

Decisions of Conference

WORKERS RISING AGAINST RACISM



**29th Annual STUC Black Workers'
Conference**

**Saturday 18th and Sunday 19th October
2025**

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

RESOLUTIONS CARRIED

Resolution Composite A

Addressing Racial Inequality in Recruitment, Retention and Progression in the Workplace (covering Motions 7 and 13)

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

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

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

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

“Conference believes:

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

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

- use the recommendations in the reports above to develop a briefing with practical interventions to advance access to workplace progression for Black, Asian and Minority Ethnic workers, supported by relevant learning events to facilitate implementation in practice;
- work with affiliated unions to prioritise the fight against racial inequality in their workplaces;
- establish a dedicated task force within the STUC to address issues specifically affecting Black workers;
- organise regular training and awareness programmes on racial equality for union members and leaders; and
- lobby the Scottish Government to implement stronger policies and legislation to protect Black workers from discrimination and promote equality.”

Mover: **Public and Commercial Services Union (PCS)**
Seconder: **EIS**

Resolution Composite B

Fair Work and Workplace Rights

(covering Motions 8 and 9)

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

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

“Conference believes:

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

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

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

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

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

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

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

- lobby the Scottish Government to enhance the Fair Work First framework by integrating specific guidelines aimed at combatting workplace racism and fostering inclusive practices;
- urge affiliated unions to actively engage, support Black members and participate in training programmes that increase awareness of racism and effective reporting mechanisms;
- advocate for robust support systems that help victims of workplace racism navigate the reporting process, ensuring their voices are heard and validated;
- seek and share the views and experiences of Black workers in Scotland with the UK Labour Government to ensure the employment rights bills reforms reflect their specific concerns; and
- consider developing a range of training materials and learning resources for reps, explaining the new employment rights and their new responsibilities that affiliates can draw upon and that reflect the implications for Black workers.”

Mover: STUC Black Workers’ Committee

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

Resolution Composite C
Tackling the Far Right
(covering Motions 14, 15, 16, 17 and 18)

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

“Conference notes with increasing concern the prevalence of hate speech on social media and beyond, seemingly with impunity. Far right slogans and demands have travelled from the margins to the centre, particularly on the issue of immigration.

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

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

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

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

“Conference notes Reform has 846 councillors and overall majorities in 10 local authorities and polling points to them becoming the third or second largest parliamentary force in the Scottish parliament next year.

“Conference believes Reform represents an existential threat to BME communities and anti-racist campaigning is critical to expose Reform’s hollow claims of being ‘anti-establishment’.

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

“Conference believes resurgent racist ideas are being used to challenge decolonisation, diversification of curriculum and potentially target BAME staff and students on campuses and other minority groups.

“Within the context of the worst cost of living crisis in decades, amidst high levels of homelessness and growing in-work poverty, racist mobilisations against accommodation housing asylum seekers and demonstrations calling for mass deportations are on the rise. The far-right is targeting areas facing housing shortages and high levels of deprivation, circulating myths and misleading online videos that position asylum seekers and migrants as a threat, most notably to women and girls.

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

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

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

- work with affiliated unions to develop and refine their own strategies to tackle the far-right;
- lobby the Scottish and UK Governments to push back on rather than pander to far-right narratives;
- recognise the surest way to defeat grievance politics is to improve jobs, raise living standards and invest in public services and communities; and continue to improve workers’ rights through legislation;
- work with trade unions to embed anti-racism training for all reps and activists, which explores white fragility and unconscious bias and encourages white activists to become actively anti-racist;
- promote anti-racism as a foundational principle for activism, embedding equalities across all STUC events and encouraging all affiliates to adopt an intersectional mainstreaming approach to all events;
- support mentoring and sponsorship approaches within trade unions and across workplaces to build more diverse workplaces and trade unions;

- lobby the Scottish Government to embed anti-racist education into every stage of education and campaign for professional learning on anti-racism to be embedded across all teacher professional learning, from initial teacher education through to the standard for headship;
- lobby the UK Government to:
 - i. introduce Statutory Sick Pay for freelancers;
 - ii. reform the Prevent Strategy so that it doesn't disproportionately target some communities and better tackles far right extremism; and
 - iii. better use its regulatory and legal powers to stop social media platforms enabling harm;
- build for widespread attendance at solidarity events such as the St. Andrew's Day March and Rally;
- build solidarity across STUC equality committees to ensure the movement remains vigilant and united against the threat of far-right populism which seeks to dismantle our values and democratic principles;
- lobby MSPs, in advance of the 2026 election, to seek commitments from political parties to tackle racism, hate speech, discrimination and institutional racism and disadvantage;
- campaign to ensure employers accept they have a responsibility to address workers' fears around safety at work;
- support Stand Up to Racism and Love Music Hate Racism and their initiatives; and
- unite working class people in this critical election year and promote anti-racist campaigning activities in the run-up to the May 2026 Scottish parliamentary election.

