



stuc

**BLACK
WORKERS'
CONFERENCE
2024**

**~~RESILIENT~~
&
~~RISING~~**

AGENDA

**28TH ANNUAL STUC BLACK WORKERS' CONFERENCE
SATURDAY 28TH & SUNDAY 29TH SEPTEMBER 2024
CHAIRPERSON: RAZA SADIQ (UNISON SCOTLAND)**

TOGETHER WE RISE IN UNISON

Reject extremism and hatred

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CONFERENCE SESSIONS

**SATURDAY
28TH SEPTEMBER**

10:00am - 12:30pm

1:30pm - 4:30pm

**SUNDAY
29TH SEPTEMBER**

10:00am - 1:00pm

CONFERENCE AGENDA

- i) Secretary's Welcome
- ii) Address by Chairperson
- iii) Announcements
- iv) Consideration of Reports and Motions
- v) Speakers
- vi) Election of Committee 2024/25
- vii) Vote of Thanks and Close of Conference

Secretariat to the STUC Black Workers' Committee:

Linda Somerville, STUC Deputy General Secretary

Tracey Dalling, STUC Equality Policy Officer

Daniel Schirn, STUC Committees and Admin Officer

Working for Equality Challenging Racism

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

Greetings from the EIS to all delegates and visitors attending the 28th STUC Black Workers' Conference.



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

eis

Scotland's largest
education trade union

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 Raza Sadiq (Unison Scotland).

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 2024.

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 2024.

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.

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.

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

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.



University and College Union
Scotland



Greetings from UCU Scotland to delegates at the 2024 Black Workers' Conference

www.ucu.org.uk/join

Wishing all delegates a
successful STUC Black
Workers' Conference '24




prospect

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MOTIONS & AMENDMENTS

STUC BLACK WORKERS'

CONFERENCE

SECTION 1: INTERNATIONAL

1. CLIMATE CHANGE

“That this Conference notes climate change and racism are two of the biggest challenges of our time, and Conference acknowledges that they intersect. There is unfortunately a stark divide between those who have caused climate change and those most suffering its effects. People of colour across the Global South are suffering more destructive and noticeable effects, despite their carbon footprints generally being very low. Whilst similar racial divides exist within nations, due to profound structural inequalities laid down by the long legacy of unequal power relationships.

“Historic and present-day injustices have often left black, indigenous and people of colour exposed to far greater environmental health hazards than their white counterparts. Whilst these often marginalised communities have fewer resources to adapt or respond. This in part is exacerbated by corporations in the Global North outsourcing their carbon emissions to the Global South and discounting their supply chain’s emissions (scope 3) in their reporting.

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

- against climate colonialism, including the exploitation of resources and power by Global North countries for their supposedly green agendas;
- for a duty on companies to include scope 3 emissions in their greenhouse gas emissions reporting;

- for the climate crisis to be tackled by taking into account the inequality that has been generated both by systemic colonialism and by the nature of how the climate crisis is affecting the world;
- for countries in the Global North to cease providing most of their climate finance to countries in the Global South in the form of repayable loans;
- for past climate colonialism to be countered through climate reparations, these to be paid by developed countries to those who do not have the resources to adapt to climate change or are unable to recover from natural disasters.”

Mover: Associated Society of Locomotive Engineers and Firemen

2. GAZA GENOCIDE

“That this Conference notes that amid the ongoing genocide in Gaza there is a call from Palestinian Trade Unions, urging us to take action and to step up our solidarity.

“Conference recognises the latest horrors as the continuation of decades of crimes, including belligerent occupation, settler colonialism and apartheid. Actions enabled, facilitated and given cover by parts of the international community and even some of our politicians.

“The best means of opposition remains the boycott, divestment, sanctions (BDS) campaign, the Palestinian led movement for freedom, justice and equality. BDS is now effectively challenging international support for Israel, whilst Apartheid Free Zones allow those who have pledged support for BDS to make a public

declaration, an important statement that will help transform our local communities into spaces of solidarity with the Palestinian struggle.

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

- write to the Israeli Ambassador calling for an end to the genocide of the Palestinian people;
- write to the Scottish First Minister and UK Prime Minister calling for an end to UK and Scottish Government complicity in Israeli war crimes and crimes against humanity, including an end to all arms sales.

“Further, the STUC Black Workers’ Committee to work with the STUC General Council and affiliates to resolve to take practical actions to show solidarity, including:

- pledging to step up the BDS campaign and encouraging support for the Apartheid Free Zones initiative;
- taking steps to ensure that we are not complicit in supporting and sustaining Israeli oppression, including by campaigning to divest any Trade Union funds (inclusive of pension investments) from companies complicit in Israel’s occupation and human rights violations;
- supporting workers who refuse to build, handle and transport weapons destined for Israel; and
- encourage affiliated unions, branches and individuals to support to the Scottish Palestinian Solidarity Campaign”.

Mover: Associated Society of Locomotive Engineers and Firemen

Amendment:

Add final bullet point:

“showing solidarity with workers who are being prevented by their employer from fundraising in the workplace for humanitarian charities such as Medical Aid for Palestinians.”

Amendment Mover: Public and Commercial Services Union

SECTION 2: MIGRANTS’ RIGHTS

3. TARGETING BAME BUSINESSES

“That this Conference:

- welcomes the departure of the Tories and the planned £10billion spend on their inhumane Rwanda plan did not come to fruition whilst aghast to learn £700million has been pilfered thus far;
- notes the current Home Secretary’s recent announcement to target car washes and the beauty sector for immigration enforcement;
- believes the 1000 civil servants previously working on the Rwanda plan could have been redeployed to many other chronically understaffed parts of the civil service. Instead, our Home Secretary has chosen to enact state-sponsored racism under the flimsy guise of combatting crime;
- believes this evolution of the Hostile Environment must be combatted with all our might to keep our communities safe;
- believes no human being is illegal – only immoral governments are illegal.

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

- write a letter to the Home Secretary condemning this proposal;
- reach out to affiliate unions and ensure unions are in a position to defend members, either on the receiving end of the policy, or having to enact the policy against their will;
- support anti-raids networks and publicise broadcast announcement groups should mobilisation be necessary.”

Mover: STUC Black Workers’ Committee

4. CHALLENGING HOSTILE NARRATIVE AND POLITICS

“That this Conference notes that during the General Election campaign the rhetoric across the political landscape and mainstream media has been increasingly hostile to certain groups:

- Black people, asylum seekers, refugees, migrants, foreign students and Muslims.

