



Policy Conference 2025

FINAL AGENDA

8th Policy Conference
Brighton, 7 – 11 July 2025

JOBS, PAY, CONDITIONS



UNITE 8th POLICY CONFERENCE 2025

FINAL AGENDA

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A: Economy & Industry

1. Towards a co-ordinated industrial strategy for collective bargaining

This Conference agrees that organised labour and collective bargaining are the cornerstones of any independent trade union.

They are the bedrock from which everything else flows.

As our General Secretary has said, "Trade union politics without industrial organisation is a cause without a class". And there can be no serious community or international activity without the foundation of organisation at the place of work.

This Conference believes that it is only through self-organisation that workers can truly win dignity and respect at the place of work. And it is only through assertive collective bargaining that workers can secure a degree of job security, a reasonable wage, and decent terms and conditions.

It is for that reason that this Conference agrees that the number one priority for Unite is the development of a comprehensive industrial strategy. One built on the principle of effective co-ordination of collective bargaining.

We must now supercharge our efforts to build and develop effective Shop Steward combines and networks, both by employer and by sector.

No one worksite can stand alone without the constant fear of undercutting, reductions in the workforce or the threat of closure

Therefore, this Conference demands that practical steps be taken over the next biennial period, including:

- The union to produce a Framework Industrial Plan detailing clear actions that will result in greater co-ordination of collective bargaining
- For the Framework Plan to guide discussion and collaboration with our industrial sectors, nations and regions
- For a detailed report to be given to the next Policy Conference.

North West Automotive RISC

2. Defending the jobs, pay and conditions of Unite members at the place of work

This Conference reaffirms the primary objective of our union: To defend and further improve the jobs, pay and conditions of Unite members.

It is inevitable that at times policies will be passed that could, unintentionally, cause harm to the jobs, pay and conditions of specific sections within our union's membership.

In such cases a way forward that protects members' jobs, pay and conditions and delivers on the policy objective should be sought. But in such cases, it is clear that no action should be taken to implement any policy decision without the active engagement and ultimately agreement of members, whose specific working conditions could be negatively affected.

To do otherwise would undermine the very basis upon which Unite democracy is built. That of being a lay member trade union.

To that end this Conference has agreed:

- That the views of affected members will be thoroughly and actively sought where any detriment is deemed possible.
- And that if no way forward can be found that is clearly agreeable to the affected members, that the union will not support any action or initiative that could reasonably be viewed as being counter to their interests.

GE Aircraft Engine Services (WA/B1082)

3. Protecting Working Class Jobs from Threat

The Conference calls on Unite to lobby the government and on the Executive Council to commit to run a campaign for a clear strategy for the UK, seeking to secure working-class jobs both today and for future generations.

Jobs are at risk across all sectors, and the union must be directly involved in future planning. This includes campaigning for strong strategic government plans to support those workers affected and ensuring investment plans become a reality before it is too late.

Despite the new government, we have continued to see negative news across all sectors (some more affected than others), which is a result of the previous government's failure to plan ahead.

Tens of thousands of livelihoods could be at risk, unless urgent steps are taken to help various industries and sectors to transition and to repurpose to new forms of work, that allow workers to adapt and learn new skills.

West Midlands Automotive RISC

Amendment

Add extra paragraph at the end:-

"To this end Unite commits to campaigning for the public ownership and democratic control of public services and natural monopolies."

Kent, Surrey and Sussex FDA (SE/6144)

4. Defence of UK Manufacturing Jobs

This Conference calls upon the Unite Executive Council to campaign and actively lobby the UK Government to align the UK ban on internal combustion engine vehicles with that of the European Union's 2035 deadline, to defend UK Manufacturing jobs.

North East, Yorkshire and Humber, Automotive RISC

5. Steel for the Future

The newly elected Labour Government's pledge of £2.5bn for the industry is a bold move in the right direction. Whilst we also welcome the setting up of the Steel Council, we need to consider what is needed beyond this, as it's not just about money. It's about having a UK procurement policy that is favourable towards UK steel producers. It's about reducing energy costs for energy intensive industries to give us a level playing field with our competitors across Europe. It's also about having a UK industrial strategy that will support and invest in new green technologies, a just transition for steel workers, whilst safeguarding our ability to continue to make our own iron and steel. Thus, securing our steel industry's long-term future for generations to come. Money alone is not the answer!

European demand for low carbon steel is predicted to grow rapidly, it is important for all industrial sectors to give our steelworkers the tools to fight the choices that have been and are being made. It is unquestionable that with proper support the UK could have a growing and profitable future Green Steel Industry, securing good jobs and protecting our national security and shaping the UK into the Green steel capital of Europe.

Conference calls for:

- Ongoing support for the 'future of UK steel' campaign
- Support for all necessary action to defend our members' jobs, ensuring a just transition for them.
- Lobby government to create a Steel strategy that will underpin the long-term future of the UK industry and the threat of the US Tariffs
- To ensure that UK Steel producers are given first opportunity on all government defence and infrastructure contracts.

Engineering, Manufacturing & Steel NISC

6. Motion to support Local Authorities in having their debt wiped by the UK Government

This Conference proposes the motion to support Local Authorities in having their debt wiped by the UK government. We believe that it is imperative to provide robust support to local authorities to ensure they can continue delivering essential services to our communities and protecting the jobs of our members.

The increasing number of local authorities approaching the issuance of Section 114 notices is a clear indication of the severe financial strain they are under. Such financial positions directly impact our members and the communities they serve, putting vital public services at risk.

The UK government has failed to address the chronic funding issues within local government, leaving many councils on the brink of collapse. If urgent action is not taken, we will see mass redundancies, devastating communities, and further deepening the crisis in public sector provision.

This Conference calls on the union to launch a targeted campaign to highlight this injustice and lobby the UK government to intervene, just as it did for private financial institutions such as Lloyds Banking Group and the Royal Bank of Scotland during the financial crisis. If the government could step in to support failing banks, it must now step up to protect our essential local government services.

We believe this campaign should be taken forward by Unite to ensure maximum impact and to push for real change. Our local government members deserve financial stability, job security, and the ability to continue serving their communities without the looming threat of s114 notices and job losses.

Wales Local Authority RISC

7. The Future of Local Government Funding and Council Tax

This Conference notes Councils of all types will continue to struggle to balance the books next year with many having to increase Council Tax bills to bring in desperately needed funding but still being forced to make further cuts to services. The Local Government Association (LGA) said that local government faces an £8billion funding black hole. We also note that dozens of councils are in a state of collapse or near collapse.

And Council Tax is set to increase by 7.5% -10% in some councils – well above the 5 per cent increase (above the referendum threshold). The government “allowed” councils to do this.

We also note that Expensive properties and areas of the country with greater property wealth pay relatively less in Council Tax as a percentage of the property value and that Britain's poorest households are spending a greater proportion of their income on Council Tax. This growing financial pressure is partly attributed to reduced rebates.

Council funding from central government was cut by 50 per cent over the last decade – and as a result councils receive about £16bn per year less than in 2010.

An increasing number of councils are on the brink of issuing section 114 reports (“effective bankruptcy”). Somerset Council, for instance, are acting as if one had been issued.

We believe the existing Council Tax system (which replaced the despised poll tax) is broken, regressive and does not meet the requirements and needs of service users.

Conference calls on Unite Executive Council to:

Lobby the government to restore local authority funding to the 2010 levels (as a baseline with suitable adjustments for changing demography, social needs, poverty levels etc).

Work with other campaign groups to scrap the council tax and replace with a progressive local services tax with adequate funding (from the government)

South West Local Authority RISC

8. Fire and Rehire in Scotland's Local Authorities

Conference notes the unethical practice of fire and rehire within Local Government, specifically the recent threats at Aberdeen City Council and West Dunbartonshire Council which propose to reduce wages up to 104 hours per year.

Conference notes in South Cambridgeshire a successful four-day working week which delivered 100% pay for 80% of hours, and Glasgow City Councils commitment through Unite led negotiations to improve conditions by commissioning a four-day workweek study. These alternatives improve working conditions, create a wellbeing economy for workers and shift beyond capitalism's narrow focus on slashing jobs, pay and conditions.

Conference believes fire and rehire practices as proposed in Aberdeen and West Dunbartonshire Councils reflect outdated and exploitative attitudes which should play no role in the provision of public services.

As signatories of the Scottish Fair Work principles, all local authorities must treat their workers with respect. The fire and rehire practices proposed are a direct violation of these principles as workers are subjected to dismissal and rehire under less favourable conditions.

Conference recognises that we must not rely on warm words when it comes to the enforcement of 'Fair Work' principles and supports all efforts to organise at a grass-roots level to take action against these practices.

Conference believes fire and rehire threats are a detrimental and exploitative practice that cause undue stress and insecurity among workers

Conference calls on Unite to:

- Support members taking a stance against abhorrent fire and rehire practices and demands Aberdeen and West Dunbartonshire Councils respect workers' rights by withdrawing any threat of dismissals
- Support a shorter working week on the basis it improves workers terms and conditions through trade union collective bargaining structures and negotiation.
- Demand the Scottish Government uphold Fair Work principles and preserve the job security and dignity of workers through collective bargaining in local government.
- Support affected workers through legal, political and industrial action if needed to ensure these unethical practices are stopped.

Scotland Local Authorities RISC.

9. Call for a Sustainable Funding Model for Education Coupled with an Increase in Research Funding.

This Conference notes, that the UK economy is lacking many of the skills necessary for its industries to thrive and benefit from using new technologies. The lack of investment in Education by the previous government has further exacerbated this skill shortage at a time when the Government is pursuing a growth agenda which needs a high skill base to deliver sustainable growth.

Fostering an education system which leads the world can only benefit our industries, the economy, and indeed society as a whole.

This Conference resolves that only by having well-funded education and research establishments can a positive way of developing the skills that people need for a prosperous technological future be achieved.

This Conference call upon the Unite General Secretary and the Executive Council robustly to lobby Government for a sustainable funding model for schools, further education, higher education and research establishments so that students can reach their full potential and key skills can be developed for the future

Education NISC

10. Providing meaningful grants to the Higher Education sector and addressing the challenges around overseas students

UK universities are experiencing their greatest financial threats in living memory with thousands of jobs at risk.

Conference urges Unite to lobby the government to:

- Reverse harm caused by the previous conservative governments policies on international students.
- Offset the financial losses resulting from government policies by providing more meaningful grants to UK higher education institutions.

Wales Education RISC

11. Transforming Hospitality: Implementing Unite Hospitality's 10-Point Charter

Conference notes:

- The hospitality industry is plagued by widespread exploitation, precarious work, and low wages. Workers face insecure hours, unpaid trial shifts, withheld tips, harassment, and poor working conditions.
- Unite Hospitality has developed a 10-Point Charter to improve pay, conditions, and dignity at work in the sector.
- Where hospitality workers have organised, such as at Glasgow Film Theatre, Dalston Superstore, Glee Club Cardiff and Stand-up Comedy Clubs, they have won significant victories, including:
 - The Real Living Wage and backdated pay.
 - An end to zero-hours contracts with guaranteed minimum hours.
 - 100% of tips going directly to workers.
 - Safe and free transport home after late-night shifts.
 - Recognition of equal pay for young workers.

Conference believes:

- That hospitality workers deserve dignity, security, and respect at work, and that employers must be held accountable for exploitative practices.

- That strong, organised workplaces are essential to winning industry-wide improvements.
- That Unite Hospitality's 10-Point Charter provides a clear framework for raising standards across the sector.

Conference resolves:

- To adopt Unite Hospitality's 10-Point Charter as a national campaign priority.
- To commit resources to ensure support for workers to fight for:
 - A Real Living Wage and paid rest breaks.
 - Zero tolerance of harassment and clear workplace policies to prevent abuse.
 - Secure contracts with guaranteed hours.
 - Fair rotas with at least one week's notice of shift changes.
 - An end to unpaid trial shifts and full trade union access to hospitality workplaces.
- To launch a national recognition campaign targeting major hospitality employers, demanding they negotiate with Unite and adopt the charter in full.
- To campaign for licensing conditions to require employers to provide safe transport home for late-night workers.
- To call on the Labour Party and other political allies to support legislation banning unpaid trial shifts, strengthening workers' rights to tips, and ending zero-hours contracts.

Conference calls on all Unite branches and sectors to actively support hospitality workers by:

- Encouraging cross-sector solidarity and recruitment of hospitality members.
- Pressuring major hospitality employers to recognise Unite and sign up to the charter.
- Supporting local campaigns to implement the "Get Me Home Safely" campaign and fair tip distribution policies.

This Conference commits Unite to leading the fight for a fair and just hospitality sector—one where workers have power, respect, and security.

East Midlands Hospitality Branch (EM/LE65)

12. Winning Sectoral Collective Bargaining in Hospitality

Conference notes:

- The hospitality sector in the UK is characterised by low wages, precarious contracts, and exploitative conditions, with many workers on zero-hours contracts, denied paid breaks, and subject to unfair tip distribution.
- Unlike other European countries where hospitality workers benefit from sectoral collective bargaining agreements, UK hospitality workers are largely forced to negotiate individually or on a workplace-by-workplace basis, leading to inconsistent and often poor conditions.

- Countries such as Denmark, France, and Spain have sector-wide agreements covering wages, conditions, and protections, ensuring minimum standards across the entire industry.
- The UK hospitality sector employs over 3 million workers, making it one of the largest low-wage sectors in the economy, and yet it remains largely non-unionised and unregulated.

Conference believes:

- That sectoral collective bargaining would transform hospitality by ensuring:
 - A Real Living Wage for all hospitality workers.
 - Secure contracts with guaranteed hours.
 - Full trade union recognition and the right to workplace representation.
 - Fair tip distribution and an end to unpaid trial shifts.
 - Safe working conditions, including protection from harassment and access to free late-night transport.
- That voluntary agreements with individual employers are not enough, and government intervention is needed to make collective bargaining mandatory across the sector.
- That Unite should lead the fight for sectoral collective bargaining, learning from successful models in Europe and mobilising hospitality workers to demand change.

Conference Resolves:

- To launch a national campaign calling for sectoral collective bargaining in hospitality and other sectors, demanding government action to establish a national agreement between unions and employers.
- To pressure major hospitality chains, employer bodies, and the government to engage in negotiations for a sector-wide agreement covering:
 - Minimum pay rates linked to the cost of living.
 - Standardised sick pay, holiday pay, and overtime pay across the industry.
 - A ban on zero-hours contracts, replaced with guaranteed minimum hours.
 - Union recognition across the sector, ensuring every worker has a voice.
- To increase investment in hospitality organising, funding more organisers and workplace reps to unionise key hospitality employers and build power from the ground up.
- To work with the Labour Party, TUC, and political allies to secure a commitment to legislate for sectoral collective bargaining in hospitality under the next government.
- To support industrial action where necessary in key hospitality employers to win recognition and lay the foundations for industry-wide bargaining.

This Conference commits Unite to leading the fight for a fair and unionised hospitality sector and wider sectors where all workers have dignity, security, and power.

London & Eastern Young Members Committee

13. Winning Sectoral Collective Bargaining in Hospitality:

Conference notes:

- The hospitality sector in the UK is characterised by low wages, precarious contracts, and exploitative conditions, with many workers on zero-hours contracts, denied paid breaks, and subject to unfair tip distribution.
- Unlike other European countries where hospitality workers benefit from sectoral collective bargaining agreements, UK hospitality workers are largely forced to negotiate individually or on a workplace-by-workplace basis, leading to inconsistent and often poor conditions.
- Countries such as Denmark, France, and Spain have sector-wide agreements covering wages, conditions, and protections, ensuring minimum standards across the entire industry.
- The UK hospitality sector employs over 3 million workers, making it one of the largest low-wage sectors in the economy, and yet it remains largely non-unionised and unregulated.

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- That sectoral collective bargaining would transform hospitality by ensuring:
 - A Real Living Wage for all hospitality workers.
 - Secure contracts with guaranteed hours.
 - Full trade union recognition and the right to workplace representation.
 - Fair tip distribution and an end to unpaid trial shifts.
 - Safe working conditions, including protection from harassment and access to free late-night transport.
- That voluntary agreements with individual employers are not enough, and government intervention is needed to make collective bargaining mandatory across the sector.
- That Unite should lead the fight for sectoral collective bargaining, learning from successful models in Europe and mobilising hospitality workers to demand change.

Conference resolves:

- To launch a national campaign calling for sectoral collective bargaining in hospitality and other sectors, demanding government action to establish a national agreement between unions and employers.
- To pressure major hospitality chains, employer bodies, and the government to engage in negotiations for a sector-wide agreement covering:
 - Minimum pay rates linked to the cost of living.
 - Standardised sick pay, holiday pay, and overtime pay across the industry.
 - A ban on zero-hours contracts, replaced with guaranteed minimum hours.
 - Union recognition across the sector, ensuring every worker has a voice.
- To increase investment in hospitality organising, funding more organisers and workplace reps to unionise key hospitality employers and build worker power from the ground up.
- To organise with the Labour Party, TUC, and political allies with the aim to secure a commitment to legislate for sectoral collective bargaining in hospitality through Parliament.
- To support industrial action where necessary in key hospitality employers to win recognition and lay the foundations for industry-wide bargaining.

This Conference commits Unite to leading the fight for a fair and unionised hospitality sector and in wider sectors where all workers have dignity, security, and power.

Service Industries #1 (NW/70209)

14. Abuse towards workers from members of the public

Conference notes and welcomes the announcement made in the King's Speech on 17th July 2024 that, as part of a new Crime and Policing Bill to be brought before parliament in this session, a new specific offence of assaulting a shopworker would be introduced.

Conference further notes that many workers, who are not specifically defined as shopworkers, also suffer abuse and assaults from members of the public, for example bank workers, call centre staff, hospitality workers, bus drivers, council workers such as librarians and frontline customer service advisors to name but a few.

Conference is concerned that these workers will be excluded from the new legislation and calls upon the Executive Council to instigate a cross-sectoral political campaign to ensure that all workers who encounter abuse and/or assaults from members of the public as part of their duties are included and that the offence carries a penalty that acts as a deterrent and makes clear that abuse of all workers is unacceptable, whether that is verbal or physical.

Finance & Legal NISC

15. Customer Abuse

This Conference notes that workers in roles involving contact with the public experience verbal and written aggression on a regular basis. Such abuse should never be an acceptable part of any job.

Phone, email and web-based interactions should not be held to a lower standard of behaviour than would be accepted in person.

Despite such aggression and abuse forming part of the Health and Safety Executive's (HSE) definition of work-related violence, it is often not seen as a serious issue but rather "the norm", or part of the job. It should never be normalised, tolerated or excused. The trivialisation of such abuse is in effect gas lighting workers.

Experiencing abuse at work (or even the fear of abuse) can have serious impacts on mental wellbeing – leading to distress and anxiety and longer-term stress related ill health. Stress related illnesses are the leading cause of work-related ill health in the UK and employers need to be exposed for their part in creating the environments for customer abuse.

The drive to minimise costs leads employers to cut staffing and resourcing to the lowest levels they can get away with, but at the cost of the health and wellbeing of workers who are left with difficult and often unachievable workloads. Employers create the environments in which abuse is inevitable, and when staff need to take time off to recover from the resulting stress they are subject to the employers' sickness sanctions – a vicious circle for workers.

This Conference asserts that inadequate staffing and resourcing is a direct cause of customer frustration, and the subsequent workplace stress felt by workers. This is a widespread and systemic failure of employers in their duty of care and needs to be clearly called out as such.

It should also be recognised that a customer who is abusive may be committing a criminal offence, which employers are reluctant to recognise -

- Under the Communications Act 2003, it is an offence for a person to send by means of public electronic communications network grossly offensive messages.

- Under the Protection from Harassment Act 1997, a criminal offence may occur if the customer causes alarm or distress to the customer contact handler.
- Under the Malicious Communications Act 1998, it is an offence to send indecent, offensive or threatening electronic communications with the intent of causing distress or anxiety.

This Conference calls upon Unite to mount a campaign to highlight the causes and risks of abuse to workers as a matter of urgency, as well as focussing on the role of employers in creating the ideal circumstances for abuse to flourish.

Furthermore, this Conference calls upon our workplace negotiators and officers to raise these issues with employers, and seek to persuade them to mitigate these risks by -

- Zero tolerance of verbal or written violence toward staff
- All instances of abuse are logged to get a true picture of the problem, and to facilitate ongoing review to identify improvements
- There are clear and unequivocal policies for dealing with customer abuse, especially for lone and home workers
- Easy access to proper information, processes and training for employees
- Staff are properly trained for all customers interactions
- Handling times and targets are reasonable, achievable and appropriate
- Automated systems should clearly state that abuse is unacceptable, and will not be tolerated
- Proper provision of support for employees who have been abused, especially where it is an illegal act
- Systems are fit for purpose and are “customer friendly”
- Staffing levels are sufficient to avoid prolonged customer waiting times
- Training is adequate to deal with aggressive customers and defuse difficult situations
- When employees are dealing with multiple customers at the same time it should be restricted to simple queries
- Employees are able to call upon the support of a supervisor as needed and to be clear on the circumstances when they can terminate an abusive interaction
- Staff are able to take a break if they have dealt with an abusive customer and/or use of an employee assistance programme for longer-term health and wellbeing issues
- Additional support and consideration is given to customer contact staff who are at greatest risk - new or young workers, lone workers and those working from home.

North West Finance & Legal RISC

16. The 4-day Working Week

The four-day week is a model where full-time work is reduced to a 30-32 hour working week (or less) worked over four days, with no reduction in pay.

In 2021, the Trades Union Congress (TUC) passed a motion at their annual Congress to campaign for a 4-day working week, meaning there is already the mandate for union groups to build campaigns at a national and local level. At Policy Conference 2023, Unite also committed to campaign for a shorter working week, with no loss of pay. Unite should now go further in campaigning for the four-day working week.

Conference welcomes the overwhelmingly positive results of the UK pilot of the 4 day week published in 2023. This was the world's biggest ever four-day working week pilot with 61

participating companies and 3,000 employees. Since then, more employers have successfully piloted or permanently implemented the 4-day week in the UK and globally.

This builds upon the historic trade union led campaign a century ago to reduce working hours to 40 hours a week and give workers the weekend off.

We believe that there is a growing consensus around the need to reduce working time and address high levels of stress at work. In particular, Conferences note that:

- The model of working 40 hours, five days a week is outdated. It is not a healthy model and is no longer necessary for our economy. Automation and technological gains have, and will continue to reduce necessary labour time, which should be shared with workers in increased leisure time. According to the New Economics Foundation, since the 1980s, although productivity has increased, the reduction in working hours has stalled. According to the TUC, British workers put in some of the longest hours in Europe, while having one of the least productive economies.
- Research has shown that the 4-day week can increase employee morale, wellbeing and health. The 2022 UK trial of the 4-day week resulted in 39% of workers feeling less stressed, and a reduction of two thirds in the number of sick days. A significant 71% of employees participating in the trial also reported lower levels of burnout.
- Trials and real-world examples have shown that implementing the 4-day week is not only desirable, it is also feasible and works for diverse types and sizes of organisations when planned properly, in consultation with workers.
- The 4-day week would help improve gender equality, as it would enable a more equal share of paid and unpaid work, including of caring roles traditionally ascribed to women. Parents (of any gender) working shorter hours is more generally a benefit for children.
- The 4-day week also benefits the environment. By reducing the number of commuting days and minimising energy consumption in office spaces, a 4-day work week significantly decreases the carbon footprint. This means we are actively contributing to the fight against climate change. It also helps with more sustainable lifestyles – more free time allows us to make environmentally-positive and healthier choices. Research has shown that a universal four-day week could reduce the UK's carbon footprint by 127 million tonnes per year, which is the equivalent of taking 27 million cars off the road (effectively the entire UK private car fleet).

We recognise that some jobs - such as those involving shift work - may be perceived as less suitable to implement a four-day week than administrative or desk-based jobs. This is inaccurate as the four-day week can be implemented in different formats to suit the workplace and has successfully been implemented by some employers across many different sectors (including hospitality or care work). We are calling for a whole-union approach to a 4-day week, to ensure all workers can benefit equally.

Conference therefore calls upon Unite:

- To support our members to organise for a 4-day working week with no loss of pay through campaigning and collective bargaining negotiations, including by developing material and training to support groups and branches in leading four-day week campaigns in their organisations, in partnership with groups and branches who have already run this campaign.

- To expand engagement at a political level, including with the Labour party, to make the case for the 4-day week, to demonstrate to workers across the country what is possible.
- To consider affiliation to the 4 Day Week Campaign for the cost of £250 and encourage Branches to do the same.

South East Women's Committee

17. Shorter Working Time

The union and its predecessors have long held to the policy of striving for the shorter working week.

By the second half of the 20th Century the working week had been reduced to 40 hours a week which also paved the way to the two day weekend, in 1981 the working week was reduced to 39 from 40 hours and most recently through the Confederation of Shipbuilding and Engineering Unions (CSEU) "unite for 35 campaign" and a series of industrial disputes supported by a levy of members from the various unions, the working week was reduced by 2 hours from 39 to 37 hours, which also allowed a four day week to be negotiated in some workplaces. I say most recently, and that is correct, but that took place in 1990, it is 35 years since a single minute has been taken off the working week and to quote Liz Truss "that is a disgrace".

The Alex Ferry Foundation (the charitable fund created from the residual CSEU shorter working week fund) in conjunction with the New Economics Foundation have published their study into shorter working time and a trial which the Alex Ferry Foundation has also helped to finance has taken place in conjunction with "Cambridge University" and "4 Day week Global" into the productivity benefits of shorter working time with no loss of pay.

With the looming threat of industry 4.0, with the automation bearing down upon us and with AI advances that will potentially displace many workers from their jobs, the time is ripe for workers to once again strive for less hours with no loss of pay.

Therefore, we call upon the union to develop, before the time of the next Policy Conference a campaign, in conjunction with our constitutional structures and our sister unions, that seeks to make meaningful advances in working time reduction through a series of nationwide co-ordinated shorter working time (with no loss of pay) claims.

BAE Systems Warton & Salmesbury Manufacturing Unit (NW/64)

18. Apprenticeship Pay

This Conference recognises that our economy requires a skills revolution to enable social and economic progress to support public service delivery and nationally significant critical infrastructure development.

Furthermore, Conference is alarmed that some employers view apprenticeships as "cheap labour" by paying apprentice minimum wages set by Government.

Conference further notes that this disincentivises apprenticeship applications as workers cannot survive on the minimum wage for apprentices.

Conference further notes evidence of:

- A high drop-out rate of apprentices employed on low wages.
- Potential apprentices are missing out on the opportunity to gain higher qualifications as they are stuck in a wage trap and not able to move forwards with careers or aspirations.
- Apprentices paid less than other workers the same age doing similar roles.
- Lower income family members less likely to take up apprenticeships due to the low levels of pay on offer.
- Potential apprentices with dependents and rent or mortgage payments cannot afford to take on roles and impacting disproportionately upon those without recourse to the provision of financial resource support.

Conference further notes that from April 2025 an apprentice aged 21 or over and in the first year of their apprenticeship is entitled to a minimum hourly rate which is £4.66 below the National Living Wage and £5.05 below the Living Wage Foundation rate. Conference believes this is simply unfair and requires a change in legislation on minimum rates of pay for apprentices.

Conference calls upon the Executive Council to:

- Make fair pay for apprenticeships a key part of any industrial strategy of the Union through collective bargaining arrangements.
- Make representations from Unite to the Low Pay Commission on apprenticeship pay rates.
- Demand the abolition of an Apprenticeship Rate so that all workers are entitled to at least the Living Wage Foundation Rate on commencement of employment, with progress to a minimum rate of £15 per hour as soon as possible.

Construction National Industrial Sector Committee

19. Apprentice and Training Skills Strategy

Conference understands that there is a skills shortage across the manufacturing sector including Aerospace & Shipbuilding.

It is of vital importance that well-funded apprenticeships and upskilling programs encapsulate the actual skills that our industries need during training.

The reward for doing this properly is that apprentices and trainees have the opportunity to develop necessary skills, experience and qualifications leading to a sustainable job within their chosen sector at the end of their training.

We can find potential, but we are wasteful with the training because we let colleges dictate the training needs of our apprentices instead demanding that they follow a curriculum that suits the needs of our industries.

We need government to recognise and overcome the training difficulties faced in the devolved regions and across the UK. We need industry to recognise that skilled jobs must be filled by properly trained people instead of trying to de-skill these jobs.

If we don't address training quickly, our industries will suffer. Quality will be by accident and not the norm. For future technologies to be effective, we need properly skilled people in the workforce to develop them. We can't achieve this by just placing people into skilled positions

so the numbers look good we must train these people properly so that they have the capacity to develop into a strong and effective workforce for the future.

Conference believes that this should include a government led campaign to ensure that apprentices receive skills training that is fit for purpose. There must be engagement between trade unions, employers, government and public bodies to deliver a coherent apprentice training skills strategy.

A successful Government and industry led initiative to address proper training will deliver a positive skill base for apprentices and trainees and which can only benefit our manufacturing workforce of the future.

Ireland Aerospace and Shipbuilding Regional Industrial Sector Committee

20. Agency Labour

Conference recognises the concerning and wasteful trend in many organisations to outsource work and use agency labour. Outsourcing leads to a decline in service quality, reduced accountability and long-term financial inefficiencies. A reliance on long term agency labour is exploitative and cannot be tolerated.

Conference recognises that bringing services back in-house allows:

- direct oversight and control, ensuring that organisations can maintain high standards and respond quickly.
- greater transparency and accountability in service delivery, more predictable budgeting and the elimination of the exorbitant profit margins charged by private contractors.
- fair employment practices and better working conditions.
- the delivery of high-quality public services, financial responsibility, and ethical employment practices.

Conference therefore calls on the incoming Executive Council to bring forward a campaign to bring outsourced labour and contracts back in-house and end the long-term use of agency workers in unionised organisations and other public services to ensure better service delivery, enhanced accountability and sustainable financial management.

Ireland Local Authority RISC

21. Workers on Seasonal/Temporary Work Visas

This Conference calls upon Government, at all levels, to increase the level of protection surrounding workers on seasonal/temporary work visas and that employers of said workers are held accountable.

This would include working conditions, accommodation, health and safety and basic human rights.

Most of these seasonal workers pay their own fare to come and work here and are an important part of the food chain.

The accommodation many of these workers are met with fall well below acceptable standards. There are instances of rat infested, filthy living quarters. Lack of hygiene facilities

with instances of 10 to 12 people having to share washing facilities. A lack of proper cooking facilities and inadequate heating.

Many of these workers work in rural areas far from shops etc, and are forced to spend their earnings in usually very expensive farm shops or similar or are forced to use taxis at great expense to access the nearest shops.

Health and safety in many of these seasonal jobs is of real concern also, especially amongst farm workers.

A further issue is that promised working hours are not provided to workers on their arrival.

Although there are some protections currently in place for seasonal/temporary workers, they require to be substantially developed and those responsible must be held to account.

Scotland Food, Drink & Agriculture RISC

22. Wealth Tax

Conference believes there should be no more cuts or austerity measures by this Labour Government.

To fix the damage caused by the last Conservative Government and to fund the investment our public services desperately need Conference believes that the very wealthiest in society should pay a fairer proportion of taxation.

Evidence shows you cannot solve the deep problems caused by years of cuts and austerity with yet more cuts and austerity. Doing the same thing will only produce the same results.

Instead, we need to tax those whose wealth has skyrocketed while the vast majority of working people have faced declining living standards, stagnating wages, and seen our NHS and public services cut to the bone.

Conference calls for Unite to campaign with the TUC for a package of progressive taxes that target the wealthiest individuals and those corporations that have done so well, while millions of ordinary working people have faced ever greater hardship. This includes:

- A 2% Wealth Tax on assets over £10 million, which would raise up to £24 billion annually
- Equalising Capital Gains Tax on unearned income with Income Tax rates so that the wealthy few pay the same tax rates as workers, rather than benefiting from lower tax rates. This would generate an additional £17 billion

These measures alone would generate an additional £45 billion per year, providing vast resources to rebuild our NHS and public services, boost people's incomes and invest in a higher-wage economy.

South West Regional Committee

23. Taxing fairly for life and growth

Unite represents sectors of industry that have extremely tight operating margins, be this in the private sector or not for profit sector.

The people who work in these sectors are often in receipt of below average earnings or at the National Living Wage.

The tax system is stacked against this large group of workers, for example, by:

- not raising the earnings threshold before tax is paid in line with inflation
- increasing VAT (a regressive Tax hitting the low waged hardest)
- applying VAT to a wider range of everyday goods and services
- increases to National Insurance including 'employers' national insurance

Why ask the Union to weigh in on the debate around taxes? Reps in the aforementioned sectors have severely reduced bargaining power due to either government regulation and commissioner underfunding policies or in the private sector, the competition is very high, and trade is often dependent on a populations disposable income.

But the government cannot rely on the PAYE forever as it is already changing with the increasing use of automation and artificial intelligence. Automation replacing workers does not generate income tax and national insurance.

In essence, it is so easy to hit those on PAYE for money as it is an established and transparent system used by the majority over which government has great control.

Unite needs to take the initiative, change and future proof the agenda. It is time to stop stumbling from one budget to the next with the same tired arguments that do not serve us.

Conference asks Unite to call for:

- Ending Council Tax and replacing with a Land Value Tax.
- A triple lock akin to pensions, to be applied to raising the tax threshold each year.
- Unite to call on the Government to conduct a review of the UK tax system and how it impacts workers and their aspirations, and to report on the findings.
- A parallel review to identify where the Government can raise tax that does not adversely impact low wage earners but instead identifies those with the capacity to contribute and new areas of activity that can be taxed.

East Midlands Regional Committee

24. Fighting Local Authority Cuts to Jobs and Services

This Conference notes

- That cuts to Local Authority funding since Unite 2023 Policy Conference are now leading to significant cuts to core community services.
- These cuts are being achieved not just by the cessation of services, but by outsourcing and privatisation, including statutory services, and of course resulting in drastic job cuts.
- Sales of long-term public assets in short term moves to generate one off income sources will make it more expensive to reinstate services in the long term.
- Many Local Authorities are now on the verge of effective bankruptcy and a number have been served with Section 114 notices and had Commissioner Officers

appointed to effectively dictate to democratically elected councils on the running of services.

- This is primary the result of cuts to central government funding for Local Authorities.

As with Unite's campaign to restore the Winter Fuel Allowance, if there is not a campaign from trade unions and others to successfully fight these cuts, Reform UK and the far right will try to fill the space through racism and blaming others for being a drain on services rather than lack of funding.

As all members benefit from Local Authority services, especially those with Local Authority members and outsourced and privatised members, as well as Retired and Community branch members, this Conference calls on:

- Branches to work with other trade unions and community and voluntary organisations to develop joint broad-based campaigns to oppose local authority cuts.
- Unite to develop a national high profile political and media campaign, as it has developed around the cuts in Winter Fuel Allowance, nationally and in the regions with the TUC and other Trade Unions and Community and Voluntary organisations.
- Unite to call on Labour and other councillors to vote against cuts in jobs and services.
- That Unite the Union through the Executive Council to lobby the Government to increase the funding for Local Authorities within the next round of funding allocations for Local Authorities.

Nottinghamshire Area Activists Committee

B: AI, Automation and New Technology

25. A Workers' Future

This Conference notes that our union represents workers across every sector of the economy, public and private and is uniquely placed to understand the changing nature of work.

With members across every sector, we represent workers living through fundamental changes to society, workplaces and the way we live. Rapid technological change impacting life and work; increasing use of Artificial Intelligence (AI) systems; climate change and global responses present existential challenges which mean work and how work is organised is developing at a speed never seen before.

Conference understands the work will change at pace and believes that a response to this based on experiences of members at the shop floor is necessary, timely, and wholly relevant to the future of our workplaces and the union.

Conference is clear our role is to protect the jobs, pay and conditions of workers. Our collective response must ensure workers voices are involved at all levels from the shop floor to government decision making. Conference supports the draft TUC AI Bill so that people are protected from the risks and harms of AI-powered decision making in the workplace.

We are calling for the Unite Executive Council to support and resource a campaign to protect the future of work through:

- Expert research that identifies the potential impact of AI across every sector
- Support collective bargaining arrangements through model Future of Work Agreements protecting jobs in response to technological change
- Undertake a broad engagement exercise with Unite workplace representatives to gather evidence and understand the changing nature of workplaces
- Demand Unite representation on strategic bodies influencing industrial strategy
- Use Unite Education to provide bespoke courses to workers on the future of work

Chemical, Pharmaceutical, Process & Textile NISC

26. Automation and AI

On the 18th-22nd of October 2021 in Liverpool, the Policy Conference agreed the motion which had been submitted by the Northwest Regional Committee. The motion was entitled Automation in the Workplace and recognised the threat faced by many, if not all industrial sectors of the union. The motion referenced the "Threat of Automation" document, which was published by Unite's Organising and Leverage department, which laid out in detail the serious nature of the threats faced, threats that in the intervening four years have begun to bite.

Finance and Legal, Automotive, Road Haulage, Transport, Warehousing and Logistics, Docks, Rail and Ferries sectors have all seen jobs replaced by automation, with changes seen in every sector. The emerging threat of Artificial Intelligence (AI) has begun to hit, both in the direct threat of job losses through AI and the perverse use of AI to make decisions around recruitment (the sifting of CV's leading to biases being reinforced with regards to equalities), investment (many decisions to invest or disinvest in company stocks are being made based solely upon AI interpretations of masses of complex information, with no concern to any ethical considerations). Many people will have experienced the AI chat when

either typing or calling the helpline for their bank, which has directly replaced workers. The list could go on.

The 2021 Automation in the workplace motion called for Unite to make representations into the Labour Party (in opposition at the time, but now in government) seeking support for the introduction of Regional and National workplace Technology Agreements as part of its Industrial strategy.

