



**98<sup>th</sup> Annual STUC Women's Conference  
29<sup>th</sup> and 30<sup>th</sup> October 2025**

**List of Decisions**

<b>Appendix A</b>	<b>List of Decisions</b>
<b>Appendix B</b>	<b>Resolutions adopted at the 2025 Annual STUC Women's Conference</b>
<b>Appendix C</b>	<b>Motion Remitted at the 2025 Annual STUC Women's Conference</b>
<b>Appendix D</b>	<b>Amendment Withdrawn</b>

## Appendix A

### List of Decisions

<b>Composites/Resolutions/Motions</b>	<b>Decisions</b>
<b>Composite A</b> Ethical AI, Arts Education, and Creative Industry Protections (covering Motions 7 & 8)	Carried
<b>Composite B</b> Protected Workplace Support for Women with Endometriosis and Menopause (covering Motions 16 & 17)	Carried
<b>Composite C</b> Misogyny, Extremism and Rise of the Far Right (covering Motions 29 & 30)	Carried
<b>Amended Resolution 1</b> Reforming, Improving & Extending Parental Leave & Pay Rights	Carried
<b>Resolution 2</b> Reasonable Adjustments for Breastfeeding	Carried
<b>Resolution 3</b> Maternity Pay & the Need for Enhanced Parental Leave	Carried
<b>Resolution 4</b> Pregnancy & Parenting in the Music Industry	Carried
<b>Amended Resolution 5</b> Flexible Working Rights	Carried
<b>Resolution 6</b> 4-Day Week	Carried
<b>Resolution 9</b> Critical Literacy Skills & Political Literacy as Resilience Against Far-Right Influence	Carried
<b>Resolution 10</b> Welfare Reform Bill	Carried
<b>Resolution 11</b> Women, Casualisation & the Crisis in Higher Education	Carried

<b>Resolution 12</b> Action against Assaults	Carried
<b>Resolution 13</b> Support for the Fire Brigades Union's 'Cuts Leave Scars' Campaign	Carried
<b>Resolution 14</b> Nursing & Midwifery Taskforce	Carried
<b>Amended Resolution 15</b> Investing in Flexible Childcare for a Fairer, Stronger Economy	Carried
<b>Resolution 18</b> Community Health Hubs	Carried
<b>Resolution 19</b> Challenging Racial Stereotypes in Pain Perception Treatment	Carried
<b>Resolution 20</b> Closing the Ethnicity Pay Gap for Black Women in Scotland	Carried
<b>Resolution 21</b> Closing the Gender Pay Gap & Introducing Fair Self-Assessment for the Self-Employed	Carried
<b>Resolution 22</b> Promoting Women's Psychological Safety Across all Workplaces	Carried
<b>Amended Resolution 23</b> 50 <sup>th</sup> Anniversary of the Sex Discrimination Act	Carried
<b>Resolution 24</b> When Women Win, We all Win	Carried
<b>Resolution 25</b> Neurodiverse Women in the Workplace – Highlighting the Gender Gap	Carried
<b>Amended Motion 26</b> EHRC Revised Position on the Provision of Facilities Post UK Supreme Court Judgement	Remitted
<b>Resolution 27</b> Addressing Prejudice-Based Violence through Intersectional Solidarity	Carried

<b>Resolution 28</b> Violence in Schools	Carried
<b>Amendment to Resolution 28</b> Violence in Schools	Withdrawn
<b>Resolution 31</b> The Threat of Incel Ideology	Carried
<b>Resolution 32</b> Consultation with Victims of Domestic Violence in Plea Bargains	Carried
<b>Amended Resolution 33</b> Sexual Harassment	Carried
<b>Resolution 34</b> Global Gender Equality	Carried
<b>Amended Resolution 35</b> The Disproportionate Impact of the Crisis in Gaza on Women & Children	Carried

## **Appendix B**

### **Resolutions adopted at the 2025 Annual STUC Women's Conference**

#### **Composite A**

#### **Ethical AI, Arts Education, and Creative Industry Protections**

#### **(covering Motions 7 & 8)**

“That this Conference notes that the rise of AI brings with it several ethical concerns and considerations that may disproportionately affect women.

“According to the Harvard Business Review, there is evidence of AI adopting gender bias, reinforcing gender stereotypes and other outdated biases. The creative industries are lobbying against the misuse of AI, noting the risks to artists' copyright and intellectual property rights.

“Conference also notes that the Expressive Arts are one of the key elements of Scotland's Curriculum for Excellence, but arts are often the first area to suffer funding cuts, the option of using AI to make creative short cuts in order to save time and money is concerning.

“AI-generated deepfake images, low-tech forms of disinformation impede change and progress crucially in equality and respect for women and girls. The inbuilt bias of AI (it can only learn from the input it receives) leads to a continuation of a misogynistic culture and normalisation of domestic violence, revenge porn and sexual harassment.

“It is also important to acknowledge that AI-based tools *can* be empowering and make creative endeavours more accessible.

“Conference calls on the STUC Women's Committee to:

- lobby relevant governments to introduce legislation that ensures an ethical minimum standard for the use and application of AI, including a rigorous licensing regime requiring a full audit trail of any copyrighted material, and appropriate remuneration for original copyright holders;
- support creative sector unions' efforts to protect artists' intellectual property and rights amidst the rise of AI;

- endorse the Responsible Handover framework from Sense about Science;
- endorse the Council of Music Makers’ Five fundamentals for music and AI; and
- lobby the Scottish Government to invest in AI literacy, especially among young creatives and within the Scottish Curriculum and seek to give everyone skills to use these tools responsibly and ethically. This includes understanding complex issues of copyright, ownership, and the ethical training of AI systems, particularly when using artists’ works in AI datasets without consent.”

**Mover: Equity**

**Seconder: Musicians Union**

.....

**Composite B**

**Protected Workplace Support for Women with Endometriosis and Menopause**  
**(covering Motions 16 & 17)**

“That this Conference recognises that menopause and endometriosis are workplace issues and must be treated as such and believes that women with endometriosis should be guaranteed protected sick leave to manage the chronic and debilitating symptoms of their condition.

“Endometriosis must be treated as a long-term health condition, with workplace adjustments including flexible leave, phased returns, and clear, stigma-free HR guidance and believes protected sick leave must be enshrined to ensure that women are not forced to choose between their health and their livelihood.