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| Mover: | STUC Black Workers Committee |
| Seconder: | Union of Shop, Distributive & Allied Workers (USDAW) |
| Supporter: | NASUWT |
| Supporter: | Musicians' Union (MU) |
| Supporter: | UCU |

Resolution Composite D
Mental Health
(covering Motions 19 and 20)

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

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

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

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

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

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

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

“Racism is not only harmful in the moment – it has lasting psychological and emotional impacts. Conference believes that appropriate trauma-

informed support for staff affected by racism must be available within NHS Scotland and associated employers, with services tailored for health professionals. Crucially, support should be given as early as possible when race related concerns are reported.

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

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

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

Conference calls on the STUC Black Workers’ Committee to work with the affiliated trade unions and the STUC Youth Committee to:

- conduct a national survey to understand the experiences, barriers and challenges faced by young Black members in Scottish unions and the impact on their mental health;
- work with young Black members to develop mental health guidance, training and support, specifically aimed at young Black members and activists;
- campaign for psychologically safe reporting systems to be implemented and reviewed across all health employers;
- press for tailored mental health and trauma support for staff who experience racism, provided as early as possible; and
- support and promote anti-racism training and campaigns in partnership with unions and employers.

Mover: UNISON Scotland

Seconder: Pharmacist’s Defence Association (PDA)

Resolution 1. Centering African Struggles in Our Internationalist Commitments

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

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

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

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

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

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

- promote and further develop African-Palestinian solidarity through an inclusive internationalism that challenges racialised violence and dispossession;

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

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

Resolution 2. Reparative Justice

“That this Conference notes:

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

“Conference believes:

- reparative justice is a trade union issue.

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

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

Mover: University and College Union (UCU)

Resolution 3. Defending Black Activists and the Right to Protest

“That this Conference notes the:

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

“Conference believes:

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

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

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

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

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

Amended Resolution 4. Black Workers' Networks and Inclusive Trade Union Participation

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

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

“Conference is concerned that for too many colleagues the principal and sometimes only in-person gathering of Black workers from across trade unions, to tackle workplace inequalities, is the annual STUC Black Workers’ Conference.

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

- re-instate an in-person Black Workers’ Network meeting in 2026 with a standing agenda item that sets aside time for raising and discussing the workplace issues/challenges faced by Black workers;
- ensure all meetings, including Black Workers’ Network meetings, are inclusive and flexible with opportunities for both in-person and remote engagement where appropriate, to combat exclusion due to geography, caring responsibilities or digital access;
- monitor participation of Black workers at STUC events to support engagement.

Mover: Prospect

Seconder: NASUWT

Resolution 5. Work-Related Violence

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

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

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

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

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

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

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

Mover: NASUWT

Resolution 6. Protecting Workers' Linguistic Rights

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

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

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

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

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

Mover: Chartered Society of Physiotherapy (CSP)

Resolution 10. Monitoring and Reviewing the Experience of Health Workers in Scotland – 2025 Update

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

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

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

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

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

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

Mover: Pharmacist's Defence Association (PDA)

Resolution 11. Skilled Visas – A Trade Union Issue

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

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

“Conference believes:

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

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

“Conference instructs the STUC Black Workers’ Committee to:

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

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

Mover: Public and Commercial Services Union (PCS)

Resolution 12. Protecting the Right to Religious Observance

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

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

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

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

Mover: Educational Institute of Scotland (EIS)

Resolution 21. Increasing Vaccination Uptake in the BAME Community

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

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

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

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

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

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

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

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

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

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

Mover: Communication Workers Union (CWU)

Resolution 22. Confronting Systemic Racism in the NHS, Public Services, and Society

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

“These patterns are not incidental, they are systemic, driven by institutional structures and policies that fail to address the lived realities of racism. While the NHS has made public commitments to inclusion, lack of accountability, poor data collection, and under-resourced equality initiatives mean progress remains limited. The COVID-19 pandemic exposed these inequalities, with BAME communities disproportionately affected. The NHS Workforce Race Equality Standard, the NHS Race & Health Observatory, and parliamentary inquiries have all further highlighted how racism remains embedded in policy, practice, and institutional culture.

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

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

- campaign for independent anti-racist audits across NHS Scotland and public services;
- push for mandatory anti-racist training, co-produced with BAME communities;

- challenge racist rhetoric in politics and media, supporting inclusive public narratives;
- support BAME workers organising in unions, with protected time and representation;
- demand transparent ethnicity data collection and use; and
- embed anti-racism as a trade union priority, linking racial justice to workers' rights.”