There are restrictions on bringing in family, income enabling migration, charges for visas, health;

- differential treatment and reporting for white Ukrainians fleeing war than for people doing so from Yemen, Palestine, Sudan, Syria, etc;
- refugees confined to barges and threatened with deportation to Rwanda. Inaccurate illegal immigration narrative;
- government seeking to restrict right to protest inequalities including weakening Trade Union (TU) rights;
- discriminatory rhetoric being normalised aiding increased support for right wing politics and a rise in racist incidents.

“Conference believes that reports the new UK Government is open to processing asylum applications overseas is of deep concern. Some have called it ‘Rwanda-lite’.

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

- challenge divisive narratives from politicians and media that normalise discriminatory language, policies, validating hostile and discriminatory behaviours;
- campaign against discriminatory policy and legislation and for effective Equality Impact Assessments;
- continue to campaign for the removal of No Resource To Public Funds;
- continue to support Stand Up to Racism; and
- develop anti-racism and fascism content as standard within political education for members. It is important to challenge the view that immigration is the cause of pressures on public services.”

Mover: Public and Commercial Services Union

SECTION 3: COMBATting THE FAR RIGHT

5. THREAT OF THE FAR RIGHT

“That this Conference notes:

- the election of 5 Reform UK Party MPs to the UK parliament;
- in Scotland Reform UK got 168,000 votes, with some areas achieving 8-10% of the vote;
- the connection of Nigel Farage to Donald Trump;
- internationally, fascists and the far right have made frightening gains in the European elections, taking some 30% in France, Italy and Austria; and
- the increased confidence of neo-Nazi Tommy Robinson to mobilise on the streets.

“Conference believes:

- during the general election the Tories and Reform UK stoked far right fears, Islamophobia, racism and division. Keir Starmer’s intervention in the election campaign echoed the racist ‘stop the boats’ rhetoric, and refused to endorse even a safe passage policy for safe and legal routes to claim asylum (an internationally recognised human right);
- Trump returning to the White House in November is a real and terrifying prospect.

“Conference resolves and asks the STUC Black Workers’ Committee to:

- redouble our efforts to build a strong united broad anti-racist and antifascist movement;
- back the 16th November International conference, Stop the Rise of Fascism and the Far Right, hosted by Stand Up To Racism; and
- back the 8th February TUC/ Stand Up To Racism hosted trade union conference.”

Mover: STUC Black Workers’ Committee

Amendment:

Add final bullet point

“to work with affiliated unions to produce

political education material to counter the narrative of the Far Right.”

Amendment Mover: Public and Commercial Services Union

6. THREAT OF THE FAR RIGHT

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Mover: University and College Union Scotland

7. GOVERNMENT’S EXTREMISM DEFINITION

“That this Conference condemns the previous Tory government’s definition of extremism in March 2024 designed to target British Muslims, pro-Palestinian voices, trade unions and all those who oppose their discredited policies.

“Michael Gove continued through this announcement his inflammatory record of targeting Muslim organisations which fed the increase of Islamophobia and dividing communities.

“We condemn attempts to try to silence and demonise the Muslim community and all those who are standing with Gaza.

“Conference furthermore notes the dangerous attempts by the former right-wing Tory government to demonise protestors. The reality is that this a wider attempt to blend all pro-Palestine activism with extremism and this must be opposed.

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

- oppose the previous Tory government’s extremism definition and show solidarity with British Muslims;
- work with Stand Up to Racism to develop campaign materials against any return to the previous Tory Government’s efforts to silence and criminalise civil society for thought crimes.”

Mover: Public and Commercial Services Union

8. 40TH ANNIVERSARY OF THE ST ANDREWS DAY MARCH AND RALLY AGAINST RACISM AND FASCISM

“That this Conference notes that 2024 marks 40 years of trade unions and community groups marching against the Far Right on St Andrews Day. The original marches during the 1980’s were organised as counter protests, against those who would divide us, by community groups that included the Indian Workers’ Association, the Scottish Asian Action Committee and trades unions. We are indebted to those individuals who have steered Scotland towards a positive and inclusive path.

“Conference notes that fighting the far right requires continuous and sustained effort. Recent gains in elections by right wing parties, including the Reform Party and many others across Europe, only serve to exemplify the challenge that we all face.

“Conference resolves to:

- show due recognition to those early community leaders;

- redouble our efforts to ensure that Scotland's National Day is never again used by racists, fascists and Nazi's to peddle their hatred; and
- ensure that this year's event continues to reach bigger and broader audiences and attracts support from all politicians who share our values for Scotland being an inclusive and welcoming nation."

Mover: Prospect

SECTION 4: WORKERS' RIGHTS

9. FAIR PAY

"That this Conference notes that everyone should be able to fulfil their potential at work, regardless of their background. However, across the UK workforce Black, Asian and Minority Ethnic (BAME) people face significant discrimination in employment and recruitment practices. BAME workers, who make up 1/8 of the UK workforce, are more likely to be passed over for recruitment, work in low-paid and insecure jobs, experience bullying and harassment or be denied training and development opportunities.

"We also know that up to 25% of BAME workers have been asked to change their name to a more 'western' sounding name.

"We need to tackle structural racism in the workplace and prevent BAME workers being treated less favourably than their white counterparts.

"Conference calls for the STUC Black Workers' Committee to campaign for:

- a duty to be placed on employers to report their ethnicity pay gap and take action to close it;
- employers to ensure fair pay and decent working standards across the entire workforce."

Mover: Chartered Society of Physiotherapists

10. ULEZ, PARKING CHARGES AND THEIR INTERSECTIONAL IMPACTS

"That this Conference notes that over the past 24 months, ULEZ restrictions have been introduced across many cities in Scotland. In the run up to this, and since restrictions have come into force, creative workers have voiced concerns over their impact.

"The Scottish approach to ULEZ disproportionately impacts workers in the arts, entertainment and hospitality sectors who may need to take vehicles into ULEZ zones. Without adequate alternatives via public transport infrastructure, ULEZ coupled with extended parking restrictions make it more difficult for those who may face access and safety barriers, including people at risk of experiencing racism, ableism and gender-based violence. Racially aggravated hate crimes are the most frequently documented form of hate crime in Scotland (EHRC, 2023).