“In Portugal as of April 2025, workers with endometriosis or adenomyosis can take up to three paid sick days per month for incapacitating menstrual pain. A medical prescription is needed but does not require monthly renewal.

“Conference notes that some UK employers are already leading the way, for example: Network Rail has introduced menopause guidance and awareness training for managers; Transport for London (TfL) offers flexible

working and support groups; ASOS and Vodafone provide paid menopause leave.

“Conference calls on employers to adopt clear, inclusive, and supportive policies. Minimum standards for a menopause policy should include:

- adaptations to uniforms to allow for comfort and breathability;
- training for managers and staff to recognise symptoms and respond with empathy and understanding; and
- adaptations to temperature and work environments, including access to rest areas, flexible working, and ventilation controls.

“Conference further calls on the STUC Women’s Committee to work with likeminded organisations and affiliates to lobby the Scottish Government to recognise endometriosis as a legitimate medical condition that warrants compassionate and tailored workplace accommodations. The Women’s Committee are further instructed to request that affiliates provide information of best practice where they have achieved a negotiated policy for protected sick leave for their members and to campaign for mandatory menopause and endometriosis workplace policies across all businesses in Scotland, and for the Scottish Government - including its publicly owned companies – to be a model employer, setting a gold standard for reproductive and menstrual health support.”

**Mover: Communication Workers’ Union**

**Seconder: Transport Salaried Staffs Association**

.....

**Composite C**  
**Misogyny, Extremism and Rise of the Far Right**  
**(covering Motions 29 & 30)**

“That this Conference expresses deep concern at the growing rise and normalisation of far-right ideologies across the UK and internationally and believes that over the last decade the Government has peddled a hostile environment agenda that has created the conditions for hatred to flourish.

“Women, particularly those at the intersections of race, class, sexuality and gender identity, face increased online and real-world harassment as a result and notes with increasing concern the prevalence of hate speech on social media and beyond, seemingly with impunity.

“Trade union women, campaigners, and politicians are being targeted simply for standing up for equality and social justice.

“We commend the many women across our movement who continue to resist far-right narratives and organise for an inclusive, anti-racist, and feminist future. The trade union movement has a critical role to play in building resilience to hate and empowering reps and activists to challenge far-right influence in workplaces and communities.

“Conference is appalled to see the language of the far-right and right-wing extremist influencers permeating and becoming normalised, including amongst some of our young people and is further concerned that women teachers are being disproportionately targeted, with increased challenges to their authority, as well as abuse and assaults.

“Conference asserts that it is incumbent on all of us to work collaboratively to challenge hate speech and particularly the intersection with other forms of discrimination such as racism, homophobia, transphobia and ableism.

“Conference therefore calls on the STUC Women’s Committee to:

- work with anti-fascist and anti-racist organisations to raise awareness of the link between misogyny and the far right;
- develop resources and training for reps and activists to identify and challenge far-right narratives in the workplace;
- lobby the Scottish Government to recognise misogyny as a standalone hate crime;
- promote campaigns and public education that champion inclusive, progressive, feminist values and build collective resistance to all forms of hate.”
- engage with affiliates to promote positive masculinity as a vehicle to challenge rigid gender norms and far-right narratives;
- provide a webinar for affiliates exploring the intersection between far-right narratives and misogyny and gender-based violence;



- lobby MSPs, in advance of the 2026 election, to ensure their manifesto commitments seek to tackle misogyny, gender-based violence and sexual harassment in schools and at work; and
- building 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.”

**Mover: STUC Women’s Committee**

**Seconder: NASUWT**

.....

### **Amended Resolution 1 Reforming, Improving and Extending Parental Leave and Pay Rights**

“That this Conference welcomes the UK Labour Government’s commitment to reviewing the current framework of statutory parental leave and pay rights.

“Unions have a strong track record of negotiating improvements to parental leave and pay rights for working parents and carers however, the scale and scope of those improvements is necessarily limited by the current statutory framework of parental leave.

“The current model of family leave entitlement does not work for millions of families. It does not support families to share caring responsibilities equally. This entrenches the discrimination that women face in the workplace.

“Conference recognises that improving parental leave and pay rights to achieve more equal parenting is a process that will take many years and require significant investment. The current review represents the start of this process.

“Conference asserts that the current system of parental rights should be replaced by a simpler, more equal system that:

- supports all family types, including kinship carers;
- provides stronger rights for each parent;

- supports both parents to make meaningful decisions about how they combine paid work with care;
- reduces pregnancy and maternity discrimination;
- promotes gender equality and closes the gender pay gap; and
- supports a joined-up approach to other types of leave that working parents may rely upon.

“Conference believes that parental rights must be:

- accessible to all workers regardless of employment status;
- available from day one;
- individual, stand alone, paid entitlements;
- address difficulties faced by self-employed parents; and
- extend access to well-paid leave, including for single parent families, kinship carers and multiple births.

“Furthermore, any reform must not diminish but extend and improve existing rights and should be part of a package of wider reform including improvements to childcare and flexible working.

“Conference calls upon the STUC Women’s Committee to continue to give this issue a high priority in their ongoing conversations with the UK Labour Government and to ensure women’s voices and experiences are centred in all ongoing discussions.”

**Mover: Union of Shop, Distributive and Allied Workers**  
**Seconder: NASUWT**

.....

## **Resolution 2**

### **Reasonable Adjustments for Breastfeeding**

“That this Conference notes that there is no statutory right to reasonable adjustments for breastfeeding. This has led to employers often refusing to put in place the conditions recommended by the NHS and often forcing parents to give up breastfeeding earlier than planned, or delaying their return to work.

“The recommended facilities include:

- a break allowance for mothers to express milk;
- provision of a clean, warm, private room (not the toilet) for expressing;
- a secure, clean fridge to store expressed milk; and
- flexible working hours for breastfeeding mothers.

“Conference calls on STUC Women’s Committee to campaign for these conditions to be adopted by all workplaces, in consultation with affiliates through collective bargaining agreements and to lobby Politicians to have the right to these reasonable adjustments enshrined in law.”

**Mover: National Union of Rail, Maritime & Transport Workers**

.....

### **Resolution 3**

### **Maternity Pay & the Need for Enhanced Parental Leave**

“That this Conference notes that the current statutory maternity pay is just £187.18 a week, or 90% of average earnings. This is only a 1.71% increase from last year, that makes little difference to families in Scotland that are struggling to keep afloat.

