

# Decisions of Conference



## 28<sup>th</sup> Annual STUC Black Workers' Conference

Saturday 28<sup>th</sup> and Sunday 29<sup>th</sup> September 2024

Golden Jubilee Conference Hotel, Clydebank,  
Glasgow

# **RESOLUTIONS CARRIED**

## **SECTION 1: International**

### **Resolution 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**

## **Amended Resolution 2. Gaza Genocide**

“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;
- encourage affiliated unions, branches and individuals to support to the Scottish Palestinian Solidarity Campaign; and
- 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."

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

**Seconder: Public and Commercial Services Union**

## **Section 2:**

### **Migrants' Rights**

#### **Resolution 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**

## **Resolution 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**

#### **Resolution Composite A (covering Amended Motion 5 and Motion 6) 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.

“This 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.

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

- redouble our efforts to build a strong united broad antiracist and antifascist movement;
- back the 16<sup>th</sup> November International conference, *Stop the Rise of Fascism and the Far Right*, hosted by Stand Up To Racism; and



- back the 8<sup>th</sup> February TUC/ Stand Up To Racism hosted trade union conference; and
- to work with affiliated unions to produce political education material to counter the narrative of the Far Right.”

**Mover: STUC Black Workers’ Committee**

**Seconder: UCU Scotland**

**Supporter: Public and Commercial Services Union**

## **Resolution 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**

## **Resolution 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**

#### **Resolution 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**

## **Resolution 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**

## **Resolution 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**

## **Resolution 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**

#### **Resolution 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**

## **Resolution 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**

## **Resolution 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**

## **Resolution 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**

## **Resolution 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**

#### **Resolution 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**

## **Resolution 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**

#### **Resolution 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**

## **Resolution 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**

## **Resolution 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**

## **Resolution 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**

## **Emergency Resolution 1. Emergency Protest Against Tommy Robinson**

“That this Conference notes:

- The magnificent 5000 strong successful counter protest called by Stand Up To Racism and supported by STUC and 9 trade unions on 7 September against the far right in Glasgow;
- The racist Reform UK party’s attempts to bring far-right ideas into the mainstream. Nigel Farage’s announced plans to campaign in Scotland shows their ambition to break through in by-elections and Holyrood;
- Fascist ‘Tommy Robinson’ has called a UK wide protest outside 10 Downing Street against the ‘tyranny’ of Labour government and demands ‘we want our country back’ on Saturday 26 October 2024;
- Stand Up To Racism has called a national mobilisation against this with the support of the TUC and trade union leaders; and
- Love Music Hate Racism’s planned gigs across the country with Paloma Faith and big names from the music scene across the country in areas targeted by the far-right.

“Conference believes:

- We cannot be complacent about the threat of the far-right and Reform UK; and
- We need maximum unity in action against the far-right across all fronts including the cultural front. Culture is a site for anti-racism and anti-fascism.

“Conference resolves:

- To support the national demonstration called by Stand Up To Racism and backed by TUC in London on 26 October and collective transport organised by Stand Up To Racism Scotland; and
- To support the Love Music Hate Racism events going forward to help turn the tide against the far-right, including a mobilising gig in Glasgow for the St Andrew’s Day Anti-Racism march and rally.”

**Mover: UCU Scotland**

## **Emergency Motion 2: The Rise of the Far Right is a Health & Safety Issue**

“That this Conference notes that the rise of the far right, and the planned protests taking place at the end of October, presents a health and safety risk to Black Workers. There is an evidenced increase in the rise of naming and targeting of Black workers and this needs decisive health and safety action.

“During periods of heightened racial tension, Black workers face unprecedented risks travelling to and from work, when lone working and within workplaces. The threat of violence is real. The presence of psychologically unsafe work environments is real. This is racism, but it is has threat and risk and it is a Health & Safety matter.

“During the previous riots, the Scottish Black Members Committee called UNISON’s SMT to action, to produce a Black Worker safety action pack. The packs were sent to every branch in Scotland and workshops were delivered on how to utilize them. The pack included key actions that every branch and steward needed to undertake, or demand employers undertake. These included:

- Asking branches to start allyship sign ups to show solidarity to Black workers.
- Asking branches to reach out to Black workers to let them know they are not alone and the branch can help raise concerns about safety with employers.
- Ensuring employers are doing proper risk assessments, which take all concerns seriously and properly mitigate risks.
- Asking employers to create safe spaces at work for people to talk about how this is affecting them (a good space for allies to learn how to support Black workers)
- Asking employers to issue statements to reassure Black workers on how they will keep them safe.

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



- Ask STUC to write to every affiliated trade union asking them to undertake the same actions and demand the same of every employer.”

**Mover: UNISON Scotland**