Conference further agreed, to develop a National Automation Strategy within Unite. Conference recognises the threat of Automation is every bit as applicable as it was in 2021, AI, computer surveillance of homeworkers and the direct replacement of workers via AI and automated machinery and processes have all emerged as existential threats beyond even what could be predicted in the report. Self-driving vehicles, computer generated engineering, computer engineered chemical compounds.

New technology has the ability to become our liberator or our tyrant. If the benefits of the increased productivity are shared with the workers that have realised them as they historically were. If working time went down (without loss of pay), if retirement was brought forward (without poverty pensions), if automation and AI were utilised to remove the less rewarding, the more dangerous or the less desirable jobs, whilst recycling some of the gains into supporting the more uplifting, high benefit jobs. If automation and AI allowed workers the free time to pursue their interests, whilst simultaneously remunerating them to a level that allowed them to afford their interests. If AI and automation allowed workers to engage in the democratic process more fully, both politically and industrially. Then it would have the real potential to be our liberator.

If however, automation and AI are left, as they largely are now, to the employers to decide. - to the Elon Musks, to the Jeff Bezos', to the Anthony Bamfords of the world our outlook could be completely different. Every increment of Automation would be a job lost, every technological advance a tooth tighter on the ratchet, slowly alienating the worker from any kind of meaningful interaction with the process that they carry out, or the fellow workers that they carry it out with. The worker must fit in with the methods and the speed of the technology, until they are ground out at the other side, only to be replaced by another willing thrall, lucky to have escaped the ever-expanding scrapheap of joblessness, hopelessness and despair.

Conference recognises we do not have the luxury of time. We have to be resolute in our stance to tackle this juggernaut now, whilst it still can be nudged onto the former path, or we will certainly regret it when we end up with the latter.

Therefore, Conference recognises the need for Unite to redouble its efforts, to have made real demonstrable inroads by the time of the next Policy Conference in 2027, including:

- Making representations to the Labour party, in conjunction with our sister unions and the TUC where possible, for the adoption of Regional, National and workplace Technology agreements as part of a wide-ranging industrial strategy.
- Putting in place and making real material progress on a National Automation and AI strategy within Unite. This should include a genuine appraisal of the impact upon the mental and physical health of the effects of automation and AI, of the benefits to mental and physical health of reduced working time (with no loss of pay) .
- Also adopting within this strategy a plan of action to deliver negotiated technology agreements based upon a model Unite agreement.

North West Regional Committee

27. Strategic Planning to Address the Threats and Opportunities of AI to Members' Jobs

This Conference recognises the profound impact Artificial Intelligence (AI) is having and will continue to have on workplaces, industries, and employment patterns. While AI has the potential to deliver significant benefits in terms of productivity, efficiency, and innovation, it also poses substantial risks to the jobs, livelihoods, and working conditions of Unite members.

Conference asserts that these benefits must be shared equitably and not monopolised by a small minority, leaving workers to bear the negative consequences such as job losses, deskilling, and increased precariousness in employment.

To ensure that Unite members are fully informed, protected, and positioned to benefit from AI's potential, this Conference calls on the union to:

1. Assess:
 - Undertake a comprehensive analysis of AI's current and projected impact on all sectors represented by Unite.
 - Identify threats to employment security, working conditions, and equality.
 - Evaluate opportunities for AI to improve work-life balance, safety, and skill development.
2. Inform:
 - Develop accessible resources and training programs to educate members about AI technologies and their workplace implications.
 - Provide regular updates on the findings of the assessment to members and branches, ensuring transparency and inclusivity in discussions on AI.
3. Strategically Plan:
 - Convene an expert working group, including sector representatives and external specialists, to create a robust strategic plan for AI.
 - Negotiate with employers to ensure that AI adoption includes safeguards for workers' rights, meaningful consultation, and fair distribution of productivity gains.
 - Campaign for national policies and regulations that prioritize worker protection and accountability in the implementation of AI technologies.

Conference mandates that the strategic plan be presented to the Executive Council and communicated to all members by the end of 2025, setting clear objectives and actions to protect jobs, secure fair transitions, and ensure members are beneficiaries—not casualties—of technological progress.

Scotland Road Transport Commercial, Warehousing & Logistics RISC

28. Artificial Intelligence, Risks and opportunities

This Conference calls on Unite to continue to take a proactive stance in safeguarding employment while embracing technological Artificial Intelligence (AI) advancements in the workplace. In this period of unprecedented change and uncertainty it is important that our union continuously monitors and researches both the risks and the opportunities posed by AI to our members, ensuring there are mechanisms for members to be involved in decisions about AI deployment in their workplaces, ensuring there is retraining for members whose jobs are at risk and ensuring our members are in a position to avail of opportunities that arise from these changes.

Republic of Ireland Education RISC

29. Worker Protection Against Risk From AI

Conference believes:

Artificial Intelligence (AI) and advanced technology can potentially be of enormous benefit to society. However, if allowed to develop unregulated in the workplace, AI will have a devastating impact on workers, their families and their respective communities.

We are already witnessing the huge and widening impact of new technology in society and beyond, namely:

- Surveillance of start / stop, log in / log out data.
- Virtual training replacing hands on face-to-face learning.
- Measuring workers' productivity.
- Customer feedback to measure employee performance.
- Ultimately using data from the above to reach decisions on disciplinary action against our members.

Conference is witnessing algorithms are increasingly being utilised to track workers' vehicles and their driving habits. In some cases, without their knowledge. Worker's wealth of knowledge and skills are being stolen and stored.

Ultimately, unchecked, AI and technology will replace millions of workers worldwide. Workplace reps and union official activities are under intense scrutiny to determine the impact of AI on productivity levels.

At the 2025 AI summit in France, we have already witnessed JD Vance representing the Trump administration calling for the relaxing of regulation regarding AI., stating, "Pro growth AI policies should be prioritised over safety" and openly accusing Europe of "excessive regulation".

Without regulation and unfettered, AI will be weaponised by governments, industries and employers globally. This will be disastrous for workers around the world and Unite must lead the fight to ensure our members, their families and our communities are fully protected from its potential threat.

Conference calls for the following:

- Commission to involve trade unions, employers, research councils and academics in the development of technology in the workplace.
- Retention of workers to maintain and monitor worker and public safety.
- Work / private life boundaries via switch on and off systems.
- Sharing through fair distribution, the wealth created by AI and new technology.
- Employer responsibility to ensure transparency regarding the full impact of new technology impact on Trade Unions and their members.
- Agreements to future proof workers on the impact of AI and new technology.

Conference further calls on Unite to resolve to:

- Work with the Government to ensure the legal right to consult trade unions on the introduction of new technologies and AI into the workplace becomes law.
- Continue to invest and further develop in major research. Identifying the use, and consequential risks of artificial intelligence and new technology, in the workplace and beyond.

North East, Yorkshire & Humber Engineering, Manufacturing & Steel RISC

30. The Risks and Benefits of AI in the Aerospace Sector

This Conference recognises the increasing use of Artificial Intelligence (AI) within the aerospace sector and the need for Unite to develop a clear and proactive strategy to protect and support our members in response to these technological changes.

AI is already transforming aerospace manufacturing, aircraft maintenance, air traffic management, and even pilot assistance systems. While AI-driven automation, predictive analytics, and process optimisation have the potential to enhance safety, efficiency, and productivity, these technologies also present serious risks that could impact Unite members across the industry.

The potential benefits of AI in aerospace include:

- **Enhanced safety and reliability:** AI-powered predictive maintenance can help identify faults before they become critical, reducing the likelihood of accidents and unplanned downtime.
- **Increased efficiency and productivity:** AI can streamline manufacturing and maintenance processes, potentially reducing costs and improving performance.
- **Environmental benefits:** AI can optimise flight paths, fuel consumption, and aircraft design to reduce carbon emissions and make aviation more sustainable.

However, this Conference also acknowledges the significant risks that AI poses to workers, including:

- **Job displacement and deskilling:** The automation of traditionally manual and skilled roles, such as aircraft inspection, maintenance, and assembly, could lead to widespread job losses and a decline in skilled employment.
- **Erosion of workers' rights:** The introduction of AI-driven decision-making in workforce management could result in unfair performance monitoring, job allocation, and even redundancy decisions without proper oversight or worker input.
- **Safety and ethical concerns:** AI's increasing role in safety-critical systems, such as pilot assistance and autonomous aircraft, raises concerns about accountability and decision-making in emergency situations.
- **Lack of regulation and worker involvement:** Many AI developments in aerospace are being introduced without sufficient consultation with trade unions, potentially leading to decisions that prioritise corporate profit over worker welfare.

It's vital Unite plays a role in shaping AI's impact on Aerospace workers

This Conference believes that AI must be implemented in a way that benefits workers, enhances job security, and maintains the highest standards of safety and ethics. Unite must take a leading role in ensuring that AI adoption in aerospace is subject to rigorous regulation, meaningful worker consultation, and protective collective agreements.

Wales Aerospace & Shipbuilding RISC

31. Impact of Artificial Intelligence

The Conference notes the growing implementation of Artificial Intelligence (AI) technologies in workplaces, which poses a significant threat to administrative roles. These roles are predominantly held by women, part-time workers, and many disabled employees, making this a critical equality issue.

As AI systems become more integrated, the risk of redundancies in these roles increases, potentially leaving workers without adequate support or alternatives. The impact will disproportionately affect individuals already facing systemic barriers in the labour market, exacerbating existing inequalities.

The Conference calls on the Executive Council to:

1. Advocate for government-supported initiatives, such as adult apprenticeships and retraining programs, to ensure workers in administrative roles have access to upskilling and reskilling opportunities.
2. Negotiate with employers to develop transition plans that include consultation with affected workers, safeguarding their rights, and providing comprehensive support during job transitions.
3. Push for government funding to support workers whose roles are made redundant by AI, including grants for training and placement programs.
4. Work closely with equality committees to ensure the voices of women, part-time, BAEM and disabled women are central to discussions about the future of work.

We must proactively address the challenges AI poses, ensuring no worker is left behind as technology evolves. This is not only a matter of protecting jobs but of promoting fairness, dignity, and inclusion in the workplace.

We must also ensure the impact is correctly monitored to ensure we have impact assessments completed (before and after) from participating employers of these systems.

East Midlands Women's Committee

32. Unite Policy to Supporting Black & Asian Ethnic Minorities on AI

Conference Notes:

Artificial Intelligence (AI) is increasingly being integrated into various industries, bringing significant changes to the workplace and impacting Black & Asian Ethnic Minorities (BAEM) workers in diverse ways.

AI has the potential to perpetuate existing biases and create new forms of discrimination, particularly affecting BAEM and other marginalised communities.

Unite has a responsibility to advocate for the rights and well-being of all workers, including BAEM, and to ensure that AI technologies are used ethically and equitably.

Conference calls for Unite to:

- Actively engage with employers, governments, and technology companies to ensure that AI systems are designed, implemented, and monitored to prevent bias and discrimination against all workers including underrepresented BAEM workers.
- Advocate for inclusive and diverse data sets in AI training to ensure fair and accurate outcomes for BAEM workers.
- Promote policies and practices that prioritise the protection of BAEM workers' rights, including transparency in AI decision-making processes and accountability for any discriminatory impacts.
- Invest in education courses and training programs to equip BAEM workers with the skills needed to thrive in an AI-driven economy and to ensure they are not disproportionately affected by job displacement.
- Use AI tools to enhance their own operations, such as member engagement and data analysis, while ensuring these tools are used responsibly and without bias.
- Raise awareness on Unite Reps education courses of the potential impact of AI and the risks to national and local union agreements.

East Midlands Black and Asian Ethnic Minorities Committee

33. AI Job Threats

AI (Artificial Intelligence) was first thought of in the 1950's and has now grown to be one of the biggest threats to working people's jobs. In banking, millions of jobs were lost to digitalisation across the globe and the same was said in the retail sector, where human workers were replaced by automated tillage systems. Now, we are seeing companies wanting to have driverless vehicles, which includes public transportation. Many of the private international companies that now run our public transportation systems across Britain are now investing in AI systems, which they say will help to bring a better public service! But at what cost? Driver's schedules will be calculated by an algorithm, which don't calculate for human behaviours. Docks containers movements have increasingly become automated, to load on ships. Bus monitoring centres (lbus), have started to use AI to run services and routes, stating "it will eliminate human error!", however will it also eliminate empathy of a humans?

Extra pressures have also been put on workers in warehousing with the use of AI in time management which increases mental health issues on workers. Hospitals are also looking at AI to improve operations (which may seem positive) for people on waiting lists, however, will this be again to take out the human element? Driving hours being pushed to a

maximum with little understanding of health issues that human workers face due to schedules being written by AI.

When calling your doctors, banks, utilities providers, even hospitals, we are faced with an automated system to get you to the right person or computer-generated person - which can be a frustration when all you want is an empathetic person to help. This is the vision for society. It won't be always for improvement of communication or improve retention of existing jobs. It will be to save costs. Reductions of personnel within many Industries has already begun.

We are seeing across the world, script and song writers have started campaigning and taking industrial action over the devastation AI can do to their industry, let's not be fooled by the lavish improvements these international bus operators would be offering. More jobs will go and not just in the bus Industry.

Conference calls on our union Unite to continue building the links with our international unions, to fight this International threat to loss of more jobs within our public and private companies.

Go Ahead London Central (Staff) LE/1254

34. AI and New Technology

There is a lot of information and disinformation circulating with regards to the use of Artificial Intelligence (AI) and new technology. Technological changes can be a force for good so long as it works in the interests of working people, such as bringing opportunities to reduce working hours for the same pay, providing flexible working arrangements and offering ways to make work more rewarding. As a union, we must be involved in framing the agenda on AI and new technology not only by educating and informing member, but by being included from the outset when it is proposed.

Technology was used during the Covid pandemic to allow opportunities for collaboration through Webinars, Zoom and Teams meetings. At the time, using this type of technology turned out to be a highly efficient and cost-effective way to engage with colleagues and other workers and to share relevant information in the sectors we operate in. We must therefore ensure that this form of communication can continue especially for those that find attending in-person meetings more difficult. However, we must also be vigilant to the high demands being available digitally 24/7 can bring and therefore must also have a statutory right to disconnect. We need also to ensure that new technology is not used to entrench inequalities, unfair treatment and unsafe working practices.

That is why we cannot sit on the sidelines while the rules around AI and new technology are being developed by others. Trade unions need to be fully involved in developing the laws surrounding AI to ensure the technology provides working people with all its benefits. Urgent action is needed to ensure that people are protected from the risks and harms of AI-powered decision making in the workplace, and that everyone benefits from the opportunities associated with AI at work. The more say workers have in how technology is used at work, the more rewarding and productive the world of work will become for us all.

Conference therefore calls on the Unite Executive Council to:

- Develop a specific training course with the Unite Education Department looking at how members should interact with AI and new technology in the workplace.

Scotland, Lanarkshire Area Activists Committee

35. Technology and Surveillance

Conference recognises that digitisation, automation and AI in the workplace has become routine and commonplace across all sectors. However, this does not always present as technological replacements of human workers but often as a medium of hyper-surveillance, productivity monitoring and means of exploiting low paid workers.

Conference notes the alarming rise in the monitoring of workers, whether it is in contact centres, distribution centres and throughout the gig economy, it is clear that hyper surveillance is endemic within the society that we live in today.

Young workers are disproportionately prevalent throughout sectors where rates of digitisation and automation of managerial responsibilities are expanding rapidly. Paired with rising numbers of young workers with precarious and insecure working conditions, contract insecurity, continuous monitoring is a catalyst for a catastrophic worsening of a mental health crisis.

Automated managerial processes, algorithm-based monitoring and hyper-surveillance lead to alienation, isolation, lack of dignity and discriminatory workplaces. Workers often feel under immense amounts of pressure, needing to justify each minute of their day and working longer unpaid hours to mitigate any time lost. The state of hyper-vigilance and a constant state of fear, that becomes the norm for many workers, often spills into their private lives causing incessant feelings of anxiety and blurs those vital lines of work/life balance.

The rise of digitisation, automation and AI is merely the beginning of the future of working. If it is not challenged now, it will become the norm as it creeps into more sectors of the economy. To safeguard the health and dignity of workers these practices must be challenged and workers' legal rights must continue to keep pace with ever expanding technology.

Therefore Conference calls upon Unite to:

- Urgently call for up-to-date and substantive legislation to safeguard workers from digitisation, AI and hyper-surveillance by their employers, with special protections for the implications of home working
- Challenge and oppose the unnecessary, excessive gathering of workers' data, for example, monitoring of voice/speech recognition software in contact centres used to mark the "success" of every call
- Promote and encourage a consistent approach across all sectors to develop policies and negotiate agreements, particularly in recognised workplaces, to protect workers from excessive monitoring
- Campaign for human oversight of any automated Human Resource functions and decision making, including recruitment, termination of employment, as well as, disciplinary, capability and performance monitoring and procedures
- Recognise the discriminatory effects, whether intentional or inadvertent, that digital algorithms may have on various protected characteristics. Whether that is through recruitment screening processes, or sickness, absence and performance monitoring
- Advocate for increased data reciprocity between employers and workers.
 - By lobbying government for trade unions to be recognised as data subject representatives under UK GDPR legislation
 - Encouraging all Reps negotiating on behalf of their bargaining units to argue for their workers to have the positive right to "data reciprocity", to collect and combine workplace data so as to better understand the ways in which new

technologies are being and can be used in the workplace, and to take advantage of this information for themselves

- Recognise the geopolitical context in which the rise in digitisation exploits low income workers around the world. A great deal of digital offshoring and outsourcing exploits the growing economies of the global south, leading to a new 'digital colonisation'. Unite should work internationally with its sister unions to combat exploitation and undercutting of workers globally.

National Young Members Committee

C: Equalities

36. Sex for shifts

This Conference is appalled by recent revelations of widespread sexual harassment at McDonald's affecting hundreds of mainly young workers on zero-hours contracts.

Sexual coercion in the workplace is not isolated to only those on precarious contracts. It can stem from any power imbalance, lack of accountability, and workplace cultures where inappropriate behaviour is overlooked or normalised. It may take the form of threats of job loss, denial of promotion, being allocated to a more difficult role or creating a hostile environment to push someone into submission. It's a form of abuse that undermines trust, professional relationships, and a healthy workplace culture.

Sex for Shifts is how one of the whistleblowers recently described the allocation of hours for zero-hour workers at McDonalds. The power imbalance of the worker on an insecure contract relying on getting allocated hours from their manager no doubt exacerbates the potential for these abhorrent practices. In a recent Unite survey when we asked why women trade unionists in particular, should be campaigning against zero-hours contracts, one hospitality worker said she had been without shifts for two weeks after spurning the advances of her manager.

Preventing sexual coercion in the workplace requires proactive measures at all levels of the organisation. It is an issue not only about ethics and morality, but protecting the dignity, safety, and rights of every worker. All employers should already be taking proactive steps to prevent sexual harassment and sexual coercion. Under the Worker Protection (Amendment of Equality Act 2010) Act 2023, their duty becomes pro-active and anticipatory. This also extends to preventing the sexual harassment of workers by third parties.

The recent press stories have underlined how vital it is that we continue to campaign on this issue.

Conference calls on the Executive Council to:

- Push the Labour Government to keep and act on its commitment to strengthen the legislation regarding prevention of sexual harassment including strong enforcement.
- Continue to press the government to ban ALL zero-hours contracts.
- Instruct all industrial sectors of the union to promote Unite's sexual harassment toolkit and in particular to:
 - Negotiate standalone sexual harassment policies with employers using our guidance and model agreement.
 - Require employers take a risk assessment approach to preventing sexual harassment.
 - Facilitate standalone training on the prevention of sexual harassment.

National Women's Committee

37. Sexual Harassment in the Workplace

This Conference notes that sexual harassment in the workplace remains a prevalent issue in the UK, despite ongoing efforts to address it. Following the implementation of the Worker Protection Act in October 2024, employers now have a legal duty to take proactive steps in preventing sexual harassment in the workplace.

Surveys conducted by organisations such as the Trades Union Congress (TUC) and the BBC, revealed that an alarming percentage of individuals, especially women and LGBT+ individuals, have experienced sexual harassment at work. However, it is important to acknowledge that these figures underestimate the true scope of the problem due to underreporting.

- Approximately 52% of women have experienced some form of sexual harassment in the workplace, as reported by the TUC.
- In the TUC's 2019 survey on 'Sexual harassment of LGBT people in the workplace', 68% of lesbian, gay, bisexual, and trans individuals reported being sexually harassed at work.
- A BBC survey in 2019 found that 40% of women and 18% of men reported experiencing unwanted sexual behaviours at work.

Recent reports shed light on the prevalence of sexual harassment in England and Wales:

- Experiences of Harassment in England and Wales (December 2023):
 - Approximately 5% of individuals aged 16 and over reported experiencing sexual harassment within the last 12 months.
 - Prevalence was higher among women (8%) compared to men (3%), with younger age groups being most affected.
- Rape Review Progress Report (Winter 2024):
 - This report outlines significant progress in delivering actions to improve the system regarding sexual offences.
- Safeguarding Against Sexual Exploitation, Abuse, and Harassment (Cross-Sector Progress Report 2022-2023):
 - Highlighting progress, challenges, and work related to safeguarding against sexual exploitation, abuse, and harassment from August 2022 to October 2023.

While these updates represent important steps, ongoing efforts are crucial to prevent sexual harassment in workplaces and society at large.

Conference calls upon Unite to recognise the importance of the Worker Protection Act in October 2024 through the development of a training program to educate reps to enable them to help develop and support the impact of this legislation within their workplaces and branches.

Areas that require focus are:

- Educating employees on what sexual harassment is and the Worker Protection Act
- Creating safer workplaces for everyone
- Empowering employees, and fostering a positive work culture
- Reducing the occurrence of sexual harassment and its detrimental effects

Key Points include:

- Sexual harassment is unlawful and undermines the well-being and productivity of employees.
- Employers have a legal and moral obligation to prevent and address sexual harassment.
- Inclusive and diverse workplaces are crucial in reducing the risk of sexual harassment, but proactive measures are necessary to tackle the issue effectively.
- Regular review and improvement of policies, procedures, and training are essential in maintaining a safe work environment.

By providing comprehensive training and support for reps, this helps employers create safer and more respectful workplaces for all employees. Together, we can work towards eliminating sexual harassment and promoting a culture of dignity and equality in the workplace.

Wales Health RISC

38. Job Evaluation and Equal Pay

In the late 1990s and early 2000s the public sectors rolled out huge programmes of pay reform in order to deliver equal pay for work of equal value.

This union-driven process led to major gains for women workers who had often been historically undervalued and discriminated against.

In some cases, employers have resisted settling issues of pay discrimination, or used outsourcing to fragment the workforce and break up pay comparisons.

Many equal pay claims are still outstanding as tackling pay discrimination via legal processes and tribunals can take a long time to progress.

There has been a decade and half of austerity and pay stagnation imposed on all these public sectors pay systems.

The result has meant that not only have public service workers become significantly poorer in real terms, but also that the gains of pay equality have been undermined.

Job evaluation is a technical and complex process, and many of the union movement's best brains involved in this process have or are reaching retirement age.

Conference believes that:

- The best way to tackle unequal pay is collectively through trade unions and industrial means.
- Job evaluation, while complex, is the tried and tested method for delivering equal pay in the workplace.
- It is critical that Unite activists have the level of expert support and training they need to keep equal pay a live industrial issue within their workplaces.
- We need a cadre of industrial workplace reps with the confidence and capability to negotiate and support members through job evaluation and equal pay claims.
- All workers in a workplace should be considered when fighting for equal pay, including temporary, agency and outsourced workers.
- Any equal pay strategy should include insourcing of workers as a priority.

This Conference resolves to call on Unite to:

- Make equal pay an integral part of the union's pay strategies, particularly in the public sector.

- Roll out a comprehensive national training programme for officers and reps on job evaluation and equal pay.
- Develop a specialist equality organising strategy to support the delivery of an equal pay strategy, including equality audits of major Unite organised employers, the recruitment of equality reps and targeted industrial disputes to build confidence within our membership.
- Mandate the union to, support negotiators to engage with the various existing job evaluation schemes and support a wider campaign on transparent pay structures and equal pay.
- Create a national database of job evaluated pay structures and network of reps covered by these schemes for peer-to-peer reps' support.

Local Authority National Industrial Sector Committee

39. Domestic Violence and Abuse against Women & Girls

Conference notes with concern escalating levels of domestic violence and abuse throughout Britain and Ireland.

In Northern Ireland, there were 32,763 domestic abuse incidents recorded by the PSNI (Police Service of Northern Ireland) in 2023/24, over one and a half times higher than the level of 20,959 recorded in 2004/05. In 2024, in the Republic, the Gardai received over 61,000 domestic abuse related contacts up to late December 2024, representing a 9% increase on the corresponding period in 2023. Police Scotland has recorded over 60,000 instances of domestic abuse each year since 2018/2019, while in England and Wales police recorded 1,350,428 domestic abuse-related incidents and crimes in England and Wales in the year ending March 2024.

Conference notes that these figures are likely to be an under-estimate since many victims of domestic violence and abuse do not report incidents to the police.

Conference therefore believes that increased action, including deterrents, is required to reduce the incidence of domestic violence and abuse.

Conference calls on the Executive Council to lobby governments for action on domestic violence which should include advocating for legislation making it mandatory for employers to be notified if an employee is convicted of a domestically-motivated crime, as such convictions could affect their employment and act as a deterrent to other potential offenders.

Ireland Women's Committee

40. Rise of Global Misogyny

Misogyny is on the rise globally.

Violence against women and girls remains the most prevalent, pervasive human rights issue in the world. In 2024 it was reported in the UK that violence and abuse against women and girls is at an epidemic level.

During the Covid-19 pandemic we have witnessed the terrible murderous attacks upon sisters Bibaa Henry and Nicole Smallman (in 2020), Sarah Everard (2021) and Sabina Nessa (2021).

More recently we have witnessed in France the appalling case of sexual violence perpetrated against Gisele Pelicot and we admire her resolve to get the message out for women that the shame of sexual abuse lies solely with the perpetrator.

Conference, the abuse of women is global e.g. Afghanistan, Pakistan and now we again hear the voice of Trump in the US bringing misogynistic attacks on women and reproductive rights.

Misogynistic subculture on social media is a growing threat.

We have Andrew Tate's influence on our youth, with his messages being shared easily online, including his promotion of the 'TradWife' lifestyle which encourages patriarchy and threatens the hard won positivity of feminism.

The world is a dangerous place right now but even more so for women and girls. Conference calls upon our union to:

1. Continue to campaign for women's rights, focusing on collective workplace agreements that encompass new rights
2. Build into our Reps education programme, the eradication of misogyny - it's not an unconscious bias - its discrimination
3. Link internationally with women's movement to have our voices heard

North West Women's Committee

41. Violence in Schools

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

Conference therefore asks Unite's Executive Council to:

- Campaign and highlight our school support staffs issues. Bringing to the attention of all in education and government across the UK the gross underreporting of violent incidences.
- Lobby the government to ask of them that better protections, strategies, and support are put in place to ensure that our members are both safe and protected from harm within the workplace.

Regional Women's Committee – Scotland.

42. Endometriosis is a Workplace Issue

Unite has a current policy on the Menopause & Period poverty. We as Women would now like to see a National Campaign on Endometriosis, a very painful and debilitating condition suffered by Women, and can lead to Women being discriminated in the workplace and even sacked from their Jobs.

Conference asks Unite to facilitate awareness training to highlight the condition through education courses and reps training

The campaign highlighting Endometriosis should call on National Officers to raise this issue within their sectors to make sure workplace sickness absence policies include Endometriosis as a disability in line with the 2010 Equality Act

West Midlands Women's Committee

Amendment

Add the following text to the end

“Conference also calls on Unite to help develop additional policies to support members suffering with this debilitating disease, as well as encouraging their workplaces to become an “Endometriosis Friendly Employer”, which is a scheme run and managed by Endometriosis UK (the UK's leading endometriosis charity).

This scheme allows employers to confirm their commitment to developing a work environment and culture that enable employees with endometriosis to thrive at work. Through the scheme, Endometriosis UK provides guidance for employers on how to support employees with endometriosis, and work towards improving the work environment in three key areas:

- Leadership and management support
- Tackling stigma and changing culture
- Communications

This Conference also calls on Unite to lead from the front on this, and become an “Endometriosis Friendly Employer” themselves.

SW/8171 GE Aviation Branch

43. Improving and enhancing Neonatal Care entitlements for our members in the workplace

This Conference notes whilst we welcome the introduction of the Neonatal Care (Leave and Pay) Act 2023 which introduces new entitlements for parents of babies requiring neonatal care from April 2025, we believe the provisions need to be stronger.

Under the current legislation, parents of babies admitted to neonatal care within the first 28 days of life, with a continuous hospital stay of at least seven full days, are eligible for:

- Leave Entitlement: Eligible parents can take up to 12 weeks of neonatal care leave, in addition to existing parental leave rights such as maternity and paternity leave. This leave is a day-one right, meaning it is available from the first day of employment.

- **Pay Entitlement:** Statutory neonatal care pay is available to those who meet specific criteria, including a minimum of 26 weeks of continuous service with their employer and meeting minimum earnings requirements. The payment rate is set at either £187.18 per week or 90% of the employee's average earnings, whichever is lower.

Conference calls on Unite to:

1. Work with the National Women's Committee to develop an awareness campaign of these new rights and our call for enhancements.
2. Work across all sectors to ensure these new rights are communicated to all officers and reps.
3. As part of union negotiations seek improvements and request:
 - Any leave entitlement is extended past the 12 weeks if required
 - Any pay entitlement is made at normal salary levels
 - Unite lobby the Labour government and devolved administrations to seek improvements to the statutory entitlements

Parents during challenging times, should be able to focus on their newborns without the added concern of work obligations.

Wales Women's Committee

44. Improving Female-Specific Workwear Standards

This Conference recognises that women across various industries face significant challenges due to the lack of properly designed workwear that accommodates their specific needs. Many female workers are provided with generic, male-focused clothing and personal protective equipment (PPE) that fail to meet essential standards for safety, comfort, and practicality.

By wearing ill-fitting and inappropriate workwear, women in workplaces are everyday compromising their own health and safety, comfort, and performance. This places women at unnecessary risks of injury.

Additionally women in male-dominated industries often feel excluded and unsupported due to inadequate workwear provisions, which undermines workplace equality. On the other hand, properly designed workwear can reduce safety risks, enhance morale, and promote inclusivity, leading to safer and more equitable workplaces.

This Conference agrees that as a leading trade union in many sectors Unite should advocate for the provision of gender-specific workwear and PPE that is functional, inclusive, and designed with women's needs in mind.

Therefore, this Conference is asking the Executive Council to launch a national campaign for the adoption of female-specific workwear standards across all relevant industries.

As part of this campaign Unite should develop a detailed plan with clear objectives and timelines with an aim to:

- Educate union members and employers about the importance of properly designed female workwear in improving safety, inclusivity, and overall workplace morale.

- Organise workshops, campaigns, and events to highlight the issue and share best practices.
- Develop a standard workwear & PPE policy that is focused on inclusivity to help our H&S reps negotiate better workplace policies with their employers
- Work with manufacturers to expand the availability and affordability of gender-specific workwear options.
- Lobby the relevant government departments to ensure that health and safety regulations include specific provisions for female workwear and PPE
- Push for legislative changes to make suitable workwear that safely fit people a mandatory requirement for employers.

By addressing the issue of inadequate female-specific workwear, this union has an opportunity to lead the way in fostering safer, more inclusive, and equitable workplaces.

Let us work together to ensure that every worker, regardless of gender, has access to clothing and PPE that supports their safety and productivity with dignity.

South West Women's Committee

45. Misuse of Non-Disclosure Agreements (NDAs)

Conference notes with concern the ever-increasing use of non-disclosure agreements in the workplace. Non-Disclosure Agreements (NDAs) are a legally binding contract that protects confidential information between parties and were originally designed and intended to protect company intellectual property, trade secrets, and proprietary information. However, they now appear to be common practice in many workplaces, allowing poor employment practices to continue unchecked, and bad bosses to continue operating with impunity.

These NDAs are often forced on employees by companies by giving members a financial package, in return for their silence on serious employment issues such as bullying, harassment, discrimination, etc, often at the end of stressful and deliberately protracted procedures/processes when people are at their lowest ebb.

Not only is this a cynical and underhanded tactic to take advantage of people, it also prevents them pursuing a course of natural justice, which gives people fairness in procedures, ensuring that everyone is given a fair opportunity to present their case and that decisions are made by impartial individuals.

There have been many high profile cases in the media of NDAs being used to cover up the most heinous of acts, with campaigners across the UK calling for tighter and more stringent controls on the use of them. In 2019, the TUC published a blog stating that trade unions have long argued that NDAs prevent victims of sexual harassment, discrimination or bullying at work from having their voice heard.

Conference understands that sometimes the use of NDAs can be appropriate, and be the best course of action depending on the situation, and is not calling for a complete ban, but that they should be the exception rather than the rule.

The government has said it intends to implement the Conservative plan to ban NDA use in universities, and its understood to be considering how to ban their misuse by employers more widely. At a recent select committee meeting, the workers right minister confirmed that the government is 'looking closely' at whether changes could be made via the employment rights bill.

Conference believes that Unite should be at the forefront of this campaign, leading by example by using NDAs in only the most exceptional of circumstances. As a union we should not be using these agreements (unless absolutely necessary) as it can undermine our Reps in the workplaces when they are fighting against bullying, harassment, and discrimination, and ensuring our members are treated fairly.

In short, NDAs silence workers. They stop victims of sexual harassment, discrimination or bullying at work from having their voice heard and from getting justice. So this conference calls on the Union to:

- Campaign and work with government to introduce tighter legislation on the use of NDAs in the workplace through its employment rights bill
- Limit the use of NDAs within Unite to exceptional circumstances, and only with the express permission of the Executive Council /F&GPC
- Produce an annual report to the Executive Council on the number of NDAs, broken down by reason
- Work with the TUC and other Unions to request that they produce their own annual reports on the number and breakdown of their NDAs

GE Aviation - Bishops Cleeve (SW/8171)

Amendment

Delete the following wording from Bullet 2: "...and only with the express permission of the Executive Council /F&GPC"

Insert new Bullet 3:

- Produce a report detailing the number of NDAs used by the Union since the creation of Unite.

Manchester Public Services & Local Government (NW/159)

46. Engage the wider membership in anti-racism action

This Conference abhors the violence and destruction of property we all witnessed in August 2024. Black and Asian people felt the fear and intimidation of the 1980s and 90s and questioned whether it was safe for them and their family to leave the house!

Since the riots many, including Steven Yaxley Lennon/Tommy Robinson, Nigel Farage, Suella Braverman and Matthew Goodwin and Elon Musk have continued injecting their racist poison in this country and around the world.

This hatred is targeted at Black and Asian people, those seeking refuge and Muslims. It can only be for nefarious reasons that the tragic crime committed in Southport continues to be associated with BAEM people.

Politicians and their media have been using BAEM people as a scapegoat to stir up racism to distract from their failings in addressing poverty, inequality, people's fears and anxieties.

This Conference condemns the normalisation of racist language, rhetoric and actions and supports Unite's Unity Over Division campaign.

We call upon the Executive Council to push the government to end its attacks on migrants and immigrants, provide safe routes for those seeking refuge, end detentions and deportations.

We also call upon the Executive Council to engage members and the wider community in anti-racism by creating safe spaces through:

- Discussions in hybrid or in person meetings at which members who may engage in right wing content but do not consider themselves to be far right, and those who do not those views, can discuss their concerns and what underpins them in a safe space.
- Continued efforts to connect with and have the dialogue that many rioters felt or claimed was being missed or had denied them.
- Including and embedding information and discussion opportunities in union's education and engagement platforms at every level of the organisation.
- Engaging with supporters of all political parties to ensure they commit to invest in communities across the UK end: the divisive rhetoric; anti-migrant/immigration policies; and policies against those seeking refuge.
- Engaging with social media, work on and share guidance on how to critically engage with headlines and memes for Reps in discussion with their members.
- Updating email signatures to include support for Unity over Division.
- Continue with Unity over Division training programme for reps on tackling the far right.
- Considering a weekly podcast from a Unite and trade union perspective.

National BAEM Committee

47. Strengthening Unite's resolve and commitment to address Far-Right Activism and Racism in the Workplace.

This Conference acknowledges the pivotal role of Unite the Union in combating the recent surge of far-right activities and hate crimes, particularly in the aftermath of the tragic events in Southport which led to racist attacks in Hartlepool, London, and other parts of the UK.

This Conference also acknowledges the invaluable contributions of all union and community activists who have been fighting against racism for many years. Our collective strength enables us to effectively address the escalating racism in our workplaces and communities.

This Conference recognises for our Black Asian and Ethnic Minority members that racism is a daily reality and a reminder that despite all our collective efforts, racism continues in society and is spurred by misinformation and false narratives about asylum seekers, refugees and migrants who flee from persecution and choose to make Wales and the UK their home.

This Conference welcomes the recent statements from General Secretary Sharon Graham and National Black Asian Ethnic Minority Chair Susan Matthews, emphasising the need for ongoing dialogue with communities, unions, and the public sector. Unite's role as one of the leading trade unions in Wales is key to promoting cultural understanding, countering negative narratives, and adopting a proactive stance to address the rise of racism in the UK.

As trade unionists we must remain committed and vigilant in adopting proactive measures to prevent such incidents.

We call on the Executive Committee as an immediate action to:

- Work collaboratively with UK Government and devolved administrations to protect our Black Asian Ethnic Minority communities from potential harm, which is crucial in ensuring there is no escalation of racial violence.
- Strengthen the union's resolve through dedicated work-based and community-based campaigns of visible messaging and actions to tackle racism in all its forms.
- Ensure that anti-racism training and campaigns delivered across Unite is informed by the Black Asian Ethnic Minority community and its lay members ensuring language, terminology, and messaging are appropriate and accurate.
- Deliver regular anti-racism training and awareness for workplace reps to enable them to appropriately and sensitively support members experiencing racism.
- Work with our Equalities Reps to promote Unite's Race Forward Campaign and Unity Over Division Workplace Charter.
- Work proactively with third-sector organisations and community activists to ensure the union remains connected to community issues.
- Develop proactive awareness-raising campaigns and actions that promote community cohesiveness and address negative messaging about Black Asian ethnic minority communities.

