of Conference