"In Glasgow, for example, each time a non-compliant vehicle enters the ULEZ a £60 fine is triggered, and doubles on each subsequent breach by the same vehicle in the same LEZ, to a cap of £480 for cars. The MU understands that fines are to be issued on a per day basis – meaning if you travel into the zone in the evening for a gig, from which you leave in the early hours of the next day, you are liable to receive two fines. Anecdotally, musicians still report issues taking instruments in taxis, and it is challenging to move large items such as drum kits and amps safely via public transport. Musicians have also reported issues taking instruments on intercity trains in the UK.

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

- lobby Scottish Government to review ULEZ policies across Scotland's major cities to assess the impact on different communities of creative workers;
- consult with affiliated Trade Unions to find out how workers are being impacted;
- lobby Scottish Government to implement better public transport infrastructure in major cities urgently."

Mover: Musician's Union

11. ADDRESSING THE DISPROPORTIONATE DISCIPLINARY PROCEDURES FACED BY BLACK AND ETHNIC MINORITY WORKERS

“That this Conference recognises the alarming fact of black and ethnic minority workers being subjected to disproportionate formal disciplinary procedures within the workplace.

“Research demonstrates the existence of racial disparities in disciplinary procedures, with black and ethnic minority workers facing harsher penalties, longer investigations, and higher rates of disciplinary action compared to their white counterparts.

“We believe that this issue is deeply rooted in systemic biases and inequalities that need to be urgently addressed to create fair and inclusive workplaces for all.

“Conference further acknowledges that the negative impact of these discriminatory practices extends beyond the individuals directly affected, creating hostile work environments, and perpetuating social and economic inequalities.

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

- demand employers to take immediate action which address and rectify the racial disparities in formal disciplinary procedures e.g. through internal reviews to identify discriminatory practices;
- demand employers implement comprehensive training programs to raise awareness of unconscious biases among managers and HR personnel;
- continue to actively campaign for the eradication of racial inequalities in the working environment; and
- advocate for transparent reporting mechanisms, where regular publication of ethnicity-based data on disciplinary procedures, outcomes, and any subsequent actions taken.”

Mover: Royal College of Podiatry

12. EVERY FAIR WORK FIRST STATEMENT MUST CONTAIN EQUALITIES COMMITMENTS

“That this Conference recognises that Fair Work First requires public authorities to publish Fair Work Statements and seek endorsement or verification from trade unions.

“However, behind the façade of Fair Work, public authorities fund, endorse, or otherwise perpetrate or tolerate, employment arrangements which discriminate against minority groups and those with protected characteristics.

“A union’s endorsement of any organisation’s Fair Work First Statement has considerable value and we must ensure that it is not granted until each organisation’s Fair Work First practice contains commitments towards equalities outcome recording, reporting and remedial actions.

“Conference asks the STUC Black Workers’ Committee to commit to encouraging every sister union to withhold or withdraw Fair Work First endorsements, until the following are included as a minimum:

- specific statements containing commitments to improving equalities outcomes eg. Reducing Race Pay Gap, Reducing Gender Pay Gap, Inclusion Passports etc;
- transparent evidence of improvements through policies, commitments, impact and outcomes evaluations; and
- fairness in both direct employment and contracted services.”

Mover: UNISON Scotland

SECTION 5: HEALTH

13. HEALTH INEQUALITIES

“That this Conference notes many reports have highlighted that racism, racial discrimination and barriers to accessing healthcare lead to huge health inequalities for Minority ethnic population across Scotland.

“Professor Michael Marmot has said that in order to achieve health equity we must tackle racism, discrimination and their consequences.

“It is welcome news that the Scottish Government will be asking all health boards to develop anti-racism plans.

“However, that is only one aspect and so Conference calls on the STUC Black Workers’ Committee to campaign for:

- a cross-government strategy to reduce health inequalities among Minority ethnic populations within Scotland;
- access to rehabilitation services which meets the needs of Minority ethnic people across Scotland.”

Mover: Chartered Society of Physiotherapists

14. HEALTH INEQUALITIES FACING BLACK COMMUNITIES

“That this Conference notes that when it comes to maternity issues, in the UK Black women are four times more likely to die in pregnancy and childbirth than white women. Asian women are twice as likely to die than their white counterparts.

“A Black Maternal Health Conference held in 2023 heard that Black women are not being listened to by healthcare professionals and that this is a contributing factor in the disparity in maternal mortality rates.

“A report from Public Health Scotland titled ‘Monitoring racialised health Inequalities in Scotland’ also found that other inequalities were prevalent, in terms of support for BAME people in relation to vaccination uptake, drug and alcohol treatment, diabetes and morbid obesity amongst others.

“Conference wholeheartedly agrees that the experiences of the Black community in relation to health issues and healthcare must be addressed. Conference therefore calls on the STUC Black Workers’ Committee to launch a campaign which seeks to:

- lobby the Scottish parliament and the Cabinet Secretary for Health and Social Care;
- organise public meetings to highlight the inequalities;
- collaborate with NGOs already campaigning on these issues; and
- bring a report to the STUC Black Workers’ Conference in 2025 with a report of ongoing and future action.”

Mover: Communication Workers Union

15. Mental Health Amongst Black and Global Majority Creative Workers

“This Conference notes Creative Balance is a new research project exploring mental health and wellbeing, and what improvements can be

made for Black people and people of colour in the Scottish creative industries through support from We Are Here Scotland and supported by funding from The Baring Foundation and Creative Scotland. Initial scoping work has confirmed that barriers to meeting basic human rights (housing, poverty, low income) are a significant contributor to poor mental health amongst Black and global majority creatives.

“The Musicians’ Census 2023 found that musicians from the Global Majority face financial barriers at higher rates than white counterparts. More than half of Global Majority respondents reported experiencing cost-related barriers to their career development, and there were higher rates of socio-economic discrimination particularly amongst Black musicians. 1 in 5 musicians from the Global Majority have a mental health condition. The Musicians’ Census Mental Health and Wellbeing report draws connections between financial barriers and income and mental health and wellbeing, specifically low income and low mental wellbeing. It also reports that musicians who have faced career barriers and/or discrimination experience low mental wellbeing at a higher rate than those who do not face barriers or discrimination.

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

- lobby Scottish Government to adopt Universal Basic Income, to remove baseline financial barriers for creative workers;
- support Creative Balance by sharing research participation call-outs with affiliates and raising awareness of this much-needed research.”