“Conference recognises that the current system in Scotland fails to support the financial stability of families, forcing many women to jeopardise their health and return to work before they are ready. Maternity pay is amongst the worse within OECD countries, and statutory paternity leave is the worst in Europe. Poor parental leave policies continue to reinforce gender stereotypes, with uptake of shared parental leave in the whole of Scotland remaining lower than in London.

“Conference believes that the UK’s parental leave policy is in need of reform. Conference welcomes the UK Government’s commitment to enhancing statutory parental leave and calls on the STUC Women’s Committee to lobby the UK Government to:

- expand eligibility and increase statutory maternity pay to a rate more in-line with the top half of OECD countries;
- increase statutory paternity leave and pay, to be more in-line with the top half of EU countries; and

- consider ‘default policy option’ models which provide both partners with an equal share of leave, some of which is transferable, to promote more gender equal caring.”

**Mover: Community**

.....

#### **Resolution 4**

#### **Pregnancy & Parenting in the Music Industry**

“That this Conference notes that discriminatory attitudes are forcing musicians to hide their pregnancy for as long as possible to avoid losing work.

“When women do give birth, they face another set of challenges because current legislation and benefits do not protect or provide for freelancers who are pregnant or parents.

“The Musicians’ Census 2023 revealed that 29% of women musicians experienced career barriers because of family/caring commitments and 15% reported finding childcare as a barrier.

“The low rate of Maternity Allowance means many women return to work before they’d like to because they can’t afford enough maternity leave and fear it will damage their careers.

“Once back at work extortionate and inflexible childcare mean women have no choice but to turn down work, further damaging their careers.

“Being a mother or parent should not be a barrier to a career as a musician.

“Conference asks the STUC Women’s Committee to lobby relevant Governments to:

- ensure protections for pregnant women include the self-employed;
- bring Maternity Allowance in line with Statutory Maternity Pay;
- invest in low-cost, flexible childcare;
- extend Shared Parental Pay to self-employed workers; and
- improved legislation for parents who are self-employed.”

**Mover: Musicians’ Union**

## **Amended Resolution 5 Flexible Working Rights**

“That this Conference welcomes the recent improvements to the right to request flexible working, including removing the length of service requirement. However, the right still operates on the assumption that workers can freely negotiate flexible working when few have little power to do so.

“The majority of Usdaw’s members are women working in retail, a sector which is widely assumed to provide opportunities for flexible working. However, the experiences of Usdaw members suggest that this is often not the case.

“99.7% of midwives are women with caring duties. We support the NHS ‘Once for Scotland’ policy, but under-resourced services rarely meet requests. Safe care demands proper funding. We urge conference to extend rights and push for a workforce capable of accommodating staff needs and delivering equitable, sustainable maternity services.

“To ask for flexible working continues to be risky for low paid women workers because to do so means they are then seen or perceived as being unreliable or uncommitted, making them feel even less secure at work.

“TUC research has shown that one in three requests for flexible working are turned down and workers in low paid jobs have the least access to flexible working.

“The UK Labour Government’s commitment to making flexible working the default is welcome as is the right to guaranteed hours and notice of shift change as set out in the Employment Rights Bill, but more needs to be done to level the playing field between worker and manager and to rid the labour market of one-sided flexibility.

“Conference calls upon the STUC Women’s Committee to continue making the case for further changes to strengthen flexible working rights including:

- abolish the restriction on the number of applications an employee can make;
- extend the right to all workers;

- introduce the advertising duty, i.e. outline the flexible working options available when advertising jobs;
- reintroduce the right to a written decision, a right of appeal and the right to be accompanied to meetings;
- reintroduce the power of Employment Tribunals to make wider recommendations; and
- increase the level of penalties for non-compliance.”

**Mover: Union of Shop, Distributive and Allied Workers**

**Seconder: Royal College of Midwives**

.....

## **Resolution 6 4-Day Week**

“That this Conference notes that a 4-Day Week with no loss of pay is a long-standing element of the PCS pay claim. PCS successfully campaigned and lobbied the Scottish Government to explore it, and public sector pilots were introduced.

“Private-sector companies involved in a 2022 pilot hailed it as ‘extremely successful’, and the majority permanently adopted a 4-Day Week going forward.

“South Cambridgeshire District Council became the first UK council to permanently adopt a 4-day week. Rigorous independent analysis showed most services got better or were maintained, with significant improvements to recruitment and retention.

“South of Scotland Enterprise and the Accountant in Bankruptcy are involved in extended pilots of a 4-Day, 32-hour week. PCS members reported that these pilots have been a success, with improvements to their wellbeing, work-life balance, and productivity. Leaders of both have spoken about how positive and successful the pilots have been. Both organisations await the Scottish Government’s decision on whether they can implement the change on a permanent basis.

“The reality is that for many of our members it isn’t a ‘nice to have’, it's essential. It's having the time for caring responsibilities and keeping on top

of non-negotiables. For working women who shoulder the majority of caring responsibilities, the ability to reduce their working week without loss of pay has created a more energised and motivated workforce, maintained and improved productivity and helped staff with caring responsibilities.

“Conference calls upon the STUC Women’s Committee to:

- encourage trade unions to use the Fair Work principles to engage with employers on implementing a 4-day week;
- organise women members around a campaign to implement a 4-day week in a way that maximises flexibility and delivers a work life balance; and
- urge trade unions to ask their branches to invite a speaker from the 4-Day Week Foundation to address their members.”

**Mover: Public & Commercial Services Union**

.....

**Resolution 9**

**Critical Literacy Skills & Political Literacy as  
Resilience Against Far Right Influence**

“That this Conference understands that though misogyny and prejudice are not new phenomena, the rapid spread of misinformation and disinformation enabled by social media is a contributing risk factor to increasing far-right influence.

“Conference further notes the challenges in navigating online spaces, and in having difficult conversations with individuals who are influenced by false information, including far-right misinformation which may reinforce restrictive gender norms that contribute to misogynistic attitudes and behaviours.

“Conference understands the importance of political literacy and critical literacy skills in building resilience against far-right influence.

“Conference commends TIE’s Digital Discourse Initiative and calls on the STUC Women’s Committee to:

- consider how it can engage with the TIE resource; and
- support the work of the STUC in undertaking the resolution passed at STUC Congress 2025 on Countering the Far Right such that it includes a strong focus on countering misogyny.”

**Mover: Educational Institute of Scotland**

.....