Wales BAEM Committee

48. Tackling the Far-Right

This Conference is alarmed by the growing threat of the far right in the UK and internationally and recognises that this fascist movement is now the biggest threat to the working class today.

Historically fascist movements have targeted vulnerable minority groups such as migrants or LGBT+ people, to be used as scapegoats for their hatred. Using propaganda and lies to whip up anger and resentment towards groups of people who have done nothing to deserve these attacks.

Fascism is no longer a vague threat on the horizon. It is here already. It is now the number one threat to the working class and we cannot afford to dismiss this threat any longer. Fascism may be the political representation of the ruling class, but the trade union movement is the political representation of the working class. Now, as trade unionists before us have done, we must represent our class and fight for our rights.

Fascism is class war.

Conference calls on the Executive Council and the national leadership to:

1. Ensure that all work undertaken to tackle the threat of fascism is conducted using an intersectional model of activism. Ensuring all branches of the equalities strands are

- involved and consulted throughout to ensure that all avenues of oppression are addressed in a culturally appropriate manner.
2. Work alongside existing anti-fascist movements and organisations to build a broad nationwide coalition and campaign to resist fascism.
 3. Begin a targeted nationwide recruitment campaign to encourage working class communities to join Unite as a means to enacting change politically, within their communities and workplaces.
 4. Work with the various equalities strands to help to develop the current tools and training available for workplace reps to help address the threat of fascism growing within the workplace.
 5. Develop the Community membership and Community branches to fully utilise the available activist base and encourage the Community member activists to be fully active participants in campaigning.
 6. Work with the Labour Party to ensure that the politics and policies of the party align with the interests of the working class, and that those policies are enacted fully to the benefit of the working class while the Labour Party is in government.
 7. Work with the legal department to counter extremist legal challenges that seek to undermine existing equalities legislation and, where possible, initiate legal challenges to strengthen and evolve equalities legislation.

National LGBT+ Committee

49. Motion to counteract the threat of the far-right movement

Conference calls upon Unite the Union to recognise and respond to the growing rise of the political far right today. Far right-wing movements are becoming an increasing threat upon our beliefs, sex, sexual orientation and wider equality rights in the workplace. Throughout history, trade unions have been at the forefront of the struggle against the far right and its attempts to divide us.

Today, there exists a worrying trend of support for ideas being peddled by the far right, that are strongly gathering momentum across Europe and America right now.

Conference recognises that the rise of the far right is a trade union issue. Right wing beliefs are being absorbed into mainstream society that has amounted to a rise in racism, sexism and misogyny. Amongst young men, there has been a rise in misogynistic attitudes, sexist beliefs and a huge increase in anti-migrant sentiment.

Conference acknowledges that there has been a significant move to the right. The growth of political parties like Reform is evidence of this with nearly 20% of the North East's vote share, secured by Reform in last year's election. Both race and gender are being weaponised by the right to keep us divided. In democratic Britain, equality rights, and the freedom to express ourselves are at threat.

Conference also acknowledges that hate crime and verbal abuse have risen. The 2024 riots for example caused huge division between communities - originating from far-right groups. Meanwhile, online abuse and misinformation has been spreading. Last year, the UK saw some of the biggest far right activity in over a decade. There were worrying attacks on refugees and asylum seekers. Ugly violence and rioting then followed in response to stabbings in Southport. These were fuelled by false claims that circulated online about the perpetrator being Muslim, and an asylum seeker.

Though Conference condemns racism, misogyny, homophobia and transphobia, Conference recognises that strong action must be taken to combat and lead the fight against the increasing far right.

Conference asks for advocacy. It matters to speak out on this threat, challenge far right attitudes, hold employers to account and counteract the messaging of the far right by building genuine and inclusive movements for political change. Union members need to feel supported, defended and safe from those influenced by the far right.

Unite The Union stands for the rights of its LGBT+ members and has always championed the rights of members facing discrimination. This action calls upon Unite to reaffirm its unwavering support for equality and protection of its LGBT+ members whom, feel particularly vulnerable to the far right threat. Conference asks Unite in its efforts to combat the far right that it recognises the LGBT+ community is a target and to ensure their safety and well-being:

- To create solidarity amongst Union members, and for Unions to continue to strengthen the case to repel and challenge far right attitudes and ideologies that pose threat to equal opportunity.
- Connect the struggles that the LGBT+ community face to the wider community, to increase solidarity.
- Create an awareness amongst workers/ trade union members of the threat of the far right.
- Develop an effective strategy to counteract far right threats in the workplace – not by labelling people but by counteracting the messaging of the far right by building genuine and inclusive movements for political change.
- Aim to engage employers in tackling the influence and language of the right in workplaces.
- To influence the support of local MP's and lobby the Labour Party to resist a potential drift towards right wing rhetoric, influence and policy.

Conference asks Unite the Union to report back on the progress made in advancing the objectives outlined in this motion and to continue to support the rights and protection of its members of the equality stands in its solidarity work.

North East, Yorkshire & Humber LGBT+ Member Committee

50. Addressing Inequality in the Labour Market

This Conference calls upon the union to commit to launch a campaign to address the inequality in relation to equal opportunities for Black, Asian and Ethnic Minority backgrounds relative to the labour market.

The murder of George Floyd in May 2020 in the US City of Minneapolis proved to be the catalyst for the largest-ever global protests against racial discrimination and its resultant inequality, outstripping historic protests in support of US Civil Rights and against racial apartheid in South Africa and taking place on every continent in the world. Here in the UK, protests took place across the country, from large cities to small villages, highlighting calls for an end to discrimination and inequality closer to home.

In recognition of calls for action to end racial inequality, many organisations including (local authorities and metro mayors) across the country introduced Race Equality Programmes to address inequality within its own structures and processes and pledged to influence its partners and stakeholders to act.

The negative economic and social effects of racial discrimination are significant. These disadvantages harm the life chances and opportunities of people from Black, Asian and Ethnic Minority backgrounds and limit the growth potential of businesses and the wider economy. Some of the major challenges faced are:

- Unequal representation and progression of minorities within the labour market

- Historic and current lack of racial diversity within businesses, which are not representative of the population
- Structural racism and unconscious bias are embedded in organisational cultures and processes
- Lack of access to social capital, with comparatively limited networks and access to opportunities for minorities
- Underrepresentation in organisational leadership roles for minorities and a low visibility of positive role models

Employment rates among Black, Asian Ethnic Minority people aged 16-64 was 15-20% less compared to white working aged people. Research also found that closing economic gaps and addressing their underlying causes can create a wide range of benefits and opportunities at both the micro-individual and the macro-economic level (Race in the workplace: The McGregor-Smith Review, 2017). Supporting individuals to progress more effectively through the labour market or business ecosystem will enable those individuals to access better jobs, earn higher wages and improve living standards. Furthermore, encouraging businesses to become more diverse can generate a wide range of benefits to both the business and wider economy. These include:

- Attracting staff from a wider talent pool, leading to better problem solving, increased quality of decision making and increased innovation.
- Improving customer retention and attainment, improved understanding of customer base and better cultural awareness, opening market opportunities.
- Improved employee engagement and strengthened connections to the local community.

An example from the Liverpool City Region (LCR) estimates based on current race employment gaps indicate that addressing these inequalities could contribute £300-£400M to the LCR economy annually.

In order to boost growth, the government has recently announced measures to create an extra 10,000 more apprenticeships per year, with reduced bureaucracy. If the government hits its target this could see as many as 10,000 more apprentices per year will be able to complete their apprenticeship, unlocking opportunities in communities across the country breaking the link between background and success. Black, Asian and Ethnic Minorities should not miss out on these opportunities.

Conference calls upon our union to conduct a campaign to help address the inequality that currently exists in the UK labour market.

North West Construction RISC

51. Equality, Diversity and Inclusion are Industrial Issues

Conference notes:

Gender Pay Gaps and Race Pay Gaps are a reality that needs addressing. Harassment in the workplace and our communities is a reality that legislation alone cannot solve and gets worse with political and popular discourse being dragged to the right.

Unite the Union needs to take leadership where it can to defend its members.

This Conference calls on the Executive Council to:

- Promote the Unity Over Division Campaign throughout the regions and countries where Unite is active, tailoring it appropriately to address member needs.
- Where agreements are signed with employers, act as a critical friend to encourage implementation of continuous learning and engagement in Equality Diversity and Inclusion (EDI) practices.
- Challenge all governments to successfully address pay inequality in the workplace whether those workers are directly employed or workers for outsourced services.

East Midlands LGBT+ Committee

52. Affirming Support For Women's Rights

This Conference affirms the rights of all women regardless of their sex assigned at birth.

We acknowledge that human autonomy, self-identification, and freedom from gender-based violence are key points in the fight against misogyny and violence towards women and girls. The idea that when it comes to the rights of trans people, these principles are somehow in conflict with the fight for women's rights is a lie perpetuated by a right-wing movement with a narrow and patriarchal criteria for the female identity.

For centuries, women have fought the notion that your body determines your place in society. The fight for trans equality is in direct correlation to and aids the fight for the rights of women. It does not run in opposition. Bodily autonomy is a shared goal.

Every woman should be able to interact with their identity and body without prejudice, coercion, or by forcing that person to forfeit their identity and live in fear for their life.

Conference further believes and affirms that every woman must be free to be themselves in the workplace without fear too. To this end, given the current climate, safe space policies are required for the LGBT+ community in every workplace.

Conference calls on Unite Executive Council to:

- Affirm and acknowledge the rights of all women regardless of their sex assigned at birth.
- Affirm that the fight for trans equality and the fight for women's rights share the same goals and strengthen each other through solidarity.
- To support and encourage all affiliates to have and implement LGBT+ safe space policies in the workplace and call on all affiliates to work for this too.

Regional LGBT+ Committee – Scotland

53. LGBT+ Health

This Conference notes the report by the LGBT Foundation in December 2023 called “Hidden Figures: LGBT health inequalities in the UK” which presented an assessment of health inequalities faced by LGBT communities and showcases how multiple health inequalities, across a lifespan, can lead to significantly worse health outcomes; and the wider determinants of health as well as some of the persistent causes of poor health experience by LGBT+ people.

It highlights ten key statistics which most clearly evidence the sequential and significant impact of experiencing inequality over the life course. For example:

- In 2017, 21% LGBT people reported that they had experienced a homophobic, biphobic or transphobic hate crime in the previous 12 months, with this rising to 41% for trans people.
- 23% of LGBT people have at one time witnessed anti-LGBT remarks by healthcare staff.
- In 2017, 1 in 6 LGBT people reported drinking almost every day in the last year, this compares to 1 in 10 adults in the general population who report drinking alcohol on five or more days per week.
- 45% of trans young people (aged 11-19) and 22% of cis LBG young people have tried to take their own life. Among the general population the NHS estimates this figure to be 13% for girls and 5% for boys aged 16-24.
- 24% of homeless people aged 16-24 are LGBT and 69% of these people believe parental rejection was a main factor in becoming homeless.
- 42.8% of LBT women said that they had experienced sexual violence compared to an estimated 20% of all women in the UK.
- 55% of gay, bisexual and trans men were not active enough to maintain good health, compared to 33% of men in the general population.
- In 2017, 40% of trans people who had accessed or tried to access public healthcare services reported having experienced at least one negative experience because of their gender identity in the previous 12 months.
- 93% of LGBT specialists and service users consider that more work needs to be done to improve end of life services for LGBT people.

Meanwhile services for this community have become more difficult to access and funding has been withdrawn or was not available in the first place.

This Conference recognises that issues campaigned for by the LGBT+ community have had much wider social significance. For example, campaigning for access to fertility treatment and funding, and surrogacy reform, has not only helped queer couples but single people looking to birth a child or adopt.

Access to AZT and PrEP doesn't just benefit gay men but other communities that are +disproportionately affected by HIV and AIDS, such as Black, Asian, and minority ethnic / Global Majority individuals.

Progress isn't always linear and we certainly can't be complacent in our pursuit of equality.

In 2019 the Government appointed a clinical adviser in the NHS to advise on LGBT+ health issues, this is to look at how to tackle inequality in the healthcare system including:

- Improving healthcare professional' awareness of LGBT+ issues.
- The implementation of sexual orientation monitoring across the NHS.
- Working with statutory and professional organisations to address LGBT+ issues in physical and mental health services.

An Advisory Panel to fulfil the Government's commitment to improving lives as set out in their LGBT+ Action Plan was also set up to guide the Government on policy, help to deliver the LGBT+ Action Plan, act as a sounding board, and provide evidence on the experiences of LGBT+ people.

However, the panel was disbanded by Liz Truss during her short tenure as Equality Minister.

This Conference calls on Unite to:

- i) Campaign for the government to ensure that health services to support LGBT+ people are available.
- ii) Campaign for the government to prevent further erosion of LGBT+ services in healthcare and related fields.

To call on the Secretary of State for Health to set up a new Advisory Panel and invite trade unions representatives to be part of this.

South West LGBT+ Committee

54. Safe return home for Unite disabled reps

This Conference notes the obstacles faced by Unite disabled reps travelling far and wide to attend union meetings and conferences. Some reps might need to have two overnights stays in order to attend a national meeting or conference. However, having this need met has become more of an effort as these requests can be denied.

This access need like suitable chairs, walk in showers etc, should be part of the rep's Reasonable Adjustment Disability Passport when attending national meetings or conferences.

Unite campaign, Get Me Home Safely, ensures employers provide a safe return home for our members. Our disabled members and reps should be allowed to return home safely after attending a national meeting or conference.

Our reps travel widely to campaign for putting disability equality on the map. Therefore, they should not have to beg for a second overnight when attending national meetings or conferences, allowing them to return home safely and at a reasonable time.

Unite disabled reps should have the dignity and respect they deserve. This Conference calls on the Executive Council to instruct the union to ensure members elected to any committee or conference should be given a second overnight if needed.

National Disabled Members Committee

55. Disability Leave

Disability leave is any period of leave taken by an individual for a reason related to their disability, which covers a range of absences from work, planned or unplanned, short or for long periods, for treatment, rehabilitation or assessment. Treating disability and sick leave in much the same way can lead to unlawful discrimination, under the Equality Act 2010.

All employers have a statutory duty to make reasonable adjustments to remove any disadvantage suffered by a disabled employee in doing their job role when compared with a non-disabled employee. Disability leave is also a type of reasonable adjustment.

But how can those with Disabilities be given equal status if they are given Disability Leave which is either unpaid or they are obliged to use their holidays.

The employee can request paid leave under the Equality Act 2010 but it is at discretion of the employer, depending on their policies.

We need a Statutory Law in the UK for those with a disability to be automatically paid as if they were working for time off for treatment, rehabilitation or assessment.

Conference calls on Unite to be committed to ensuring employers have in place a policy for Disability leave including Paid Disability Leave and campaign for Statutory rights by Law for Paid Disability Leave.

West Midlands Regional Disability Committee

56. Trade Union Opposition to Welfare Cuts for Disabled People

This Conference notes that:

The UK Government's proposed cuts to disability benefits and support services will disproportionately harm disabled people, pushing many into financial hardship and reducing their independence.

Disabled workers already face systemic discrimination, workplace barriers, and limited access to secure, well-paid employment.

Many disabled people who are unable to work due to chronic illness or disability rely on welfare benefits such as Personal Independence Payment (PIP), Employment and Support Allowance (ESA), and Universal Credit. Cuts to these essential benefits will have devastating consequences.

The trade union movement has a responsibility to stand up for disabled people, both within the workplace and in wider society.

Attacks on disabled people's welfare are part of a broader agenda to erode social protections, privatise public services, and weaken the welfare state, harming all workers in the long term.

This Conference believes that:

- Welfare should provide dignity, security, and independence for disabled people, and cuts to these provisions are unjust and unacceptable.
- No disabled person should be forced into poverty, homelessness, or ill health due to government policies.
- Trade unions must actively oppose all policies that marginalise disabled people and work to protect their rights.
- An attack on disabled people's welfare is an attack on all workers, as it undermines the principles of social security and weakens protections for everyone.

This Conference calls on the Executive Council to:

- Condemn and actively campaign against all welfare cuts that negatively impact disabled people.
- Strengthen support for disabled workers within trade unions, ensuring their voices are heard in policy and campaigning efforts.
- Build alliances with disabled people's organisations, charities, and advocacy groups to fight against welfare cuts and demand improved support for disabled people.
- Call on the government to conduct a full equality impact assessment and immediately halt all planned reductions in disability-related welfare.

- Lobby MPs, local authorities, and policymakers to increase—not cut—funding for disability benefits, accessible social care, and employment support for disabled people.
- Mobilise union members to participate in demonstrations, petitions, and direct action against welfare cuts and in defence of disability rights.
- Push for a fairer welfare system that prioritises dignity, inclusion, and economic security for disabled people.

This Conference asks Unite to call on the entire trade union movement to unite in opposing these cruel and unjust cuts and to stand in solidarity with disabled people in their fight for justice, dignity, and equality.

East Midlands Disabled Members Committee

Amendment

Add additional bullet point to penultimate section:

“Campaign for sufficient resources in advice provision so that every disabled person who needs it can access casework support and representation at Tribunal, to enable all disabled people to secure the financial assistance they are entitled to.”

LE/785 North London Voluntary Sector

57. Labour Government Reduction to Disabled Benefits.

Conference condemns the continuation of cuts to benefits for disabled people and those with long-term health conditions. This is now being exacerbated by Labour government policies driven by Liz Kendall, Secretary of State for Work and Pensions, by looking to remove financial support to the most vulnerable people in society. The potential impact of these cuts will be severe, particularly as it follows on from 14 years of Tory Government austerity and the economic and social consequences of the recent pandemic.

Currently, 2 million working-age people in the UK are living with disabilities or long-term health conditions that prevent or restrict their ability to work. However, instead of implementing reforms to improve the welfare system, the Labour government is introducing harsher measures that will force those with disabilities to seek work or be under threat of losing vital financial and social support.

These policies include a review of Personal Independence Payments (PIP) and the introduction of stricter benefit sanctions that disproportionately affect disabled people. Policies that also perpetuate the harmful narrative that disabled people are “scroungers” rather than individuals in need of support and inclusion in society.

Conference calls on Unite to stand firmly against these discriminatory cuts and call for immediate action to reverse any cuts or sanctions already implemented. Conference calls on Unite to oppose and campaign against any pernicious cuts, highlighting the negative impact these cuts will have for disabled people.

Conference demands a welfare system based on dignity and respect both in and out of the workplace and call for Unite to campaign on behalf of all disabled members, prioritising dignity and support over sanctions, ensuring that disabled people receive the financial security they need to live independent, fulfilling lives.

North West Disabled Members Committee

58. Promoting Neurodiversity Awareness and Inclusion

Conference notes that:

Neurodiversity refers to the natural variation in human brain function, encompassing conditions such as autism, Attention deficit hyperactivity disorder (ADHD), dyslexia, dyspraxia, and other neurological differences.

Neurodivergent individuals bring unique perspectives and skills, but often face barriers in, but not limited to, education, employment, and societal participation.

Fostering an inclusive and equitable environment benefits both neurodivergent individuals and society.

The Neurodiversity course that has been run in the Southwest region, is the first of its kind in Europe and the reps in attendance provided positive feedback.

This Conference believes that:

Neurodivergence should be celebrated and supported as a form of human diversity, rather than stigmatised or misunderstood.

More awareness and training is required to break down societal barriers and create opportunities for neurodivergent individuals to thrive. This can include the further development of neurodiversity education through the creation of a stage 2 to expand upon the fundamentals taught in the stage 1.

Workplaces, schools, and public institutions should adopt inclusive practices that recognise and accommodate the needs of neurodivergent people.

This Conference calls on the General Secretary and the Executive Council to:

1. Fully implement existing Unite the Union policies that promote neurodiversity inclusion in all areas of its operations.
2. Provide training and resources to members and community members on understanding and supporting neurodivergent individuals.
3. Collaborate with neurodivergent advocacy groups to co-design initiatives and foster representation.
4. Work with other trade unions through the TUC to advocate for national policies that promote neurodiversity, including workplace accommodations, education support, and anti-discrimination measures.

South West Disabled Members Committee

59. Ensuring Unite the Union Literature is Neurodiverse and Dyslexia-Friendly

The Equality Team aims to support all workers, but many Neurodiverse people, especially those with dyslexia, face challenges in accessing union materials.

Dyslexia affects reading and writing, but with the right support, neurodivergent members can fully contribute to our union movement.

Conference calls for our union literature and resources to be accessible to all, ensuring inclusivity for members with dyslexia and other Neurodiverse conditions:

1. Make Union Materials Accessible:
 - Our literature, including newsletters, reports, and digital content, should use simple language, clear fonts, and larger text sizes and on coloured paper where required.
 - Materials should also be available in digital formats compatible with screen readers.
2. Provide Multiple Formats:
 - Our materials should be offered in various formats, such as audio versions, large print, and digital text, to ensure accessibility for all members.
 - This should also apply to hard copies and attachments on our website.
3. Use Visuals and Multimedia:
 - Include visuals, diagrams, and videos in union materials to make information easier to understand for everyone, especially Neurodiverse members.
4. Training should be given to members on how to use Microsoft accessible and other alternatives tools.
5. Raise Awareness of Neurodiversity:
 - Unite should carry on educating members about neurodiversity and the needs of Neurodiverse workers, helping create a more supportive environment.

By making our materials more inclusive and accessible, we ensure that all our members including those with dyslexia and other Neurodiverse conditions, can fully participate in the union movement. Conference calls upon Unite to commit to creating a more accessible, supportive environment for all members.

South East Disabled Members Committee

60. Ensuring Full Accessibility in Workplaces, Union Activities, and Public Buildings

This Conference notes:

Accessibility remains a significant barrier for disabled members with disabilities, particularly in rural areas where transport options are often limited and poorly adapted to meet diverse needs.

Public buildings, including those used for Unite meetings and events, do not always meet the accessibility requirements for all members, types of disabilities, including physical, sensory, cognitive, and non-visible hidden impairments.

Progress has been made in promoting accessibility, but there is a need for sustained focus to ensure consistency and inclusion in all aspects of Unite's activities.

This Conference believes:

- Unite has a responsibility to lead by example in advocating for accessibility across workplaces, transport systems, and public spaces.
- Accessibility must be holistic, addressing the needs of all members' disabilities, not just physical ones, to ensure every member can fully engage with Unite and its activities.
- Addressing rural transport issues is critical to ensuring equitable participation for members living outside urban centers.

This Conference calls on Unite to:

1. Campaign for improved rural transport options, particularly in rural areas, including accessible vehicles, adapted services, and equitable transport infrastructure for people with disabilities.
2. Ensure that all public buildings used by Unite for meetings, conferences, and events are fully accessible as far as is practicable, addressing the needs of people with physical, sensory, cognitive, and hidden disabilities.
3. Work with the relevant departments to carry out accessibility audits of all venues used for Unite activities, ensuring compliance with the highest standards and addressing any gaps in facilities or services.
4. Provide guidance and training to representatives to better understand and advocate for the accessibility needs of all members.
5. Advocate for workplace accessibility policies, including reasonable adjustments, inclusive design, and disability awareness training, as a key part of Unite's broader equality agenda.
6. Report back on progress at the next Policy Conference, ensuring transparency and accountability in the implementation of these measures.

Wales Disabled Members Committee

61. Equalities & the Climate Crisis

This Conference recognises that the Climate Crisis affects everyone, but the impacts are not felt equally. The world's poorest people and countries in the Global South are disproportionately affected by climate change, whilst the richest people and countries are responsible for the majority of carbon emissions that have caused the climate crisis. The environmental emergency has its roots in colonialism, slavery and the plundering of resources in the global South.

This Conference also understands that not only are the poorest communities in the UK the worst impacted by the climate crisis, but that the climate crisis also reproduces and magnifies the impacts of recognised equalities characteristics. For example:

- Disabled People are more likely to be affected by illnesses related to climate change and by extreme weather events, less likely to be able to flee their homes and more likely to be injured or die in such instances.
- BAEM people in the UK are more likely to live in economically deprived, urban areas, close to incinerators and with less access to green space and gardens. In our cities, people of colour are more likely to breathe illegal levels of air pollution. This is the outcome of systemic racism and the environmental emergency in today's Britain. Whilst wealthier, whiter communities can escape the impacts of the environmental emergency, our multi-ethnic working class cannot.

- Women and girls more often face the brunt of climate related disasters than men. They are the 'shock absorbers' of climate change: impacts disproportionately hit their livelihoods and food security, drive up levels of the violence they experience, and hold them back from engaging in education and the green economy.
- The discrimination of the LGBTQIA+ community is emphasised when it comes to climate disaster. Being more likely to be homeless and by not having the same social rights as the rest of the population, LGBTQIA+ people face greater problems during and after climate disasters, e.g. in accessing necessary medical services.
- The impact of climate change has an intergenerational dimension as its impact will be felt by young people and future generations

As this Conference recognises those inequalities, the conference instructs the Executive Council to:

- Consult with our Equalities Networks to assess their knowledge on the issue of Equalities and the Climate Crisis, identify their needs and the barriers that may prevent them to get more involved in this issue.
- Ensure the voices of our Equality groups - Women members, Disabled members, Black & Asian Ethnic Minority members, LGBTQIA+ members and Young members - are represented as our union develops its campaigns and approaches to the Climate Crisis
- Commission research into how inequalities and the climate crisis play out for our members to widen our understanding of how it affects members across all sectors and help inform and prioritise the development of Just Transition strategies in areas we haven't yet explored
- Develop a specific training on Equalities & the Climate Crisis to deliver across our Equalities networks and rep, Equalities union employees and include part of it on generic rep trainings.
- Create a Unite leaflet for reps and members on Equalities & the Climate Crisis to help disseminate this knowledge and raise awareness across our union

Merseyside Voluntary Sector Branch (NW/522)

D: Global Solidarity, International & Europe

62. Gaza

This Conference notes the continuing brutal assault on the unarmed Palestinian population of Gaza.

This Conference remains concerned that Unite nationally should do more to mobilise its members collectively, especially for national mobilisations when organised in line with Unite agreed policy, calling for an immediate ceasefire and opposing the Israeli government's policies of ethnic cleansing and mass starvation in Gaza and the occupied West Bank.

Recent events in Gaza, particularly the brutal pre-planned execution of Aid Workers from World Central Kitchens, delivering a food aid convey to the starving Palestinian population, is a further example of the Israel Defence Forces (IDF) using its overwhelming military firepower to deliberately inflict famine upon the civilian population in Gaza.

The building of a military road, west to east across the middle of Gaza, is an attempt to split Gaza in two. Many believe this to be a first step in preparation for the building of illegal settlements in northern Gaza, continuing Israel's policy of building illegal settlements on land occupied and controlled illegally by apartheid military rule since 1967. This will not help build a genuine sustainable two state solution.

Further, the refusal of the UK government to release its own legal advice on the legal status of the Israeli war on Gaza and any consequent legal impact on UK firms or individuals, is a cause for concern for all UK trade unions. The recent open letter by many top judges and lawyers in the UK clearly states that Israel's actions represent a breach of international law.

Recent demonstrations targeting our members in their workplaces are misguided and not helpful, and the focus should be on the UK governments continued military support for the barbaric and illegal military onslaught in Gaza and mounting ethnic cleansing in the Occupied West Bank.

In light of the above, and the support being given by other UK unions to their members when demanding to know the legal implications of their employment duties and employment activities, in potentially illegal acts by their employers in the UK, this Conference is calling on the Executive Council to:

Issue a statement confirming that Unite will give full support to any individual member or section of members, who seek and do not get adequate assurances from their employers that they are not breaching international law while they carry out their work duties when handling weapons systems or components being sent directly to Israel to help its government and military pursue war crimes in Gaza and the occupied West Bank.

Passenger National Industrial Sector Committee

63. Solidarity with Palestine

This Conference hereby condemns the genocidal actions of the Israeli government that have been committed in Gaza and the West Bank in the occupied land of Palestine.

On the issue of Palestine and Israel we invite the Executive Council to lobby the UK government for them to act in line with the assessment and decisions of the International Court of Justice, the International Criminal Court and Amnesty International.

Conference would further urge members of Unite the Union to continue to protest against those appalling war crimes that have been committed by the Israeli Government towards the Palestinian people in Gaza.

North West London #2 (LE/9708M)

64. Building solidarity with Palestine

Conference notes:

- Israel's assault on Gaza has killed over 45,000 Palestinians and displaced almost the entire population destroying housing, hospitals, factories, schools and universities.
- Israel is on trial for genocide at the International Court of Justice (ICJ). The International Criminal Court (ICC) has issued arrest warrants for senior Israeli leaders for crimes against humanity and war crimes.
- Israel's offensive in Gaza follows decades of violations of Palestinian human rights, ethnic cleansing, and the imposition of a system of oppression against all Palestinians that is recognised internationally as meeting the legal definition of apartheid.
- Palestinian civil society, including trade unions, have called on their counterparts around the world to support Boycott, Divestment and Sanctions (BDS) to end all complicity with Israel's crimes.
- The British government, local councils, companies and other institutions should not contribute to crimes against humanity and war crimes.

Policy Conference calls on the Executive Council:

- To demand an immediate and permanent ceasefire and support a full arms embargo and banning trade with illegal Israeli settlements and all other trade that aids or assists Israel's violations of international law.
 - To encourage branches and regions to affiliate to Palestine Solidarity Campaign (PSC), support PSC demonstrations including by sending representatives to speak, and publicise workplace days of action.
- To reiterate our support for BDS campaigns.
- Work with PSC to engage members and reps in relevant sectors and urge members and branches to take part in local divestment campaigns to challenge complicity with Israel's violations of international law.

Community, Youth & Not for Profit NISC

65. Palestine Solidarity Campaign

This Conference notes, Israel is currently on trial for genocide at the International Court of Justice (ICJ) and the International Criminal Court (ICC) has issued arrest warrants for senior Israeli leaders for crimes against humanity and war crimes. Israel's offensive in Gaza follows decades of violations of Palestinian human rights and international law, ethnic cleansing, and the imposition of a system of oppression against all Palestinians that is recognised internationally as meeting the legal definition of apartheid.

Palestinian trade unionists are at the forefront of their people's struggle for freedom and justice and have called on their counterparts in the UK to end all forms of complicity with Israel's crimes. According to International Court of Justice (ICJ) rulings, the UK government, including at the local level, and companies and businesses have a legal obligation not to benefit from or contribute to genocidal acts. This trade union has strong policy in support of the rights and freedom of the Palestinian people, including the support of Boycott, Divestments and Sanction campaigns, as called by Palestinian civil society, to end the Israeli military occupation and apartheid system.

Conference therefore, calls on Unite and the Executive Council to resolve to:

- Request the government calls for an immediate and permanent ceasefire, and a two way arms embargo with Israel, to end the attacks on the people of Gaza, by using the union's political leverage reiterate its long standing existing policy in support of Boycott, Divestment and Sanctions (BDS) called for by Palestinian civil society and trade unions.
- Encourage branches and regions to affiliate to Palestine Solidarity Campaign (PSC), to support national and local PSC demonstrations by sending senior representatives to speak to them, and to publicise workplace days of action
- Work with PSC to engage and inform members and reps in specific sectors and industries, particularly ones identified as complicit with war crimes and the crime of genocide, for an effective assessment of, and to ensure full coordination with the campaigns
- Urge members and branches to take part in local divestment campaigns, targeting local government pension funds and council investments in companies complicit in Israel's war crimes, to fulfil their moral and legal obligations according to international law

Food, Drink & Agriculture NISC

66. Solidarity with Palestine

Conference notes:

Israel's military assault on Gaza has killed over 45,000 Palestinians, injured more than 110,000 and displaced almost all of Gaza's population destroying housing, hospitals, factories, schools and universities.

Israel is currently on trial for genocide at the International Court of Justice (ICJ) and the International Criminal Court (ICC) has issued arrest warrants for senior Israeli leaders for crimes against humanity and war crimes.

Israel's offensive in Gaza follows decades of violations of Palestinian human rights and international law, ethnic cleansing, and the imposition of a system of oppression against all Palestinians that is recognised internationally as meeting the legal definition of apartheid.

Palestinian trade unionists are at the forefront of their people's struggle for freedom and justice and have called on their counterparts in the UK to end all forms of complicity with Israel's crimes.

According to International Court of Justice (ICJ) rulings the UK government, including at the local level, and companies and businesses have a legal obligation not to benefit from or contribute to genocidal acts.

Unite the Union has strong policy in support of the rights and freedoms of the Palestinian people, including the support of Boycott, Divestment and Sanction campaigns, as called by Palestinian civil society, to end the Israeli occupation and apartheid system.

Unite the Union resolves to:

- Request that the government calls for an immediate and permanent ceasefire, and a two ways arms embargo with Israel, to end the attacks on the people of Gaza by using the union's political leverage.
- Reiterate its long-standing existing policy in support of Boycott, Divestment and Sanctions (BDS) called for by Palestinian civil society and trade unions.
- Encourage branches and regions to affiliate to Palestine Solidarity Campaign (PSC), to support national and local PSC demonstrations by sending senior representatives to speak at them, and to publicise workplace days of action.
- Work with PSC to engage and inform members and reps in specific sectors and industries, particularly ones identified as complicit with war crimes and the crime of genocide, for an effective assessment of, and to ensure full coordination with the campaigns.
- Urge members and branches to take part in local divestment campaigns, targeting local government pension funds and council investment in companies complicit in Israel's war crimes, to fulfil their moral and legal obligations according to international law.

Docks, Rail, Ferries & Waterways, National Industrial Sector Committee

67. Solidarity with the Palestinian People!

This Conference notes:

Israel's military assault on Gaza has killed (as of January 2025) over 45,000 Palestinians, injured more than 110,000, displaced almost all of Gaza's population and laid the area waste, destroying housing, hospitals, factories, schools and universities.

The International Court of Justice (ICJ) ruled (July 2024) that Israel's occupation and annexation of the Palestinian territories are unlawful, and its discriminatory laws and policies against Palestinians violate the prohibition on racial segregation and apartheid. The International Criminal Court (ICC) has issued arrest warrants for senior Israeli leaders for crimes against humanity and war crimes.

Israel's offensive in Gaza follows decades of violations of Palestinian human rights and international law, ethnic cleansing, and the imposition of a system of oppression against all Palestinians that is recognised internationally as meeting the legal definition of apartheid.

Palestinian trade unionists are at the forefront of their people's struggle for freedom and justice and have called on their counterparts in the UK to end all forms of complicity with Israel's crimes.

According to International Court of Justice (ICJ) rulings, the UK government, including at the local level, and companies and businesses have a legal obligation not to benefit from or contribute to genocidal acts.

Unite has strong policy in support of the rights and freedom of the Palestinian people, including the support of Boycott, Divestments and Sanction campaigns to end the Israeli military occupation and apartheid system.

Conference resolves to:

- Use its political leverage to demand the government calls for an immediate ceasefire and a two- way arms embargo with Israel (If the war on Gaza is ongoing or has resumed at the time of the Policy Conference)
- If a ceasefire is in place, ensure guarantees that it is permanent, and that adequate support is given for the rebuilding of Palestine.
- Reiterate its long-standing existing policy in support of Boycott, Divestment and Sanctions (BDS) called for by Palestinian civil society and trade unions in the face of the Israeli state's ongoing oppression of the Palestinians.
- Encourage branches and regions to affiliate to Palestine Solidarity Campaign (PSC), to support national and local PSC demonstrations by sending senior Unite representatives to speak at them, and to publicise and support workplace days of action on Palestine throughout the whole union.
- Work with PSC to engage and inform members and reps in specific sectors and industries, particularly ones identified as complicit with war crimes and the crime of genocide, for an effective assessment of those sectors and industries, and to ensure full coordination with the campaigns for BDS.
- Urge members and branches to take part in local divestment campaigns, targeting local government pension funds and council investments in companies complicit in Israel's war crimes, to ensure they fulfil their moral and legal obligations according to international law.
- Defend all Unite members victimised at work for expressing support for the Palestinian people.

LE/524 Central London Voluntary Sector Branch

68. Palestine Solidarity Campaign

Conference notes:

Israel's military assault on Gaza has killed over 45,000 Palestinians, injured more than 110,000 and displaced almost all of Gaza's population destroying housing, hospitals, factories, schools and universities.

Israel is currently on trial for genocide at the International Court of Justice (ICJ) and the International Criminal Court (ICC) has issued arrest warrants for senior Israeli leaders for crimes against humanity and war crimes.

Israel's offensive in Gaza follows decades of violations of Palestinian human rights and international law, ethnic cleansing, and the imposition of a system of oppression against all Palestinians that is recognised internationally as meeting the legal definition of apartheid.

Palestinian trade unionists are at the forefront of their people's struggle for freedom and justice and have called on their counterparts in the UK to end all forms of complicity with Israel's crimes.

According to International Court of Justice (ICJ) rulings, the UK government, including at the local level, and companies and businesses have a legal obligation not to benefit from or contribute to genocidal acts.

Unite the Union has strong policy in support of the rights and freedom of the Palestinian people, including the support of Boycott, Divestments and Sanction campaigns, as called by Palestinian civil society, to end the Israeli military occupation and apartheid system.

Conference resolves to:

- Request the government calls for an immediate and permanent ceasefire, and a two way arms embargo with Israel, to end the attacks on the people of Gaza, by using the union's political leverage
- Reiterate its long standing existing policy in support of Boycott, Divestment and Sanctions (BDS) called for by Palestinian civil society and trade unions
- Encourage branches and regions to affiliate to Palestine Solidarity Campaign (PSC), to support national and local PSC demonstrations by sending senior representatives to speak at them, and to publicise workplace days of action
- Work with PSC to engage and inform members and reps in specific sectors and industries, particularly ones identified as complicit with war crimes and the crime of genocide, for an effective assessment of, and to ensure full coordination with the campaigns
- Urge members and branches to take part in local divestment campaigns, targeting local government pension funds and council investments in companies complicit in Israel's war crimes, to fulfil their moral and legal obligations according to international law.