Mover: Musician’s Union

16. MONITORING AND REVIEWING THE EXPERIENCE OF HEALTH WORKERS IN SCOTLAND

“That this Conference commends the stated aims and goals of the Race Equality Framework for Scotland (REFS), ensuring fair and proportionate access to employment and representation at all levels, grades, and occupations. It should reduce inequalities in Scotland.

“However, Conference believes more needs to be done to assess the experience of Black, Asian and minority ethnic workers in Scotland’s NHS.

“While the REFS suggests it adopts a ‘partnership

based accountable and open approach to drive implementation of the framework'. There is seemingly little data published to allow for scrutiny of the current picture and to allow for assessment of what improvements being made or otherwise.

“Scotland is rightly keen to enhance its credibility as a progressive and forward-thinking nation where immigrants, who are sorely needed, are welcome. Lofty goals written in policy documents provide little succour to workers who are then deprived of dignity and justice, and subject to racial bias and/or discrimination in their workplaces. Averting your eyes and not looking for a problem does not make it go away.

“Conference therefore believes that a more active review of the experiences of Black, Asian and minority ethnic workers should be undertaken annually in NHS Scotland and associated employers to ensure progress is being made to the stated goals of the REFS in the health sector.

“Examples of better practice are not far away, NHS England is mandated to conduct the Workforce Race Equality Standard (WRES), an annual survey which explores the experiences of workers from ethnic minorities in the NHS and related organisations.

“Conference calls on the STUC Black Workers’ Committee to campaign and lobby for Scottish Government and NHS Scotland to urgently implement the work needed to establish its own comprehensive system of surveying and review on this issue to take place and be published annually.”

Mover: Pharmacists Defence Association

17. Racial Trauma

“That this Conference notes that racial trauma may be a result of minority stress caused by ongoing exposure to racism, stigma, bias and discrimination.

“Conference believes that racial trauma is a workplace issue, and a social justice issue, significantly impacting Black, Asian and Minority Ethnic (BAME) workers in Scotland.

“Conference further notes that groups who are at higher risk of experiencing inequality and discrimination related to their protected characteristics, may need tailored support that is informed by an understanding of inequality-related trauma.

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

- raise awareness of the issue of racial trauma and minority stress, for example during Mental Health Awareness week.
- consider possible avenues for peer discussion to provide support and organise around mental health for BAME workers.”

Mover: The Educational Institute of Scotland

SECTION 6: EDUCATION

18. DIVERSITY IN THE TEACHING PROFESSION

“That this Conference notes the national target of 4% Black, Asian and Minority Ethnic Teachers by 2030.

“Conference is disappointed only a small increase in the number of black teachers within Scotland’s schools has been reported.

“Conference is particularly concerned that black teachers are less represented in promoted posts compared to the profession as a whole.

“Conference believes a lack of diversity in the teaching profession and broader education workforce creates a vicious circle of young people not considering or pursuing teaching as a career which exacerbates issues caused by structural racism, such as lack of progression by minority ethnic teachers and school staff.

“Conference believes a renewed focus is needed to recruit, retain and promote more black educators and calls on the STUC Black Workers’ Committee to promote:

- the National Anti-Racism Framework for Initial Teacher Education;
- long term funding of the Building Racial Literacy Programme;
- the importance of decolonising the curriculum;
- anti-racism as a core priority within Scottish Government policy.”

Mover: NASUWT

19. HATE SPEECH – CHANGING THE NARRATIVE

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

“Conference is appalled to see the language of the far right and right-wing extremist influencers permeating and becoming normalised within some pupil cohorts.

“Conference is deeply concerned about the climate and impact of racism, sexism and misogyny, homophobia, transphobia, disability hatred, and religious hatred affecting the lives of children and young people.

“Conference is further concerned that black teachers are being disproportionately targeted with increased challenges to their authority as well as racist abuse and assaults.

“Conference agrees that if such behaviours go unchallenged, this creates a corrosive working and learning environment which can have a devastating impact on the health and welfare of black teachers as well as the young people witnessing it.

“Conference is concerned that current behaviour approaches in schools take little cognisance of prejudice-based abuse, in particular the impact of restorative approaches on staff who have been abused.

“Conference asserts that it is incumbent on all affiliates to work collaboratively to challenge hate speech at all levels and calls on the STUC Black Workers’ Committee to help change the narrative by:

- promoting positive stories of black union activists, including within the STUC Unions into Schools work;
- providing/facilitating training for affiliates on difficult/challenging conversations;
- offering updates, training and webinars on black equality issues, promoting and empowering allies to stand up for black rights; and
- campaigning for earlier support and education on anti-racism and hate speech at primary school, recognising that, by secondary school, many pupils may already have been exposed to far-right narratives.”

Mover: NASUWT

SECTION 7: EQUALITIES

20. ACTION TO TACKLE STRUCTURAL RACISM, INEQUALITY AND POVERTY

“That this Conference notes research confirms that Black and minority ethnic people are disproportionately falling faster and further below the poverty line amidst the cost of living crisis in Scotland.

“The labour market in Scotland, as elsewhere, remains stacked against Black workers. If you are a Black worker in Scotland you are more likely to be paid less, be in insecure work on the margins of the economy, less likely to be covered by collective bargaining agreements and to not get the working hours you want.

“The data also shows that in addition to inequality in the labour market, Black workers face higher housing costs and are less likely to be supported by social security. Black workers have less wealth, savings and income to absorb these additional costs than their white counterparts.

“As a result, poverty levels for people in Black minority ethnic communities in Scotland are double the national average and rising.

“A wide range of short and longer-term measures need to be adopted to tackle structural racism and discrimination in Scotland’s economy and society. As a minimum Conference asks the STUC Black Workers’ Committee to work with the STUC General Council to lobby the Scottish Government to:

- stand by their commitment to reduce racial inequality as set out in the Race Equality Framework for Scotland.
- bring far greater urgency to creating a labour market that offers equal opportunities for minority ethnic workers and offers a route out of poverty.
- collect appropriate, robust ethnicity data allowing a full understanding of the structural inequalities faced by minority ethnic communities in Scotland.”

Mover: Union of Shop, Distributive and Allied Workers

21. BLACK WOMEN AND SEXUAL HARASSMENT

“That this Conference notes Black women’s experiences of sexual harassment differ significantly from that of their white peers as the combination of racism and sexism creates a specific form of sexual harassment.