## **Resolution 10 Welfare Reform Bill**

“That this Conference remains aghast at the UK Governments shocking Welfare Reform Bill.

“Despite the Bill being watered down it still aims to reduce the benefits and entitlements of disabled workers causing fear and anxiety and pushing many into poverty.

“Unsurprisingly cuts to benefits and funding will be even more detrimental to women.

“Disabled women are more likely to be in low paid work meaning any cuts to welfare benefits will reduce their overall earnings and will result in them having to consider carefully what to spend money on.

“Research shows:

- women are twice as dependent on social security, 20% of income coming from the benefits; and
- women have fewer financial assets and less access to occupational pensions there are considerably more women than men in the lowest income decile.

“There is concern for survivors of domestic abuse, the charity Refuge states that almost a third of women’s experiencing domestic abuse are disabled. They fear reduced benefits will limit the ability for women to leave abusive relationships.

“Although we welcome investment in supporting disabled people into employment the Government has remained tight lipped on details of this. Disabled women are being penalised by current systems that fail to address



the inequalities and barriers faced when looking for work and being able to remain in employed roles.

“The ‘Right to Try’ option is a perfect example of this as the scheme fails to recognise the additional stress and commitments women make when arranging childcare and additional provisions for children and cared for adults.

“Conference therefore asks the STUC Women’s Committee to:

- raise awareness on the additional struggles women workers face;
- create resources that can be utilised by reps to support women to deal with financial insecurity; and
- continue to oppose the Welfare Reform Bill actively campaigning against it and any future threats to women and disabled workers.”

**Mover: Unite**

.....

### **Resolution 11 Women, Casualisation & the Crisis in Higher Education**

“That this Conference notes the ongoing crisis in Scottish higher education with multiple higher education institutions making financial savings and cutting jobs including with the threat of compulsory redundancies.

“Conference notes that, while these cuts have multiple causes including bad decisions and poor leadership by senior management and the overreliance on international student fee income, the underpinning reason for the crisis in Scottish higher education is the year-on-year underfunding of the sector by the Scottish Government, and in particular the underfunding of teaching.

“Conference notes that, as well as jobs being lost through voluntary severance and compulsory redundancies, many staff on casualised, precarious contracts face the loss of employment as jobs and contracts are not renewed. Conference notes further that these job losses are often hidden or unreported where temporary contracts are simply not renewed.

“Conference believes that staff employed on casualised and precarious contracts are critical to the functioning of the higher education sector and that they should not be used as ‘buffers’ to protect the sector and action against job losses should seek to protect all staff.

“Conference notes that women - including Black and disabled women - are over-represented among staff on casualised, precarious contracts in Scottish universities and consequently face a greater threat from this wave of ‘silent’ redundancies in the sector.

“Conference believes that the loss of these jobs represents an unseen wave of discrimination towards women’s employment and consequently calls on the STUC Women’s Committee to:

- call on the Scottish Government to fully fund Scottish higher education;
- call on Scottish universities to include these ‘hidden’ redundancies when reporting job losses; and
- support moves to eradicate casualisation in higher education by moving staff on to more secure forms of employment.”

**Mover: University & College Union**

.....

## **Resolution 12 Action Against Assaults**

“That this Conference notes with concern the increasing prevalence of violent and abusive behaviour affecting women passengers and staff on public transport and the severity of these behaviours.

“Conference understands in light of these issues, the RMT has launched an Action against Assaults campaign. A recent survey of RMT women public transport workers found that:

- 70% had experienced workplace violence in the past year, and of those, over 85% had experienced violence multiple times;

- the most common form of violence was verbal abuse, followed by threats of violence. Over 20% had been sexually harassed in the past year at work;
- nearly 60% were lone working when they experienced violence; and
- three-quarters thought that workplace violence had increased in the past year.

“Conference believes that proper staffing levels at stations and on trains is vital for ensuring women’s safety and understands that this was a finding of the Scottish Government’s own research.

“Conference is therefore concerned at policies presided over by Scottish Government and its publicly owned rail operator ScotRail such as ticket office cuts, attempts to extend Driver Only Operation (DOO) and lone working which undermine women’s safety. Instead, there should be a significant expansion of staffing at stations and on trains and an end to lone working.

“Conference also believes that measures to end lone working and support proper staffing levels should be accompanied by stronger legal protections for public transport workers.

“Conference therefore calls on the STUC Women’s Committee to:

- lobby the Scottish Government and all political parties to strengthen legal protections for public transport workers who are abused or assaulted at work; and
- support affiliates to campaign for proper staffing levels and an end to lone working and to support passenger and staff safety.”

**Mover: National Union of Rail, Maritime & Transport Workers**

.....

**Resolution 13**  
**Support for the Fire Brigades Union’s**  
**‘Cuts Leave Scars’ Campaign**

“That this Conference expresses its full support for the Fire Brigades Union (FBU) and its ‘Cuts Leave Scars’ campaign, which highlights the devastating

impact of chronic underfunding of the Scottish Fire and Rescue Service (SFRS) by the Scottish Government.

“Years of budget cuts have left the Service overstretched, with fire stations closing, frontline roles slashed, and resources dwindling. This has direct and dangerous consequences for public safety, firefighters, and communities, particularly those in rural and deprived areas.

“This crisis also severely limits efforts to recruit and retain women in what remains a heavily male-dominated sector. Cutting firefighter numbers denies future recruitment opportunities which is a key mechanism for shifting the gender balance within the Scottish Fire and Rescue Service. The lack of investment in modern, inclusive facilities has meant many stations still have no appropriate designated toilets, showers, or changing areas for women firefighters. This is unacceptable in 2025. Women deserve to work in dignified, safe, and inclusive environments that reflect modern workplace standards.

“Such cuts leave scars, not only on the safety of our communities but on the morale, mental health, and working conditions of those who risk their lives daily. The Scottish Government must prioritise urgent investment to modernise the fire and rescue service estate, support recruitment from underrepresented groups, and restore vital funding to protect lives and livelihoods.

“Conference calls on the STUC Women’s Committee to:

- publicly support the FBU’s ‘Cuts Leave Scars’ campaign;
- lobby the Scottish Government to reverse cuts and invest in inclusive infrastructure;
- campaign for improved recruitment and retention of women in the fire service; and
- work with affiliates to expose how underfunding disproportionately affects women in the sector.”

**Mover: Fire Brigades Union**

.....