LE/1881 Chemicals & Manufacturing Composite Branch

Amendment

To replace the final three bullet-points with the following:

- “• Reiterate its 2018 policy conference decision to support Executive Statement 1 which stated that as a trade union Unite's “first claim on its priorities is always the protection and advancement of its members interests at work.”

NW/64 BAE Systems Warton and Salmesbury Manufacturing Branch

69. Palestine

This Conference notes:

Israel's military assault on Gaza has killed over 45,000 Palestinians, injured more than 110,000 and displaced almost all of Gaza's population destroying housing, hospitals, factories, schools and universities.

Israel is currently on trial for genocide at the International Court of Justice (ICJ) and the International Criminal Court (ICC) has issued arrest warrants for senior Israeli leaders for crimes against humanity and war crimes.

Israel's offensive in Gaza follows decades of violations of Palestinian human rights and international law, ethnic cleansing, and the imposition of a system of oppression against all Palestinians that is recognised internationally as meeting the legal definition of apartheid.

Palestinian trade unionists are at the forefront of their people's struggle for freedom and justice and have called on their counterparts in the UK to end all forms of complicity with Israel's crimes.

According to International Court of Justice (ICJ) rulings, the UK government, including at the local level, and companies and businesses have a legal obligation not to benefit from or contribute to genocidal acts.

This trade union has strong policy in support of the rights and freedom of the Palestinian people, including the support of Boycott, Divestments and Sanction campaigns, as called by Palestinian civil society, to end the Israeli military occupation and apartheid system.

This Conference resolves to call on Unite's Executive Council and the union nationally to:

- Request the government calls a permanent ceasefire, and immediately implements a two-way arms embargo with Israel, to end the attacks on the people of Gaza, by using the union's political leverage
- Reiterate its long-standing existing policy in support of Boycott, Divestment and Sanctions (BDS) called for by Palestinian civil society and trade unions
- Encourage branches and regions to affiliate to Palestine Solidarity Campaign (PSC), to support national and local PSC demonstrations by sending senior representatives to speak at them, and to publicise workplace days of action
- Work with PSC to engage and inform members and reps in specific sectors and industries, particularly ones identified as complicit with war crimes and the crime of genocide, for an effective assessment of, and to ensure full coordination with the campaigns
- Urge members and branches to take part in local divestment campaigns, targeting local government pension funds and council investments in companies complicit in Israel's war crimes, to fulfil their moral and legal obligations according to international law.

University & College Union (UCU) (LE/127)

70. Solidarity with Palestinian Trade Unions

Since the formation of Unite the union in 2007 we have had a positive policy on Palestinian solidarity. This has been reaffirmed and strengthened at each policy conference. Unite has long recognised that the crimes against Palestinian people have been ongoing for many years.

In 2011, Palestinian trade unions came together to issue an appeal for international trade unions to join the Boycott Divestment Sanctions (BDS) movement and form the Palestinian Trade Union Coalition for BDS (PTUC-BDS). Inspired by the South African anti-apartheid movement, the BDS call urges action to pressure Israel to comply with international law.

The BDS call is outlined as follows:

- Boycotts involve withdrawing support from Israel's apartheid regime, complicit Israeli sporting, cultural and academic institutions, and all Israeli and international companies engaged in violations of Palestinian human rights.

- Divestment campaigns urge banks, local councils, churches, pension funds and universities to withdraw investments from the State of Israel and all Israeli and international companies that sustain Israeli apartheid.
- Sanctions campaigns pressure governments to fulfil their legal obligations to end Israeli apartheid, and not aid or assist its maintenance, by banning business with illegal Israeli settlements, ending military trade and free-trade agreements, as well as suspending Israel's membership in international forums such as UN bodies and FIFA.

Following the genocide in Gaza, this conference believes that it's now time for our reps and activists to expand our work on BDS and ensure our positive policies are allowed to be effective in the campaign to help isolate the Israeli apartheid regime. Israel has routinely breached international law and suffered no consequences.

In light of the British government's refusal to act during this genocide, this conference believes it's even more important now that the labour movement comes together with the BDS campaign to work out how we show genuine solidarity with Palestinian trade unionists.

Policy conference resolves to action these proposals in solidarity with Palestinian trade unionists by reaffirming our existing policy on BDS and our long running work on BDS and calling on the Executive Council to examine:

- Instructing Unite to develop a BDS toolkit to educate and equip our reps with the information needed to demand our employers divest our pension schemes from Israeli businesses.
- setting up a BDS forum of reps from across Unite to identify an inventory of products and services which are used by employers and the supply chain in our sectors. This forum would be elected from the next round of National Industrial Sector Committees (NISCs) and Regional Industrial Sector Committees (RISCs) and would meet prior to the following round of constitutional committees.
- Ensuring that the BDS forum would report to the Executive Council;
- Re-starting the union's work with reps and members in identified companies; - as in previous BDS campaigns in Veolia, HSBC, Hewlett-Packard and others.
- Reaffirming Unite's affiliation and support for the work of PSC and Labour and Palestine

Scotland Aerospace & Shipbuilding RISC

71. Solidarity with Palestinian Trade Unions

Since the formation of Unite the union in 2007 we have had a positive policy on Palestinian solidarity. This has been reaffirmed and strengthened at each policy conference. Unite has long recognised that the crimes against Palestinian people has been ongoing for many years.

In 2011, Palestinian trade unions came together to issue an appeal for international trade unions to join the BDS movement and form the Palestinian Trade Union Coalition for BDS (PTUC-BDS). Inspired by the South African anti-apartheid movement, the BDS call urges action to pressure Israel to comply with international law.

The BDS call is outlined as follows:

- Boycotts involve withdrawing support from Israel's apartheid regime, complicit Israeli sporting, cultural and academic institutions, and all Israeli and international companies engaged in violations of Palestinian human rights.

- Divestment campaigns urge banks, local councils, churches, pension funds and universities to withdraw investments from the State of Israel and all Israeli and international companies that sustain Israeli apartheid.
- Sanctions campaigns pressure governments to fulfil their legal obligations to end Israeli apartheid, and not aid or assist its maintenance, by banning business with illegal Israeli settlements, ending military trade and free-trade agreements, as well as suspending Israel's membership in international forums such as UN bodies and FIFA.

Following the genocide in Gaza, this conference believes that it's now time for our reps and activists to expand our work on BDS and ensure our positive policies are allowed to be effective in the campaign to help isolate the Israeli apartheid regime. Israel has routinely breached international law and suffered no consequences.

In light of the British government's refusal to act during this genocide, this conference believes it's even more important now that the labour movement comes together with the BDS campaign to work out how we show genuine solidarity with Palestinian trade unionists.

Policy conference resolves to action these proposals in solidarity with Palestinian trade unionists by reaffirming our existing policy on BDS and our long running work on BDS and calling on the Executive Council to examine:

- Instructing Unite to develop a BDS toolkit to educate and equip our reps with the information needed to demand our employers divest our pension schemes from Israeli businesses.
- Setting up a BDS forum of reps from across Unite to identify an inventory of products and services which are used by employers and the supply chain in our sectors. This forum would be elected from the next round of National Industrial Sector Committees (NISCs) and Regional Industrial Sector Committees (RISCs) and would meet prior to the following round of constitutional committees.
- Ensuring that the BDS forum would report to the Executive Council.
- Re-starting the union's work with reps and members in identified companies; - as in previous BDS campaigns in Veolia, HSBC, Hewlett-Packard and others.
- Reaffirming Unite's affiliation and support for the work of PSC and Labour and Palestine

London & Eastern, Aerospace & Shipbuilding RISC

72. Solidarity with Palestinian Trade Unions

Since the formation of Unite the union in 2007 we have had a positive policy on Palestinian solidarity. This has been reaffirmed and strengthened at each policy conference. Unite has long recognised that the crimes against Palestinian people have been ongoing for many years.

In 2011, Palestinian trade unions came together to issue an appeal for international trade unions to join the BDS movement and form the Palestinian Trade Union Coalition for BDS (PTUC-BDS). Inspired by the South African anti-apartheid movement, the BDS call urges action to pressure Israel to comply with international law.

The BDS call is outlined as follows:

- Boycotts involve withdrawing support from Israel's apartheid regime, complicit Israeli sporting, cultural and academic institutions, and all Israeli and international companies engaged in violations of Palestinian human rights.

- Divestment campaigns urge banks, local councils, churches, pension funds and universities to withdraw investments from the State of Israel and all Israeli and international companies that sustain Israeli apartheid.
- Sanctions campaigns pressure governments to fulfil their legal obligations to end Israeli apartheid, and not aid or assist its maintenance, by banning business with illegal Israeli settlements, ending military trade and free-trade agreements, as well as suspending Israel's membership in international forums such as UN bodies and FIFA.

Following the genocide in Gaza, this conference believes that it's now time for our reps and activists to expand our work on BDS and ensure our positive policies are allowed to be effective in the campaign to help isolate the Israeli apartheid regime. Israel has routinely breached international law and suffered no consequences.

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- Ensuring that the BDS forum would report to the Executive Council.
- Re-starting the union's work with reps and members in identified companies; - as in previous BDS campaigns in Veolia, HSBC, Hewlett-Packard and others.
- Reaffirming Unite's affiliation and support for the work of PSC and Labour and Palestine

LE/7105L South London & Maudsley NHS Foundation Trust

73. Motion on Solidarity with Palestinian Trade Unions

Since the formation of Unite the union in 2007 we have had a positive policy on Palestinian solidarity. This has been reaffirmed and strengthened at each policy conference. Unite has long recognised that the crimes against Palestinian people long predates October 7th 2023.

In 2011, Palestinian trade unions came together to issue an appeal for international trade unions to join the Boycott Divestment Sanctions (BDS) movement and form the Palestinian Trade Union Coalition for BDS (PTUC-BDS). Inspired by the South African anti-apartheid movement, the BDS call urges action to pressure Israel to comply with international law.

The BDS call is outlined as follows:

- Boycotts involve withdrawing support from Israel's apartheid regime, complicit Israeli sporting, cultural and academic institutions, and all Israeli and international companies engaged in violations of Palestinian human rights.
- Divestment campaigns urge banks, local councils, churches, pension funds and universities to withdraw investments from the State of Israel and all Israeli and international companies that sustain Israeli apartheid.

- Sanctions campaigns pressure governments to fulfil their legal obligations to end Israeli apartheid, and not aid or assist its maintenance, by banning business with illegal Israeli settlements, ending military trade and free-trade agreements, as well as suspending Israel's membership in international forums such as UN bodies and FIFA.

Following the genocide in Gaza, this conference believes that it's now time for our reps and activists to expand our work on BDS and ensure our positive policies are allowed to be effective in the campaign to help isolate the Israeli apartheid regime. Israel has routinely breached international law and suffered no consequences.

In light of the British government's refusal to act during this genocide, this conference believes it's even more important now that the labour movement comes together with the BDS campaign to work out how we show genuine solidarity with Palestinian trade unionists.

Policy conference resolves to action these proposals in solidarity with Palestinian trade unionists by reaffirming our existing policy on BDS and our long running work on BDS and calling on the Executive Council to examine:

- Instructing Unite to develop a BDS toolkit to educate and equip our reps with the information needed to demand our employers divest our pension schemes from Israeli businesses.
- Setting up a BDS forum of reps from across Unite to identify an inventory of products and services which are used by employers and the supply chain in our sectors. This forum would be elected from the next round of National Industrial Sector Committees (NISCs) and Regional Industrial Sector Committees (RISCs) and would meet prior to the following round of constitutional committees.
- Ensuring that the BDS forum would report to the Executive Council.
- Re-starting the union's work with reps and members in identified companies; - as in previous BDS campaigns in Veolia, HSBC, Hewlett-Packard and others.
- Reaffirming Unite's affiliation and support for the work of PSC and Labour and Palestine

Leonardo Branch (SC/162/LEONARDO)

74. Re-affirming Unite's solidarity with the People of Palestine

Conference notes that Unite has a long and proud history of solidarity with the Palestinian people and has been at the forefront of the solidarity work of the wider trade union movement.

In the past our solidarity work has included:

- Sending and participating in solidarity delegations to Palestine
- Supporting Boycott, Divestment and Sanctions campaigns
- Campaigning against the actions of governments to restrict the right to protest and act against illegal Israeli actions – such as the opposing the anti-BDS legislation
- Pushing the European and Global Trade Union Federations to take more effective action to support the people of Palestine in their struggle

This motion notes the active participation by UK & Ireland trade union General Secretaries in publicly voicing their support for the Palestinian people in Gaza and the occupied West Bank at the PSC solidarity rallies. Conference also congratulates the thousands of Unite members who have organised and participated in PSC mobilisations since the far-right Israeli government began its policy of genocide. International mobilisations and a loud trade union public voice in support for Gaza is a crucial component of solidarity work and in voicing our resistance to the systematic ongoing Israeli genocide in Gaza, as well as the brutal attacks in the occupied West Bank.

Conference welcomes the Aerospace & Shipbuilding NISC support for an embargo on all direct arms export licences to Israel. Conference also welcomes the decision at TUC Congress 2024, supported by Unite, to go further and support the NEU motion calling for "an end to all licences for arms traded with Israel".

Further, using the excuse of needing to defend members jobs in the defence industry is a distortion of the truth and an insult to the integrity of our members in the defence industry. Support for BDS has never undermined our members jobs, and to imply so is a gross misrepresentation of our historic and internationally acclaimed work in this area. Conference therefore:

- Fully supports the Irish Governments' stand on opposing the Israeli states genocide against the Palestinian people and instructs the EC to ensure our international department works with the ICTU and the Unite Irish region on strengthening Unite's Palestinian solidarity in Ireland.
- Opposes and fully condemns the genocide that is being committed by the Israeli state against the Palestinian people and ensure that Unite publicly puts its full force behind the campaigns to stop UK complicity in the genocide and the flouting of international law by governments and companies.
- Reaffirms Unite's support for the BDS campaign and calls on the Executive Council to produce a strategy for our positive engagement in the campaign.
- Reaffirms our opposition to Israeli ethnic cleansing and Israeli apartheid, including campaigns on Palestinian child prisoners and the criminalisation of NGOs in Israel.
- Work with the Palestinian union movement to support them in their struggle against the Israeli state's genocide in Gaza and the ethnic cleansing in the West Bank, and to help them rebuild and organise when the time comes.
- Reaffirms our non-engagement with Histadrut following their support of the illegal occupations since 1967. In line with existing policy Unite will continue to support ending any engagement with the Israeli trade union centre Histadrut due to its failure to criticise the Israeli governments ethnic cleansing in the occupied West Bank & Gaza. Conference notes that Histadrut has historically collaborated with the building of illegal settlements in the occupied territories.
- Instructs the Executive Council to support calls for the Palestinian people's right to return and for their right of self-determination of their own future free from interference from foreign powers or organisations, and to support their right to justice, peace, and equality free from racism, occupation, apartheid, and colonisation.
- Instructs the Executive Council to immediately implement and resource Unite Policy as decided upon by the lay membership at Unite's Policy Conference.
- Instructs the Executive Council to renew the affiliation to the Palestine Solidarity Campaign and support for Labour and Palestine.
- Further Instructs the Executive Council to ensure that Unite resumes speaking at events such as demonstrations, fringes and conferences in support of their (PSC & L&P) work and opposition to the actions of the Israeli state.
- Instructs the Executive Council to ensure Unite strengthens its work to build effective solidarity with the Palestinian people – both in the UK and Ireland and at European and global levels.
- Instructs the Executive Council to ensure Unite mobilises to assist sectors, in sectoral specific acts of solidarity with Palestinians counterparts and for the union to fully support these and other sectors actions.

LE/230 Central London Taxi

Amendment

After “Conference therefore.” delete the first bullet point which reads

- “Fully supports the Irish Governments’ stand on opposing the Israeli states genocide against the Palestinian people and instructs the EC to ensure our international department works with the ICTU and the Unite Irish region on strengthening Unite’s Palestinian solidarity in Ireland.”

Irish Executive Committee

75. Gaza – Demands on UK Government

This Unite Policy Conference continues to be seriously alarmed at the ongoing and advancing genocide and apartheid rule in Gaza and the West Bank by the Israeli State. Despite calling for peace, we note that the UK Labour Government continues to fraternalize and sell arms to Israel.

Conference calls on Unite demands the UK Labour Government use all its efforts in the international arena to bring about a cessation of hostilities and find a negotiated solution, using all means at its disposal, including sanctions and divestments, and rejecting UK military escalation and intervention.

To speed up the process of securing that peaceful settlement, Conference calls on Unite to demand action from the UK government, including:

1. Effective and immediate sanctions to be placed on the Israeli economy including the seizure of Israeli state assets held in the UK.
2. An effective and enforceable regime of sanctions against Israeli traded goods, including raw materials, components and finished goods. Such a ban must include a prohibition on Israeli cargo from UK ports, refineries and terminals alongside exports to Israel of UK goods.
3. Action to stop the institutions of the City of London being used as a global money laundering hub for the wealthy, and the seizure of UK held or traded assets, including housing and corporate holdings, of targeted supporters of the Netanyahu regime.
4. A comprehensive programme of support for UK workers, their families and companies impacted by such actions above, including wage protection and company support while alternate supply chains are established.
5. Immunity from third party litigation for those workers and their unions taking direct action against Israeli goods in support of Palestinians and in line with the objectives of this motion.
6. Provision of full support for all those fleeing the conflict and to receive Palestinian refugees - and all refugees - with compassion and assistance.”
7. The immediate release of all children and adults unlawfully detained by Hamas and the State of Israel.

Scotland Retired Members Co-ordinating Committee

76. Gaza

Israel's genocide has killed at least 46,000 Palestinians upwards of 70,000 according to the Lancet as of October 2024. The West is deeply complicit in this genocide and continues to give military and diplomatic support to Israel.

A ceasefire has been announced which Israel has already broken multiple times. Despite the announcement of a ceasefire, Israel continues to maintain a system built on apartheid, occupation and ethnic cleansing of Palestinians.

The TUC passed a motion last year calling on the government to end all licenses for arms traded with Israel. Despite this, the Labour government only suspended 29 arms licences but has kept most in place, including those involving F-35 components - the F-35, Israel's most lethal fighter jet, has 15% of its supply chain in the UK.

A joint call was issued from Palestinian trade unions in October 2023 asking trade unions everywhere to 'take action against complicit companies involved in implementing Israel's brutal and illegal siege' as well as 'to refuse to build and transport weapons destined for Israel'.

A recent call was made by the Palestinian General Federation of Trade Unions to strengthen global solidarity and for workers to refuse to deal with military shipments to Israel through all military ships and logistics companies, especially Maersk and ZIM.

Conference believes Unite should

- Encourage reps to do everything we can in our workplaces to end complicity with Israel's ongoing settler-colonial project. Palestinians have demonstrated a steadfast resistance to this project for over 75 years and awoken the world to the necessity of a long-term struggle against Zionism, colonisation and oppression.
- The UK government has failed to implement an arms embargo and so we as workers must take things into our own hands and enforce this from the bottom-up.
- The organisations profiting from Israel's genocide are the same ones profiting from the exploitation of their own workers. A people's arms embargo necessitates organising those workers to resist their own exploitation, alongside corporate complicity in the genocide, recognising that workers liberation is intrinsically linked to Palestinian liberation.

Policy Conference resolves to:

- Instruct the General Secretary and Executive Committee to heed the call from Palestinian trade unions by encouraging and supporting members to refuse to build, handle or transport weapons destined for Israel, as well as making a public statement in support of such embargo.

LE/1111 Housing Workers

Amendment

Insert the following text after the final bullet point of the motion, to make a second bullet point:

- "Instruct the General Secretary and Executive Committee to defend the freedom of speech of Unite members speaking out in favour Palestinian rights, recognising that Healthcare workers have been disciplined for this by employers and that this may also happen in other industries."

LE/0375M - Medical Practitioners' Union (MPU)

77. People's Arms embargo

Conference notes:

- Israel's genocide has killed at least 46,000 Palestinians upwards of 70,000 according to the Lancet as of October 2024. The West is deeply complicit in this genocide and continues to give military and diplomatic support to Israel.
- A ceasefire has been announced which Israel has already broken multiple times. Despite the announcement of a ceasefire, Israel continues to maintain a system built on apartheid, occupation and ethnic cleansing of Palestinians.
- The TUC passed a motion last year calling on the government to end all licenses for arms traded with Israel. Despite this, the Labour government only suspended 29 arms licences but has kept most in place, including those involving F-35 components - the F-35, Israel's most lethal fighter jet, has 15% of its supply chain in the UK.
- A joint call was issued from Palestinian trade unions in October 2023 asking trade unions everywhere to 'to take action against complicit companies involved in implementing Israel's brutal and illegal siege' as well as 'to refuse to build and transport weapons destined for Israel'.
- A recent call was made by the Palestinian General Federation of Trade Unions to strengthen global solidarity and for workers to refuse to deal with military shipments to Israel through all military ships and logistics companies, especially Maersk and ZIM.

Conference believes Unite should:

- Encourage reps to do everything we can in our workplaces to end complicity with Israel's ongoing settler-colonial project. Palestinians have demonstrated a steadfast resistance to this project for over 75 years and awoken the world to the necessity of a long-term struggle against Zionism, colonisation and oppression.
- The UK government has failed to implement an arms embargo and so we as workers must take things into our own hands and enforce this from the bottom-up.
- The organisations profiting from Israel's genocide are the same ones profiting from the exploitation of their own workers. A people's arms embargo necessitates organising those workers to resist their own exploitation, alongside corporate complicity in the genocide, recognising that workers liberation is intrinsically linked to Palestinian liberation.

Policy Conference resolves to:

- Instruct the General Secretary and Executive Committee to heed the call from Palestinian trade unions by encouraging and supporting members to refuse to build, handle or transport weapons destined for Israel, as well as making a public statement in support of such embargo.

East of England Hospitality (LE/1525)

78. Supporting Palestinian Youth

Conference notes:

- Israel's genocide has killed at least 46,000 Palestinians according to Gaza's health ministry, with the Lancet estimating it to be upwards of 70,000 as of October 2024. The West is deeply complicit in this genocide and continues to give military and diplomatic support to Israel. Since 2008, the UK has approved £579m worth of arms licenses to Israel.
- A ceasefire has been announced but there is no guarantee that Israel will adhere to it. Shortly after its announcement, Israel continued to bomb Gaza, killing at least another 71 Palestinians and launched a military assault on Jenin. Despite the announcement of a ceasefire, Israel continues to maintain a system built on apartheid, occupation and ethnic cleansing of Palestinians.
- The TUC passed a motion last year calling on the government to end all licenses for arms traded with Israel. Despite this, the Labour government only suspended 29 arms licences but has kept most in place, including those involving F-35 components - the F-35, Israel's most lethal fighter jet, has 15% of its supply chain in the UK.
- A joint call was issued from Palestinian trade unions in October 2023 asked trade unions everywhere to 'to take action against complicit companies involved in implementing Israel's brutal and illegal siege and pass trade union motions to this effect'.
- A recent call was made by the Palestinian General Federation of Trade Unions to strengthen global solidarity and for workers to refuse to deal with military shipments to Israel through all military ships and logistics companies, especially Maersk and ZIM.
- Research from the Palestinian Youth Movement (PYM)'s Mask Off Maersk campaign showed that 2,110 U.S. shipments on Maersk vessels were listed as being shipped to or on behalf of the Government of Israel's Ministry of Defense (IMOD), 827 of which were for armored vehicles, tactical vehicles, weapons systems, or parts thereof. Their research also reveals that Maersk facilitates exports from illegal settlements on behalf of businesses operating within them.
- The PYM has also launched its international fundraiser 'The People Stand with Gaza' for Middle East Children's Alliance (MECA), calling on all supporters of Palestine to provide financial support for Gaza as a political act.

Conference believes Unite should:

- Encourage reps do everything we can in our workplaces to end complicity with Israel's ongoing settler-colonial project. Palestinians have demonstrated a steadfast resistance to this project for over 75 years and awoken the world to the necessity of a long-term struggle against Zionism, colonisation and oppression.
- The ruling class which exploits workers in Britain is the same ruling class which colonises and exploits the populations in the Global South. Companies like Maersk operate internationally and employ workers from the Global South, exploiting them for cheap labour and providing dangerous work conditions, including in the Philippines, Liberia, and Argentina.
- The organisations profiting from Israel's genocide, such as Maersk, are the same ones profiting from the exploitation of their own workers. A people's arms embargo necessitates organising those workers to resist their own exploitation, alongside corporate complicity in the genocide, recognising that workers liberation is intrinsically linked to Palestinian liberation.

Conference resolves to:

To sign the Palestinian Youth Movement's Trade Union statement in solidarity with Moroccan workers who are refusing to handle military cargo destined for the Israeli Ministry of Defense.

West Midlands Young Members Committee

79. Ukraine

Conference notes that the Executive Council Statement on Ukraine adopted by Policy Conference 2023 - alongside condemning Russia's invasion and war and calling for immediate Russian withdrawal - called on the UK government to "seek to strengthen links with Ukrainian trade unions and support their rights to organise freely, and especially recognise their role in building a more just and democratic post-war reconstruction."

Conference believes that Unite should step up pressure on the Labour government to do so; and that Unite should use its affiliation to the Labour Party, and its representation in Labour Party structures, for that purpose.

Conference also believes that Unite itself should strengthen its own links with Ukrainian trade unions, and provide support to the latter in their campaigning activities as the collective voice of labour in Ukraine - including against the Russian invasion and war, and against the Ukrainian government's neoliberal / anti-worker policies.

Conference therefore calls for:

- Speakers from the two Ukrainian trade union federations (FPU, Federation of Trade Unions of Ukraine, and KVPU, Confederation of Free Trades Unions of Ukraine) to be invited to speak and take questions/have discussion at a Unite EC meeting (in person or online).
- Unite at national and regional levels to organise delegations to Ukraine to meet Ukrainian trade unions; and to organise speaking tours in Britain for Ukrainian trade union representatives.
- Unite at national and regional levels to publicise financial appeals launched/promoted by Ukrainian trade unions.
- Unite branches to twin with Ukrainian counterparts, with assistance in twinning being provided by their Unite Regional offices where required.
- Unite to raise the issues facing workers and trade unions in Ukraine in the Labour Party.

CYW-NP Sector Glasgow/Lanarkshire (SC/164/403)

80. Ukrainian Union Solidarity Actions

This Conference notes that the Executive Council Statement on Ukraine adopted by Policy Conference 2023 - alongside condemning Russia's invasion and war and calling for immediate Russian withdrawal - called on the UK government to "seek to strengthen links with Ukrainian trade unions and support their rights to organise freely, and especially recognise their role in building a more just and democratic post-war reconstruction."

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This Conference also believes that Unite itself should strengthen its own links with Ukrainian trade unions and provide support to the latter in their campaigning activities as the collective voice of labour in Ukraine - including against the Russian invasion and war, against the Ukrainian government's neoliberal and anti-worker policies, and for a more democratic and socially just reconstruction.

This Conference therefore calls for:

- Speakers from the two Ukrainian trade union federations (FPU, Federation of Trade Unions of Ukraine, and KVPU, Confederation of Free Trades Unions of Ukraine) to be invited to speak and take questions / have discussion at a Unite EC meeting (in person or online).
- Unite at national and regional levels to organise delegations to Ukraine to meet Ukrainian trade unions; and to organise speaking tours in Britain for Ukrainian trade union representatives.
- Unite at national and regional levels to publicise financial appeals launched / promoted by Ukrainian trade unions.
- Unite branches to twin with Ukrainian counterparts, with assistance in twinning being provided by their Unite Regional offices where required.
- Unite to raise the issues facing workers and trade unions in Ukraine in the Labour Party.

GPM Oxford University Press (SE/6277)

81. Solidarity with Ukraine

Conference notes that the mass destruction and bombing of the indiscriminate Russian attacks have left millions of Ukrainians displaced, many without homes to return to and that Unite members may be asked to work on reconstruction projects within their workplace. Many prominent international organisations are salivating at the chance to rebuild Ukraine in their own image, with myopic and technocratic ideas for redevelopment.

Conference also notes that the Executive Council Statement on Ukraine adopted by Policy Conference 2023 - alongside condemning Russia's invasion and war and calling for immediate Russian withdrawal - called on the UK government to "seek to strengthen links with Ukrainian trade unions and support their rights to organise freely, and especially recognise their role in building a more just and democratic post-war reconstruction."

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Conference also believes that Unite itself should strengthen its own links with Ukrainian trade unions, and provide support to the latter in their campaigning activities as the collective voice of labour in Ukraine - including against the Russian invasion and war, and against the Ukrainian government's neoliberal / anti-worker policies.

Conference therefore calls for:

Unite to ask members to follow local Ukrainian trade unions, communities and workers to lead the rebuild once the war is over and advocate for this at a national level as well as in our workplaces. In order to facilitate this, conference will organise:

- Speakers from the two Ukrainian trade union federations (FPU, Federation of Trade Unions of Ukraine, and KVPU, Confederation of Free Trades Unions of Ukraine) to be invited to speak and take questions / have discussion at a Unite EC meeting (in person or online).
- Unite at national and regional levels to organise delegations to Ukraine to meet Ukrainian trade unions; and to organise speaking tours in Britain for Ukrainian trade union representatives.

- Unite at national and regional levels to publicise financial appeals launched / promoted by Ukrainian trade unions.
- Unite branches to twin with Ukrainian counterparts, with assistance in twinning being provided by their Unite Regional offices where required.
- Unite to raise the issues facing workers and trade unions in Ukraine in the Labour Party.

Unite - Architectural Workers (LE/801)

82. Justice for Colombia

Conference extends solidarity to the Colombian people as they enter the final year of their country's first progressive and pro-trade union government.

Conference welcomes government efforts to improve worker rights and trade union security in what historically is the world's deadliest country for trade unionists.

Unite's commitment to worker rights is evident in our longstanding partnership with Justice for Colombia (JFC) to provide international support for trade unionism, human rights and peace.

Despite the optimism of the 2016 peace deal, supported by Unite, and the progressive government's election in 2022, Colombia remains impacted by violence. Trade Unionists, activists and former guerrillas are still frequently killed, threatened and attacked.

Although government peace negotiations with armed groups are vital to tackling endemic insecurity, their future is uncertain after significant setbacks.

The government's social reforms seek to expand access to essential services and strengthen labour rights. However, strong political opposition threatens to block attempts to guarantee fairer social conditions for working people.

Through JFC, Unite has campaigned to end killings of trade unionists, free unjustly imprisoned activists and demand justice for victims of historic state and paramilitary violence.

With one year remaining for the government to fulfil its goals, Colombian trade unions are mobilising en masse to defend the government's social reforms and peace talks. International support can help them achieve this.

While Unite's backing ensures JFC can campaign effectively, branch affiliations have fallen significantly since the pandemic.

Now is the time for Unite to rejuvenate our support for JFC's vital work and to stand in solidarity with the Colombian people.

Conference resolves that Unite should:

- Lobby the British and Irish governments to support peace talks in Colombia
- Release statements to support Colombian trade union efforts to advance social reforms
- Encourage all regions and branches to affiliate to Justice for Colombia

Kent Surrey & Sussex Rural & Agriculture (SE/6144)

83. Solidarity with the Kurdish People, and freedom for Abdullah Ocalan

Conference notes that the UK trade union movement has a long and proud history of standing in solidarity with oppressed peoples and that Unite has often been at the forefront of those struggles.

Our union has rightly stood with the people of Palestine and Colombia and also with the Kurds and all progressive forces in Turkey, Syria, and Iran who have been fighting for workers', trade union, women's and human rights. Their values are our values and their struggles are our struggles.

Conference further notes that Unite has been the leading union in the UK Trade Union Freedom for Ocalan Campaign and recognises and welcomes the fact that after more than 25 years in prison and over four years of solitary confinement and total isolation, contact with Abdullah Ocalan has once again been established and tentative talks appear to be taking place.

However, Conference remains deeply concerned that against the backdrop of the dramatically changing situation in the Middle East, Turkey continues to attack the Kurdish political movement including acts such as:

Fully supporting its proxy Jihadi militias that are seeking to invade the Autonomous Area of North East Syria and kill and displace the Kurdish population

The removal and imprisonment of democratically elected mayors in Kurdish and non-Kurdish areas of Turkey

Attacks on independent trade unions and with arrests and imprisonment of activists and leaders

In addition, Conference is appalled that the UK government, clearly at the behest of the Turkish government, has moved to target and criminalise the Kurdish community in the UK.

The November 2024 attack on the Kurdish Community Centre in Haringay, London, and the arrest on spurious charges of a number of members of the community who take part in political advocacy, is an outrage and a deep concern to all of us who believe in freedom of expression and social justice. Unite has worked with the Kurdish Community in the UK for many years and will continue to stand by the community and stand in solidarity with their efforts to resist intimidation and repression instigated by the Turkish state.

Conference also has deep concerns about the history and background of the new Hay'at Tahrir al-Sham (HTS) led administration in Syria and notes that the HTS were previously affiliated to Al Qaida and aligned with ISIS. Although tentative talks are underway between the HTS and the Autonomous Administration of North East Syria (AANES), and it is hoped that solutions will be found, as trade unionists we must redouble our solidarity efforts to support the AANES that supports inclusive governance, democracy, women's rights, workers' rights, respect for minorities and peace.

Conference notes the strong stand that Unite took following the brutal murder of Jina Mahsa Amini in Iran by the so called 'morality police'. Conference applauds all those who continue to stand against state violence and oppression in the country, but reiterates that it is for the people of Iran to decide their own destiny and not for external international forces to bring about regime change for their own purposes.

Never has the situation in the Middle East seemed so explosive and so precarious as it is now and never has it been more important for Unite and the entire global union movement to exert maximum pressure on governments to work for de-escalation and peace. A full blown

conflict in the region will have devastating consequences, not just for those who live in the region, but for the entire globe.

Conference therefore:

- Expresses Unite's full support for the Kurdish political movement and the progressive forces in North East Syria that are struggling against invasion, occupation and oppression
- Expresses full support for the KESK and DISK independent trade union confederations in Turkey and all journalists, NGOs, and parts of civil society resisting oppression
- Instructs the Unite to continue to work with progressive forces in the region that share our values and goals
- Instructs Unite to continue to affiliate and support the work of the Freedom for Ocalan Campaign, and to encourage branches and regions to affiliate and support the work of the Campaign
- Calls on the Executive Council to issue a statement condemning the attacks on UK Kurds by the UK government and our solidarity with those arrested
- Reaffirm Unite's full support and affiliation to CODIR who campaign for workers' and human rights in Iran and for the self-determination for the Iranian people.

GPM London Print Branch LE/7031L

84. Solidarity with the Kurdish people and Freedom for Abdullah Ocalan

Conference notes that the UK trade union movement has a long and proud history of standing in solidarity with oppressed peoples and that Unite has often been at the forefront of those struggles.

Our union has rightly stood with the people of Palestine and Colombia and also with the Kurds and all progressive forces in Turkey, Syria, and Iran who have been fighting for workers', trade union, women's and human rights. Their values are our values and their struggles are our struggles.

Conference further notes that Unite has been the leading union in the UK Trade Union Freedom for Ocalan Campaign and recognises and welcomes the fact that after more than 25 years in prison and over four years of solitary confinement and total isolation, contact with Abdullah Ocalan has once again been established and tentative talks appear to be taking place.

However, Conference remains deeply concerned that against the backdrop of the dramatically changing situation in the Middle East, Turkey continues to attack the Kurdish political movement including acts such as:

- Fully supporting its proxy Jihadi militias that are seeking to invade the Autonomous Area of North East Syria and kill and displace the Kurdish population
- The removal and imprisonment of democratically elected mayors in Kurdish and non-Kurdish areas of Turkey.
- Attacks on independent trade unions with arrests and imprisonment of activists and leaders

In addition Conference is appalled that the UK government, clearly at the behest of the Turkish government, has moved to target and criminalise the Kurdish community in the UK.

The November 2024 attack on the Kurdish Community Centre in Harringay, London, and the arrest on spurious charges of a number of members of the community who take part in political advocacy, is an outrage and a deep concern to all of us who believe in freedom of expression and social justice. Unite has worked with the Kurdish Community in the UK for many years and will continue to stand by the community and stand in solidarity with their efforts to resist intimidation and repression instigated by the Turkish state.

Conference also has deep concerns about the history and background of the new HTS led administration in Syria and notes that the Hay'at Tahrir al-Sham (HTS) were previously affiliated to Al Qaida and aligned with ISIS. Although tentative talks are underway between the HTS and the Autonomous Administration of North East Syria (AANES), and it is hoped that solutions will be found; as trade unionists we must redouble our solidarity efforts for the AANES that supports inclusive governance, democracy, women's rights, workers' rights, respect for minorities and peace.

Conference notes the strong stand that Unite took following the brutal murder of Jina Mahsa Amini in Iran by the so called 'morality police'. Conference applauds all those who continue to stand against state violence and oppression in the country but reiterates that it is for the people of Iran to decide their own destiny and not for external international forces to bring about regime change for their own purposes.

Never has the situation in the Middle East seemed so explosive and so precarious as it is now and never has it been more important for Unite and the entire global union movement to exert maximum pressure on governments to work for de-escalation and peace. A full-blown conflict in the region will have devastating consequences, not just for those who live in the region, but for the entire globe.

Conference therefore:

- Expresses Unite's full support for the Kurdish political movement and the progressive forces in North East Syria that are struggling against invasion, occupation and oppression
- Expresses full support for the KESK and DISK independent trade union confederations in Turkey and all journalists, NGOs, and parts of civil society resisting oppression
- Instructs Unite to continue to work with progressive forces in the region that share our values and goals
- Instructs Unite to continue to affiliate and support the work of the Freedom for Ocalan Campaign, and to encourage branches and regions to affiliate and support the work of the Campaign.
- Calls on the Executive Council to issue a statement condemning the attacks on UK Kurds by the UK government and our solidarity with those arrested
- Reaffirm Unite's full support and affiliation to CODIR who campaign for workers' and human rights in Iran and for self-determination for the Iranian people.