“Black women and girls report how racism leads to their bodies being oversexualised which contributes to the assumption that they will put up with unwanted sexual conduct. Other research reveals how the racialised objectification of Black women contributes to a particular view of Black women’s bodies. Women and girls who wear modest or religious clothing report that their religion or perceived ethnicity is used to insult or degrade them.

“When Black women object, they encounter racist abuse and when they seek support services are often inaccessible and under-utilised. Institutional racism and sexism also mean that incidents are under-reported to employers, criminal justice agencies and police.

“On the whole, trade unions have been slow to specifically address their experience of racialised sexual harassment. Conference welcomes the work unions are now doing to research and highlight the unique ways in which Black women experience sexual harassment. This work acknowledges the principle that unless Black women’s voices are properly and positively centred in our movement, they risk being missed and unheard.

“Conference asks the STUC Black Workers’ Committee to:

- support the work unions are doing to create separate spaces for Black women to come together to share their experiences and build networks of Black women; and
- encourage unions to centre Black women’s voices in their campaigns to tackle and end sexual harassment.”

Mover: Union of Shop, Distributive and Allied Workers

22. GROWING THE BLACK WORKERS MOVEMENT IN SCOTLAND

“That this Conference notes that despite the significant activism of Black, Asian and Minority Ethnic (BAME) trade unionists, BAME workers continue to be underrepresented in elected and official union roles.

“Conference believes it is essential for the continuation of our movement that new BAME activists are supported to grow their trade union activism.

“Conference further notes the success of the STUC Women’s Summer school and the positive feedback from participants.

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

- consider strategies to attract more BAME workers to trade union activism, including identifying any barriers, and ways to make union structures more accessible; and
- consider providing political education and trade unionism learning offers specifically for Black, Asian and Minority Ethnic workers.”

Mover: The Educational Institute of Scotland

23. EXTENDING THE YEAR OF THE BLACK WORKER LEGACY

“That this Conference notes the Unison campaign in 2023 of the Year of the Black Worker.

“The Year of the Black Worker has resulted in increased number of black members joining UNISON and the increased number of activists from 35 to over 70.

“This has been achieved by conducting multiple surveys with Black Members, providing dedicated training and engagement sessions on how to make black voices heard within the Union.

“Conference asks the STUC Black Workers’ Committee to commit to encouraging affiliated trade unions to:

- undertake surveys to gain a national picture of Black lived experience across professions in Scotland; and
- encourage trade unions to undertake these actions to ensure anti-racism allyship and training is embedded throughout Scotland.”

Mover: UNISON Scotland

THE PALESTINIAN STRUGGLE: AN ANTI-RACIST WORKERS ISSUE

Inspired by the South African experience, the Boycott Sanctions Divestment Movement has become an important organising tool for inter-ethnic, anti-racist and anti-imperialist struggles worldwide, placing Palestinians at the forefront of a global fight. As an organisation focused on building solidarity with the Palestinian struggle through BDS, the Scottish Palestine Solidarity Campaign opposes all forms of racism and welcomes the alliance of the Scottish Black Workers Movement.

From the Nakba to the horrors inflicted upon Gaza since Oct 2023, Israeli genocidal crimes have only escalated, fuelled by an increasing tide of Western Islamophobia, anti-Arab racism & settler-colonial rhetoric. As anti-racist workers in Scotland, the horror unfolding is not something we can ignore.

As with other great challenges we face such as poverty, war & climate emergency, genocide is a direct result of decisions made by those at the top and a failed capitalist system generating disproportionate wealth & power for elites at the expense of the majority on earth. The most effective way to bring about change is by taking collective action to challenge the structures of inequality & injustice.

Solidarity is at the core of both our movements, and we firmly believe Palestinian liberation is a critical step towards our collective liberation!

BECOME A MEMBER: [SCOTTISHPSC.ORG.UK](https://scottishpssc.org.uk)



Tackling Racism and Organising for Equality

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

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General Secretary Paddy Lillis
President Jane Jones

Usdaw, 2 Rutherglen Links, Glasgow, G73 1DF

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NOTES

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REPORT TO

BLACK WORKERS' CONFERENCE

The 27th Annual STUC Black Workers' Conference was held at the Golden Jubilee Conference Hotel, Clydebank over the weekend of Saturday 7th & Sunday 8th October 2023.

The Conference was Co-Chaired by Talat Ahmed, UCU Scotland, and Graham Campbell, Musician's Union. 63 delegates and 5 Observers, representing 17 Trade Unions were appointed to attend the Conference, with 56 delegates and 3 Observers registered and in attendance over the weekend.

20 motions were submitted to Conference with topics focusing on: Tackling Racism and Fascism; Anti-Racist Workplaces and Organising Black Workers; Movement of People; Rights at Work; Inclusive Practice and Representation; Historical Redress; and International Solidarity. 19 motions were carried and 1 motion fell due to having no delegate present from the submitting trade union.

4 Emergency Motions were submitted: one from the Black Workers Committee on refugees; one from the Scottish Artists' Union on the impact of cuts; one from UCU Scotland on the sacking of a black professor; and one from the NUJ on crises and the media. All were carried.

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

On Saturday morning, Conference was addressed by Roz Foyer, STUC General Secretary. After several motions were debated Conference viewed solidarity videos from: Kadi Johnson, Sheku Bayoh's sister; Tony Gallagher, Royal Mail worker and CWU member; Professor Phil Taylor, Emeritus Professor of University of Strathclyde and UCU member; Conrad Landin, New Internationalist Co-Editor; and Robert Parker, Paisley TUC.

Prior to lunch, Conference welcomed guest speakers from the Let's Be Heard Covid-19 Inquiry Campaign. In the afternoon two

workshops were held. The first one was facilitated by Helen Martin, Head of the Fair Work Convention Secretariat, titled 'Fair Work Convention: What Does Fair Work Mean for Black Workers'. 2023 was Unison Scotland's Year of the Black Worker and the second workshop was facilitated by STUC Black Workers' Committee and Unison members Raza Sadiq and Rakiya Suleiman, titled 'Year of Black Workers: Black Workers Representation and Future'.

The following were elected by Conference:

STUC BLACK WORKERS' COMMITTEE 2023/24

Open Seats:

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

Women's Seats:

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

Trades Union Council Seat:

Vacant

During the committee term, Sara Medel Jimenez resigned, and Sade Abiola (PDA) was co-opted.