**Resolution 14**  
**Nursing & Midwifery Taskforce**

“That this Conference notes that in 2022 the Royal College of Midwives published the Midwifery in Scotland five-year plan for the profession calling for all midwives and maternity support workers in Scotland to feel valued and be able to provide the highest standard of care to women and families.

“In 2023 alongside, but separate from the Agenda for Change pay offer, the Scottish Government announced that a Nursing and Midwifery Taskforce would be established to build on efforts to make Scotland the best place for midwives to come and work by developing plans for the retention of the existing workforce, as well as looking at recruitment.

“In 2025, the Scottish Ministerial led Nursing and Midwifery Taskforce report and recommendations was published. The recommendations focus improvements in work environments and working conditions; flexibility and work-life balance policies; career opportunities and access to education; manageable workload and safe staffing; productive working relationships; professional autonomy and participation in decision making; responsive management with supervision and mentoring; and education ensuring midwifery careers are attractive, flexible and accessible to new entrants and existing staff.

“The Royal College of Midwives supports the recommendations as it reflects their five-year plan.

“Conference calls on the STUC Women’s Committee to call on the Scottish Government to ensure investment is provided to ensure the Nursing and Midwifery Taskforce recommendations are actioned to provide safe workplaces and support cultures that enable midwives and maternity support workers to thrive and develop at every stage of their career.”

**Mover: Royal College of Midwives**

.....

**Amended Resolution 15**  
**Investing in Flexible Childcare for a**  
**Fairer, Stronger Economy**

“That this Conference believes that if we are to ensure women have a fair and equal opportunity to engage in the labour market, we must provide childcare that is high-quality, time-adequate and affordable. Without this, the potential of thousands of skilled women continues to be restricted to the detriment of working families and the wider economy.

“Conference further believes that one of the most effective ways to do this is by supporting parents, particularly mothers with the childcare they need to return to or remain in work. The underemployment of women due to lack of childcare is a significant drag on economic growth.

“Conference notes the Scottish Government’s Early Education and Care Policy, which provides 1,140 hours a year of funded Early Learning Childcare (ELC) to all 3 and 4 year olds and eligible 2 year olds.

“In industries such as transport, healthcare, and other key services, shift work is essential. However, many ELC providers base their provision on office hours, which can exclude these workers. A real 24-hour economy requires planning for 24-hour childcare.

“Lack of 24-hour childcare harms recruitment and retention in healthcare, transport, and other shift-based sectors, limiting women’s workforce participation and undermining essential service delivery.

“Conference therefore calls on the STUC Women’s Committee to lobby the Scottish Government to support and invest in flexible, high-quality childcare for shift workers through registered childminders, workplace nurseries, or employer-supported models.

“Conference notes that there are effective Scandinavian models which can be adapted to meet Scottish needs.

“Conference believes the time is now. Investment in flexible childcare is an investment in equality, in working people, and in the long-term strength of our economy.”

**Mover: Transport Salaried Staffs Association**  
**Seconder: Royal College of Midwives**

## **Resolution 18**

### **Community Health Hubs**

“That this Conference notes that while we welcome the Scottish Government’s approach in setting out their 10-year vision for health care in Scotland, we want recognition of how essential women’s health, and the impact of midwifery is if we are going to achieve that vision for Scotland. Forty percent of our population come through maternity services, yet it is barely seen as a key opportunity to enable women to improve their health and circumstances.

“Addressing inequalities and improving prevention are both areas that form part of the core public health work midwives and maternity support workers do as part of a woman’s life course.

“When people think about midwives, they often picture a midwife assisting a woman as they give birth to her newborn baby. Health is often focused on the future child rather than the woman and her health and the potential to improve health in the widest sense.

“Women are the main carers but are likely to live longer in poor health therefore many are not economically active and the life expectancy for women between 30-39 is now reduced.

“Of the 50,000 women who give birth annually, 40% are from the most disadvantaged population yet we are not seeing the investment in easily accessible community health hubs with case loading public health midwives providing care that meets local needs and makes access easier so the wider factors that influence health can be addressed.

“Conference calls on the STUC Women’s Committee to call on the Scottish Government to invest in women’s health and prioritise accessible community health hubs to enable midwives and maternity support workers among wider third sector and culturally competent groups to provide services that ensure all women but particularly those experiencing the poorest health and social outcomes are not left behind and have equal access to services that exist to support and help them.”

**Mover: Royal College of Midwives**

## **Resolution 19**

### **Challenging Racial Stereotypes in Pain Perception Treatment**

“That this Conference is deeply concerned about the impact of racial and gendered stereotypes on how women’s pain is perceived and treated within healthcare settings.

“Black women are often stereotyped as being more able to tolerate pain or dismissed as exaggerating their symptoms, while Asian women may be perceived as overly passive or unable to cope. These harmful assumptions can lead to inadequate or delayed pain relief, particularly in high-stakes environments such as childbirth, emergency care, and post-operative recovery.

“Such treatment is not only discriminatory but dangerous. Pain management should be based on clinical need, not outdated and racist assumptions. Women of colour routinely report feeling unheard or dismissed when seeking help – especially in settings where they are far from home, without advocates or support.

“These experiences reflect wider systemic failures, including the lack of intersectional awareness in healthcare education and professional training.

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

- campaign for mandatory, intersectional training in healthcare and social care settings that addresses racial and gender bias in pain perception and response;
- work with relevant professional bodies and NHS Scotland to ensure guidance and clinical pathways explicitly acknowledge and counteract pain-related stereotypes;
- promote awareness among union reps and health professionals of these issues, including through workshops, campaigns and collective bargaining where relevant; and
- advocate for better mechanisms for women to safely report when they feel their concerns are dismissed or pain poorly managed.



“Conference believes that no woman should have her pain overlooked or disbelieved because of her race. Listening, learning, and structural change are essential to ensuring dignity and equality in care.”

**Mover: The Pharmacists Defence Association (PDA Union)**

.....

**Resolution 20**  
**Closing the Ethnicity Pay Gap for**  
**Black Women in Scotland**

“That this Conference notes that the ethnicity pay gap remains a persistent and unacceptable aspect of the Scottish labour market, with workers from Black backgrounds earning significantly less than their white counterparts on average.

“Black women face some of the highest pay disparities in the Scottish labour market due to the combined effects of racism and sexism. Structural racism, discrimination in recruitment and promotion, and unequal access to training and development opportunities contribute to this gap.