Surrey and Sussex Area Activist Committee

85. Stop enforcing Child Labour in the CONGO

Cobalt mining In the Democratic Republic of Congo is responsible for 76 per cent of the world's Cobalt and its used in the production of Batteries for new electric Vehicles, including trucks.

Child Labour is used in the Chinese owned Cobalt mines and the conditions are the same as our children were Used to over 150 years ago in the UK.

With the help of the Conference we want to highlight the plight of child labour, we want to spread the word to our global partners that the use of child labour is wrong, the large production companies buying this product are part of the supply chain and we call upon Conference to highlight the plight of these poor souls dying unnecessarily I'm working conditions we eradicated during the Victorian era.

These children are someone's kin and are paid next to nothing. It is wrong and we call upon this Conference to request that the General Secretary help to raise this with Government within the Next 12 months and work to get it stopped.

West Midlands Road Transport Commercial, Warehousing & Logistics RISC

86. Support the GCIL Union workers initiative

Conference applauds the CGIL Union workers at the GKN Auto plant in Florence for fighting against closure by occupying their factory and implementing alternative carbon zero products such as cargo bikes which are now being used throughout Europe.

We call on Unite to send officers/ Executive Council members to the Florence factory to support their initiative and research ways in which their work can be supported and perhaps replicated in this country.

Bradford Geographical Branch (NE/GEO/20)

87. Strengthening Unite's work on multinational companies

Conference recognises that in most Unite sectors a huge number of our members are employed by multinational companies that are not UK based or UK owned, meaning that decisions directly affecting our members interests are taken by corporate managements based in other global locations.

Conference believes the only way to deal with the power of multinationals is by strengthening our international links with unions in other countries and by playing our full role in the European and Global Trade Union Federations. The importance of international cooperation with other unions is self-evident in the role it has played to help resolve disputes, such as the recent strikes with the Swedish multinational, the support that Stellantis members received from the French CGT union, the international cooperation around the Tempest fighter jet and AUKUS shipbuilding projects, and the countless other examples where cooperation assists our members, such as Westinghouse, GE, Westrock, etc.

Conference fully supports organising and mobilising at a local level, especially when dealing with local disputes, but recognises that in many cases issues cannot be resolved and decisions cannot be directly influenced or changed at local level.

Conference therefore believes it is strategically vitally important that Unite continues to develop and strengthen its international work in order to assist Unite reps and Officers to reach and influence the senior corporate leaders whose decisions have such a profound influence upon our members interests and wellbeing.

Conference therefore:

- Instructs the Executive Council to ensure Unite continues to fully affiliate and participate in the work of the European and global federations to ensure sectors are able to play a full role in corporate campaigns against Multinational Companies that affect Unite members.
- Instructs Unite to strengthen its work with Unite sectors on disputes involving Multinational Companies to ensure reps and officers have the support and advice they need on how to maximise influence on non-UK based corporate management.
- Calls on the International Department of Unite to continue building bilateral links with trade unions in Europe and around the globe in order to maximise support for Unite's members in multinational companies.
- Calls on Unite to continue to fully support Unite reps and officers in their involvement and participation in European Works Councils.

North West Energy & Utilities RISC

88. Equality in International Solidarity & Global Affiliations

Unite is doing excellent work on international affiliations and global solidarity.

Internationalism is a core pillar of Unite the Union - and given many decisions affecting workers are taken at an international level by multi-national companies, is essential for effectively representing the interests of our members, particularly our BAEM members. Furthermore, internationalism is critical for our Equalities programme to address the surging organisation of the far-right globally.

This Conference recognises that currently we have many relationships with European and Central American countries, and that African, Asian, and Caribbean nations are underrepresented in our international affiliations and solidarity campaigns we support.

This Conference resolves that the International Department will work with the National BAEM Committee to establish more relationships with trade unions and labour movement campaigns around the world, with a particular focus on those in Africa, Asia and the Caribbean.

London & Eastern BAEM Committee

89. Unite's role in global and European Federations

Conference notes the election of Trump in the United States has:

- Emboldened the far right across the globe
- Threatened our members jobs with the imposition of a global trade war,
- Sowed division and hatred across all of society,
- Played into populist tropes on race, LGBT+, and gender - threatening equal rights, women's rights to choose and
- Enabled unelected multi billionaires like Musk, Bezos and Zuckerberg to positions of political power whose reach affects all our jobs and security.

Conference also notes that:

Unite members' jobs are directly affected by the trade war that Trump has begun, as are the jobs of members of our sister trade unions across the globe - especially in Canada, Mexico, Europe and South Africa.

The far right in the UK is on the rise and populist Trumpian rhetoric is being used with increasing normalisation. The UK government is increasingly attacking our rights to protest and freedoms of speech.

Conference therefore believes that more than ever the trade union movement across the globe must join together internationally and work side by side to resist the attacks on workers and our fundamental rights. We cannot allow the re-emergence of the far right to split us and we cannot allow ourselves to be isolated industrially or politically from the rest of the movement.

The best way to challenge this is to stand united and fight for the values of the movement as we have throughout our history.

Therefore, Conference calls on Unite to:

- Affiliate our memberships to the European and global federations and play our full collaborative role in them working with sister unions in supporting jobs and resisting hate.
- Maintain and strengthen our bilateral relationships with sister unions - such as those groups we work with within construction and manufacturing federations as well as our reciprocal collaborative relationships with individual unions.
- Maintain and strengthen our work with the unions in North America to collaboratively work together and resist the attacks by Trump on their and our rights and jobs.
- Maintain and strengthen our relationship with Workers Uniting - continue our collaborative work on common employers and sectors to address the threats we face.
- Speak up publicly and within the federations against any infiltration of the far right and far right rhetoric into our global movement.

East Midlands Aerospace & Shipbuilding RISC

90. International solidarity and collective bargaining

This Conference believes that the development of genuine, meaningful international solidarity is a key element of any trade union industrial strategy.

To be effective against global corporations working class unity must extend its reach far outside the borders of individual states. Whether that is building international combines with real collective bargaining strategies, governed by workplace representatives working for the same employers and in the same sectors. Or, by looking to safeguard jobs, pay and conditions by taking disputes international and delivering campaigns to apply pressure on the real decision makers. International solidarity is critical.

However, this Conference believes that the principle of international trade union work is undermined when money is spent on trips and other matters not directly related to collective bargaining or building rank and file power. This has to stop.

To build our international work we must engage our own members, who will rightly demand the work.

Therefore, this Conference supports:

- A thorough review of our international expenditure and affiliations to take place during the next six months.
- For that review to focus on value for money and whether we are seeing any meaningful impact on job security and collective bargaining as a result of our expenditure.
- To not agree any further increases to subscriptions to existing international affiliations before the review is completed.
- To not agree any further international affiliations before the review is completed.
- For every instance of international travel to be subject to written justification, with clear reasoning provided as to how that expenditure will directly support our members jobs, pay and conditions.
- Bar exceptional circumstances, to stop all international expenditure that is failing to directly contribute to the defence or improvement of members jobs, pay and conditions, until the end of the review.

Bromley Council Branch (LE/531)

Amendment #1

Delete first sentence and replace with:

“Conference acknowledges that one of the founding principles of Unite was international solidarity and that international solidarity is a key element of any trade union industrial strategy.”

After ‘individual states’ insert:

“Conference applauds the international work of Unite that is held in wide regard throughout the globe and especially by members in multinational companies as well as in regards to upholding our credibility as a left-wing union that has a wider role in civil society. Conference also acknowledges and thanks the international solidarity given to unite by various trade unions and trade union federations across the globe that have undoubtedly helped our members.”

After ‘rank and file power’ insert:

“and ensuring that Unite’s long-standing policies decided by successive Policy Conferences on international is upheld, in regards to industrial work as well as solidarity with trade unions

and people that are oppressed throughout the world and including our equality work that stretched beyond our borders.”

At the end of fifth bullet point insert;
“and is in line with existing Unite international policy”

After pay and conditions in bullet point 6 insert;
‘or adhere to existing Unite international policy’

EM/DE14 Rolls-Royce Staff Aerospace

Amendment #2

Amend as follows: Paragraph 1 – Add at the end of the first sentence:

“Conference notes the historic and ongoing role of Unite members in forging solidarity throughout the globe. From its support for freeing imprisoned trade unionists such as Lilliana Obano and Huber Ballesteros in Colombia, to Jack Jones’ participation in the International Brigades and the fight for democracy in Spain in the 1930s, to more recent solidarity actions in support of Palestinian Post Office Union members fighting for their rights to Work, Voice and Pay in the West Bank and Gaza.

Conference further notes that, in the cases of our Colombian and Palestinian sisters and brothers, such acts of solidarity were made possible by delegations organised by the Unite International Department.”

Paragraph 4 – After the first sentence, insert:

“Delegations to Colombia, Turkey and Palestine have all faced real threats to the safety and wellbeing of Unite members involved. These are not mere symbolic gestures, but genuine acts of international solidarity—defending workers’ rights and amplifying the voices of trade unionists and the voiceless in regions where being a trade unionist or social activist can lead to intimidation, persecution, or even murder by government-sanctioned death squads.”

Unite can be proud of its long and principled history of international solidarity—placing justice, democracy and workers’ rights at the heart of our union. Members in workplaces must be actively encouraged to affiliate to solidarity organisations that are sanctioned by Conference and the Executive Council (EC) across the UK and Ireland.”

Bullet Points – Amend as follows:

- Bullet Point 1 – Amend end of sentence.
- Bullet Point 3 – Delete in full.
- Bullet Point 4 – Delete in full.
- Bullet Point 5 – Amend end of sentence: After “pay and conditions”, add: “and the struggle for democracy, human and trade union rights, as agreed at Policy Conference and the Executive Council.”
- Bullet Point 6 – Amend end of sentence. Replace final full stop with a comma and add: “to ensure our existing international solidarity policies continue during any review process, and to ensure Unite, in line with its agreed international policies, is not hindered from giving logistical, financial and political support to those who need it—such as the men, women and children in Gaza and the West Bank, or trade unionists and social activists in places such as Turkey. Conference particularly notes the importance of donations to organisations such as the Palestine Solidarity Campaign (PSC) and Medical Aid for Palestinians, especially in light of the unfolding genocide in Gaza.”

LE/300 London Heathrow Taxi

Amendment #3

In final bullet point, after 'conditions', insert "or fails to demonstrate solidarity with trade unionists working under oppressive regimes".

Beds & Herts AAC

Amendment #4

Amend as follows:

Add at the end of motion:

"Conference is firmly committed to supporting all sectors and industries our unions represent, drawing upon our extensive international and global "affiliations.

This commitment includes robust collaborations with esteemed organisations that play pivotal roles in the labour movement, such as the International Labour Organisation (ILO), which sets international labour standards; the International Trade Union Confederation (ITUC), which advocates for workers' rights on a global scale; and the European Trade Union Confederation (ETUC), which represents trade unions in Europe and promotes social justice.

Additionally, we engage with the European Public Service Union (EPSU), which represents public service workers; the Global Union Federations (GUFS), which unite unions across various industries; and the Trade Union Advisory Committee (TUAC), which provides input on trade union perspectives.

Furthermore, our affiliation with the International Transport Workers' Federation (ITF) highlights our dedication to ensuring fair treatment in the transportation sector. At the same time, our partnership with the United Steelworkers Union (USW) exemplifies our commitment to advancing workers' rights in the steel industry. We strive to promote equity, enhance working conditions, and advocate for workers' rights worldwide through these alliances.

Therefore, this Conference supports:

- A thorough review of our international expenditure and affiliations to take place during the next six months.
- For that review to focus on value for money and whether we are seeing any meaningful impact on job security and collective bargaining as a result of our expenditure.
- To not agree any further increases to subscriptions to existing international affiliations before the review is completed.
- To not agree any further international affiliations before the review is completed.
- For every instance of international travel to be subject to written justification, with clear reasoning provided as to how that expenditure will directly support our members jobs, pay and conditions.
- Bar exceptional circumstances, to stop all international expenditure that is failing to directly contribute to the defence or improvement of members jobs, pay and conditions, until the end of the review."

National BAEM Committee

E: Environment & Energy

91. A Just Transition to a Green New Deal

This Conference resolves:

To support a Just Transition to ensure the benefits of a green economy are shared widely and no one is left behind. The principle of a Just Transition is crucial for a Green New Deal because it ensures that the transition to a sustainable economy is fair and inclusive.

Conference particularly regrets to loss of domestic electric vehicle manufacturing such as the Luton Vauxhall plant resulting in the loss of 1,100 directly employed jobs and over £150m every year to the local economy when the supply-side is factored in.

This Just Transition means Government must:

- Develop a clear and funded path to a low carbon economy
- Ensure workers and communities across the UK who are most affected by the move towards low carbon industries have a central voice in how this is brought about.
- Make sure jobs are created in the new industries in the regions and nations of the UK - to ensure it retains a strong manufacturing base. It must not simply export carbon-intensive jobs overseas.
- Provide financial support to regions, sectors, and communities that face the most severe socio-economic challenges from the transition to cleaner forms of energy and a green economy.
- Create decent unionised employment, and adequate education or training opportunities to enable workers to transition from non-sustainable industries, ensuring no loss of living standards and quality of life
- Use its procurement powers to invest in public infrastructure that ensures a net-zero economy which creates jobs and boosts industries in struggling communities
- Support (as part of the global north), developing countries in their transition from fossil fuels. This to include providing finance for technology transfer to help developing economies.

Conference instructs the Executive Council to lobby government to achieve these aims and report back at the 9th Policy Conference on progress.

London & Eastern, Services RISC

Amendment

Add a new sentence.

After the bullet-point “Support (as part of the global north) ...” add, as a new bullet point::

- “Abandon policies at odds with a Just Transition, such as a third runway at Heathrow and Gatwick expansion.”

Glasgow/Renfrewshire CYP and NFPS Branch, SC/164/403

92. Renewable Energy

This Conference calls upon Unite to lobby the UK and devolved Governments to increase their focus on renewable energy in the UK. As we continue to move forward to Net Zero targets by 2050, we need a balanced energy mix within the UK to ensure a smooth transition from traditional energy production. This can not be at the detriment to industry and workers within these areas, we need a plan for just transition to make sure that no one gets left behind!

So many renewable schemes have halted in the UK due to planning or funding issues. We need a clear plan of how we can move forward, use the elements that are freely available to us and build a sustainable energy system in the UK.

Much work was carried out in preparation for Swansea Bay Tidal Lagoon. We have Free Ports being developed in various areas of the UK which will need large capacity connections. Plans for more on-shore and off-shore wind as well as more solar farms and as part of the balanced energy mix nuclear power which is a low carbon form of energy production.

Energy is pivotal to this country and everything we do. We need well paid, skilled, unionised jobs to be able to transition to net zero where renewables will play an ever-increasing part of the journey.

Conference, we need a simpler and quicker planning route for these schemes that looks at the bigger picture. We need guaranteed funding from the Government which could be secured by a 1% tax on the super-rich and big businesses, manufacture our own turbines, etc. to put money back into the economy and ensure that the companies involved including the supply chain are unionised work places.

Wales Energy & Utilities RISC

93. A Just Transition to a Green New Deal

This Conference resolves:

To support a Just Transition to ensure the benefits of a green economy are shared widely and no one is left behind. The principle of a Just Transition is crucial for a Green New Deal because it ensures that the transition to a sustainable economy is fair and inclusive.

Conference particularly regrets the loss of domestic electric vehicle manufacturing such as the Luton Vauxhall plant resulting in the loss of 1,100 directly employed jobs and over £150m every year to the local economy when the supply-side is factored in.

This Just Transition means Government must:

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- Provide financial support to regions, sectors, and communities that face the most severe socio-economic challenges from the transition to cleaner forms of energy and a green economy.

- Create decent unionised employment, and adequate education or training opportunities to enable workers to transition from non-sustainable industries, ensuring no loss of living standards and quality of life
- Use its procurement powers to Invest in public infrastructure that ensures a net-zero economy which creates jobs and boosts industries in struggling communities
- Support (as part of the global north), developing countries in their transition from fossil fuels. This to include providing finance for technology transfer to help developing economies.

Conference instructs the Executive Council to lobby government to achieve these aims and report back at the 9th Policy Conference on progress.

Beds & Herts Area Activists Committee

94. No Transition, No Justice How Oil Workers Are Being Left Behind

This Conference believes that slogans like "a just transition" are misleading and counterproductive, suggesting support for the premature end of the oil and gas industry. As workers whose livelihoods depend on this sector, we reject any narrative that calls for its dismantling while oil and gas remain essential to the economy and society.

This Conference rejects the false promises of a "just transition" that lack concrete plans for job replacement, economic stability, or community preservation. Instead, we demand policies that protect jobs, invest in the industry, and ensure a sustainable future for workers and their communities.

We note the hypocrisy of those who demand an end to oil and gas extraction while relying on these resources daily. The industry is vital to the UK, providing energy security, high-quality jobs, and economic support for countless communities. Sacrificing these jobs without credible alternatives is a betrayal of the working class by the labour Government.

What we want to achieve:

1. Oppose the premature closure of oil and gas fields or withdrawal of investment, which threatens jobs, communities, and energy security.
2. Reject "just transition" policies that prioritise job destruction over protecting livelihoods.
3. Call for the UK government to prioritise domestic oil and gas production, reducing reliance on imports and ensuring energy security.
4. Cease collaboration with organisations advocating the industry's extinction without viable alternatives for workers.

Why we want it:

- Members' jobs and livelihoods are at risk.
- Communities face economic devastation if the industry is dismantled without proper support.
- The government is failing to address energy security and protect high-quality jobs.
- Oil and gas workers are not the enemy of the environment !! a more robust approach is needed to protect jobs.

Who we want to do it:

- The union's Executive Council to lead a campaign defending the industry and workers' livelihoods.
- The TUC to advocate for policies that protect jobs and invest in the sector.
- Union officers to engage with MPs, ministers, and industry stakeholders to ensure our demands are heard.
- The union to organise a national conference to build solidarity and develop a unified strategy.

This Conference resolves:

1. Build a broad coalition of workers across the oil and gas sector and related industries to defend the industry.
2. Lobby policymakers to protect jobs and invest in the sector.
3. Host a national conference to develop a unified strategy and build solidarity.
4. Raise awareness among members and the public about the industry's importance.
5. Commit the union to a campaign defending the right to work and opposing policies that undermine livelihoods.

The time for empty slogans is over. The time for action is now.

SC/156/Bilfinger Branch

95. Unite Policy on EVs

Conference notes:

Since Electric Vehicles (EVs) have been introduced there have been concerns relating to fire risks, these include:

- Battery malfunction leading to thermal runaway or short circuits.
- Physical damage caused by collisions, road debris and submersion. Damage to the battery underneath the car cannot be easily seen or identified. Driving through a flooded road could lead to the vehicle catching fire.
- Charging equipment failure and other factors including aging, external fire ignition and human factors.
- Porsche is recalling Taycans due to a manufacturing issue that may result in the battery catching fire.
- There have been 239 electric car fires between July 2022 and July 2023.
- There have been a number of transport ships that have been severely damaged and even lost due to EV's catching fire on one of the many decks.
- Unlike Internal Combustion Engine (ICE) cars that catch fire EV's cannot be extinguished with water or foam due to the battery producing oxygen.
- Once an EV battery reaches thermal runaway it can be described as a thermal lance that will spread fire to nearby vehicles and buildings.
- Some insurance companies are refusing to insure electric vehicles.
- Some shipping companies such as Kystruten and Brittany Ferries have banned EV's due to the risk of fire.
- Due to the mining requirements of lithium, the environmental impact is detrimental to plant. It takes between 37 and 43 tonnes of rock to produce 1 tonne of lithium.

Ford is cutting 4000 jobs in Europe due to slow EV demand. The government's net zero goal will result in job losses in the UK as well as mainland Europe.

Conference believes EV's present an unnecessary risk to not only owners but everyone that has to drive or transport them.

To put workers, owners and the public at risk due to the spontaneous ignition of a lithium battery should not be a policy followed by trade union.

Electric vehicles are at present not an answer to net zero, jobs or the energy companies ability to provide the required level of power.

With a majority of British homes being terraced and having no appropriate charging facilities for homes without off street parking governments crusade for net zero will deprive people of a means of transport.

Charging stations on the road next to terraced houses present an unquantifiable threat of fire to neighbouring houses.

With insurance companies now refusing to ensure EV's people will find themselves unable to tax the vehicles leaving them prone to prosecution if they are unable to keep the vehicle off the road.

Conference calls for:

- The union must change policy regarding EV's and net zero.
- The union should demand from government that all sales of EV's should be suspended until such time that assurances can be given that batteries will not suffer thermal runaway.
- Government should abandon net zero targets until such time that all homes have access to safe charging facilities for overnight charging.
- Jobs must not be put at risk due to the pursuit of net zero.
- The government must be liable for any damage to EV batteries caused by badly maintained roads prone to flooding.

SE/6218 Kent Car Collection Branch

96. Transport Provision in the UK

This Conference recognises the current climate change emergency and the need for commitment to getting more cars off the roads and more people using public transport. We are deeply concerned at the way our public transport network is being run.

Conference calls for a review of the current structure of public transport in the UK to include:

1. The poor reliability of both buses and trains even in the major cities
2. The lack of public transport in rural areas, leaving people effectively stranded if they do not have access to a car.
3. The poor state of the infrastructure, including signals that seem to go down night on daily, and lack of bus and cycles routes.
4. The dangerous overcrowding on busy lines and routes especially at peak times.
5. The accelerated replacement of old rolling stock with less polluting vehicles.
6. The continued above inflation rising costs of fares are unaffordable and are not giving value for money.

With more and more people trying to use public transport this simply must change.

Unite recognises that it will take time and significant investment to create a more reliable transport system across the UK for the 21st century, but urgent action is required to create the transport infrastructure necessary to ensure everyone in the UK has equal access to transport.

This Conference calls upon Unite to campaign put pressure on the UK Government and transport providers to develop a sustainable and affordable integrated transport system for the UK in a co-ordinated and considered manner, to achieve transport fairness across all communities across the country.

Wales Finance & Legal RISC

Amendment

Add a paragraph at the end of the motion as follow:

“Policy conference welcomes the government’s Passenger Railways Services (Public Ownership) Act, which will ensure all rail franchises are back into permanent public ownership within the first term of a Labour government. This Act is to be followed by the introduction of further legislation in the summer to create Great British Railways (GBR) that will reintegrate track and train into one publicly owned rail company with GBR being operational by early 2027. After over 30 years of rail privatisation and campaigning for public ownership, this is a significant victory for the trade union movement. This Union believes that the establishment of GBR must only be the first stage of public ownership and GBR must move to end outsourcing, absorb open access operations and rail freight, end the profiteering of the rolling stock leasing companies and develop publicly owned rolling stock. GBR must also increase staffing on our railways to improve service reliability, safety and accessibility and act to protect rail jobs and skills, including in our rail infrastructure, train manufacturing and supply chain. recognizing the essential work of our London Transport cleaners who were so vital to our safety during Covid and whose work in difficult conditions is so important to the daily safety and efficiency of our transport network. The value of these essential workers must now be fully acknowledged by facilitating their insourcing. Unite the union agrees to lobby the MPs and the Mayors as appropriate to achieve these objectives.

Merseyside Voluntary Sector Branch (NW/522)

97. OFWAT and OFGEM Regulators

In the Energy and Utilities sector, the regulators Office of Gas and Electricity Markets (OFGEM) and the Water Services Regulation Authority (OFWAT) have yet again failed both our members and the consumer.

Since privatisation, the regulator OFGEM has allowed unfettered profiteering by all of the energy companies, whilst being complicit in rising bills and allowing companies to strip workers of their terms and conditions, at the same time as their CEOs have had their pay packets increased exponentially.

OFWAT have failed the water industry by allowing debts of over £80 billion to grow in the privatised companies with little to no investment that was needed. Yet again bills are rising affecting consumers and with our members paying for this through loss of terms and conditions or their jobs. If that wasn’t bad enough, the shareholders are still receiving their dividends.

Conference this needs to stop and Stop Now!

The economic regulators who were designed to protect the consumer and the worker has failed to do its job, and the system set up by the government is once again not fit for purpose!

Fuel poverty affects approximately 6.1 million homes in the UK according to National Energy Action, Conference this is over 6 million too many! The government data estimates the number is much lower, with some of this data being released in line with the changes to who is eligible for the Winter Fuel Payment.

Conference our union calls for public ownership of the Energy and Utilities sector, whilst letting those who have created the debt, keep the debt!

Urgent action is needed. So firstly we call on Unite to lobby the Government, to make sure the regulators are given the powers they need to ensure they work in the interests of the consumer and our members, instead of businesses and do their job!

Secondly, our preference is to make the regulator defunct and bring the industry back into public ownership to allow the system to work for you, our members and for the consumer.

Energy & Utilities National Industrial Sector Committee

98. Unionised jobs cutting energy demand

Conference welcomes the motions passed at the 2024 TUC conference, declaring that the climate emergency will affect all jobs and all workers adversely and is a key trade union issue for us all; and calling for a year of trade union climate action including engagement with community and climate justice groups.

Conference also recognises that no effective transition to a more climate-safe economy is possible without drastically cutting energy demand, and that in the UK this requires an urgent programme of mass retrofit of the housing stock and other buildings, including high quality insulation and installation of low energy heating systems.

Conference notes that:

- Buildings currently account for 20% of energy consumption in the UK. Energy needs in our homes can be reduced to around half with a standard package of energy efficiency measures. A full energy efficiency retrofit could reduce energy requirement by up to 80%.
- Around 6 million UK households are currently in fuel poverty. Alongside a pricing system that guarantees access to essential energy, insulation and other energy efficiency measures would cut fuel bills and end the scandal of cold-related deaths and illness.
- A mass energy efficiency programme would create hundreds of thousands of skilled jobs in every part of the country, plus thousands more in supply chain manufacture for materials and components which could be located in areas facing industrial decline.
- Currently, skills for low energy retrofit are in short supply, as funding for retrofit programmes is too small-scale and piecemeal to provide work experience opportunities or guarantee employment post training.
- Conference therefore resolves to support a campaign for a mass energy efficiency retrofit programme including home insulation and the installation of low energy heating systems, and to ensure that this campaign features prominently within the agreed year of trade union climate action and in any mobilisations which form a part of those actions.

As part of such a campaign, Conference resolves to call on Unite to press for:

- Mass retrofit as a programme of public works, ideally free at the point of delivery and conducted on a street-by-street basis (across tenures), in consultation with residents and community groups.
- The programme to be managed by local authorities, fully funded for the purpose, in collaboration with the FE sector, other local training providers, unions and tenants and residents.
- In-house labour (Direct Labour Organisations) to be the default delivery model, with negotiated pay, conditions and training opportunities applying to all direct and contracted workers.
- Planning of all works by qualified retrofit coordinators, with long-term monitoring of energy efficiency improvements following completion.
- Full accountability to residents, with all contracts to include prompt rectification and compensation when the retrofit does not achieve the claimed results.

Conference instructs the Executive Council to:

- Establish a committee of executive members to take the campaign forward.
- Develop worker-led policy recommendations for a joined-up strategy on training and delivery of energy efficiency retrofit and low energy heating.
- Pursue alliances with other unions and civil society groups including climate activists, healthcare, housing, fuel poverty and disability campaigners, tenants and residents associations and anti-racist activists, to build a broad-based campaign.
- Support Unite branches to campaign locally on retrofit, alongside tenants and residents, community groups and local activists.

CYW & NFP South Yorkshire (NE/403/5)

99. Energy Efficiency

Conference welcomes the motions passed at the 2024 TUC conference, declaring that the climate emergency will affect all jobs and all workers adversely and is a key trade union issue for us all; and calling for a year of trade union climate action including engagement with community and climate justice groups.

Conference also recognises that no effective transition to a more climate-safe economy is possible without drastically cutting energy demand, and that in the UK this requires an urgent programme of mass retrofit of the housing stock and other buildings, including high quality insulation and installation of low energy heating systems.

Conference notes that:

- Buildings currently account for 20% of energy consumption in the UK. Energy needs in our homes can be reduced to around half with a standard package of energy efficiency measures. A full energy efficiency retrofit could reduce energy requirement by up to 80%.
- Around 6 million UK households are currently in fuel poverty. Alongside a pricing system that guarantees access to essential energy, insulation and other energy efficiency measures would cut fuel bills and end the scandal of cold-related deaths and illness.
- A mass energy efficiency programme would create hundreds of thousands of skilled jobs in every part of the country, plus thousands more in supply chain manufacture for materials and components which could be located in areas facing industrial decline.
- Currently, skills for low energy retrofit are in short supply, as funding for retrofit programmes is too small-scale and piecemeal to provide work experience opportunities or guarantee employment post training.
- Conference therefore resolves to support a campaign for a mass energy efficiency retrofit programme including home insulation and the installation of low energy heating

systems, and to ensure that this campaign features prominently within the agreed year of trade union climate action and in any mobilisations which form a part of those actions.

As part of such a campaign, conference resolves to press for:

- Mass retrofit as a programme of public works, ideally free at the point of delivery and conducted on a street-by-street basis (across tenures), in consultation with residents and community groups.
- The programme to be managed by local authorities, fully funded for the purpose, in collaboration with the FE sector, other local training providers, unions and tenants and residents.
- In-house labour (Direct Labour Organisations) to be the default delivery model, with negotiated pay, conditions and training opportunities applying to all direct and contracted workers.
- Planning of all works by qualified retrofit coordinators, with long-term monitoring of energy efficiency improvements following completion.
- Full accountability to residents, with all contracts to include prompt rectification and compensation when the retrofit does not achieve the claimed results.

Conference instructs the Executive Council to:

- Establish a committee of executive members to take the campaign forward.
- Develop worker-led policy recommendations for a joined-up strategy on training and delivery of energy efficiency retrofit and low energy heating.
- Pursue alliances with other unions and civil society groups including climate activists, healthcare, housing, fuel poverty and disability campaigners, tenants and residents associations and anti-racist activists, to build a broad-based campaign.
- Support Unite branches to campaign locally on retrofit, alongside tenants and residents, community groups and local activists.

South Yorkshire Area Activists Committee

100. Addressing Pressures on the Refining and Heavy Energy Sectors in the UK

The refining and heavy energy sectors in the UK are facing unprecedented challenges that threaten their viability and the broader economic stability. These sectors are critical for energy resilience, economic growth, and employment. However, they are currently under significant pressure due to a combination of factors:

Economic Pressures:

- Poor refining margins and weak demand
- High operational costs and low investment returns

Legislative and Regulatory Challenges:

- Stringent environmental regulations and compliance costs
- Competition from non-EU refineries that do not face the same legislative requirements

Market Dynamics:

- Imbalance between refinery product output and consumer demand
- Increased competition from imported refined products

Energy Costs:

- High energy prices impacting operational costs
- Uncertainty in energy supply and pricing

Impact of the Carbon Border Adjustment Mechanism (CBAM):

- The EU's CBAM imposes a carbon price on imports of carbon-intensive goods, including those from the UK
- This mechanism aims to level the playing field between jurisdictions with different carbon pricing, but it adds significant compliance and reporting burdens on UK refineries.
- The CBAM could lead to increased operational costs and reduced competitiveness for UK refineries in the EU market

Impact on Carbon Emissions and Jobs:

- Importing refined products has a significant impact on carbon emissions abroad, as the production processes in other countries may not adhere to the same environmental standards as in the UK.
- Closing refineries in the UK leads to the export of refining jobs abroad while simultaneously importing carbon-producing products, thereby negating efforts to reduce global carbon emissions.

This Conference calls upon the Union to:

1. Lobby the Government:
 - Advocate for policies that support the economic viability of the refining and heavy energy sectors.
 - Seek reductions in regulatory burdens and compliance costs that disproportionately affect UK refineries.
 - Promote fair competition by addressing the disparities between UK and non-EU refineries.
 - Address the challenges posed by the CBAM and seek measures to mitigate its impact on UK industries.
2. Engage with Industry Stakeholders:
 - Collaborate with industry leaders, trade associations, and other stakeholders to develop a unified strategy for the sector's sustainability.
 - Facilitate dialogue between the government and industry to ensure that policy decisions are informed by the realities of the sector.
3. Secure the Future of Refining in the UK:
 - Support initiatives that encourage investment in the refining sector.
 - Advocate for measures that ensure energy security and stable pricing for heavy energy users.
 - Promote the development of skills and employment opportunities within the sector.
4. Propose Solutions for CBAM Challenges:
 - Free Allowance Allocation: Advocate for the continuation and expansion of free allowance allocations under the UK Emissions Trading Scheme (UK ETS) to mitigate the impact of CBAM on UK refineries
 - Investment in Decarbonisation: Encourage government support for investment in decarbonisation technologies, such as carbon capture and storage (CCS) and hydrogen production, to reduce the carbon footprint of UK refineries
 - International Collaboration: Promote international collaboration to harmonize carbon pricing mechanisms and reduce the risk of carbon leakage
 - Support for Export Competitiveness: Ensure that policies consider the competitiveness of UK refineries in export markets, not just domestic markets

The refining and heavy energy sectors are vital to the UK's economy and energy security. By taking decisive action, Unite the Union can play a crucial role in securing the future of these industries, protecting jobs, and ensuring a stable and resilient energy supply for the nation.

Scottish CPPT RISC

101. Public Water Campaign

Conference notes that:

Access to clean, reliable and affordable water is a human right and essential public service.

In both Ireland and Britain, there has been ongoing privatisation, commodification, and corporate influence over water services, leading to higher costs, erosion of water workers terms and conditions, service degradation, and environmental harm. The climate crisis and economic instability are further threats to water security, making public ownership and strong regulatory protections essential.

Workers in water services and communities have consistently fought against privatisation and for publicly owned water systems. For example, in Ireland, workers continue to fight against the introduction of water charges, for the protection of water workers' pay and conditions and against the trojan horse for outsourcing that is 'Irish Water' and for a national public water referendum. In Scotland, Unite members are fighting for fair pay for water workers against the backdrop of increased water charges.

This Conference believes that:

1. The fight for public water is both an industrial and a political struggle, requiring coordination between trade unions, campaign groups, and working-class communities.
2. Privatisation and deregulation of water services have overwhelmingly benefited private corporations at the expense of public well-being, workers' jobs, pay and conditions, and environmental sustainability.
3. Solidarity is essential in resisting neoliberal attacks on public services and that Unite should lead the campaign to oppose water privatisation across Ireland and Britain.

This Conference resolves to:

1. Launch a coordinated 'Unite for a Workers Economy' campaign or similar, crossing industrial and political spheres, to demand fully public water services across Ireland and Britain.
2. Work with other unions, campaign groups and community organisations to build mass support for public water and oppose any further privatisation or outsourcing.
3. Organise industrial action where necessary to defend jobs, working conditions, and public ownership in the water sector.
4. Support legal and political efforts to enshrine public ownership of water services in legislation, including supporting public referendums.
5. Educate and mobilise our members on the importance of public water, including through workplace meetings, public events, lobbying efforts and protests.
6. Demand political parties and public representatives commit to the full municipalisation and public control of water services.

Unite Young Members Committee Ireland

F: Improving Health & Safety

102. Extreme weather: Protecting workers' health and safety.

With environmental degradation and climate collapse, extreme weather events are becoming increasingly regular and more destructive.

Conference recalls the death of Unite member Matthew Campbell during Storm Ali in 2018 after his employer failed to conduct a risk assessment and disregarded an amber weather warning.

A recent survey of Ireland region members conducted in the aftermath of Storm Éowyn, a red weather alert across the island with an advisory to stay home, revealed 59% of Unite members having outdoor work duties were forced to perform them during the storm. 72% of these workers did not consider that work to be safe and 63% said their employer had failed to take due precautions. More widely 76% of Unite members said their employer either didn't have an extreme weather health and safety policy or that they were unaware of one. It is vital that we secure improvements in legislation, regulation and enforcement to protect and safeguard workers in such events.

We therefore instruct the union to lobby governments for robust health and safety legislation to protect workers from the workplace impacts of climate change:

A. Extreme weather events and natural disasters

- A statutory obligation on employers to conduct extreme weather risk assessments for all employees – including for essential workers travelling to and from work during extreme weather events.
- A legal obligation on employers to implement graduated alert-based responses e.g. outdoor work must cease during amber alerts; non-essential work must cease during red alerts.
- A legal requirement that, where the above provisions require work to cease, workers be paid as usual for the day/days in question.
- Explicit prohibition of any attempts to shift the cost of extreme weather events onto workers (by deducting pay, requiring workers to take leave, use flexi-time or TOIL, or similar).
- Extend existing protections under Health and Safety legislation to the self-employed.

B. Extreme temperature events

- Establish maximum temperatures depending on the type of work and the working environment and oblige employers to attempt to reduce temperatures.
 - An action level of 24C where heat management controls/systems must be put in place.
 - Absolute maximum temperature of 30C (or 27C for strenuous jobs) at which work should stop if these cannot be prevented by using engineering controls.
- Oblige employers to monitor temperatures and conduct risk assessments, with the nature and scope of the assessment laid down by law.
- Establish specific provisions protecting 'at risk' groups of workers
- A statutory obligation on employers to put in place specified monitoring and mitigation measures.

C. Recognition of temperature-related illnesses as occupational diseases

- Legislation to recognise illnesses caused by extreme workplace/site temperatures as occupational diseases as per the ILO List of Occupational Diseases Recommendation, 2002.

Irish Executive Committee

103. Climate Justice and Air pollution

The UK Government's climate action plan is not only not addressing the crisis workers are facing but it has been ruled illegally inadequate. Workers are being exposed to life-impacting air pollution made worse by the climate crisis and are expected to work in extreme weather conditions that put them at risk of heat stroke, freezing temperatures, floods in their working environment and in their commute to and from work.