Mover: Unite the Union

Amended Resolution 23. Recognition of Menstruation as a Workplace Issue

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

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

“[Research](#) shows that stress can worsen menopause and menstrual health issues. Furthermore, experiencing discrimination at work might mean BAME members are less likely to feel comfortable in seeking support for hormonal health-related issues.

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

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

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

Mover: Unite the Union

Resolution 24. Supporting Women from Minority Ethnic Backgrounds with English as a Second Language in Acute Maternity Settings: Culturally Competent Training and Ethical Use of AI

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

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

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

Conference asks the STUC Black Workers’ Committee to:

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

informed approaches, developed in collaboration with Black, Brown, and minoritised midwives and service users; and

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

Mover: Royal College of Midwives (RCM)

Resolution 25. Mandatory Training on Unconscious Bias

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

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

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

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

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

Mover: Royal College of Podiatry (RCP)

Emergency Resolutions

Emergency Composite A (covering Emergency Motions 1 and 2). Organising Against the Rise of the Far-Right and Tackling the Root Causes of Division

“That this Conference notes:

- The large-scale protest by the far-right in Falkirk on 16 August witnessed 1000 anti-immigrant protesters outside the Cladhan hotel, which houses asylum seekers.
- Tommy Robinson’s “Unite the Kingdom” rally on 13 September London with 100,000 was the biggest far right demonstration in British history. Riots led to attacks on police officers, people of colour and migrant communities.
- The launch of Women Against the far-right UK on 2 September with leading signatories Paloma Faith, Zarah Sultana, Charlotte Church, Diane Abbott, Anoushka Shankar and Shami Chakrabarti.
- The launch of Women Against the far-right Scotland (WAFRS) on 7 October with leading signatories Nadia El-Nakla, Nicola Sturgeon, Val McDermid, Roz Foyer, and Women’s organisations such as Rape Crisis Scotland, and Engender.
- The launch of Falkirk for All organised and led by local women in Falkirk.
- The recent spike in racist abuse and attacks on people of colour at workplaces and in communities.

“This Conference believes:

- The far-right’s claim to be “protecting women and girls” is wholly disingenuous as media reports show over 41% of those on far-right protests in summer 2024 had been reported to the police for domestic abuse.

- The far-right and fascists are exploiting violence against women to spread racism, violence and division.
- Defending asylum seekers and refugees is central to trade union antiracism and to defending our multi-cultural society.
- Government must wake up. Instead of pandering to far right rhetoric and language of division, it must address the real causes of discontent: low wages, insecure work, unaffordable housing, rising prices and the collapse of local services. These conditions are giving space for racist ideology to grow.
- Government must speak honestly about the global roots of migration, including war, climate breakdown and economic injustice, and explain why people are forced to seek refuge in the United Kingdom. Having a person of colour as Home Secretary does not excuse racist language or policy.

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

- Publicise local anti-racist counter-protests and encourage widespread union participation with our trade union banners and flags;
- Encourage unions to build local alliances with anti-racist and community organisations, such as Falkirk for All, to strengthen grassroots resistance;
- Build within the network of black workers and other equalities committees to support counter protests; and
- Support WAFRS and their activities.
- Call on the government to introduce a windfall tax on excessive corporate profits, raise public sector pay, invest in green jobs and rebuild communities through public ownership and social housing.”

Mover: UCU Scotland

Seconder: TSSA

Emergency Resolution 3. Tackling Inequality in Pain Treatment for Black Communities

“That this Conference notes the University of Southampton study, published in late September and reported by the BBC, which reveals that Black people in England are far more likely to live with chronic pain than white people. Forty-four percent of Black residents experience chronic pain compared to thirty-four percent of white people. The research highlights deep racial inequalities in diagnosis, treatment, and access to specialist care.

“Conference believes that this inequality is unacceptable and reflects long-standing institutional neglect of Black health within medicine. Too often, pain is dismissed or masked with medication instead of addressing the underlying cause. Black people remain underrepresented in clinical studies and in the medical profession itself.

“Conference therefore calls on the STUC Black Workers' Committee to campaign for racial justice in health, through campaigning for relevant government and bodies to ensure:

- Referral to a specialist if pain persists after a second GP visit;
- Treatment that investigates the root cause rather than masking pain with medication;
- Greater investment in research and the inclusion of Black health issues in medical studies; and
- A clear pathway to increase the number of Black doctors and researchers through targeted recruitment, scholarships, and mentoring.”

Mover: TSSA