“Conference believes that this results in Black women continuing to be underrepresented in senior roles, overrepresented in insecure and low-paid work, and left facing barriers to promotion, training, and fair treatment at work.

“Unlike the gender pay gap, there is currently no mandatory requirement for employers to report on ethnicity pay disparities.

“The Labour Market Statistics for Scotland by Ethnicity publication, the most recently available data for Scotland, reports that in 2019 the median hourly pay for employed minority ethnic women was £9.66 and for employed white women was £11.53, amounting to an ethnicity pay gap of 16.2%.

“At a UK level, more recent data released by the Office for National Statistics (ONS), show that Black women earn significantly less than White British men and women, with some estimates showing a pay gap of over 20%.

“Conference believes that all women deserve equal pay for equal work, regardless of their ethnicity.

“Conference therefore calls upon the STUC Women’s Committee to:

- lobby the Scottish Government to publish an updated Labour Market Statistics for Scotland by Ethnicity report;
- encourage affiliates to include a call for voluntary ethnicity pay audits and targeted action plans to address disparities affecting Black women into their industrial strategies; and
- consider running a leadership school specifically targeting Black women.”

**Mover: UNISON**

.....

**Resolution 21**  
**Closing the Gender Pay Gap & Introducing**  
**Fair Self-Assessment for the Self-Employed**

“That this Conference notes that Scotland’s gender pay gap has widened in recent years, with STUC analysis showing a jump from 6.4% in 2023 to 8.3% in 2024, reversing years of progress. This equates to 30% year on year increase, with each hour of work reflecting about £3,000 less annual earnings for women compared to men.

“Conference notes that the gender pay gap widens further for self-employed workers, with the Association of Independent Professionals and the Self Employed (IPSE) finding that self-employed women earn on average 43% less than self-employed men. This is a stark difference than the 8.6% gender pay gap between employees. Such disparity has real consequences for women’s financial and mental wellbeing and continues to reinforce persistent inequalities.

“Conference believes that being self-employed does not mean that workplace rights should be compromised. Self-employment allows many women increased flexibility and freedom at work, but this does not mean that they should lack basic employment protections.

“Conference, therefore, calls on the STUC Women’s Committee to lobby the UK Government to:

- ensure that relevant protections granted to employees by the Employment Rights Bill are extended to the self-employed; and
- encourage the UK Government to properly assess gender pay gaps for the self-employed and consider reasonable next steps in reducing them.”

**Mover: Community**

.....

**Resolution 22**  
**Promoting Women’s Psychological**  
**Safety Across All Workplaces**

“That this Conference notes the growing disconnect between the language organisations use around psychological safety and the actual lived experiences of workers. While many employers’ reference psychological safety in policies, strategies, and leadership messaging, these commitments often fail to translate into meaningful, everyday practices.

“For many workers — particularly women, ethnic minorities, LGBT+ individuals, disabled and neurodivergent staff, and those in junior or undervalued roles — psychological safety remains an abstract ideal rather than a tangible reality.

“These groups are more likely to experience environments when speaking up is either encouraged but the environment doesn't allow for this - discouraged, concerns are dismissed, or vulnerability is penalised. The result is a workplace culture that fosters chronic stress, deteriorating mental health, and increased absenteeism. Without concrete action, the rhetoric of psychological safety risks becoming performative, further entrenching inequality and harm.

“Conference calls on the STUC Women’s Committee to:

- recognise psychological safety as a fundamental workplace right;
- develop a Psychological Safety Charter outlining what it looks and feels like, employer responsibilities, and worker protections, to be circulated amongst affiliates;

- hold a bespoke training event on the charter for union reps to identify psychological risks to support affected members, thus enabling them to negotiate for safer, more inclusive cultures; and
- lobby the Scottish Government to include psychological safety in Health and Safety Legislation.”

**Mover: GMB Scotland**

.....

### **Amended Resolution 23** **50<sup>th</sup> Anniversary of the Sex Discrimination Act**

“That this Conference notes that this year marks the 50th anniversary of the UK's Sex Discrimination Act, which came into force on December 29, 1975.

“This landmark legislation was designed to make discrimination on the grounds of sex or marital status unlawful, and it established the Equal Opportunities Commission (now the Equality and Human Rights Commission) to promote equality of opportunity between men and women.

“Over the past five decades, the Act, now subsumed into the 2010 Equality Act, has played a crucial role in advancing gender equality in the UK. However, while significant progress has been made, challenges remain to address persistent issues such as the gender pay gap, outsourcing, sexual harassment, and the underrepresentation of women in leadership roles.

“Reflecting on this milestone, it’s important to recognise both the achievements and the ongoing efforts required to ensure true equality of opportunity for all.

“Conference notes:

- despite the Equal Pay Act (1970), cases continue around ‘equal value’ work;
- outsourcing locks many women into jobs with low pay, inferior conditions and no career prospects;

- a new duty on employers to prevent sexual harassment came into force in 2024, but enforcement remains uneven; and
- everyday resistance and ‘micro-revolutions’ by women have driven progress, but systemic misogyny persists.

“Conference calls on the STUC Women’s Committee to:

- consider holding a celebratory event to mark women’s progress over the last 50 years to tie in with International Women’s Day 2026.

“And, to accelerate action through campaigns focusing on:

- ensuring employers establish safe reporting routes and fair investigation procedures for complaints of sexual harassment;
- pressuring the Government to enact its ‘wave of insourcing’ in public services as an equality issue;
- expanding pay transparency through supporting the proposed new Equal Pay Enforcement Unit with trade union involvement to strengthen accountability; and
- embedding intersectional approaches to workplace equality.”

**Mover: Public and Commercial Services Union**

**Seconder: National Union of Rail, Maritime and Transport Workers**

.....

## **Resolution 24** **When Women Win, We All Win**

“That this Conference agrees that embedding women’s equality issues within trade union campaigning is fundamental to building a stronger trade union movement.

“Conference knows that diverse and more inclusive unions can not only win for workers facing inequality and discrimination at work and in society, but as political narratives become more polarised, a strong inclusive trade union movement is best placed to stand up for all working people.

“Conference believes that the trade union movement still has a long way to go until women are fairly represented, especially at senior levels, and that urgent action must be taken to ensure the union movement reflects the diversity of the working class.