In particular, indoor air pollution must be given a much higher priority:

- Regulations made under the Health and Safety at Work Act 1974 must be amended to include climate risks for workers.
- The Workplace (Health, Safety and Welfare) Regulations 1992 and the Control of Substances Hazardous to Health Regulations 2002 need to include enforceable higher health-based standards and duties on employers to conduct and act on indoor air pollution occupational risk assessments including monitoring and working with Union Reps to reduce and control air pollution.
- Employers must be advised to carry out air pollution risk assessments in conjunction with the workforce and recognised trades unions, including assessments of vulnerable groups.

We call on Unite to:

- Work with TUCAN (Trade Union Clean Air Network) and other progressive organisations to address and improve air pollution inside the workplace and in the environment.
- Campaign for climate justice and a worker-led just transition towards slowing down climate change, which will involve all Unite sectors discussing and proposing changes towards global decarbonisation.
- Commission the Unite Executive Council to produce a work plan on Climate Justice and Air Pollution within 3 months of the 2025 Annual Conference and report progress to the next Annual Conference.

NW/0522M Preston and South Ribble Branch

104. H&S and Climate Change motion

Recent years have recorded some of the hottest on record and this conference recognise that we are likely to experience record-breaking heat again this summer and in coming years. This puts many people at risk around the World and in the UK, especially the elderly, infants, pregnant women and disabled people, but also all workers, especially those working outdoors with no protection. We do recognise that the Climate Crisis is a trade union issue whether it is about a Just Transition and defending jobs or about the health and safety of all workers.

As highlighted by the 2024's Workers' Memorial Day on the theme of "Climate Change & Workers' Health", the impacts of the climate crisis are becoming increasingly an occupational hazard and a health and safety issue for workers and trade unions. Deaths at work and employment disruption as a result of global warming, not to mention occupational illnesses caused by polluting fossil fuels, are rising everywhere, and are only expected to increase.

This Conference welcomes the TUC Congress passing a motion in support of new regulations about hot temperature and workers as well as supporting the Heat Strike campaign, as joint Days of Action between workers, trade unions and Climate Justice groups

on the model of the Youth Climate Strikes. The Heat Strike is not a legal union strike but can take many forms by workers and citizens including direct actions, use of Section 44 Health & Safety provision of the Employment Rights Act 1996, protests, workplace lunch time walkouts and awareness raising, lobbying of politicians or community actions.

This Conference therefore agrees to endorse the TUC Congress demands and campaign for:

- Set national maximum working temperature - Since 2008 unions have been calling for a maximum working temperature, but the UK government still isn't listening. We demand the UK government set a national maximum working temperature.
- Put in place a heat wave furlough scheme - Heat waves in the UK are only set to get hotter and more frequent, working people can't afford to bear the cost of climate breakdown and they shouldn't have to. We demand the government and employers set up a heat wave furlough scheme.
- Lobby the government to make an effective climate action plan - The UK government's climate action plan has been ruled illegally inadequate. People are feeling the heat right now through job losses, extreme weather events and increased heat. We demand the government make a plan to protect workers and vulnerable people now, and to avert the worst of climate collapse in years to come.

This Conference also agrees:

- Support campaigns to establish a heat furlough and maximum workplace temperature, including Heat Strike and Cool It
- Campaign in our workplaces and to raise awareness of the links between the Climate Crisis and Health & Safety issues, including leaflets for members and surveys to find out about workers' experiences of working through previous heatwaves
- Develop a resource & campaign pack for safety reps to run focused campaigns around heat stress in the workplace, air conditioning, ventilation, and best practice in building design
- Demand the retrofitting buildings with adequate insulation, shading and ventilation to prevent overheating as many workplaces and educational settings are far too hot for a large part of the year, and this is largely preventable with proper building design. Such building design and insulation can also help keeping workplace warmer in the winter
- Take part and publicise the joint campaign between unions, communities and climate groups - Heat Strike
- Bring climate issues to the forefront of the union's activity: including green bargaining in all Reps training; establishing national and regional networks of green reps; identifying heat and extreme weather hazards in the workplace and working and establishing a committee of executive members to take these initiatives forward.
- Support union branches in organising relevant outreach events, including in branches and in workplaces, and in joint local activities with other unions and with wider civil society groups including climate activists, healthcare campaigners, housing campaigners and anti-racist activists.
- Actively support the year of trade union climate action, which should start in autumn 2025, with COP30 in Brazil, 10-21 November, as a key mobilising moment of unity in the struggle to ensure workers' right to protection against impacts of climate chaos

East London NHS Foundation Trust (LE/7113L)

105. Mental Health First Aiders

Conference wants to clarify policy on our approach to the creation of Mental Health First Aiders by our employers.

The TUC Guide to Mental Health, published in 2018, contains a critical assessment of the initiative, but stops short of outright condemnation, citing some potential benefits as well as problems, but a lack of information to judge the overall effectiveness.

Experiences of dealing with distressed and potentially suicidal members gives an indication of the stress and anxiety caused to both member and union rep, especially when management is unwilling to deal properly with the cause of the problem. We generally deal well with these situations because the union provides a support network to the union representative within the workplace and from outside. The Mental Health First Aider, by contrast may feel isolated and therefore vulnerable to giving incorrect advice under the extreme pressure of a life and death situation.

The TUC analysis further identifies a major flaw in the concept of Mental Health First Aid, in that it relies on an analogy with physical injuries and illnesses. There is a growing body of evidence which suggests it is wrong to regard mental health conditions as illnesses requiring treatment; rather they are frequently expressions of neurodiversity for which greater understanding and consideration are more appropriate remedies.

Conference calls on the union to publicly oppose the use of Mental Health First Aiders in the workplace, and instead to promote the role of properly trained and supported union representatives as a safer and more effective solution.

North West, Engineering, Manufacturing & Steel RISC

106. Health Inequity – Reducing Prostate Cancer Deaths

This Conference is asking Unite to lobby the Labour government to reduce UK male deaths caused by prostate cancer.

There is little prospect of Government implementing an NHS national prostate cancer screening program for all men until the results of the TRANSFORM Clinical Trial are published in 10-15 years time. In the meantime, annually >55,000 and 12,000 men will be diagnosed and die, respectively, of prostate cancer in England. Recent (2025) data confirm Black African/Caribbean men are:

- At double risk of getting prostate cancer
- Are less likely to receive life-sparing treatment for high-risk confined cancer
- Have a worse outcome

Many men are unaware they are entitled to a free National Health Service (NHS) prostate cancer blood test from age 50, and GPs (General Practitioners) are discouraged by national NHS guidelines to test for prostate cancer. Yet survival is dramatically improved if their cancer is diagnosed early because they are more likely to be totally cured. Unfortunately, early-stage cancer often does not show any symptoms so a proactive approach to diagnosis is badly needed.

NHS Guidelines for GPs urgently need updating. African/Caribbean and white men should be urged to have a PSA (Prostate Specific Antigen) blood test for prostate cancer at age 45 or 50, respectively. Additionally, Government-led national public health messaging is essential to improve awareness.

Initial PSA testing could be performed by ancillary health professionals without need for GP-performed rectal examination. This should result in more men being diagnosed with curable early-stage prostate cancer, helping to achieve the NHS target of at least 75% detection of early-stage cancers.

Conference instructs Executive Committee to lobby the Governments' Health Minister now to address this public health inequity, especially affecting Black and economically deprived men and their families.

Nottinghamshire NHS (EM/NG32)

107. Men's Health Awareness Month

Unite rightly recognises many International awareness days and months that support our members and communities under the equalities strand and calendar to raise very important issues affecting various member groups in society who are under-represented or subject to persecution around the world.

The aim of this motion is to ensure Unite highlights health issues experienced by men and signposts male members to charities and organisations who can provide support to our members. This is particularly poignant during the month of November which is Men's Health Awareness Month and is also when International Men's Day falls. Ultimately, if we can save one life by signposting members to the right help and support then it will be seen as a success.

Tragically, suicide is the biggest killer of men under the age of 50 and almost 3/4 of all suicides are men. 78% of suicides in Wales are male. By signposting members to Mental Health charities and running awareness campaigns on Men's Health Awareness Month and International Men's Day we could help prevent suicides within our membership. Charities such as Andy's Man Club, MindtheMen and James' Place are examples of men's suicide prevention charities that many people may not be aware of.

Prostate Cancer is the most common cancer in men. More than 52,000 men are diagnosed with prostate cancer every year on average, that is the equivalent of 144 men every day and every 45 minutes one man dies from Prostate Cancer, that's more than 12,000 men every year. 1 in 8 men will be diagnosed with Prostate Cancer in their lifetime. By signposting to local and national Prostate Cancer Charities and encouraging people to have their prostate examined we can break the stigma of the examinations and help save the lives of our members.

Testicular Cancer is also a taboo subject with men. Testicular Cancer is the most common cancer affecting people assigned male at birth aged 15 to 35. The most common sign to look out for is a painless lump in your testicle. Testicular cancer that's diagnosed and treated early has an excellent cure rate. Signposting people to charities such as BaggyTrousersUK and encouraging members to 'Check their balls' will help early diagnosis.

Unite has a membership of circa 1.4 million and it is believed that circa 72% are male. We want to encourage our members to talk and seek support to avoid health issues that have been outlined above. Men's health awareness month, which is recognised in November each year, is the perfect opportunity for Unite to play its part in saving lives and signposting to charities and support groups.

It should also be noted that other Unions such as Unison, CWU, ASLEF and NAHT all recognise Men's Health Awareness Month and International Men's Day as part of their equalities calendar. Unite, as the largest trade union in the UK, should be leading the way

and not following. Conference calls on our union to support and recognise Men's Health Awareness month and International Men's Day as part of the Unite calendar with the primary purpose of signposting our members to support for various health issues and ending the endemic of Male suicide in the UK by promoting and nurturing a speak up culture.

Conference supports this motion to show our members that they aren't alone, there is support and help there for them in their darkest hours and that they aren't alone in dealing with them.

Airbus UK Broughton (WA/B6080)

108. Recognising International Men's Day

This Conference notes:

Unite rightly recognises many national and international awareness days which supports our members and communities to raise important issues affecting various member groups in society.

75% of suicides are male which is the biggest killer of men under the age of 50 with a man dying on average every 90 minutes, according to the Campaign Against Living Miserably (CALM).

Charities such as Talk Club, Andy's Man Club, MindtheMen and James' Place are examples of men's mental health and suicide prevention charities that many people may not be aware of.

Prostate cancer is the most common cancer in men. More than 52,000 men are diagnosed with prostate cancer every year, which on average is 144 men every day. Every 45 minutes one man dies from prostate cancer which is more than 12,000 men every year. 1 in 8 men will be diagnosed with prostate cancer in their lifetime.

Testicular cancer is also a taboo subject and is the most common cancer affecting people assigned male at birth aged 15 to 35 which if diagnosed and treated early has a high cure rate.

Unite has a membership of circa 1.4 million and it is believed that 72% are male.

Other trade unions such as UNISON, CWU, PCS, ASLEF and NAHT all recognise International Men's Day.

This Conference believes:

- Highlighting issues experienced by men and signposting members to charities and organisations can provide the right help and support.
- Signposting to mental health charities on International Men's Day could help prevent suicides.
- Signposting to prostate cancer charities and encouraging members to have their prostate examined can potentially save lives.
- Signposting to testicular cancer charities and encouraging members to self-examine could help early diagnosis.
- Encouraging our members to talk and seek support avoids health issues.
- International Men's Day, which is recognised on 19th November, is the perfect opportunity for Unite to play its part in saving lives, and signposting to charities and support groups.

This Conference resolves:

- To overcome the stigma, cultural barriers and systemic discrimination by showing our members that support and help is available when experiencing hardship and adversity.
- To raise awareness of men's health issues and ways of dealing with them.
- To call on Unite's Executive Council to recognise International Men's Day.

South West Finance & Legal RISC

109. Unite Against HIV Stigma and for Community Support

This Conference notes that:

1. HIV remains a significant public health issue in the UK, impacting thousands and exacerbated by persistent stigma and misinformation. Despite advancements in treatment and prevention, which now allow individuals with HIV to live full and healthy lives, these advancements are not universally understood, and stigma continues to hinder progress.
2. The Fast Track Cities initiative, a global partnership including UK cities, aims to end the HIV epidemic by 2030 through accelerated local action. This initiative relies on collaboration between cities, municipalities, and crucially, communities.
3. Unite the Union, as a major voice for working people, has a proud history of championing social justice and the well-being of its members and their communities. Engagement with public health initiatives like Fast Track Cities aligns directly with this commitment.

Conference believes:

1. Education is vital in empowering members with accurate information about HIV treatment and prevention, combating stigma, and fostering a supportive and inclusive environment. Informed members can become powerful advocates within their workplaces and communities.
2. Meaningful change happens at the local level. Collaboration with local Fast Track Cities groups offers Unite members a direct opportunity to contribute to impactful initiatives within their own communities. This grassroots engagement strengthens community bonds and promotes collective action.

Conference instructs the Executive Committee to set up a working group and empower that group to:

1. Develop and disseminate accessible educational resources on current HIV treatment and prevention information to all members. This will include exploring the feasibility of workshops, seminars, or webinars featuring healthcare professionals and HIV experts.
2. Leverage Unite's communication channels to raise awareness about HIV, combat stigma, and promote understanding. This will include amplifying positive messages about living and working with HIV and challenging misconceptions.

3. Encourage all Unite branches to actively engage with their local Fast Track Cities groups to identify opportunities to offer support, collaboration, and member involvement.
4. Encourage members to volunteer their time and skills to local HIV initiatives.
5. Actively promote a culture of understanding, support, and zero tolerance for discrimination against individuals living with HIV throughout the union.
6. To campaign for improved access to HIV services and support at both local and national levels, including challenging discriminatory policies and practices.
7. Report back to the next Policy conference on the work undertaken.

Wales LGBT+ Committee

G: Organising

110. Organising Agency Workers

This Conference notes:

1. The decision of the 2021 Unite Policy Conference to:
 - a. Increase union density among agency workers to achieve greater industrial strength.
 - b. Lobby the Government to strengthen the Agency Workers Regulations.
2. Analysis of the Labour Force Survey (LFS) done by the Resolution Foundation, published in its report entitled “Secret Agents: agency workers in the new world of work”
3. UK Parliamentary Committee Evidence on Future World of Work (March 2017).

This Conference believes that:

1. Demand for agency workers is set to increase in the next decade.
2. The existence of permanently employed agency workers is as significant as that of temporarily employed agency workers.
3. Both permanently and temporarily employed agency workers are ‘here to stay’.
4. The rise of permanently employed agency workers means that organising and negotiating against the casualisation of work alone cannot strengthen union representation of agency workers.
5. Unite and union membership recruitment and retention may suffer without a bespoke focus on agency workers.
6. In areas where agency workers coexist with direct employees organised by Unite, Unite should seek to:
 - a. Organise those agency workers in all sectors.
 - b. Involve them in any dispute with the employer to the best of our ability.
 - c. Aim to reduce their casualisation as much as possible.

This Conference resolves to commit Unite’s Executive Council to:

1. Create a mechanism to enable members to identify themselves as agency workers to the union, and vice versa.
2. Campaign to raise awareness of the need to update membership records among members who are agency workers.
3. Survey the employment and experiences of all members who are agency workers.
4. Create democratically elected, national and regional ‘Agency Workers Committees’, akin to the equality committees, which would represent agency workers and make recommendations following the results of point 3.

Coventry & Warwickshire Local (WM/6050)

111. Attacking Trade Union Unite Representatives in Workplaces.

Conference notes and is concerned with increasing rise of attacks on Unite Reps for conducting their various rolls and duties for representing members and are regularly challenged with direct biases for implementing their respective roles by scrupulous employers and management with further attacks on local union facility time agreements.

Conference recognises these actions are perpetrated by employers with the single aim to dismantle and discredit trade unions Reps and this is further compounded by micro-

management of Reps. The impact of these actions by employers has a profound impact on Reps' mental health and wellbeing and in most cases which then leads to absence from work with possible disciplinary action on the Reps return to work.

Conference is further concerned with direct attacks by employers on union facility time, which is solely designed to undermine the role of Reps for participating in union activities and duties.

Section 146 of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULR(C)A 92) protects workers from being subjected to detriment related to trade union membership or participation in trade union activities. This includes both trade union duties (collective bargaining and individual representation) and trade union activities (such as attending branch meetings or conferences)

This Conference calls on Unite to take the following actions:

- If any Unite Rep is under attack, this should be brought to the attention of the relevant constitutional committee for support and assistance.
- To establish an escalation route from Regional to National Unite Constitutional Structures for further support and assistance.
- To engage with full time officers at all stages of escalation.
- To further raise awareness of wellbeing support for new and experience Reps and up-skilling education sessions on Facility Time and protection of Reps Rights.

East Midlands, Food Drink & Agriculture RISC

112. Fighting for Union Reps

This Conference notes that:

1. Trade union representatives play a vital role in advocating for workers rights, fair treatment, and safe working conditions. They provide essential support to employees, ensuring that workplace policies align with principles of fairness, equality, and legal compliance.
2. Despite legal protections, union representatives frequently face discrimination, intimidation, and retaliation from employers or management for fulfilling their duties. This includes exclusion from decision-making processes, unfair disciplinary actions, obstruction of union activities, and in some cases, dismissal.
3. Such discriminatory actions not only violate fundamental worker rights but also create a hostile and oppressive work environment. They foster a culture of fear, discouraging workers from engaging in union activities or seeking representation, thereby weakening workplace democracy.
4. Discrimination against union representatives significantly undermines collective bargaining, erodes trust in workplace relations, and disrupts fair employment practices. By suppressing union representation, employers create an imbalance of power that leads to exploitation, inequality, and poor working conditions.
5. Workplace discrimination against union representatives also represents a broader failure to uphold equality, diversity, and inclusion. If those tasked with ensuring fair treatment are targeted, it signals a disregard for workers rights, particularly for marginalized groups who often rely on union support to challenge workplace discrimination.

This Conference believes that:

1. Any form of victimisation, harassment, or discrimination against union representatives is an attack on the rights of all workers. Such actions weaken the foundation of workplace equality and contradict principles of fairness and justice.
2. Employers must be held fully accountable for any discriminatory treatment of union representatives, ensuring that their actions align with employment laws, human rights protections, and ethical workplace standards.
3. Stronger legal protections, stricter enforcement, and meaningful penalties must be established to prevent discrimination against union representatives. Clear and enforceable consequences should exist for employers who engage in such practices.
4. Solidarity among workers is essential to challenging unfair treatment, protecting union representatives, and strengthening the overall role of trade unions. Collective action is necessary to resist any attempts to suppress workplace democracy.
5. Promoting workplace equality requires protecting those who advocate for fair treatment. Ensuring that union representatives can operate without fear of reprisal is a fundamental part of fostering an inclusive and just work environment.

This Conference calls on Unite to resolve to:

1. Condemn any form of discrimination, harassment, or victimisation of union representatives in the strongest possible terms, recognising it as a direct threat to workers' rights and workplace equality.
2. Provide full support, legal assistance, and representation to any union representative facing discrimination, ensuring they are protected against retaliation.
3. Campaign for stronger legal protections and more effective enforcement mechanisms to prevent and penalise discrimination against union representatives. This includes lobbying for legislative reforms where necessary.
4. Raise awareness among members and the wider workforce about their rights and protections regarding union activities. Education and advocacy efforts will help empower workers to resist unfair treatment.
5. Engage in active dialogue with employers, demanding respect for union representatives and adherence to fair, transparent, and constructive relations with trade unions. This includes advocating for policies that promote equality, inclusion, and non-discrimination in the workplace.
6. Mobilise collective action where necessary, including protests, negotiations, and legal challenges, to oppose any efforts to undermine union representation and workplace democracy.

This Conference stands firmly against any form of workplace discrimination and reaffirms its commitment to defending the rights of union representatives and the workers they serve.

London & Eastern, Regional Women's Committee

113. Improvements to facilities time

Since the formation of Unions, employers and successive Conservative governments have constantly attacked reps and members' terms and conditions, leading to a decline in union membership. Reversal of any of these attacks has been slow. Thankfully, union membership has been increasing again, though very slowly.

Reps' facilities time is one element that has been under attack. Facilities time is the time given to reps to represent our members over pay, terms, and conditions, prepare for grievance and disciplinary hearings, etc.

Under the law, reps in recognised workplaces are allowed reasonable paid time off to carry out trade union duties and reasonable unpaid time off for trade union activities. Some companies classify attending union constitutional committees and conferences as an activity and will not give a paid release to attend. When attending these committees and conferences, we are representing our members and their views/opinions.

This can lead to reps losing money through loss of pay. Although, in some instances, the union will cover basic pay, this does not make up for the loss of shift premiums and other allowances and the time taken to gather all the evidence required to prove loss of pay. Examples exist of reps using their annual leave to attend meetings. This is particularly an issue where members are workplace reps on several committees.

This motion aims to remove some of the barriers that stop reps from attending our constitutional committees and conferences. Some committees already have difficulty filling seats.

There is no statutory right to paid time off for trade union activities.

Conference calls on Unite the Union to lobby the government to reclassify certain trade union activities as duties to ensure our reps get paid time off to sit on the union's constitutional committees (RISCs, NISCs, AACs, Regional Committees, Executive Council, etc.) and conferences so that our members can be represented adequately on these committees and at conferences. This could be achieved by lobbying employers to include paid time off for Trade Union activities and lobbying the government to change the law (TULR(C)A 92, Section 168) so reps have no fear of loss of earnings while attending and/or being put into situations where they feel they must use annual leave etc. to attend such meetings.

CPPT RISC, South West

Amendment

After "There is no statutory right to paid time off for trade union activities." add:

"There is also no statutory right to pay or time back when undertaking necessary duties related to the employer outside of contracted hours."

At the end of the motion add:

"and to ensure that reps undertaking necessary duties related to the employer outside of their contracted hours are paid or given time back."

NEYH 40727 Hull and East Riding LA Branch

114. Improvements to facilities time

Since the formation of Unions, employers and successive Conservative governments have constantly attacked reps and members' terms and conditions, leading to a decline in Union membership. Reversal of any of these attacks has been slow. Thankfully, union membership has been increasing again, though very slowly.

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South West - Wiltshire Area Activist Committee

H: Pensions & Retirement

115. State Pensions

Conference will be aware that the second Tier State Pension has been in force since 2016 and was intended to pay a pension that when introduced, would mean that all pensioners would have sufficient to live on without having to claim pension credit or other benefits such as discounted community or council tax. When this pension was introduced the Government of the day decided not to offer it to the existing pensioners on the grounds that the exercise would place too large a burden on the taxpayers. We now have a complicated pension system of two tiers which due to the pension increase each year being paid in percentages.

When we were still members of the European Union, the coalition Conservative/Liberal Democrat Government, introduced the triple lock which guaranteed that the State Pension will rise by a minimum of either 2.5%, the rate of inflation or average earnings growth, stating that this would close the gap between British pensioners and our continental colleagues. There is no evidence that this has happened. According to the latest Department for Work and Pensions figures, there are 12.6m people being paid a State Pension and 75% of them are on the Basic State Pension, currently £169.50. They fare far worse in any increase than the 25% on the often-quoted New State Pension of £221.20. The much-vaunted increase in the State Pension of 4% in April 2025, will leave the bulk of pensioners only receiving an increase of £352, not the Government quoted figure of £460. This however can become even more complicated as some on the Basics State Pension may qualify for the “additional state pension”, known as the state earnings-related pension scheme (SERPS). Furthermore, some contracted out of SERPS and paid into a workplace scheme so have a private pension as a result.

Conference agrees that the triple lock by itself is no answer to a low State Pension which will never keep up with the rise in average wages, because a similar percentage rise to that of average wages, will always result in the State Pension falling further behind average wages in monetary terms. For example, a 4% increase in the New State Pension, currently £221.20 per week (£11,502.40 p.a.) and forecast to be £230 per week (£11,962.50 p.a.) in April 2025, is only a £8.80 per week (£460p.a.) increase, but a 4% increase for a person who is working, and on the average wage of £605 per week (£31,460 p.a.), is £24.20 per week. Any increase in workers' pay, or the State Pension, based on a percentage will mean those on an average wage will always receive more in cash terms. It should be noted that the increase in the Basic State Pension in April 2024 was £13.30 and for the New State Pension was £17.35.

Conference agrees that the differences in the State Pension make it an unfair system and asks the Executive Council to campaign with the National Pensioners Convention, the Scottish Pensioners Forum, Age UK, and the TUC, to equalise the State Pension at 70% of average earnings for all pensioners, and dispel the myth that, the triple lock will keep the State Pension in line with average earnings.

National Retired Members Committee

116. Living Pension

The Conference notes the work done by Silver Voices, the online organisation for older people, on the creation of a new state pension policy. This calls for the state pension to be aligned with 50% of UK average earnings, which would achieve a pension, at the current figures, of £340 per week. This would have the effect of making obsolete the Pension Credit system which applies to a minority of those receiving the state pension and, even so, has a poor take-up rate, saving the Treasury an estimated £2bn per annum. Also, this would scrap the need for the Triple lock as pensions would be aligned to average wages.

Conference therefore resolves to instruct the National Retired Members Committee to:

1. Pursue this policy in conjunction with all pensioner organisations within the 4 nations of the UK.
2. Make direct representation, subject to Executive Council authorisation, to the DWP to persuade them to put this policy into practice.
3. Seek to ensure that the Labour party is aware of and understands the policy with a view to adopting it.
4. In conjunction with the Executive Council, represent all other parties at Westminster and those represented within the devolved parliaments to try to ensure their support for this policy.
5. Encourage Regional and Branch Retired Members Committees to pursue this policy with a view to gaining support for it at regional and local levels.

The Conference further instructs the National Retired Members Committee to report back on progress on this issue.

South East Retired Members Co-ordinating Committee

117. Company Pension Provision

Company pension provision has been consistently eroded over the course of several decades.

Upon starting work, many in this room could have expected to receive a final salary pension scheme.

Companies systematically closed these schemes to new entrants and eventually to future accrual. Some workplaces have managed to retain hybrid schemes (part final salary, part defined contribution), but for the large part company pension schemes are now Defined Contribution (DC) schemes, which are effectively tax-free savings plans and not pensions, with most of them being the bare minimum to satisfy the auto enrol legislation.

Many of our members are facing the very real prospect of a choice between a retirement in poverty or having to remain in work long after the state pension age despite giving many years of service to financially healthy companies.

Pensions are deferred wages and have been hugely eroded by the companies that we negotiate with. It is high time that we pushed for better, so that after a lifetime of work our members can retire in dignity.

Therefore, Conference calls on Unite to adopt as policy an active campaign that pushes for unite bargaining groups to negotiate increases to their pension provision up to a level that our members will be able to retire upon. This to include the reopening or creation of final salary or hybrid schemes. This is a fight that will likely be bigger than just our union and will no doubt require working with our sister unions in common cause to these ends.

North West Aerospace & Shipbuilding RISC

118. Protecting Pensions

This Conference notes that:

In April 2025, the UK State Pension is set to increase by 4.1% under the Triple Lock System, raising the new full state pension from 3221.20 to £230.25 per week, or £11,973 annually. However, with Personal Tax Allowance frozen at £12,570 until 2028, this will leave low-income pensioners dangerously close to the tax threshold.

Conference recognises that this narrow gap of £597 means that pensioners with even modest additional taxable income-such as savings interest-could find themselves expectantly liable for income tax. Furthermore, those receiving means-tested benefits may be pushed over the eligibility threshold, losing essential financial support.

In the Republic of Ireland, Budget 2025 increased the State Pension by €12 per week to €289.30. This amount falls short of the advocated increase in the State Pension to 34% of average earnings as outlined in the Roadmap for Pension Reform 2018-2023. Ireland is currently the only country in the EU zone with a state pension not index-linked to wages or inflation. One of the coalition parties in the newly formed Irish Government indicated in their manifesto that they would increase the state pension by €12 per week in the subsequent 5 budgets. The Cumulative effect of these increases would still leave the State Pension below 34% of average earning.

This Conference further notes that this situation is a direct consequence of fiscal drag-the process whereby tax thresholds remain frozen despite inflation and earnings growth, increasing the number of people liable for tax. By failing to raise the personal allowance in line with inflation, the UK government is effectively imposing a stealth tax on pensioners, forcing more of them into the tax system and increasing financial hardship.

This Conference believes that pensioners should not face an unfair tax burden simply for receiving a modest income above the State Pension.

This Conference calls on Unite the Union to:

1. Launch a campaign to highlight this issue and demand an increase in the tax threshold and demand an increase in the tax threshold to protect low-income pensioners.
2. Lobby the UK government to ensure that pensioners are not unfairly taxed due to frozen personal allowance and the effects of fiscal drag.
3. Work with the TUC and other relevant bodies to press for policy changes that protect pensioners from financial hardship.
4. Lobby the Irish Government to demand the full implementation of the Roadmap for Pension Reform 2018-2023 and advocate for an increase in the State Pension to at least 34% of average earnings.

Work on the above items should commence immediately, with an update provided to the Executive Council within 12 months.

Ireland Retired Members Co-ordinating Committee

119. Pensions Entitlements in Retirement

The recent cost of living crisis has exposed the inadequate low pensions provision and some non-inflation proofed benefits pension providers receive.

The growing gap between pensioners payments prior at 2016 £169.50 and pensioners payments after 2016 £221.20 this is a gap of £52.70 and will continue to get greater as the years roll by.

The winter fuel payment introduced in 1992 and updated in 2003/04 to a standard rate of £200 and £300 which was withdrawn from the majority of pensioners in 2024, was still the same 20 years later.

The 25p a week increase when turning 80 is an insult to pensioners intelligence.

This Conference calls upon Unite to:

1. Mount a vigorous campaign to equalise the lower state pension up to the higher state pension.
2. The winter fuel allowance to be restored and increased year on year, in line with the rise in the state pension.
3. The 25p bonus at 80 to be increased to £10; then in line with inflation year on year.

North East, Yorkshire & Humber Retired Members Committee

I: Rights for Workers and their Unions

120. Trade Union & Employment Rights

Conference notes the great anticipation felt across the Trade Union and Labour movement with the publication in 2022 of the Labour Party's Green Paper New Deal for Working People. The Green Paper held out the promise of major reform of trade union and workers' rights, possibly resetting rights at work to the position prior to the neo-liberal attack on trade unions and their members of the past 40 years. However, the Conference believes that the Employment Rights Bill currently before Parliament promises to dash those hopes unless subject to significant amendment. Conference calls upon the Executive Council to work with friends and allies in Parliament to pursue amendments to the Bill in, but not limited to, the following areas:

Collective Bargaining:

Conference notes that the proposed bargaining arrangements for adult social care and school support staff are not bargaining for a but essentially revamped pay review bodies with executive power held by the appropriate Secretary of State. Conference calls for bona fide collective bargaining to be established in these sectors. Further, Conference notes that there is no commitment in the Bill to extend statutory support for collective bargaining into other sectors of the economy. Conference calls for statutory support to be included in the Bill.

Industrial Action:

Conference calls for the Bill to be amended to give workers a positive right to strike; to allow for secondary action; to allow for secure electronic balloting; to recognise that immediate walkouts should be permissible where the issue is "perishable" e.g. a safety issue or the dismissal of a union representative. Conference calls for a simplification of the process that was made so complex for the benefit of employers; ideally Conference calls for the restoration of the pre 1980 position.

Union Recognition:

Conference calls for any statutory recognition procedures to be applicable only to unions with a Certificate of Independence as issued by the Certification Officer and not any union listed by the Certification Officer; unions merely listed may be under the direct or indirect control or influence of the employer.

Fire & Rehire:

Conference believes that the provisions as drafted will not end the scourge of fire and rehire. Conference calls for the text of former Unite General Secretary, Tony Woodley's Private Members' Bill on this topic to be incorporated into the Government's Bill together with provision for the most stringent penalties to be used against those employers that persist with this practice. Conference welcomes and supports the work of the Campaign for Trade Union Freedom for campaigning on these issues and the Institute of Employment Rights for highlighting the deficiencies in the Bill and making suggestions for amendments that will benefit unions and their members.

North East, Yorkshire & Humber Regional Committee

121. Trade Union and Employment Rights

Conference notes the great anticipation felt across the trade union and labour movement with the publication, in 2022, of the Labour Party's Green Paper *New Deal for Working People*. The Green Paper held out the promise of major reform of trade union and workers' rights, possibly resetting rights at work to the position prior to the neo-liberal onslaught on trade unions and their members of the past 40 years.

However, Conference believes that the Employment Rights Bill currently before Parliament will not fulfil those hopes unless subject to significant amendment.

If it is enacted without necessary significant amendments, Conference calls upon the Executive Council to work with friends and allies in Parliament to pursue future amendments to Employment Rights legislation in, but not limited to, the following areas:

Collective Bargaining

Conference notes that the proposed bargaining arrangements for adult social care and school support staff are not actually genuine bargaining fora, but essentially revamped pay review bodies with executive power held by the appropriate Secretary of State. Conference calls for *bona fide* collective bargaining to be established in these sectors.

Further, Conference notes that there is no commitment to extend statutory support for collective bargaining into the other sectors of the economy. Conference calls for such statutory support to be included in legislation.

Industrial Action:

Conference calls for legislation to:

- Give workers a positive right to strike;
- Allow for secondary action;
- Allow for secure electronic balloting;
- Recognise that immediate walkouts should be permissible where the issue is "perishable" eg, a safety issue or the dismissal of a union representative.

Conference calls for a simplification of the industrial action process that was made so complex for the benefit of employers; ideally Conference calls for the restoration of the pre-1980 position.

Union Recognition:

Conference calls for any statutory recognition procedures to be applicable only to unions with a Certificate of Independence as issued by the Certification Officer and not any union listed by the Certification Officer (unions merely listed may be under the direct or indirect control or influence of the employer).

Fire & Rehire:

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Conference welcomes and supports the work of the Campaign for Trade Union Freedom for campaigning on these issues and the Institute of Employment Rights for highlighting the deficiencies in the legislation and making suggestions for amendments that will benefit unions and their members.

Amendment

At the end of the Motion add:

“Conference welcomes Labour’s repeal of the Strikes (Minimum Service Levels) Act 2023 and the ballot thresholds, ballot paper wording prescriptions and appointment of picket supervisors introduced by the Trade Union Act 2016. However, we note with concern that under Labour’s Employment Rights Bill while notice periods for industrial action are reduced from fourteen to ten days, requirements for trade unions to give notice of ballots and to identify numbers of workers, workplace and categories remain in place.

Labour’s Employment Rights Bill does not address the fundamental power imbalance between workers and employers in UK law including the absence of a legal right to strike, the ban on the right to take sympathy action criticised by the ILO in its 2023 report on the P&O Ferries scandal, and the ban on so-called political strikes introduced by Tory governments in the 1980s. Conference deplores Labour’s failure to reinstate workplace ballots. Conference calls on the Executive to call for further legislation within the lifetime of the current Labour government to establish a legal right to strike and remove undemocratic bans on sympathy strikes.

Conference condemns those Labour MPs, donors and business interests who lobby Labour ministers and officials for the original proposals set out in New Deal for Working People to be limited and scaled back. We believe the current Employment Rights Bill must be a beginning, not the end of a process of rebuilding workers’ collective rights in Britain. Conference calls for an Employment Rights #2 Bill to legislate for at least those areas of New Deal for Working People not currently included in the Employment Rights Bill.”

STANSTED AIRPORT (LE/1365)

122. Trade Union and Employment Rights

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However, Conference believes that the Employment Rights Bill currently before Parliament promises to dash those hopes unless subject to significant amendment.

Conference calls upon the Executive Council to work with friends and allies in Parliament to pursue amendments to the Bill in, but not limited to, the following areas.

Collective Bargaining:

Conference notes that the proposed bargaining arrangements for adult social care and school support staff are not bargaining fora but essentially revamped pay review bodies with executive power held by the appropriate Secretary of State. Conference calls for *bona fide* collective bargaining to be established in these sectors.

Further, Conference notes that there is no commitment in the Bill to extend statutory support for collective bargaining into other sectors of the economy. Conference calls for such statutory support to be included in the Bill.

Industrial Action:

Conference calls for the Bill to be amended to give workers a positive right to strike; to allow for secondary action; to allow for secure electronic balloting; to recognise that immediate walkouts should be permissible where the issue is “perishable” eg, a safety issue or the dismissal of a union representative. Conference calls for a simplification of the process that was made so complex for the benefit of employers; ideally Conference calls for the restoration of the pre 1980 position.

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Fire & Rehire:

Conference believes that the provisions as drafted will not end the scourge of fire and rehire. Conference calls for the text of former Unite General Secretary, Tony Woodley’s Private Members’ Bill on this topic to be incorporated into the Government’s Bill together with provision for the most stringent penalties to be used against those employers that persist with this practice.

Conference welcomes and supports the work of the Campaign for Trade Union Freedom for campaigning on these issues and the Institute of Employment Rights for highlighting the deficiencies in the Bill and making suggestions for amendments that will benefit unions and their members.

Tolpuddle Transport Food & Agri Branch (SW/049823)

123. Fixing the Employment Rights Bill

Conference notes:

- The Labour Party has promised to reform employment law and workers’ rights through a series of documents including the “New Deal for Working People” and “Labour’s Plan to Make Work Pay”
- The documents contained commitments to improve the lives of working people such as a “move towards a single status of worker”, “simplify the process of union recognition”, “ending ‘one-sided flexibility’ of zero-hours contracts” and “ending fire and rehire”
- The Employment Rights Bill in parliament was presented as the Labour Party’s solution to implementing such reforms
- The government has promised to repeal the Trade Union Act of 2016 but not the anti-union legislation passed between 1982-1992
- That The Institute for Employment Rights (IER) has produced a document ‘Suggested amendments to the Employment Rights Bill (2024)’, and briefing suggesting amendments to the Employment Rights Bill

Conference believes:

- The original plans presented, whilst bringing in some welcome proposals, did not go far enough

- Furthermore, the Employment Rights Bill proposed by the government significantly waters down or abandons many of the key pledges outlined in the above documents
- Existing anti-union legislation which is not to be repealed has had a crippling effect on the British trade union movement
- That the IER's suggested amendments to the Employments Rights Bill addresses the issues above and many others in the bill.