STUC BLACK WORKERS' CONFERENCE STUC GENERAL COUNCIL 2024/25 SEATS

General Place:

- Raza Sadiq, Unison

Woman's Place:

- Khadija Mohammed, EIS

BLACK WORKERS' CONFERENCE DELEGATION TO THE STUC ANNUAL CONGRESS 2024

Open Seats:

- Talat Ahmed, UCU Scotland
- Zia Hussain, Unison
- Raza Sadiq, Unison

Women's Places:

- Khadija Mohammed, EIS
- layla-roxanne hill, NUJ

BLACK WORKERS' COMMITTEE 2023/24

Raza Sadiq, Unison, was elected Chair of the Committee for the period, with Cheral Govind, PCS, elected as Vice-Chair.

Following the Black Workers' Conference 2023, the Black Workers' Committee developed a workplan which was presented by Cheral to, and endorsed by, the General Council in December 2023.

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

- Justice for Sheku Bayoh Campaign
- International Solidarity with Palestine
- Black Worker Representation & Diversity
- Organising and Challenging the Far Right
- Supporting Refugees and Migrants
- Political Education
- Slavery and Reparations
- Tackling Racism in Sport

Justice for Sheku Bayoh Campaign

The Committee remained a key supporter of the Justice for Sheku Bayoh Campaign, founded after Sheku's death in police custody in 2015. As the public inquiry continued in Edinburgh, members of the Black Workers' Committee supported the campaign and Sheku's family at vigils. The Committee arranged transport, via the STUC, to vigils at the Inquiry on 23rd November 2023 and 6th February 2024 to ensure trade unionists and anti-racism campaigners had a visible presence at the inquiry, including providing speakers at the vigils. The Committee was also a key partner in the organisation of a vigil on 6th June 2024 including chairing and speaking at it.

Tackling Racism in Sport

The Committee maintained its support for Running Out Racism's campaign calling for the combatting of racism in sport, including writing a letter to the Minister for Social Care, Mental Wellbeing, and Sport on 31st July 2024.

Challenging the Rise of the Far Right

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

Challenging Racism in the Workplace

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

International Solidarity with Palestine

The Committee, and STUC, has supported solidarity events, actions, and calls with Palestine since 7th October 2023, calling for an immediate ceasefire.

Diane Abbot

After she received racist and misogynist abuse, the Committee wrote a letter in solidarity to Diane Abbott MP on 28th March 2024.

EVENTS:

STUC Black History Month Event

The STUC Black History Month event was held on 6th October 2023, and was titled 'Decolonisation, Reparations, and Justice'. The event was hosted by Khadija from the Committee and featured Irene Mosota FRSA as guest speaker.

St Andrew's Day Anti-Racism March and Rally

The annual St Andrew's Day Anti-Racism March and Rally took place on Saturday 25th November 2023 with the theme of 'From Erskine to Elgin, the Far Right is Not Welcome'. The event was led by the Black Workers' Committee and STUC, and the rally was Chaired by the Committee and heard from then First Minister of Scotland, Humza Yousaf MSP; Leader of the Scottish Labour Party, Anas Sarwar; Committee and PCS member, Cheral Govind; Living Rent campaigner, Stella Rooney; and Elgin Community Group Organiser, Daniel Mwangi. The Committee and STUC also supported transport for community activists and asylum seekers living in Erskine to attend the event.

Stand Up To Racism March and Demonstration

On 16th March 2024, the Committee and STUC supported the Stand Up To Racism anti-racist event to mark UN Day for the Elimination of Racial Discrimination. Committee members Talat and Cheral spoke at the event, as did the STUC.



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CONFERENCE GREETINGS

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REPORT OF THE BLACK WORKERS' REPRESENTATIVES ON THE STUC GENERAL COUNCIL 2023/24

During the period beginning with Congress 2023, your elected STUC General Council representatives took steps to ensure that key priorities from the Black Workers' Conference and workplan were integrated into the wider work of the STUC.

The period also saw the unfolding horrors of the middle east conflict in Gaza. During STUC General Council debates, both layla-roxanne and Satnam Ner made prominent interventions in terms of the STUC's pro-Palestine position on the conflict and calls for a permanent ceasefire. The STUC and our trade union movement has been at the centre of all the Palestine Solidarity protests.

The period also encompassed the ongoing Sheku Bayoh Inquiry. layla-roxanne has been at the very heart of the support for Sheku Bayoh's family and has maintained a continuous presence during and between the key mobilisations.

The 2023 Black History Month event on 'Decolonisation, Reparations and Justice' was important in terms of leading the STUC into a developing but important new policy area for the trade union movement.

The 2023 St Andrews Day March and Rally against Racism and Fascism was particularly successful and highlighted the importance of taking a stand against the Far Right and their efforts to organise in Scotland, notably in Erskine and Elgin. Importantly, speakers at the Rally included the then First Minister of Scotland as well as the Leader of the Scottish Labour Party. However both these contributions were overshadowed by our own Vice-Chair Cheral Govind, as she spoke first hand of her experiences supporting the asylum seeker community that live in Erskine as they came together to organise against the Far Right.

Satnam also served as the Employer nominated Trustee/ Chair of the STUC Staff Pension Scheme and Scottish Union Learning Board Member. Satnam Ner also continued his term as a STUC General Council appointed member to the Fair Work Convention. He is currently Co-Chair of the 2-year Inquiry into Fair Work in the Hospitality Sector. This is a sector where Black workers' clearly bear a disproportionate impact from precarious, exploitative and discriminatory work practices.



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REPORT OF THE BLACK WORKERS

CONFERENCE DELEGATION TO

STUC CONGRESS 2024

127TH STUC ANNUAL CONGRESS

15 – 17 APRIL 2024

CAIRD HALL, DUNDEE

STUC BLACK WORKERS' DELEGATION:

- Talat Ahmed, UCU Scotland
- layla-roxanne hill, NUJ
- Zia Hussain, Unison
- Khadija Mohammed, EIS
- Raza Sadiq, Unison

The 127th STUC Annual Congress took place in the Caird Hall, Dundee over the period Monday 15 to Wednesday 17 April 2024.