“Conference considers that the priorities of women should form a central pillar of union campaigning for the 2026 election and calls on the STUC Women’s Committee to work to ensure:

- more women are encouraged to vote;
- young women are engaged in political discourse;
- politicians are lobbied to gain manifesto commitments in relation to: equal pay, family-friendly leave, flexible working, childcare, support for women’s health, universal free school meals, action to tackle gender-based violence, gender budgeting, action on climate change and funding for public services; and
- trade union membership is promoted to a diverse group of women, recognising the strength of trade unionism lies in embedding an intersectional approach to organising.”

**Mover: NASUWT**

.....

**Resolution 25**  
**Neurodiverse Women in the Workplace –**  
**Highlighting the Gender Gap**

“That this Conference understands that traditionally, discussions around neurodiversity have centred on male experiences which has led to a significant gap in understanding how these conditions (such as autism spectrum disorder, ADHD, dyslexia, dyspraxia and others) affect women. This discrepancy has led to under-diagnosis or misdiagnosis of neurodivergent conditions in women, leaving many without the understanding or support they need. This extends to the workplace where women, who already face systemic gender biases, can find those biases amplified by the lack of support available.

“Conference therefore calls on the STUC Women’s Committee to campaign for:

- increased awareness of how neurodiversity presents in women and the unique challenges faced in the workplace;
- mandatory workplace training focussed on how neurodiversity intersects with gender with the aim to dispel myths, reduce stigma and promote understanding;
- comprehensive workplace policies that aim to protect neurodiverse workers;
- flexible work arrangements to support workers and accommodate individual needs and reduce unnecessary stress; and
- adoption of inclusive and objective hiring, focussed on skills rather than qualifications.”

**Mover: Aegis the Union**

.....

### **Resolution 27**

### **Addressing Prejudice-Based Violence through Intersectional Solidarity**

“That this Conference notes the reports of increases in prejudice-based violence and aggression in educational establishments, which are workplaces, including the 2023 EIS National Branch Survey on Violence and Aggression in which over half of the respondents reported that boys were more likely to exhibit ‘violent and aggressive’ behaviour towards women staff.

“Conference recognises the intersectional nature of prejudice and discrimination, and therefore calls on the STUC Women’s Committee to:

- liaise with the STUC Disabled Workers’ Committee, the STUC Black Workers’ Committee, the STUC Youth Committee and the STUC LGBT+ Committee to support campaigns against all forms of prejudice and build solidarity between minoritised groups; and
- work with the STUC Disabled Workers’ Committee, the STUC Black Workers’ Committee, the STUC Youth Committee and the STUC LGBT+ Committee to develop resources containing advice and guidance to support affiliates to address prejudice-based violence and aggressive behaviours in the workplace.”

**Mover: Educational Institute of Scotland**

## **Resolution 28**

### **Violence in Schools**

“That this Conference notes the horrendous working conditions that affect our predominantly female members within all early years, primary and secondary school environments, in relation to violence sustained against them by pupils.

“Conference therefore asks the STUC Women’s Committee to:

- campaign and highlight school support staffs issues. Bringing to the attention of all in education and government across Scotland and the wider UK, where possible, the gross underreporting of violent incidences; and
- lobby the Government to ask of them that better protections, strategies, and supports are put in place to ensure that our members are both safe and protected from harm within the workplace.”

**Mover: Unite**

.....

## **Resolution 31**

### **The Threat of Incel Ideology**

“That this Conference is concerned about the rise of the ‘incel’ movement in the UK. The term ‘incel’ stands for ‘involuntary celibate’, who are primarily men, who struggle to form romantic or sexual relationships despite wanting to. The movement is an online subculture, referred to as the ‘Manosphere’ where misogyny is promoted by individuals who blame women for their lack of sexual activity. Almost 1,000 references to dehumanising misogyny or violent action against women are recorded each day in this online world.

“The manosphere can often overlap with the far-right, with a belief in conspiracy theories, racism and xenophobia being a common overlap between the two ideologies.

“Conference acknowledges that the incel movement has been linked to several high-profile incidents of violence in the UK and globally. Further, there has been an increase in the number of young men referred to the Prevent scheme over the women-hating ‘incel’ ideology in Scotland.



“Conference notes with disappointment the scrapping of The Misogyny Bill by the Scottish Government. A Bill which would have given greater protections to women by expanding legislation to include new offences of stirring up hatred against women and issuing threats or invoking rape, sexual assault or disfigurement of women and girls both online and offline.

“Conference therefore calls on the STUC Women’s Committee to:

- raise awareness of the incel ideology and the dangers it presents to women and girls; and
- invite a speaker from one of the organisations who specifically tackle incel culture and violence, such as Hope Not Hate, Refuge or the NSPCC to address the 2026 STUC Women’s Conference.”

**Mover: Associated Society of Locomotive Engineers & Firemen**

.....

## **Resolution 32**

### **Consultation with Victims of Domestic Violence in Plea Bargains**

“That this Conference acknowledges the profound and lasting harm caused by domestic violence to women and girls across Scotland. It recognises that the justice system, while tasked with protecting victims, too often sidelines their voices in crucial legal processes, including plea bargains.

“Plea bargaining can significantly reduce charges and sentences without the input or knowledge of the victim. This process can retraumatise survivors, diminish their sense of justice, and leave them feeling disempowered and ignored. In cases of domestic violence, where coercive control and silencing are already central features of the abuse, this exclusion perpetuates the harm.

“Conference believes that victims must be at the centre of the justice process. Survivors should have the right to be consulted before any plea bargain is offered to perpetrators particularly when it involves downgrading charges related to domestic abuse. The safety, welfare, and perspective of victims must be paramount.

“Conference further recognises that meaningful consultation supports recovery and can help restore a sense of agency for survivors. It also

increases public confidence in the justice system and promotes fairer outcomes.

“Conference calls on the STUC Women’s Committee to:

- campaign for legislative reform to ensure that survivors of domestic violence are consulted before plea bargains are offered;
- work with organisations who support the survivors of domestic abuse, trade unions, and legal advocates to raise awareness of this issue and demand change; and
- lobby the Scottish Government and Crown Office to develop victim-centred protocols and guidance on plea bargaining in domestic abuse cases.”

**Mover: Fire Brigades Union**

.....

### **Amended Resolution 33 Sexual Harassment**

“That this Conference welcomes the excellent campaigns on sexual harassment that the STUC Women’s Committee have worked tirelessly on, however there is still so much to be done.