Conference resolves:

- To call and campaign for the IER's amendments to the Employment Rights Bill to be implemented in full
- To propose that the TUC also adopts the suggested amendments
- To work with other unions and the TUC to campaign for the amendments to the bill

North West Service Industries RISC

124. Call for Quicker Repeal of Anti Trade Union Laws

This Conference notes, that the current Government came to power with a promise of the repeal of anti-Trade Union legislation, i.e. the legislation that has been introduced by the previous Government since 2016. This conference also notes that this repeal is taking a lot longer than anticipated.

Conference resolves that this repeal needs to be done more quickly.

This Conference calls that the Unite the Union EC in conjunction with the Unite General Secretary work with Government to speed up the repeal so that Trade Unions can work with Government to strengthen our democracy.

North West Education RISC

125. Employment Rights

This Conference notes the Employment Rights Bill moved by the new Labour government.

We welcome any improvements to workers' rights and conditions.

This includes the promise to repeal some of the more recent Tory anti-union legislation, the Minimum Service Levels Act 2023 and the undemocratic industrial action ballot thresholds enshrined in the Trade Union Act 2016.

However, this conference believes that most of the improvements set out by the Employment Rights Bill are to individual rights of workers rather than collective ones.

A key part of this is leaving most of the Tory anti-union laws intact, including the right for workers and unions to take solidarity action.

There is also insufficient strengthening of collective bargaining, a key element in improving workers' rights after decades of erosion under successive governments.

This Conference believes that the Bill leaves loopholes that bosses will exploit regarding 'fire and rehire' and 'zero-hour contracts'.

We also believe that there is an unacceptable delay in the implementation of the Bill, especially regarding the repeal of anti-union legislation.

This Conference calls on the Executive Council to:

- Demand that the TUC implements TUC 2024 Congress policy to call a special congress to review the Bill and demand its strengthening.
- Draw up a list of workers' rights as amendments to the Employment Rights Bill
- Ensure that this includes repeal of all the Tory anti-union legislation. As a minimum, the promised repeal of the Minimum Service Levels Act 2023 and the undemocratic industrial action ballot thresholds in the Trade Union Act 2016 should be separated from the Employment Rights bill and immediately voted through parliament as fast-tracked legislation
- Ensure that the list of amendments also includes: the total abolition of 'fire and rehire' and 'zero-hour contracts', for a £15-an-hour minimum wage with no age exemptions, and collective bargaining for all workers
- Table this list of amendments to the parliamentary group of our union, and lobby other MPs who share Unite values, to be moved in parliament.
- Raise at the TUC and with all other unions that this workers' manifesto, along with opposition to any austerity measures proposed by the Labour government, should be the basis for a national campaign by the union movement, including potential industrial action.

LE/1228 Waltham Forest Council Branch

126. Improving Workers' Rights, Diversity and Inclusion

Given the changing leaders and politics across the world, Unite has concerns for workers' rights, diversity, and inclusion. Policy Conference calls upon Unite to ensure that we maintain and strengthen workers' rights in the United Kingdom. Unite should pressure government to place improving workers' rights, diversity, and inclusion as a key priority for any future policy changes, trade deals or partnerships. Unite should campaign for government and the Labour party to continually strengthen employment law regarding equality and safety, and to never soften these commitments to workers to placate world partners. Trade deals are dependent upon a safe and equitable workforce, where diversity is our strength, thus worker's rights diversity and inclusion for all should be at the heart of every decision and deal made by government. Unite should make government accountable for this on every decision it makes.

West Midlands Finance & Legal RISC

127. Weak Redundancy Law Motion

This Conference welcomes the new Employment Rights Bill that the Labour government is in the process of passing through parliament.

However, this Conference is concerned that there is no commitment by the Labour party to strengthen redundancy legislation.

Redundancy legislation has long been very weak in the UK making UK workers among the easiest and cheapest to sack in Europe.

The Labour Government is actively seeking overseas investment in the UK, but what is not needed is investors from big corporations who take all the assets then move the work abroad taking jobs out of the UK.

Other European countries have much stronger and robust redundancy laws than we have but still get business investing in their country.

Under the Tories we had very little chance of changing the legislation on Redundancy, but now we have a Labour Government we have an opportunity to change it

We therefore call on the union and the TUC to open consultation with the Labour Government to bring in legislation to make redundancy legislation much more robust and more expensive thus taking the incentive away from big corporations whose only interest in investing in the UK is to strip the assets and move the work abroad because it is easy and cheap to sack UK workers.

Birmingham Area Activists Committee

128. Increase the Tax-Free Threshold for Redundancy Pay

This Conference calls on the Government:

- To undertake an immediate review of the £30,000 tax-free redundancy pay threshold, with a view to raising it to £75,000, in line with inflation since it was frozen 1989.

This Conference believes:

- The current tax-free threshold of £30,000 fails to provide adequate financial support to workers who lose their jobs, especially those with long-term service and limited opportunities for re-employment at the same wage level.
- Increasing the threshold to £75,000 would better reflect the financial realities workers face today and provide a fairer cushion for those transitioning out of employment.
- The government's approach to reviewing this threshold should not focus on extracting tax revenue from individuals who are already facing hardship through redundancy.
- The government should instead prioritize measures that support workers in transitioning to new employment and reduce the overall levels of redundancy.

This Conference notes:

- The tax-free threshold for redundancy pay has remained fixed at £30,000 since 1989, without accounting for inflation or changes in the cost of living over the past several decades.
- If the threshold had kept pace with annual CPI inflation since 1989, it would now stand at approximately £75,000.
- A significant number of individuals who receive redundancy pay are older employees, often with long service records. These workers are particularly vulnerable, as they may face greater challenges in securing new employment, including the need for retraining and the time required to adjust to a new job market.
- This review should be undertaken immediately in order to ensure the unfortunate people that are made redundant through no fault of their own are supported in line with the modern-day costs of living.

Kelloggs Company - Manchester (NW/40)

129. National Minimum Wage amendments

Conference calls on Unite to commit to campaign for the National Minimum Wage to be amended so that everyone who goes to work regardless of age is entitled to the same minimum rate of pay

This would bring those under 21 to the same minimum wage as 21 and over.

If a male employee works alongside a female employee they are equally paid the same. That's equality.

If an employee 21 or over is working alongside an employee aged between 18 and 20 they are not guaranteed equal minimum pay.

If an employee aged between 18 and 20 who is working alongside an employee aged between 16 and 17 they are not guaranteed equal minimum pay.

They're all performing the same roles working same hours but their minimum pay is not equal.

From April 2025 the National Minimum Wage rates will be.

- 21 and over £12.21
- 18 to 20 £10
- 16 to 17 £7.55

Equality at work must mean equality and it's about protecting employees under 21 from being exploited by low wages and also protecting employees over 21 from being discarded for someone younger because of the wage differential.

West Midlands Passenger RISC

130. Care leaver employment opportunities

This Conference notes the many issues faced by those who leave care, with deep struggles over employment, social mobility and quality of life. With this issue having to be addressed by everyone from the national government to individual businesses.

Currently care leavers have some of the worst employment outcomes in the UK with 40% of those between 18-21 not being in employment, education or training due to their care experience.

This is all compounded by the chronic underfunding of local government, with a shortage of social housing and a lack of funding that cripples the ability of councils to give a comprehensive and holistic care leaver offer. With further challenges to care leaver mobility as many 'care leaver offers' do not fully apply if a care leaver leaves their local authority. And the cost-of-living crisis which disproportionately affects those of a lower socio-economic background.

Many care leavers also face discrimination due to their background, especially in areas such as housing, employment, education and over criminalisation. Leading to worse life outcomes as they struggle to secure good quality housing, an adequate secure income, educational qualifications and are more likely to have encounters with the legal systems.

All of these factors come together leading to care leavers not getting the work experience or employment they need, impacting their ability to move out of their low socio-economic background and stifling their quality of life.

This Conference calls for:

- Unite to lobby the government to recognise care experienced as a protected characteristic and additional 'top up' funding for care leavers to participate in apprenticeships and other employment schemes
- Unite to work with the government to establish a basic care leaver offer that applies to all regions of the UK, that can then be built further upon by local authorities
- Unite to work with local authorities and councillors to provide better employment support to care experienced individuals, through CV, interview and employment skills assistance or workshops
- For Unite to run a campaign to increase employment and training opportunities for care experienced individuals
- For the Executive Council to develop a policy around care leavers to promote their participation in our union and provide seats for care leavers in our constitutional committees.

South West Young Members Committee

131. Workers rights in Jersey

This Conference conveys its concern at the lack of Migrant Workers' Rights in Jersey.

There has been a significant uplift in labour being sourced from Africa Countries, the Philippines, and the Caribbean Islands. This has soared some 500% in the last few years.

The current State Policy structurally disqualifies migrants from many rights and privileges we all take for granted:

- The lack of modern day slavey definition in the current Jersey worker permit policy is concerning
- The Jersey government need to introduce a definition of Modern Day slavery
- There are no sanctions or consequences for employers refusing to adhere to the Jersey Migrant Workers Permit Policy
- The name of the employer instead of the worker on visas.
- In many cases accommodation is linked to jobs.
- Excessive deductions are being taken from migrant workers pay.
- Excluded from the right to access to social and public health medical services until 6 months residency.
 - many must leave the Island after 9 months before they can qualify for access to social rights and services.

The situation is particularly exploitative.

The Conference calls on Unite to support the campaign lead by Southwest BAEM Committee and the Jersey Area Activists Committee for:

1. Calling on the Jersey government to work with Unite the Union for real changes in the rules for worker visas.
2. Explore a reduced or cheaper subscription model for migrant's workers in the UK and Jersey for less than 24 months.

3. Migrant workers' rights should include access to social and medical services.
4. Improvements in day one rights for migrant workers.
5. A Unite branch for Migrant workers to allow them to collate their experiences.
6. The Jersey government to introduce a definition of Modern Day slavery and fix this into the Law.

South West BAEM Committee

J: Social Action

132. Public Health Services

This Conference calls on Unite the Union to stand up and fight back against the continuous undermining and underfunding of our public health services through privatisation and outsourcing, which have had detrimental effects on both workers, patients, and service users. These practices have resulted in the downgrading of professional standards, the loss of vital professional services leading to instances of loss of life or delayed treatment, significant cuts to pay and working conditions for healthcare staff, increased workloads placing undue pressure on already overstretched staff, increased waiting times for patients exacerbating health inequalities, and unsafe practices that endanger both workers and the public.

This Conference demands urgent action from Unite the Union to campaign actively against the privatisation and outsourcing of our health services, advocate for the restoration and strengthening of publicly funded and delivered healthcare, engage with stakeholders to highlight the consequences of these policies and push for investment in public health infrastructure, and support and empower healthcare workers in their fight for fair pay, reasonable workloads, and safe working conditions.

We urge Unite to make this a priority in its advocacy and to work in solidarity with other unions and organisations committed to protecting and enhancing our public health services.

Republic of Ireland Health RISC

133. Save Our NHS

This Conference notes the continuing policy agenda adopted by the Labour government carried forward from the Tories. This includes entrenched cuts, privatisation and wage suppression.

Conference condemns the decision to delay much needed new hospital builds and choosing not to address urgently the dire state of our care sector. Conference notes the government's pro-austerity language and anti-union messaging including demands on staff for greater productivity, 'reform' and continued Tory policy of funnelling taxpayers money into the private health sector.

Conference therefore resolves to call on Unite to:

1. Demand the reversal immediately of the continuing defunding of services. For full funding of all health services.
2. Say no to low pay – demand full pay restoration and real fully funded increases in wages.
3. Reaffirm the unions existing policy of expansion of the NHS to encompass democratic public ownership of the pharmaceutical and medical equipment supply industries under democratic workers control and management.
4. Demand the return of all privatised services to public ownership. Compensation to shareholders to be paid only based on proven need.
5. Call for an end to PFI.
6. To lobby Labour MPs and other MPs who share Unite's values to support these demands."
7. Tax the rich to pay for these demands.

Barts Health NHS (LE/7384L)

134. Funding Education for future NHS Staff

This Conference notes, that the U.K has an alarming shortage trained Nurses that are required for are NHS to operate.

There is a clear link between 2016 the then Tory Government Changes which saw bursaries for nurse's education scrapped, meaning students now pay over £9,000 each year to join the profession. Nursing students complete thousands of placement hours as part of their training, working full days in services on top of assignments, supporting other staff and patients.

This government needs to reverse and improve the offer to our future Nurses as well supporting Further and Higher education to deliver the course needed.

We have seen universities close courses which help train future NHS staff from Nurses, Physiotherapists to Radiologists. Our universities want to provide the courses that we need to deliver a healthier and more prosperous society for all.

This Conference calls upon the Unite General Secretary and the Executive Council to robustly lobby Government for a sustainable funding model for further education, higher education and future NHS staff. We need to lobby the Government to the reintroduction of the nursing bursary which will help to encourage people into the profession.

South West Education RISC

135. Social Care

This Conference notes that social care is a major concern for people, and especially retired people, who place a high demand for social care.

Social care is in crisis due to Central Government cuts to Local Government budgets since 2010, meaning that the provision of social care has been reduced to a Dickensian service which the Labour Government inherited in July 2024. People are not getting the service they should, and health inequalities are worsening, with statutory duties becoming harder to deliver.

Aneurin Bevan, the health minister who built the NHS, used a moment of political consensus after the Second World War to realise his plans for the NHS.

For too long, social care has been a political football with every previous attempt to provide sustainable Social Care, undermined by partisan politics. We now need a political consensus to build a Universal National Care Service, available to everyone, free at point of use that will be delivered locally but underpinned by consistent national standards and paid for by Central Government out of taxation.

The current situation of health care being funded by the government through the NHS, and social care being funded by Local Government, creates a complicated system of funding. The workforce has different structures and pay grades, dependant on whether you are paid by the NHS or a Local Authority.

Conference calls on the Executive Council to formulate a policy for social care that is provided by the Department of Health and Social Care and funded by a National Social Insurance Contribution provided by a percentage of employees income, similar to the National Insurance Contribution currently in place.

The Executive Council should commit to professionalise the care sector and seek the views of employees. There needs to be a structure in place for them so that those who provide care have a clear understanding of how to progress through the profession with improved pay and conditions that will give them the respect they deserve.

Unite should submit a contribution to the commission being led by Louise Casey, to build a national consensus throughout the country.

Conference is concerned that the crisis is now, but the commission will not make its first report examining issues facing social care and recommending medium-term reforms until around June 2026, with recommendations for the longer term not expected until sometime in 2028.

Conference asks the Executive Council to campaign with the TUC, Age UK and the National Pensioners Convention, to address the current crisis.

East Midlands Retired Members Co-ordinated Committee

136. Housing - Driving Growth

This Conference expresses deep concern that the Labour government's economic policies, particularly its austerity agenda, are failing to address the issues our Party promised to resolve before the general election. The government's approach includes policies that perpetuate inequality and hardship, such as maintaining the poverty trap inflicted by the two-child benefit limit; ending the universal winter fuel payment; failing to compensate WASPI women, and proposed cuts to benefits for disabled individuals and public services. Furthermore, reported plans to reduce taxes for high-income non-doms and slash vital public services further demonstrate a lack of regard for the most vulnerable in society.

Linked to these economic setbacks, the housing crisis in Britain has reached a new, acute stage. The homelessness rate is climbing, social rented housing is insufficient, private rents and mortgages are unaffordable for many and there is an alarming rise in disrepair and underinvestment in social housing. Unite, alongside Shelter and other campaigning organisations, has emphasised the urgent need for more social housing, noting that two-thirds of working private renters struggle to meet rent demands.

The Labour government has failed to make the necessary investments in council housing, and the freeze on local housing allowances has exacerbated the homelessness crisis. The squeeze on local authority funding has led to service gaps in homelessness support and the lack of long-term funding makes addressing housing and homelessness more difficult. The crisis is also aggravated by a shortage of specialist women-only accommodation, as women represent 60% of adults living in temporary accommodation.

We believe that sustainable economic growth is essential to improve living standards and that this requires an increase in public expenditure, particularly in public infrastructure such as new hospitals, schools, and, critically, council housing. These measures will help foster growth but will initially require a combination of increased taxation and borrowing to fund this much-needed investment. Taxes could be raised through a wealth tax on the 'broadest shoulders' and a windfall tax on sectors of the economy that have made excessive profits in recent years.

Conference calls on the Executive Council to actively campaign for the following:

1. Economic Action: Lobby for an economic approach that supports sustainable growth through public expenditure, including investments in social housing and public services. Recognise that, while Labour's manifesto committed to no increases in income tax, the dire economic situation demands appropriate economic measures, including a wealth tax and windfall taxes, to ensure adequate funding for these critical investments.

2. **Housing Action:** Advocate for large-scale publicly funded council house building, robust rent controls and secure tenancies to address the housing crisis. Push for immediate action to end the freeze on local housing allowances and secure long-term investments in homelessness services, including the 'Housing First' initiative.
3. **Support for Workers:** Defend the employment conditions of housing workers and campaign for maximum pressure on rogue employers, particularly in housing associations that have relied on private finance and exhibited anti-union tactics. Unite will work with tenant groups, community campaigns and Labour MPs who are committed to supporting these policies, along with independent MPs who share our vision.

Failure to address these crises risks leaving space for far-right groups to exploit the situation, and this Conference urges our union to take a leading role in building a working-class response to these challenges.

London & Eastern, Community Youth Workers & Not for Profit RISC

Amendment

After the fourth paragraph add:

"The total borrowing of housing associations is predicted to rise to £120 billion by 2026 - an increase of 40% from 2019. Unfortunately, the government have committed to basing housing development on this 'derisked' private investment. The need for profit will prevent genuinely affordable rented homes being built. Unite is correct to call for a mass programme of council house building as the only basis for a solution to the housing crisis."

In paragraph which starts "3. Support for Workers" delete text after "in housing associations that" and replace with "increasingly rely on private finance but also receive large amounts of public funding whilst exhibiting anti-union tactics."

Housing Workers (LE/1111)

137. Housing Crisis

Conference notes with alarm:

- the lack of appropriate government funding to invest in social rented homes.
- The financial risk to Councils of the rocketing cost of temporary accommodation for homeless households.
- The lack of skills or capacity in council housing departments to build new homes;
- the dramatic reduction in the supply of social and genuinely affordable housing through policies such as the Right to Buy and the 'demolition first' approach to 'regenerating' council and stock-transferred estates;
- the 1.1m households on social housing waiting lists;
- the lack of effective regulation in the private rented sector;
- the high costs of renting and homeownership;
- the poor quality of some homes in both the social and private rented sectors;
- the effects of housing benefit cuts on vulnerable people who struggle to meet their housing costs.

Therefore, Conference calls for urgent action to invest in a national house building and retrofitting programme to increase housing supply, particularly social rented homes, bring empty homes back into use and legislation to improve the affordability, accessibility, security, safety and quality of housing across all sectors.

We therefore call on the Unite Executive Council to:

- Promote the economic benefits of building and retrofitting council and stock-transferred homes,
- Call for the re-establishment of Council apprenticeships and expertise in design & build.
- Support the call for an end to the Right to Buy.
- Campaign for a system of rent controls and better regulation of the private rented sector.
- Campaign for improved regulation and enforcement across all housing tenures to raise standards.
- Establish housing and rent costs as a major factor in national wage bargaining, acknowledging the effect consistently elevated RPI and CPIH has on members (disproportionately affecting low-paid and young members)
- Introduce a section dedicated to housing costs in the Work Voice Pay tool

Young Members Committee – Scotland

138. Protecting our Higher Education Sector and making education accessible for all.

This Conference believes:

- That the Higher Education sector is at or nearing a crisis point.
- That this crisis is due to a mix of factors, but the two notable ones are the marketisation of the Higher Education system, and successive governments' policies since Brexit.
- That the continued issuance of the Educational Maintenance Allowance (EMA) in devolved nations is a policy that must continue.
- That EMA is vital in enabling young people, particularly disadvantaged young people, the chance to remain in further education or apprenticeships.
- That Free School Meal (FSM) provision in Welsh primary schools is one of the greatest achievements of the Senedd since 2021.
- That FSM provision must be extended to include all secondary schools and that Universal Free School meals should be the policy across the British Isles.
- That no young person needs to attend education hungry, and that doing so impacts educational outcomes, mental health, and physical health.

This Conference further notes:

- That continual increases in tuition fees hit the poorest in our society and locks the most disadvantaged out of a university education or even apprenticeships.
- With concern the recent loss of jobs in Cardiff University, and reports of more job losses to follow across the sector.
- That EMA provision is a devolved area, and that any campaign and union policy must reflect that.
- That FSM provision is a devolved area, and that any campaign and union policy must reflect that.
- That 30% of children across the UK grow up in poverty, and 1 in 7 children in Ireland 15% grow up in poverty.

This Conference resolves:

- To campaign to de-marketise higher education and for the UK, Irish, and devolved governments to reduce or eliminate tuition fees and protect our members jobs across the sector.
- To campaign in favour of a youth and education mobility scheme with the EU, or for the UK to re-enter the Erasmus+ scheme
- To campaign to reintroduce Education Maintenance Allowance in England and to support the campaign priorities relating to Education Maintenance Allowance in the devolved nations in Wales, Scotland, and Ireland.
- To campaign for Universal Free School Meals
- To work alongside NUS and relevant organisations to protect members jobs and develop a targeted recruitment campaign encouraging students and workers to join Unite.

Wales Young Members Committee

139. The Labour Party and Winter Fuel Allowance

Conference celebrates the forceful and dynamic speech made by our General Secretary, Sharon Graham, at the Labour Party Conference in moving the Unite motion to keep the Winter Fuel Allowance as it was.

We condemn the decision made by the new government in removing the Winter Fuel Allowance to all pensioners except for those in receipt of Pension Credit. We regard this action as cruel and pernicious, revealing a complete lack of care and understanding of those whose lives are at risk.

In the light of this, we believe that the following action should take place. Given the number of MPs who are sponsored by Unite the Union and who benefit significantly from that action, which is financially paid for by the union membership, we do not believe their action in supporting the Prime Minister's decision should go without comment and retribution. To that end, we ask that all those Labour MPs who supported the PM vote should lose that sponsorship as a matter of urgency.

Bracknell (SE/6259)

140. Fuel Poverty

In 2023, it was estimated that 13% of UK households, which equates to 3.17 million homes, are living in fuel poverty. The financial strain is immense, especially for those, like retired members, who are already managing a tight budget. But what is more shocking is that Government figures underestimate the scale of the problem of fuel poverty.

The cost of energy has increased, and low-income households spend a large portion of their budget on fuel. Pensioners will struggle as a result of the winter fuel payment means testing which, will push them into fuel poverty.

Therefore, Conference calls on the Executive Council of Unite to vigorously campaign that the Labour Government direct the energy regulator to bring the UK energy prices down to the EU average or below. As more people become isolated and lonely and have to make choices regarding heating and eating, it is critical Unite continues to campaign for the renationalisation of the energy industry.

West Midlands Retired Members Co-ordinating Committee

141. Welfare State

This Conference believes that all citizens of the UK should have a welfare state that is fit for all and free at the point of need.

Successive governments in the UK have failed to resuscitate the welfare state leaving it vulnerable for privatisation by hedge funds, asset strippers and unscrupulous investors. Conference calls upon Unite's Executive Council to work with the TUC to lobby the government:

- To bring back all elements of the current welfare state including health, social care, education, dentistry into public ownership before the end of this parliament.
- To protect the welfare state against any possible transatlantic agreements to privatise.
- The welfare state should be fully funded and staffed with highly trained and effective staff, who are appropriately remunerated for the vital work they do.

West Midlands Regional Committee

142. PUBLIC TOILETS

Conference is appalled at the lack of public toilets across the UK.

Access to toilet facilities is a basic human right, however due to financial cutbacks, very few public toilets remain open for use.

The situation has been further impacted by the closure of stores and shops and this is creating problems for members of the public and workers such as bus drivers for example, who cannot now easily access toilet facilities on bus routes and in city centres.

Conference agrees that Unite must call upon the UK government to work with local authorities to set minimum standards for toilet provision across the UK, and will campaign to rectify this situation.

Cardiff Area Activists Committee

143. Access to Public Toilets

Conference notes that Retired Members across our regions and nations have been campaigning with other older peoples' organisations about the lack of provision of Public Toilets.

Conference acknowledges access to public toilets is now a UK wide problem. The lack of Public Toilets is a particular problem and daily concern for older people. Impacting on when and where they go out in some cases. Older people often need to use toilet facilities more frequently for medical reasons and they may have to take medication which means they need to use toilets. In reality, older people plan their daily activity on the availability of public toilets and public transport. Attempts to use retail companies to make their facilities available for public use have not been successful.

Conference believes that we must get a change in the law to make it clear that the provision of Public Toilets must become a statutory duty for all Local Authorities and adequate funding to enable Local Authorities to provide accessible public toilets must be made available as a priority.

Conference calls on Unite to campaign to lobby UK Government and devolved administrations to make the provision of public toilets a necessity and basic right for all.

Wales Retired Members Committee

Amendment

Add the word “free” to:

Title before Public Toilets

Second paragraph first line before Public toilets.

Second paragraph second line before Public toilets.

Third paragraph before Public Toilets and also before accessible public toilets.

Fourth paragraph before public toilets.

Education NISC

144. Decriminalisation of Sex Work

Unite notes:

- Sex work takes place indoors, outdoors, and online.
- Selling sex itself is not illegal, but many laws criminalise associated activities that leave sex workers vulnerable and deprived of basic rights
- Sex workers working together from the same property for safety can be prosecuted for 'brothel keeping'. This law is disproportionately used against migrant sex workers.
- When sex workers receive criminal records for offences relating to their work, it makes it even harder for them to find other employment, keeping them in the industry.
- Sex workers are increasingly organising alongside other workers within the trade union movement.
- A number of international human rights organisations support the full decriminalisation of sex work including Amnesty International, Global Alliance Against Traffic in Women; Human Rights Watch; UNAIDS; the UN Special Rapporteur on the Right to Health; Transgender Europe; ILGA-World and the World Health Organization.
- In Belgium sex workers won labour rights, including pensions, maternity leave and the right to refuse clients – strengthening workers' hands to fight workplace exploitation.

Unite believes:

- Sex work is work. While it is gendered, stigmatised and often precarious work, it is work that pays the rent, bills, and puts food on the table for thousands of families.
- Criminalisation makes sex work dangerous. Current laws means that sex workers are unable to legally work together to increase safety and are discouraged from reporting crimes committed against them for fear of being arrested themselves.
- People have the right to work in the sex industry without threat of criminal sanctions or police harassment.
- Instead of attempting to eradicate the sex industry through further empowering the police and immigration enforcement, we need other workers to support sex workers in their demands for safety, labour rights and dignity at work.
- Decriminalisation means sex workers can report cases of rape, trafficking, and other violence to police without self-incrimination.

Unite resolves:

- To support and campaign for the full decriminalisation of sex work.
- To support the unionisation of sex workers and to respect their demands for labour rights and to improve their working conditions, including occupational safety and health.
- To oppose the criminalisation of clients, often referred to as the Nordic Model.
- To oppose any proposed law criminalising the advertisement of sexual services (similar to FOSTA/SESTA).

102 Clerical Branch (RI/102)

Amendment

Under “Unite resolves” in point 4 insert text “US laws,” before “FOSTA/SESTA

102 Clerical Branch RI102

145. Autism and Special Needs

Conference calls on Unite the Union to ask the Governments in both the North & South of Ireland to address the shortage of school places and financial support for children with Autism and Special needs.

Ireland, Louth South Down Area Activist Committee

K: Political & Labour party

146. Holding the Labour Government to account

The newly elected Labour Party appears to be doing everything to become unelectable at the next General Election as the removal of the Universal Benefit Winter Fuel allowance demonstrates.

This Conference welcomes the changed direction of Unite.n particular, the deepened focus on our members and the industrial agenda.

The focus on using our political weight for winning on industrial matters rather than simply internal Labour Party factionalism, has been welcomed and has shown results.

The use of our political fund for campaigning on areas that fight for jobs as opposed to piling money into labour central office has been a game-changer.

Unite members expect their Union's parliamentary activity to be dedicated to supporting their jobs, pay and conditions, regardless of who is in power.

That is why this Conference supports the General Secretary's approach to the Labour Party and believes that we must continue to hold their feet to the fire.

The alternative path of silent servitude or muddled internal manoeuvrings won't save one job or frontline service. Therefore, we must remain unafraid to voice criticism and make public demands of the Government on behalf of our members.

The historic defeat of the Conservative Party has created an opportunity for real change in government. The politics of austerity, neoliberalism, deregulation and political squalor were soundly defeated by the electorate at the ballot box.

That is why Labour's failure to provide adequate support to protect many of our core industries has been particularly disappointing and its total lack of an industrial strategy is telling.

Therefore, this Conference demands that the Union continues:

- To hold Labour's feet to the fire, including opposing Labour when they act counter to the interests of Unite members
- To maintain our recent position of not giving money to the Labour Party centrally outside of our standard affiliation fee.
- To further develop our new campaigning arm, Unite for a Workers Economy, and build public support for Unite policies within key constituencies and workplaces.

Automotive National Industrial Sector Committee

Amendment #1

Add new first paragraph:

“Conference notes that Unite activists and members played a central role in helping the Labour Party to win the 2023 General Election and that Unite remains the largest single affiliate of the Labour Party. The historic defeat of the Conservative Party has created an opportunity for real change in government.”

Delete 3rd and 4th paragraph and replace with:

“However, Conference is also seriously concerned that in the last few years Unite has not been harnessing and maximising its political influence and has been punching well below its weight since Labour has been back in power.

Unite members across all our sectors and regions desperately need our union to be more focused and to start punching its weight again in the political arena.

From pushing the government to keep its promises on employment laws, demanding more investment in our public services, demanding measures to protect manufacturing jobs while tackling climate change, to demanding action to improve the UK’s transport infrastructure, there are dozens of areas where Unite’s voice needs to be heard and its influence felt.

But the sad reality is that Unite currently has no clear or coherent political strategy.

From rank-and-file members and activists through to regional and national officers, nobody knows what Unite’s political strategy is or what we are prioritizing or trying to achieve with the current labour government.

There is no joined up thinking and there are no joined up actions aimed at maximizing the immense political power and influence that Unite has proved itself capable of wielding in the past.

This situation has got to change and got to change fast before the opportunity that we have is squandered.”

Add the following bullet points to the demands:

1. “Immediately draw up a new political strategy for circulation and consultation with all relevant committees in the union – including the Executive Council itself, the National and Regional Labour Party Liaison Committees, Regional and National Industrial Sector Committees.
2. Organise a conference to include the Executive Council and the National Labour Party Liaison Committee to agree and finalise the strategy for adoption at the following meeting of the Unite Executive Council.
3. Ensure that once finalised and agreed the political strategy is then circulated to all Unite regions and sectors and made available to all members, activists, officers, and staff.
4. Ensure that the Unite group of MPs starts meeting regularly and functioning again.
5. Ensure that the Unite Councillor’s Network begins to function and operate again.”

Leicestershire GPM Branch (EM/LE19)

Amendment #2

Add new first paragraph:

“Conference notes that Unite activists and members played a central role in helping the Labour Party to win the 2024 General Election and that Unite remains the largest single affiliate of the Labour Party. The historic defeat of the Conservative Party has created an opportunity for real change in government.”

Delete 3rd and 4th paragraph and replace with:

“However, Conference is also seriously concerned that in the last few years Unite has not been harnessing and maximising its political influence and has been punching well below its weight since Labour has been back in power.

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This situation has got to change and got to change fast before the opportunity that we have is squandered.”

Add the following bullet points to the demands:

- “Immediately draw up a new political strategy for circulation and consultation with all relevant committees in the union – including the EC itself, the National and Regional Labour Party Liaison Committees, Regional and National Industrial Sector Committees.
- Organise a conference to include the Executive Council and the National Labour Party Liaison Committee to agree and finalise the strategy for adoption at the following meeting of the Unite Executive Council.
- Ensure that once finalised and agreed the political strategy is then circulated to all Unite regions and sectors and made available to all members, activists, officers, and staff.
- Ensure that the Unite group of MPs starts meeting regularly and functioning again.
- Ensure that the Unite Councillor’s Network begins to function and operate again.”

EM/LE60 British Gypsum General Workers Branch

Amendment #3

Add new first paragraph:

“Conference notes that Unite activists and members played a central role in helping the Labour Party to win the 2023 General Election and that Unite remains the largest single affiliate of the Labour Party. The historic defeat of the Conservative Party has created an opportunity for real change in government.”

Delete 3rd and 4th paragraph and replace with:

“However, Conference is also seriously concerned that in the last few years Unite has not been harnessing and maximizing its political influence and has been punching well below its weight since Labour has been back in power.

Unite members across all our sectors and regions desperately need our union to be more focused and to start punching its weight again in the political arena.

From pushing the government to keep its promises on employment laws, demanding more investment in our public services, demanding measures to protect manufacturing jobs while tackling climate change, to demanding action to improve the UK’s transport infrastructure, there are dozens of areas where Unite’s voice needs to be heard and its influence felt.

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4. Ensure that the Unite group of MPs starts meeting regularly and functioning again.
5. Ensure that the Unite Councillor’s Network begins to function and operate again.”

Toyota Motor Manufacturing UK (EM/DE26)

147. Unite against the Far Right

As last year's appalling scenes showed us, the far right are on the march in the UK just as much as they are in the US, Italy, France, Germany, and many other countries.

Everywhere their message is the same poisonous mix of anti-immigrant racism, and it is always overtly or inherently misogynistic, homophobic, and anti-disabled. The far right always seeks to divide, scapegoat and blame the 'others' for the problems in our societies.

As one of the largest trade unions in the UK and Ireland with access to over 1 million members and their families, it is essential that Unite steps up to the plate and starts acting in a much more forceful and determined way to fight the rise of the far right.

Until now thousands of reps, activists and members have been doing their best in their workplaces, branches, and regions, to fight the rise of the far right, however, the challenge nationally and globally is growing and the response inadequate.

Unite needs to urgently do more as the battle against the rise of the far right is one of the defining battles of our age and its outcome will determine the type of countries and world that we live in for generations to come.

As a trade union Unite and its predecessors have a long and proud history of fighting the far right. The former T&G General Secretary Jack Jones fought against fascism in the Spanish Civil War and Unite has always supported international struggles against racism and oppression such as the fight against apartheid in South Africa and Israel's racist and apartheid regime today.

We must now draw again on our history and stand resolute and determined in the struggle against the rise of the far right.

Conference therefore instructs the Unite Executive Council to:

1. Immediately review Unite's strategy and approach to combating the far right and come up with a new coherent and more organized approach.
2. Make sure that adequate resources are made available to fund and support anti-Far Right education and training programs across all Unite regions and sectors.
4. Ensure that Unite anti-Far Right leaflets and information are available for reps to use and disseminate in Unite workplaces.
5. Push the Labour Government to do more to combat the rise of the Far Right instead of pandering to their demands and associating themselves with anti-immigrant policies.
6. Work with sister unions in Europe and globally to exchange experiences and approaches to fighting the rise of the Far Right.

Rolls-Royce Barnoldswick Works (NW/0062)

148. Far Right

Conference notes:

The rise of the far-right is increasing exponentially, across the UK and Ireland, Europe and beyond. It takes the form of the increased popularity of political parties, riots and extremist attacks.

The so-called anti-establishment politics of the far-right taps into the real fears of those who are disillusioned, alienated and disconnected from their communities. Their politics of division undermines social cohesion and ruins communities already decimated by decades of austerity.

Whilst there remains the political vacuum that has allowed the politics of the far-right to fester and grow, we, as the labour movement, have both the responsibility and the opportunity to challenge workers on their beliefs. By redirecting their misplaced anger into viable change, we can rebuild our communities. The division of working-class interests is our fight and we must be informed and prepared for it. It must form an integral part of the training that we provide to reps from their first day and continuing throughout the span of their time as a rep. We cannot pretend that our members are not engaging with and proliferating the far-right narrative, and Reps must be equipped with the skills and tools to challenge these beliefs.

The July 2024 General Election saw Reform UK win 5 seats. As of February 2025, the most recent MRP poll by Electoral Calculus predicted Reform UK to win 175 seat and highest proportion of votes (24%) if an election were held tomorrow. Reform UK voters are not a monolith, nor should we simply consider them uneducated or ignorant. We must recognise voters' legitimate concerns relating to work, housing, education and their living standards. These issues are complex and the clear messaging and concrete solutions that the far-right provide in an uncertain and disorientating world, provide people with a sense of understanding and comfort. Organising, political education and rebuilding communities are the only way to provide real solutions. We recognise that there will always be ideological fascists who cannot be persuaded, and we do not expect to reform these people. However, we also recognise that there are people who parrot far-right rhetoric and who are victims of the same class oppression as those people that they who they seek to oppress themselves.

A poll conducted by Hope Not Hate found that Reform UK voters fit into five key groups, including "radical young men" (12.1%). This comes as no surprise when we consider the abundance of far-right propaganda on social media, which is riddled with misogyny and often targeted at isolated and lonely young people. The far-right don't merely target 'asylum seekers', migrant workers and people of other faiths but also women and those who identify as LGBTQ+. Whilst we cannot control the content that people view online, we can work towards inoculating against the dangerous narrative that they are being fed, by having meaningful conversations and seeking to restore a sense of community and belonging.

Conference calls on Unite to:

- Produce education materials for members, exposing that the far-right are not friends of the working class. These materials should expose the politics of the far-right are anti-worker, anti-collective and anti-community. These resources must inoculate against the rhetoric and address the real concerns of workers.
- Produce specialised training for Reps about how to have difficult conversations with members. This should include information on how to challenge real concerns of workers whilst challenging far-right claims and falsehoods, in a way that resonates with workers.