The theme of Congress for 2024 was 'Workers Winning Together' and was chaired by Mike Arnott (Dundee Trades Union Council) President of the STUC for the year 2023/2024. The Civic welcome was given by Councillor Bill Campbell, Lord Provost of Dundee City Council; and Stuart Fairweather, of Dundee Trades Union Council provided the Trades welcome.

Just under 350 delegates representing Trade Unions, Trades Union Councils and the Black Workers', LGBT+ Workers', Youth and Disabled Workers' Conference delegations attended Congress.

STUC CONGRESS SPEAKERS

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

These included:

- Councillor Bill Campbell, Lord Provost, Dundee City Council

- Stuart Fairweather, Chair, Dundee Trades Union Council
- Anas Sarwar, Leader of the Scottish Labour Party
- The First Minister of Scotland, Humza Yousaf
- Shavanah Taj, Wales TUC
- Lorna Glen, Chair of the STUC Women's Committee

An International session took place on the Tuesday afternoon on the crisis in Gaza. Congress heard contributions from guest speakers including Husam Zomlot, the Palestinian Ambassador to the UK and Shaher Saed, General Secretary of Palestinian General Federation of Trade Unions.

A Civic Reception, hosted by Dundee City Council, took place in the Caird Hall at the close of Congress on Monday 15 April.

CONGRESS REFLECTION

The Black Workers' delegation worked collectively and closely with STUC LGBT+, Disabled and Youth Workers' delegations, starting with a meeting on the evening prior to Congress to affirm support for each other over the course of the three days. The delegation felt that the session on Gaza was particularly powerful and overwhelmingly supported by delegates. The delegation reflected that Congress was well organised and that debates were thorough although speaking times were reduced on the final day to allow all motions, including emergency motions, to be taken. They noted that overall the event was a positive and productive one which provided a platform for robust discussion, learning, and collaboration. The delegation also noted it was pleasing to

see an increase in BAME and young delegates at Congress.

STUC CONGRESS AWARDS

The STUC Union Rep Awards were presented by Humza Yousaf, First Minister of Scotland, on Monday 15 April, to:

- Rachel Rogers, Kerry McCrone and Seona Hart of the Fire Brigades Union with the STUC Equality Award;
- Dan Connolly and David Foote, Prospect reps at Babcock Marine in Rosyth with the STUC Organising Award;
- Tony Bakhsh, a GMB Health and Safety Rep at North British Distillers, Muirhall, with the STUC Frank Maguire Award for Health and Safety;
- John McAlinden, Communication Workers' Union, with the Helen Dowie Award for Lifelong Learning; and
- Ross Henderson, RMT, with the Learner of the Year Award.

Following presentation of the awards, the First Minister addressed Congress.

GENERAL COUNCIL NOMINEES FOR 2024/2025

The new General Council for 2024/2025 was elected at Annual Congress and Khadija Mohammed, EIS, and Raza Sadiq, Unison, were elected to serve as the Black Workers' representatives on the General Council until Congress 2025.

The Black Workers' Committee would like to thank layla-roxanne hill and Satnam Ner for their contributions to the General Council 2023/24 on behalf of Black workers.

STUC MOTIONS TO CONGRESS

119 motions were put forward to the 2024 STUC Congress on a wide range of subject matters. The STUC Black Workers' Conference submitted three motions in line with the Committee's Workplan priorities and emerging themes from the Black Workers' Conference 2023, all of which were carried.

The first Black Workers' Conference motion called on the General Council to explore way to improve trade union representation of Black workers, learn systemic barriers that hinder

membership and representation and to support ways to increase representation, learning, and organisation of Black workers. The second Black Workers' Conference motion called on Congress to resolve to combat the rise of far-right racist rhetoric and activity. PCS submitted an amendment to this motion which was agreed. The third Black Workers' Conference motion called for an end to the escalating crisis in the Middle East, asking the General Council to defend the right to boycott, divest and sanction; call for no increase in military spending; and to call for no renewal of trident.

Improving Representation of Black Workers

"That this Congress notes that the STUC Black Workers' Committee supported UNISON's 2023 Year of Black Worker campaign to highlight the contributions and experiences of Black workers in Scotland to the trade union movement.

"Congress further notes that the STUC Black Workers' Conference 2023 hosted workshops on UNISON's survey of Black members engagement which revealed:

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

"Congress agrees that it is essential to understand and address systemic barriers that may hinder Black members' union participation and engagement.

"Congress calls on General Council to:

- work with the STUC Black Workers' Committee to explore ways to highlight black trade unionists' voices, increase representation and visibility, reduce barriers, and expand trade union learning, training, and organising opportunities for black members; and
- encourage affiliates to take action to improve union representation of Black workers, both as an employers and membership organisation."

Opposing Racism and the Racist Offensive

“That this Congress notes:

- The Sunak Government’s intensification of racism and scapegoating and the likelihood of this escalating as we approach a General Election;
- The Government’s determination to deliver the Rwanda plan, in spite of clear evidence that Rwanda is unsafe particularly for those from LGBT+ communities, their ‘Stop the Boats’ campaign, the use of ex-military bases and prison barge to house refugees – policies that breach internationally recognised human rights and have led to many needless and tragic deaths;
- The Rwanda policy fails to address the key issues of safe passage for those who want to claim asylum in the UK. The insistence of pursuing such a policy is cruel, inhumane and puts more people at risk of danger and exploitation.
- That the government’s divisive rhetoric has emboldened a new far right in Britain;
- The very real threat of growing success for racist, far right and fascist forces across Europe, the US and internationally;
- Across Britain, we have seen successful campaigns to stop racists and fascists organise against refugees, from Elgin and Erskine in Scotland, all the way to Portland in Dorset.

“Congress believes:

- The Government’s deliberate focus on intensifying scapegoating and pushing through racist policies is an attempt to divert from the crisis they are responsible for;
- The Scottish government has espoused a more positive rhetoric welcoming migration, our politicians can do more to speak out and act against this;
- Unity is our strength. Racism is about dividing us in our workplace and communities, and weakening our collective response to the cost-of-living crisis;
- Broad based, united and mass opposition to racism, the far right and fascism can successfully push back the threat.

“Congress resolves:

- to support and promote the work of Stand Up to Racism and others locally and regionally, in the face of racist, far right or fascist attempts to organise;
- to support events outside the public inquiry in support of Sheku Bayoh’s family and encourage members to attend the inquiry.”