“The Worker Protection Act 2023 was made law in October 2024, but employers are still failing miserably in their legal obligation to take all measures to prevent sexual harassment from happening in the workplace and at work events, meaning women facing and experiencing harassment are being failed.

“Unite the union undertook a landmark survey into sexual harassment this year as part of their Zero Tolerance to Sexual Harassment campaign, with women from all 19 sectors surveyed and the results were damning. 9.3% had been sexually harassed, 52.2% had been the recipient of sexually offensive jokes and around 4 in 10 (37.5%) had been inappropriately touched and as employers are not taking the issue seriously, women are afraid to come forward with the survey findings showing that 73.5% of respondents did not report these incidents meaning many perpetrators are left to offend again.

“Conference also notes the prevalence of sexual harassment on the railway network and the importance of the British Transport Police (BTP) for women passengers and staff safety. Conference therefore notes with concern the planned cuts leaving little to no BTP coverage in Scotland.

“Worker safety should be employers’ highest priority, and we therefore call on the STUC Women’s Committee to:

- campaign against cuts to BTP in Scotland;
- develop model standalone sexual harassment policies that affiliates can disseminate to reps to use in their workplaces;
- revisit the TUC programme of training and provide/offer training for affiliate unions’ leaderships, both lay and staff, on sexual harassment and its prevention;
- develop model Sexual Harassment training resources that can be adapted by reps and activists for their workplaces; and
- continue to lobby the Scottish Government to put extra legal protections in place for third party harassment and sexual harassment to be treated by the Health and Safety Executive as a workplace injury.”

**Mover: STUC Women’s Committee**

**Seconder: National Union of Rail, Maritime and Transport Workers**

**Supporter: NASUWT**

.....

## **Resolution 34 Global Gender Equality**

“That this Conference notes that the SDG Gender Index published in September 2024, Equal Measures 2030, found that no country has, so far, achieved the promise of gender equality envisioned by the UN’s 2030 sustainable development goals set in 2015.

“More than 850 million women and girls are living in countries rated as very poor subjecting them to potential restrictions and abuses including forced pregnancies, childhood marriage and bans from secondary education.

“Between 2019 and 2022 nearly 40% - home to more than one billion women and girls- stagnated or declined on gender equality.

“The SDG index only rated one country as very good – Switzerland. The United Kingdom has remained at good on the same score since 2015. Some countries including the USA and Poland have regressed with 14 US states enacting near total abortion bans.

“Conference calls upon the STUC Women’s Committee to:

- publicise the latest date of the SDG Gender Index as widely as possible;
- lobby the Scottish Government to encourage them to maintain their 2015 commitment that Scotland would lead the way to deliver a more equal, more just world and to keep the UN Sustainable Development goals relating to gender equality high on their agenda;
- campaign for greater participation for women in national decision-making structures and where the opportunity arises international decision-making structures; and
- consider working with the SDG Network Scotland to progress this work.”

**Mover: Unison**

.....

**Amended Resolution 35**  
**The Disproportionate Impact of the Crisis in Gaza**  
**on Women and Children**

“That this Conference notes with deep concern the ongoing humanitarian crisis in Gaza and the disproportionate impact it has on women and children. As the primary caregivers and pillars of community life, women bear the brunt of conflict-driven displacement, poverty, and trauma. In Gaza, over two-thirds of those killed or injured are reportedly women and children, with homes, schools, and health facilities repeatedly targeted or destroyed.

“On August 15<sup>th</sup> 2025 famine was declared in Gaza. The United Nations Population Fund (UNFPA) stated “Women and girls are enduring increasingly horrific conditions in Gaza – with widespread malnutrition and

disease putting the lives of pregnant and breastfeeding women and their babies at particular risk.

“Conference recognises that the collapse of essential infrastructure - healthcare, water, sanitation, and education - intensifies gendered vulnerabilities. Women face heightened risks of sexual violence and exploitation, and maternal health services are critically lacking. Children endure chronic psychological trauma, stunted development, and restricted access to education and safety.

“Conference calls on the STUC Women’s Committee to:

- condemn all acts of violence against civilians, especially those disproportionately affecting women and children;
- urge affiliated unions to advocate for increased humanitarian aid and international protection; and
- lobby the UK and Scottish Governments to support an immediate ceasefire and a pathway toward sustainable peace, grounded in human rights and international law.

“Solidarity demands that we amplify the voices of those most silenced - and those are often women and children living through unimaginable hardship.”

**Mover: Communication Workers Union**

**Seconder: UNISON**

**Appendix C**  
**Motion remitted at the 2025 Annual STUC**  
**Women's Conference**

**Amended Motion 26**  
**EHRC Revised Position on the Provision of Facilities**  
**Post UK Supreme Court Judgement**

“That this Conference notes that following the UK Supreme Court judgement in *For Women Scotland v The Scottish Ministers*, in which the central issue raised by the appeal was how ‘sex’, ‘man’ and ‘woman’ are defined in the Equality Act. The Equality and Human Rights Commission’s (EHRC) initial position, which it rushed out in the aftermath of the Supreme Court decision stated that, ‘In workplaces, it is compulsory to provide sufficient single-sex toilets, as well as sufficient single-sex changing and washing facilities where these facilities are needed.’

“On 24<sup>th</sup> June, the EHRC formally abandoned its contention that employers must provide single sex toilets following the service by Good Law Project of its claim for judicial review. The revised position is, ‘In relation to workplaces, requirements are set out in the Workplace (Health, Safety and Welfare) Regulations 1992. These require suitable and sufficient facilities to be provided including toilets and sometimes changing facilities and showers. Toilets, showers and changing facilities may be mixed sex where they are in a separate room lockable from the inside.’

“In the EHRC's press release it failed to highlight to employers the profound change in its position.

“Therefore, we call on the STUC Women’s Committee to:

- actively promote this revised position publicly, particularly with affiliates;
- use their links and communication pathways to update employers; and
- develop literature as to what this means in practice, to support activists in supporting their members in the workplace, when the updated EHRC Code of Practice on Employment is published.”

**Mover: GMB Scotland**

**Seconder: Educational Institute of Scotland**

**Appendix D**  
**Amendment Withdrawn at the 2025 Annual STUC**  
**Women's Conference**

**Amendment to Resolution 28**  
**Violence in Schools**

Para 1, line 2, delete “our”

Para 2, bullet point 1, after “staffs”, add “and teachers”

**Mover: Educational Institute of Scotland**