- Create a strategy and escalation process for Reps who need to flag concerns about other Unite Reps who are propelling far-right rhetoric in the workplace or making racist, misogynistic or otherwise derogatory remarks.
- Create toolkits which are regularly updated and accessible for reps to address 'current issues'. Lengthy documents and reports are often not the best and most accessible tools. Reps need access to inoculation materials, e.g. myth busters, for topics that are relevant at that time so they can have informed conversations in the workplace. These can also include exposing the current tactics of the far-right to inoculate against them.
- Redirect focus of antifascist organising away from larger national organisations, toward grassroots community organising, working proactively with vulnerable communities. Work with these established community networks for deep organising, rebuilding and repairing community cohesion.
- Fund and hold its own regional anti-fascist conferences, bringing together grassroots community groups, building local networks and community defence.
- Employ a dedicated team who will oversee the above calls to action, develop training and other relevant materials and support with researching, facilitating and organising in each region.
- Ensure the above, is embedded within the political strategy and forms part of Unite's political education
- Due to rapidly escalating nature of far-right activity, we urge Unite to implement the above within a year

North West Young Members Committee

149. Right to protest

This Conference acknowledges that protest is a fundamental democratic right which Unite members, all trades union members and all campaign groups must defend.

The previous Tory Government introduced a raft of Government initiatives, including the Police, Crime, Sentencing and Courts Act 2022, as well as secondary legislation, to clamp down on protest significantly lowered the threshold of when the police can impose conditions on protests to anything that was deemed as causing 'more than minor' disruption.

The measures, which were passed without the agreement of Parliament, were successfully challenged by Liberty in the High Court who found it unlawful. However, the Conservative Government appealed the ruling and the High suspended the reversal of the measures until after the outcome of the appeal. The new Labour Government, despite speaking against the anti-protest legislation has decided to proceed with the previous Government's appeal against the High Court ruling.

Redefining the sort of protest that could be restricted by the police hundreds of peaceful protesters notably climate protestors and those protesting the war in Gaza have been arrested, many held on remand for long periods whilst awaiting trial and last summer five people were given the highest sentences for nonviolent protest this country has ever seen, 4 years for encouraging people to engage in protest about the climate and environmental emergency. Sentences higher than those given to many who commit serious sexual assault and to many of the far-right rioters on the streets last summer.

Conference agrees that the union must:

- demand that the new Labour Government
 - drop the appeal against the High Court's ruling that the previous Conservative Government had acted unlawfully
 - repeals the previous Conservative Government's anti-protest legislation which conflicts with international human rights law, and risks the right to peaceful protest.
- to speak out against the silencing of defendants in court and the handing down of prison sentences to non-violent protestors.
- demand the Government reconsider the sentencing and imprisonment of non-violent protestors, particularly in light of the extreme pressure on prisons and prison staff.

London & Eastern Local Authority RISC

150. Anti protest legislation, human rights and trade union actions.

In January 2024, the UN special rapporteur on environmental defenders described the anti-protest laws in the UK as 'draconian'

The Conservative Government's Police, Crime, Sentencing & Courts ("Policing") Act came into effect in April 2022. In 2023, the Government introduced the Public Order Act 2023.

In May 2024, the High Court ruled that these Acts are unlawful. The home secretary Suella Braverman forced these laws through parliament using 'Henry VIII' powers. The legislation lowers the threshold for police to impose conditions on any protest causing 'more than minor' disturbance to the community. The police have discretionary powers to decide what 'more than a minor disruption' is and the definition of 'community' can be far reaching.

The laws have resulted in imprisonment of peaceful demonstrators, they undermine the right to a fair trial and severely limit how, when and where peaceful assembly and protest can take place. Anti-terror legislation has also been used to criminalise environmental and anti-war protesters with severe consequences for liberty and justice.

The pro-Palestinian demonstration in central London on 18th January 2025 was subjected to heavy-handed policing, with the evident purpose of partisan political intention, and the aim of intimidating and decapitating the pro -Palestine movement. 77 peaceful protestors were arrested. Not following police directions can lead to arrest and imprisonment. There is the threat of deportation of dual nationals and non-British citizens if protestors are arrested and sentenced to more than 12 months in prison

This contrasted sharply with a protest on 11th December 2024 by farmers, who blocked Whitehall with hundreds of tractors. Videos showed emergency ambulances trying to get by. There were no arrests made and the police liaised with the protestors to facilitate the demonstration.

Trade union ability to organise, up to and including industrial action, is already severely curtailed by anti -TU laws. The Policing Act and the Public Order Act can restrict the ability to organize demonstrations and strikes and may impose additional requirements that hinder mobilization.

On the 11th and 12th December 2024 Unite organised a rally outside the Luton Vauxhall car factory which is threatened with closure. The Unite organiser informed the police that this

was a peaceful community rally of support for workers and against closure of the plant. The police threatened to use their anti-protest powers to disperse the assembly. In the end the Unite organisers prevailed and the police withdrew their threats

We call on Unite to demand that the Labour government rescind the 2022 and 2023 Acts, and review legislation overall to ensure that political dissent, freedom of expression and trade union rights are not under threat in the UK.

London & Eastern, London Area Activists Committee

L: Union Administration & Membership Services

151. Financial policy

This Conference calls upon the Unite Executive Council to have a clear defined written financial policy which governs all the unions budgets, financial decision making and future financial planning before 31st October 2025. The policy must include the following

- Produce an annual budget which has to be approved by the Executive Council no later than 3 months before the year for which any budget is proposed.
- A clear obligation on the Executive Council to agree a balanced budget which only takes into account regular income versus regular reoccurring expenditure.
- Clear delegated authority from the Executive Council on all spending within agreed budgets of up to £50,000.
- Delegated powers to General Secretary from the Executive Council on spending outside of the annual agreed budget up to £2000
- Delegated powers from the Executive Council to the Executive Council Finance & General Purposes Committee to review and approve any spending above £2,000 up to £25,000, which is outside of the annual agreed Executive Council budgets.
- All Unite the Union spending or financial commitments above £25,000, which are outside of any Executive Council agreed annual budgets, must be reviewed and approved by the Executive Council.

Leicestershire GPM Branch (EM/LE19)

Amendment

In paragraph one, after “upon the” replace “Unite Executive Council” with “Union”. Delete from “which governs” to “the following:”

Delete all bullet-points to the end of the motion and insert:

“Conference welcomes the General Secretary’s decision to commission multiple independent investigations into the widespread allegations of possible corruption under previous leadership of Unite.

Conference also welcomes the General Secretary’s commitment to complete openness and transparency regarding the findings and acknowledges the fact that commitment will be constrained only by the demands of live police investigations.

Conference believes that the constant personal attacks faced by the General Secretary, having taken place following her decision to investigate any possible wrongdoing, have been nothing short of a disgrace.

Indeed, Conference has noted concern around the Union’s Governance, including the role of the Executive Council and the alleged distribution of “doctored” accounts by a sitting member of the current Executive Council.

Therefore, Conference believes that temporary measures should be put in place to ensure complete transparency with the membership and to help prevent any possible factional interests overriding those of the Union, particularly regarding financial policy.

To this end and prior to the next Rules Conference and forthcoming Democracy Commission, Conference instructs the Union to establish a temporary forum of workplace

representatives engaged in collective bargaining and elected by lot, to help scrutinise financial policy.

This representative forum will receive detailed reports from the Union in the run up to the next policy conference to help prepare and scrutinise the next finance report to Conference.”

Bristol Finance & Legal Sector Branch (SW/001401)

152. Supporting Unite members in dispute

This Conference welcomes the Union’s commitment to supporting Unite members in struggle.

Over the years there have been many examples of workers being starved back to work and strike action ending due to a lack of resources. Thankfully, this is no longer the case at Unite.

This Conference commends the General Secretary’s leadership and increased support for striking workers, including:

- Making permanent the £70 per day dispute benefit.
- Personally visiting countless picket lines.
- Ensuring that relevant information, financial analysis and campaign support are all widely available to Reps when requested.

This approach has led to an unprecedented number of successful disputes being led by Unite members. As well as stemming the decline in our Union’s membership.

To that end, this Conference agrees that the first call on our Union’s resources is to defend and advance Unite members’ jobs, pay and conditions, including when on strike.

This Conference also agrees that the measure of how successful the dispute fund has been, is not how much money is in the fund on any given day, but by the number of disputes our members have won as a result of the resources being used.

On that basis the investment in dispute benefit has been nothing but a success. Having paid itself back countless times, with hundreds of millions of pounds extra going back into the pockets of Unite members; over £450 million has been secured, from over 1,000 disputes, covering over 200,000 Unite members.

This Conference therefore calls upon the Union:

To continue to support striking workers with every means available. It must also be remembered that it is the Union’s job nationally as well as at branch level, to support workers on strike, both industrially and financially.

London & Eastern Education RISC

153. Applauding Unite’s commitment to workers in struggle

Conference applauds Unite’s commitment to supporting members in struggle.

Conference further applauds the Strike Plus initiative, which has provided direct national interventions at the request of striking members, including research, negotiation, organising, and communications support.

This approach has driven record dispute wins and helped sustain membership. Conference reaffirms that the Union's priority must be defending and improving members' jobs, pay, and conditions—including during strikes.

Conference calls on the Union to maintain full industrial and financial backing for striking workers.

Trade Union Employees (LE/128)

154. Working whilst receiving strike pay

This Policy Conference calls upon the Executive Council to ensure there is a clear policy on the payment and administration of strike pay including investigating any alleged abuse of the policy, including where a member who is in receipt of strike pay, carries out inappropriate paid work.

EM/DE78 Rolls-Royce Works Branch.

155. Combatting the Far Right and Education

This Conference has been appalled by the seemingly unchecked advance of the far right, both globally and within our own communities and workplaces.

It is clear that while the previous 'Disarm the Right' policy agreed at the 2023 Policy Conference made certain commitments, it has done little to stall or reverse the onslaught of a newly confident, networked, and organised group of far-right agitators dominating political discourse both online and in wider society.

The union's own research, delivered in conjunction with our external partners, Jarrow Insights, has shown both the pervasiveness and perniciousness of far-right narratives and the traction they receive in our members' workplaces. Recent case studies have exposed the types of narratives becoming embedded in and amongst our membership, and we have been able to use the insights gathered to develop counter-narratives to reverse this increasing influence.

But this work must become more widespread, or we will only be tackling the issue in small, isolated spaces.

We believe that the union must incorporate the TUC's course on 'Combatting the Far Right' into its national training programme. Currently, the union provides awareness through its 'Unity Over Division' initiative, but this does not give our reps the tools necessary, both from a theoretical and a practical perspective, to challenge the rise of the far right on the shopfloor.

It is essential that this is implemented to coincide with the new academic year in September 2025, or at the very latest January 2026 and the launch of each region's new Education prospectus.

South East Automotive RISC

156. Consideration for Bringing Training for Workplace Reps In-House

Conference calls upon Unite the Union to consider bringing all training for workplace representatives back in-house.

Over recent months, concerns have been raised regarding the availability and quality of training provided to workplace reps. In some devolved areas, we have encountered instances where certain essential courses are not being offered at all. This gap in training is significantly affecting the preparedness and effectiveness of our workplace representatives.

The lack of adequate training poses a real risk to the support we can offer our members, as reps may not have the knowledge or skills required to address issues in the workplace. Consequently, this undermines the union's capacity to protect and represent our members effectively, which could ultimately result in a loss of membership.

Therefore, this motion calls for:

- A comprehensive review of the current training provision for workplace representatives.
- The exploration of bringing all essential training back in-house to ensure consistency, quality, and availability.
- The development of a strategy to improve access to training for all reps, including those in devolved areas.

Conference believes that by bringing training back in-house, we can ensure that all workplace reps are fully equipped to serve our members and enhance the union's overall strength and influence.

South West Construction RISC

157. Representative Health and Safety training

Conference recognises the importance of Health & Safety (H&S) is seen as a key responsibility amongst Unite Reps and members with many activists being both a workplace representative and a Union H&S representative.

Conference, currently Rep courses are run separately from H&S courses thus meaning that to become a representative and a H&S rep you have take up to 20 days off to attend, either over a period of weeks or in a block, dependant on course availability. This is becoming problematic with many employers not releasing members to attend both the Rep and H&S training, plus also meaning that our representatives are not getting the full training they need to do either role, with many choosing either/or.

Conference, it would be ideal if H&S courses could be run in parallel or even further progressing Reps skills within the workplace. Currently Unite courses, for both Rep and H&S, run on 2 parts (1A + 1B) and (2A + 2B) thus the amount of time for release that is required, with some of the content being similar and also skills learnt being interchangeable.

Conference calls on the Executive Council to look at the feasibility of amalgamating the Reps training and H&S training whilst still recognising the importance of both the Representative role and the H&S roles, especially in Law.

Wales, Engineering, Manufacturing & Steel RISC

158. Co-production of Education on Social Model of Disability

This Conference recognises and values the significant work undertaken by previous lay leaders, especially the late Sean McGovern, in promoting an understanding around the additional barriers Disabled Members face, in day-to-day life, the workplace, and as part of our great trade union.

Too few of our members understand the fundamental concepts of what it means to be a disabled person in the UK at this moment in time. After years of Tory policy, and small statist, politically driven attacks on the very notion of disabled people having equal value in our industrial and social communities, we say it is time for Unite's Disabled members to take the lead in driving change – taking as our core belief that 'there should be nothing about us, without us'.

We call on the Executive Council to promote an understanding of the Social Model of disability at the heart of all our training, – not just in those specifically related to disabled and equalities issues, but across all of our training so that members gain both insight and solidarity with the cause of disabled members.

This should include our union's educators working to co-produce materials with disabled members and their constitutional committees.

We further call for Unite to create a timetable and flight path so that disabled members are treated in the same way as other Equalities Sectors, such as Women's and BAEM sectors, when it comes to the allocation of protected seats on constitutional committees and other member-led bodies – and extend this call for equity to our sister, brothers and comrades in the LGBT+ sector.

We feel that, as 'experts by experience' in our own many and varied challenges, we should ensure that the union takes an educative and positive – and certainly not blame driven approach to addressing both past injustices against our community, and working to make sure that as an equalities issue, disability is also an industrial issue.

London & Eastern Disabled Members Committee

159. Unite training courses

This Conference notes that education and training are pillars of Unite's lay member-led model. For our union to function effectively, it's paramount that our reps and branch officers are equipped with the knowledge and skills to service our members. As the usual first point of call for members, it's our reps and branch officers that often determine members' opinion of the trade union.

For many in full time employment, attending Unite's training courses can be problematic. Holiday cover, sickness, and short staffing, all impact on members' ability to participate in Unite's training and acquire the knowledge and skills essential for their elected roles. This problem is exacerbated where branch officers are elected in unrecognised workplaces, meaning no facilities agreement exists to guarantee these role holders the time needed to participate in union learning.

This Conference proposes that Unite runs more training courses each year, with a greater degree of flexibility in the delivery, to ensure maximum participation, and upskilling, of our lay reps and branch officers.

South West GPM&IT RISC

160. RMP

Conference accepts that Unite membership covers not only workers in employment but continues the fight into the community and into retirement. It is important that workers heading for retirement know the benefits of staying a member of the union in Retired Members Plus (RMP). To help achieve this, every region should ensure all union regional meetings, and education courses include information promoting RMP to ensure that we get people joining when they leave employment. Further to this, regions should organise an annual pre-retirement course to explain the benefits of joining RMP and being involved in the campaigns.

Retired Members Committee – South West

161. Transforming Unite the Union into an anti-racist organisation.

This Conference believes that Unite the Union should take positive action to eliminate racism in our union, stand with our colleagues when they experience racism, and eradicate the inequalities in access, outcomes and experience that some of our communities' face.

Therefore, this Conference calls upon the union to develop an anti-racist frame work that would be rolled out at all levels of the union including the regions, who would be responsible for its implementation on a day to day basis.

This framework would support Unite the Union on the journey to becoming intentionally and unapologetically anti-racist. The framework would encourage the tackling of structural racism and discrimination through collaboration, reflective practice, accountability and action. Through the embedding of the themes, deliverables and actions outlined into structures, processes, policies and culture, organisations will create meaningful and measurable change within their workforce and service delivery.

The framework should be underpinned by the following five anti racist principles:

- Prioritise anti-racism: How much of my time have I actually spent on anti-racism work in the last month?
- Understand lived experience: Whose voice and experience is not present, what have I done to address this, and how have I supported others to share their lived experience?
- Grow inclusive leaders: What does the diversity of Unite look like and how have I created opportunities for colleagues from ethnic minority backgrounds to grow and be included?
- Act to tackle inequalities: What actions have I taken towards addressing racial inequalities and what impact has been made?
- Review progress regularly: How has Unite built anti-racism into their EDI targets and how is progress being measured

North West BAEM Committee

162. LGBT+ Regional Engagement

This Conference notes:

1. That there are tens of thousands of LGBT+ members within our union.
2. That these members are present and active in all sectors, nations and regions.
3. That the representation of these members is however not as advanced in some areas of our union as in others, and we should endeavour to collaborate to share best practice.
4. That LGBT+ members may feel isolated if they are the only LGBT+ worker in their workplace.
5. That a key role of Unite is to build connections between workers to allow them to act collectively for their own advancement and to build their own power and capabilities.

Conference further notes:

1. The strong history of Unite and its predecessor unions in supporting LGBT+ workers organising.

Conference therefore resolves:

1. To empower the elected regional LGBT+ committees to contact LGBT+ members, in collaboration with the appropriate regional officer, for the purpose of updating them on the actions of their committee and to invite their engagement.
2. To empower the elected regional LGBT+ committees to send an invite to all LGBT+ Unite activists in a region to an online discussion group overseen by the elected Regional LGBT+ Committee in collaboration with the appropriate regional officer.
3. That Unite the Union funds and provides proper staffing support for an equalities network to support LGBT+ workers in organising and fighting for equality.

North West LGBT+ Committee

163. Better promotion of the lay structure within Unite

This Conference acknowledges the hard work done by the lay committees of Unite. However, we feel that not enough is being done to promote the lay committees either on the website or at training courses.

- When the member receives the first communication from Unite after joining the details of the branch which they belong, and the next branch meeting should be included. Obviously, this can only be done if stratum is kept up to date
- Included in this document would be a brief explanation of the lay structure and why it is so important.
- All stage one courses should include a section of the structure of Unite. This will include the branch structure and how the branches are the life blood of Unite. This section should also include all the committees of the Union. The sector committees, regional and national committees and how the executive council works. All the equalities committees will also be included in the course, plus the health and safety committees.
- All newly elected workplace reps, including health and safety and equalities will receive a letter and email invitation to the sector and equality conferences where the committees are elected. Anyone who does not reply should be followed up by the officer, or delegated person, to check on attendance.
- All workplace representatives to actively encourage members to learn about the lay structures of Unite

East Midlands Road Transport Commercial, Warehousing & Logistics RISC

164. Creation of a New Member Welcome Pack to Outline Union Structure and Democratic Participation

This Conference calls upon Unite to create a comprehensive Welcome Pack for new members, designed to introduce and familiarize them with the union's structure, from the individual member level, through branches, and up to the Executive Committee. This Welcome Pack will clearly outline how members can engage in the democratic processes of the union, enabling them to fully understand and exercise their rights and responsibilities within Unite.

The Welcome Pack will:

- **Enhance Member Engagement:** By providing a clear guide to the union's structure, members will see a pathway for active involvement and representation, encouraging greater participation in union activities and democratic decision-making.
- **Empower New Members:** Knowledge of the union's structure empowers members by showing them how their voice can contribute to shaping policies and influencing decisions at various levels.
- **Strengthen Union Solidarity:** A well-informed membership is fundamental to a strong union. By educating new members about the democratic avenues available to them, we can foster unity and a shared commitment to our collective goals.

The Welcome Pack should include:

- A clear overview of the union's structure, from member to branch, and through to the Executive Committee.
- Information on how members can get involved at each level.
- An explanation of key democratic processes, including voting rights, election of representatives, and ways to submit motions or proposals.

This Conference urges Unite to prioritise the development and distribution of this Welcome Pack to all new members, with a view to strengthening our democratic foundation and enhancing union engagement at every level. The detail should also be delivered to existing members so a level of education is provided to the whole membership.

Leonardo UK Ltd - Ind Branch (formerly Agusta Westland) (SW/8006)

165. Creation of Written Policy and Guidance on Union Structures

This Conference believes:

- That in order to properly represent our diverse membership across multiple sectors, Unite should maximise engagement with, representation of, and knowledge of its members.
- That all Branches should elect as many reps and branch officials as possible in order to maximise and diversify representation.
- That all members should be encouraged to submit motions on matters of importance to their branch and the union movement.
- That a lack of understanding of union structures may be an impediment to the above.
- That written union guidance must be provided and be as straightforward for the rank and file membership to navigate as possible.

This Conference calls upon the Executive Council to agree to the creation of comprehensive documentation which:

- Details the structure of a Branch, and how it sits within their Industrial Sector and Region, and relates to National Executive Council, Regional Committees, National and Regional Industrial Sector Committees, Area Activist Committees, Equalities Committees, Trades Union Councils, the TUC/STUC/ICTU, defining the roles of these bodies.
- Details to lay members how a motion may be written, and the appropriate path to have it heard at the appropriate committee/conference/Congress
- Clearly explains the different roles of all accountable representatives of workers - both reps and branch officials - and gives guidance on how an election may be run in a fair and uncomplicated manner
- Is written in plain English at first and then made available in a variety of languages spoken across the UK and Ireland
- May be made available in hard copy to all new members upon joining, and freely available digitally online.
- Should be included in Unite Education/course materials as appropriate.

This documentation and guidance should be written and available for publication no later than 31st December 2025.

Scotland Education RISC

166. Furthering organising and democratic transparency in Unite

Conference notes the success of the 'back to the workplace' approach spearheaded by Unite under Sharon Graham's leadership, winning the vast majority of disputes and delivering hundreds of millions of pounds to members.

Conference notes the crucial focus on recognising and empowering reps throughout these disputes, as well as reinforcing the activity of workers through the organising department and leverage campaigns.

However, Conference also notes that many of these tools remain largely unavailable to members, especially those seeking to organise in unrecognised workplaces or with low union membership. Even reps in these contexts can struggle to access rep training, or access information on organising if a paid organiser is not allocated.

Conference believes that to reconsolidate this 'back to the workplace' strategy, it must be led by members and reps from the bottom up. To new members and reps, especially where they are elected between the three-year election cycles, the wider democratic structures of Unite often feel convoluted or opaque. Parts of these structures, such as Area Activist Committees, can lack engagement and their purpose can seem unclear.

Conference believes that lack of transparency is an obstacle to engaging members with the union's democracy and therefore calls for all committee meeting minutes, including the EC, notwithstanding any confidential information, to be made available to members in good time through a dedicated, member-only page on the union's website.

Conference believes that lack of transparency is an obstacle to engaging members with the union's democracy and therefore Conference instructs the Executive Council to:

- Introduce a section on the Unite membership portal where members can sign up to the active member list, so it is not only those formally elected into a position who can access information on training and events. Resources on organising and democratic participation in the union should be provided through this portal.

- Make organising training consistently available to all members, empowering local branches with a stake in tailoring this training.
- Ensure rep training is available to reps in unrecognised workplaces - promoting this training to reps who might not be aware they can sign up, and offering digital courses, with shorter sessions over a greater number of weeks on evenings/weekends, due to lack of facilities time.
- Update rep training to emphasise collective organising and developing active, democratic workplace branches over individual servicing
- Utilise existing learning tools within the union to also introduce programmes for organising, ensuring these are available to members and not just reps and making use of webinars and online courses.
- Support members to become involved in Area Activist Committee structures, ensuring these have an outward focus on campaigning not solely an internal one on the business of the union.
- Ensure a concise guide to Unite's democratic structures and how to stand is sent consistently to all new Unite members upon signing up. Make such guides available on the website alongside the constitutional timelines, providing online briefings aimed at new or potential activists at least once a quarter.

LE/7098L London Digital & Tech Branch

167. Furthering organising and democratic transparency in Unite

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North East, Yorkshire & Humber Young Members Committee

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Conference notes the success of the 'back to the workplace' approach spearheaded by Unite under Sharon Graham's leadership, winning the vast majority of disputes and delivering hundreds of millions of pounds to members.

Conference notes the crucial focus on recognising and empowering reps throughout these disputes, as well as reinforcing the activity of workers through the organising department and leverage campaigns.

However, Conference also notes that many of these tools remain largely unavailable to some members, especially those seeking to organise in unrecognised workplaces or with low union membership. Many reps in these contexts can struggle to access necessary rep training, or information on organising if a paid organiser is not allocated.

Conference believes that to reconsolidate this 'back to the workplace' strategy, it must be led by members and reps from the bottom up. To new members and reps, especially where they are elected between the three-year election cycles, the wider democratic structures of Unite can feel convoluted or opaque. Parts of these structures, such as Area Activist Committees, often lack meaningful engagement and their purpose can seem unclear.

Conference believes that lack of transparency is an obstacle to engaging members with the union's democracy and therefore calls for all committee meeting minutes, including the EC, to be made available to members in good time through a dedicated, member-only page on the union's website.

Conference also instructs the Executive Council to:

- Introduce a section on the Unite membership portal where members can sign up to the activist list, so it is not only those manually signed up by an existing Unite official who can access information on training and events. Resources on organising and democratic participation in the union should be provided through this portal.
- Make organising training consistently available to all members, empowering local branches with a stake in tailoring this training.

- Ensure rep training is available to reps in unrecognised workplaces - promoting this training to reps who might not be aware they can sign up and offering condensed or digital courses where members lack facilities time in their workplace.
- Update rep training to emphasise collective organising and developing active, democratic workplace branches over individual member servicing
- Utilise existing learning tools within the union to also introduce programmes for organising, ensuring these are available to members and not just reps and making use of webinars and online courses.
- Support members to become involved in Area Activist Committee structures, ensuring these have a greater outward focus on campaigning less of a focus on the internal business of the union.
- Ensure a concise guide to Unite's democratic structures and how to stand is sent consistently to all new Unite members upon signing up. Make such guides available on the website alongside the constitutional timelines, providing online briefings aimed at new or potential activists at least once a quarter.

North East, Yorkshire & Humber, Community Youth Workers & Not for Profit RISC

169. Fair payments for ASCs

This Conference acknowledges the important work carried out by ASCs. They perform an important role in supporting our members where there is no structure within the workplace.

This Conference also notes the expenses incurred by ASCs and feel that they should be properly recompensed. In accordance with the policy of lay members attending conferences, RISCs and other meetings this conference believes that ASCs expenses should be paid the same way.

This Conference confirms that ASCs instead of claiming a set amount for either a half or full day, will, from 1st January 2026, (or earlier, if possible), claim loss of pay. The ASC must be in paid employment and must be scheduled to work on the day the meeting in which the claim is made. This loss of pay must be confirmed by the employer either in form of an official letter or the member can provide a payslip showing the loss occurred.

ASCs will be able to claim milage and other expenses as per standard Unite policy.

EM/NN48 Northants RTCW&L Branch

170. Hearing Loops

This Conference notes that.

The Deaf and Hard of Hearing are disadvantaged due to accessibility concerns, when trying to access training and conferences provided by our union. The group is covered by the Equality Act 2010 and hearing loops are a requirement in many businesses and organisations.

Conference asks that Hearing Loops (sometimes called Audio Induction Loops or 'T' Loops) are fitted into all Regional and District Offices; in all reception areas, meeting rooms, breakout rooms and those used for group projects. And that any buildings or facilities used by the union for conferences all have Hearing Loops fitted and to have someone trained to ensure hearing loops are accessible at all times also; no conference facility will be used without this being in place.

A 'T' sign is frequently used to advertise hearing loops, which are specialised sound systems for use by those who wear hearing aids. The audio from a microphone is transmitted by a hearing loop and received by the hearing aid, without requiring a separate receiver and headset, known as a neck loop. Neck loops can often present problems such as interference, while some feel uncomfortable or stigmatised whilst wearing a neck loop. A hearing loop/T Loop eliminates background noise, interference, improves conversation clarity and makes sound clearer and easier to hear.

Conference asks that policy regarding external conference facilities should be put in place with immediate effect and the facilities in place in Unite buildings within the next 12 months.

East Midlands Education RISC

171. Inclusive and Accessible Workplaces

This Conference believes that all workplaces should be inclusive and accessible for all

This Conference notes with regret that this year's Unite Policy Conference is an in-person conference only event rather than a hybrid conference

Conference further notes that the decision to make it an exclusively in person Conference has meant that a number of disabled Unite trade unionists have effectively been excluded from attending and participating in this Conference.

Conference believes that:

- all Unite the union meetings, conferences, workplaces and events should be inclusive
- Trade unions should be the strongest advocates for disabled workers and should lead by example

This Conference calls on Unite to commit to:

- Undertaking an audit of their offices, workplaces, meeting and conference venues to ensure that they are inclusive and accessible
- Install any physical adaptations and technology necessary to achieve this aim
- Make all their offices, workplaces, meeting and conference venues fully accessible and inclusive by 2035
- Encourage all employers to follow the example set by Unite to make their offices, workplaces and meeting venues fully accessible and inclusive
- uphold their own commitment to inclusion by ensuring that all future conferences, congresses and other meetings are hybrid and not exclusively in person.

Gloucester Area Branch (SW/007)

172. Avoiding Scheduling Conflicts with Religious Holidays

This Conference acknowledges that:

1. Unite the Union is dedicated to advancing equality, diversity, and inclusion for all members, including our BAEM members.
2. Many of our members observe religious holidays that are central to their cultural and spiritual traditions.

3. Scheduling union events, meetings, or training sessions during religious holidays may exclude or disadvantage members who wish to observe these significant occasions.
4. Respecting religious diversity is in line with Unite's core values and enhances our collective solidarity.

This Conference affirms that:

1. It is vital to ensure that all members feel included and respected, irrespective of their faith or religious practices.
2. Avoiding scheduling conflicts with major religious holidays reflects the union's commitment to equality and inclusivity.
3. Proactively considering religious holidays in event planning will foster greater participation and engagement from all members.

This Conference resolves that:

1. Unite the Union, at all levels, should refrain from scheduling meetings, events, or training sessions during major religious holidays.
2. A calendar of major religious holidays should be developed and shared annually to aid in the planning of union activities.
3. Event scheduling should be flexible and inclusive to ensure no member is excluded due to religious observances.
4. Awareness and understanding of the diverse religious practices within our union should be promoted, cultivating a culture of respect and inclusion.
5. The Conference should adopt this policy and collaborate with equality committees to ensure its effective implementation.

South East BAEM Committee

173. Protecting Unite's Values on Social Media Platforms

This Conference notes:

- The increasing influence of social media platforms on public discourse and political debate.
- The documented instances of X (formally Twitter) being used to promote harmful rhetoric, including incidents of racist language, Anti-Semitic and Islamophobic content, homophobic and transphobic attacks, dehumanizing language, misogynistic and sexist language and incitements to violence
- The ownership of X by Elon Musk, whose stated political views and actions are demonstrably misaligned with the values of the Labour movement.

Conference believes:

- That our union's presence on social media should be a positive force, promoting our policies, supporting our members, and engaging in constructive dialogue.
- That social media platforms which enable the spread of harmful rhetoric or are controlled by individuals with views antithetical to our movement undermine these goals.

Conference calls on Unite to:

- Immediately suspend all official union activity on X.

- Conduct an urgent review of all other social media platforms used by the union, assessing their alignment with our values and their potential to amplify harmful voices.
- Develop a clear social media policy that prioritizes platforms committed to:
 - Promoting respectful and inclusive dialogue
 - Combating misinformation and hate speech
 - Upholding workers' rights and trade union values
 - Actively engage with alternative social media platforms that align with these principles.

Further, this Conference instructs the Executive Committee to:

- Publicly communicate the reasons for this decision to our members and the wider public.
- Collaborate with other unions and progressive organisations to develop strategies for challenging the dominance of harmful social media platforms.

South East LGBT+ Committee

174. Collusion with Blacklisting

This Conference welcomes the General Secretary's decision to:

- Deliver an independent, KC led investigation, into allegations of trade union collusion with blacklisting.
- Introduce a long overdue gifts policy for Unite employees.

Blacklisting is a deplorable practice that has impacted the lives of many trade unionists, over many decades.

This Conference applauds those Unite Representatives that have shown resilience in the face of persecution and equally deplores any act found to be tantamount to trade union collusion, or to covering up trade union collusion.

Once the investigation is finished and the report finalised, this Conference urges the General Secretary:

- To ensure that the final investigation report is circulated to Unite's industrial activists.
- To reveal any individual or group found to have either colluded or covered up collusion with backlisting and the victimisation of Union reps.
- To take all appropriate action to ensure that any acts of collusion with the victimisation of Unite Representatives will not be possible in the future.

Humber Construction Electrical & Plumbing Trades (NE/404/11)

175. Strengthening Unite's dignity and harassment policy

In keeping with the current political shift to the right globally, we have noticed some worrying changes in behaviour and language that some of our reps and activists consider acceptable in Unite meetings.

Unite has a responsibility to address this, to educate our activists and ensure that Unite meetings are inclusive and welcoming spaces for all our members. Members should not encounter discriminatory or divisive language in Unite meetings, or from Unite activists.

Conference calls on Unite to:

- Review and revise the Unite harassment policy, to include a broad statement of Unite activist's responsibility to create an inclusive and respectful environment in all Unite spaces through their behaviour and language.
- Agree a written procedure for member complaints which fall under this policy, with expected timescales and informal stages.
- Create a code of conduct, which sits alongside the harassment policy, for all Unite activists to sign up to on election into any Unite role.

North East, Yorkshire & Humber, Women's Committee

176. Inclusive Conferences

Unite Scotland Disabled Members Committee wish to express concern around the lack of accessible and inclusive practices at Unite conferences.

49% of working age disabled people say they feel excluded from society and 41% say they do not feel valued.

With an estimated 23% of working age adults being disabled these shocking statistics paint a clear picture that more needs to be done to include and involve our disabled members. Having accessible practices ensures a more inclusive and equitable conference allowing for more participation and involvement from all delegates.

We ask Unite Executive Council Committee to ensure accessible practices are included as standard in the organising, planning and delivery of all Unite conferences and events.

This includes:

The creation of an Accessibility Advisory panel consisting of representatives of all regional disabled Workers Committees who can work to ensure venues, accommodation and presentations meet accessibility requirements.

In addition to this can we ask that all conferences and events include:

- Clear and accurate signage throughout each venue
- The use of induction loops as standard.
- All written communication in an accessible size and font.
- adjustable rostrums and speaking platforms
- Step free access to all conference facilities.
- Break out or quiet zones.
- Captioning on videos.
- Basic disability awareness training for stewards and conference chairs.
- Regular rest breaks.

Scotland Disabled Members Committee

177. A Just Transition to a Green New Deal*

Conference salutes the commitment of our reps and members at Stellantis Luton plant in their fight against the ruthless plan to close the plant. We also welcome the commitment of our reps at Ford Dagenham fighting to ensure a future for our members at their plant.

Both Dagenham and Luton expose the cynicism of multinational companies attempting to greenwash attacks on members conditions, job cuts and plant closures, whose only imperative in reality is to line the pockets of their shareholders.

Conference believes that reversing forty years of deindustrialisation and rebalancing our economy from an over reliance on services, is key to rebuilding our regions and nations.

Conference congratulates our manufacturing sectors on developing a clear and comprehensive industrial strategy. The leadership shown by our shop stewards and officers has identified solutions to the long-term crisis of political neglect, industrial short termism and under-investment that has devastated our industrial heartlands and destroyed communities.

While we congratulate Labour on the rapid creation of Skills England, its Industrial Strategy Council and Steel Council, we must now see rapid progress on strategic state investment, alongside industry, in skills and apprenticeships, new technologies and the products our future demands. Public procurement must be utilised in the wider economic and social interests.

We will never accept that decarbonisation requires deindustrialisation or that we cannot use our collective resources to ensure no worker or community is left behind as we meet the challenges of climate change, rebuilding public services and investing in our national security. Core industries from oil and gas, defence and energy generation to steel and automotive, demand support as they transition and repurpose plants while investing in innovative technologies and products from batteries and SMR's to CCSU, and the manufacture at scale of hydrogen, SAF and other sustainable fuels.

The social and political impact of deindustrialisation often leads to loss of hope in working class communities and can allow the rise of alt-right ideas in the vacuum.

A modern industrial policy will protect existing jobs and create millions of new well-paid, unionised jobs and conference demands that the leadership of our union works collaboratively with our officers, shop stewards, sister trade unions internationally where appropriate and government to deliver it.

This Conference resolves:

To support a Just Transition to ensure the benefits of a green economy are shared widely and no one is left behind. The principle of a Just Transition is crucial for a Green New Deal because it ensures that the transition to a sustainable economy is fair and inclusive.

This Just Transition means government must:

- Develop a clear and funded path to a low carbon economy
- Ensure workers and communities across the UK who are most affected by the move towards low carbon industries have a central voice in how this is brought about.
- Make sure jobs are created in the in the new industries in the regions and nations of the UK - to ensure it retains a strong manufacturing base. It must not simply export carbon-intensive jobs overseas.

- Provide financial support to regions, sectors, and communities that face the most severe socio-economic challenges from the transition to cleaner forms of energy and a green economy.
- Create decent unionised employment, and adequate education or training opportunities to enable workers to transition from non-sustainable industries, ensuring no loss of living standards and quality of life
- Use its procurement powers to Invest in public infrastructure that ensures a net-zero economy which creates jobs and boosts industries in struggling communities
- Support (as part of the global north), developing countries in their transition from fossil fuels. This to include providing finance for technology transfer to help developing economies.

Conference instructs the Executive Council to lobby government to achieve these aims and report back at the 9th Policy Conference on progress.

London and Eastern Regional Committee

* The SOC agreed that this motion could be added to the final agenda as due to exceptional circumstances it was not submitted on time.



Policy Conference 2025