Escalating Crisis in the Middle East

“That this Congress notes the bombardment of a series of targets in sovereign Yemen, by the United States and the United Kingdom, has significantly raised the risk of an escalation of the terrible conflict beyond Gaza and inflamed tensions in an already hugely volatile region.

“The Middle East has faced Western imperialist economic and military intervention for over a century. Britain controlled colonies, including Yemen and Palestine. Since the Second World War, the US has played a central role in strategic and economic decisions centred around the importance of oil in the region.

“Trade unions have a right to oppose wars and have a long history of promoting peace. In the context of a cost-of-living crisis and with public services and education in disarray, the labour movement has a special interest in campaigning against increased spending on foreign wars.

“Congress recognises conflicts create new and significant sources of greenhouse gas (GHG) emissions and allow polluting practices to flourish, which increase people’s vulnerability to displacement and statelessness.

“Congress calls on the General Council to:

- Defend the right to boycott, divest and sanction, by launching a campaign to oppose the Anti-BDS (Economic Activity of Public Bodies (Overseas Matters)) Bill;
- Call for no increase in military spending with an immediate freeze at present levels and planned reduction to necessary levels of conventional forces for defence purposes;
- Demand an end to Scottish public funding for companies complicit in Israeli Government apartheid;

- Campaign against the renewal of the Trident nuclear submarine programme at an estimated cost of £31 billion, and for this cost to be instead invested in a green industrial strategy with socially just jobs;
- Host opportunities to facilitate international learning and practically support trade union and grassroots organisations across the globe by being actively involved in days of action held.”

The Black Workers’ Congress representatives also spoke in support of the other STUC Equality Conference motions and participated in activity throughout the duration of Congress, including supporting the Justice for Sheku Bayoh fringe event.

The General Council issued Statements on Palestine and Military Spending. A copy of the Statements can be found on the STUC website.





LIST OF EXHIBITORS

ACTSA

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

Facebook: /MandelaScottishMemorial/

Twitter/X: @ACTSA_UK and @mandelasmf

CLOSE THE GAP

Close the Gap is Scotland's policy advocacy organisation working on women's labour market participation. We have been working with policymakers, employers and unions for more than two decades to influence and enable action that will address the causes of women's labour market inequality.

Twitter/X: /closethepaygap

Linkedin: /close-the-pay-gap

SCOTTISH PALESTINE SOLIDARITY CAMPAIGN

Scottish PSC is an organisation that works for Palestinian freedom, equality and justice. Key to our solidarity work is to respond to the Palestinian Call for a campaign of boycott, divestment and sanctions (BDS) modelled on the anti-apartheid movement against South Africa. Become a member of Scottish PSC and affiliate your trades council, union/branch – we need your support to intensify efforts to support Palestinian rights and oppose complicity in Israeli apartheid and genocide.

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CONSTITUTION OF THE

STUC BLACK WORKERS' CONFERENCE

1. TITLE OF CONFERENCE

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

2. DATE AND DURATION OF ANNUAL CONFERENCE

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

3. BASIS OF REPRESENTATION

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

Trades Unions with membership of up to 10,000:

- 6 delegates

Trades Unions with membership of over 10,000:

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

Trades Union Councils:

- 6 delegates

4. BLACK WORKERS' COMMITTEE

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

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

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

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

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

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

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

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

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

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

h) On the death or resignation of a member of the

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

Conduct of Elected Black Workers' Committee Members

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

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

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

Thereafter, the President, or Vice President if the member concerned is the President, shall give the member concerned an opportunity of presenting such evidence, information and explanation, if any, as it wishes to present. Upon conclusion of the hearing, the President, or Vice President if the

member concerned is the President, shall have the power to decide whether the member has been guilty of the alleged conduct. In the event of the member having been found guilty of the said conduct, the President, or Vice President if the member concerned is the President, shall afford to the member an opportunity to present such further evidence, information and explanation as he or she wishes in relation to imposition of penalty, and shall thereafter have power to reprimand, and/or suspend the member or to recommend the removal of the member from the Committee. The President, or Vice President if the member concerned is the President, shall notify the member concerned of his or her decision including the penalty to be imposed. The member, if dissatisfied with the decision of the President, or Vice President if the member concerned is the President, or the penalty imposed, shall have the right of appeal to the General Council. The member's intention to appeal shall be communicated in writing to the General Secretary within seven days of the initial decision. The General Council shall hold a meeting to hear an appeal within one month of the notification to appeal having been received. The President, or Vice President if the member concerned is the President, shall submit a report to the General Council setting out the reasons for the decision taken. The report shall also be made available to the member at the same time. The member shall have the right to be heard by the General Council. The General Council may decide to affirm or revoke or otherwise amend the decision of the President, or Vice President if the member concerned is the President, or to affirm or revoke the penalty and may, if a recommendation to that effect has been made, remove the member from the Committee. The decision of the General Council shall be final and conclusive. Members of the Sub-Committee appointed to investigate any case against the member and the President, or Vice President if the member concerned is the President, shall not be entitled to be present at any stage during, or to vote, or take any other part in the deliberation of the General Council as to its findings in respect of the alleged conduct, or in respect of penalty.

Duties of the Black Workers' Committee

It shall be the duty of the Committee to implement the policies agreed by the Conference, in line with the requirements of these rules. At all

times, in undertaking this duty, the Committee shall recognise the sovereignty of the policies determined by the Annual Congress.

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

5. DELEGATION TO ANNUAL CONGRESS

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

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

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

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

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

Black Workers' Conference and nominees for the Black Workers' Delegation to Annual Congress, and so will automatically be given a seat on the Black Workers' Conference delegation to Annual Congress.

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

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

7. VOTING

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

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

8. MOTIONS

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

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

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

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

9. CHILDMINDING FACILITIES

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

10. STANDING ORDERS

Hours of Meeting:

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

11. CONFERENCE CHAIRPERSON

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

12. APPOINTMENT OF TELLERS AND SCRUTINEERS

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

13. LIMITATION OF SPEAKERS

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

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

14. SUSPENSION OF STANDING ORDERS

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

15. CHAIRPERSON'S RULING

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

[illegible]

**NAE RACISTS
NAE FASCISTS**



**UP THE WORKERS
& UNITY OF THE
WORKING CLASS**

**Solidarity to all at the 28th Annual
STUC Black Workers' Conference**


unite
the UNION
SCOTLAND
UNITE BAEM COMMITTEE