

**2022 TUC Black
Workers'
Conference
Final Agenda**

Motions

1 Cost of living

Conference notes that increasing prices, the rise in the energy price cap by 54% to £1971 for a typical user, and the planned rise in national insurance, combined with the continued impact of the removal of the £20 a week uplift in Universal Credit have created a cost-of-living crisis. Conference notes that this crisis has hit the poorest hardest, and disproportionately affected Black, Asian, and minority ethnic workers, especially women.

Conference notes research by the Living Wage Foundation that shows that Black, Asian, and minority ethnic workers are more likely to be in low paid and insecure work.

Conference believes that work should pay enough for workers to support themselves and their families. Conference believes that rising food poverty and fuel poverty are a disgrace to one of the richest countries in the world.

Conference calls on the TUC to:

- i) Lobby the government to re-introduce the Universal Credit uplift
- ii) Campaign for support for energy bills
- iii) Lobby the government to fund real pay rises for public sector workers and to raise the minimum wage immediately
- iv) Support affiliates to encourage employers to pay the real living wage

Community Union

2 Ethnicity Pay Gap

UNISON believes that the Ethnicity Pay Gap is a major cause of in-work poverty experienced by Black Workers and the cause of severe intergenerational inequality in Black communities. The EPG is as high as 23.8 per cent in London with huge regional variations across the UK.

In 2017, the Government committed in its manifesto to “ask” large employers to publish information on their ethnicity pay gaps. In 2020, only 11% of companies had published this information.

The introduction of this important measure is needed to identify the disparities within the workforce and forces employers to be accountable.

UNISON Black workers are committed to addressing issues on racial equality and believe this campaign must be a priority for the RRC.

This Conference calls on the TUC Race Relations Committee to:

- i) Demand the TUC and the Anti-Racism Task Force make closing the Ethnicity Pay Gap a key priority to tackle the racial and regional pay inequality face by Black workers in the labour market.

- ii) Develop an action plan for use in the workplace including a collective bargaining and legal strategy.
- iii) Produce a TUC toolkit to tackle Mandatory Ethnicity Pay Gap Reporting and for the EHRC to make EPG an equality priority.

UNISON

3 The impact of Covid-19 and further precarisation

Across colleges and universities Covid has led to pressures on courses and programmes, with cuts to provision in key areas. At the same time, student numbers have increased rapidly for some institutions.

Employers are using these changes to further entrench the use of precarious contracts, with disproportionate impacts for black staff and students.

Previous contractual protections are being ignored and the pandemic is being used to justify precarity.

Precarious workers must deal with the additional stress of not having paid time off or having support in place to deal with the effects of COVID on friends/family. The emotional impacts in relation to the loss of loved ones is exacerbated for those who are more 'at risk' in the workplace.

Additionally, pre-Covid TUC research shows black workers face a triple hit of lower pay, temporary work and too few hours.

Going forward, this endangers the access of black communities to local and relevant learning opportunities and threatens to wreck the career security and progression of a generation black educators.

Conference resolves to:

- i) Update the 2019 TUC analysis of black workers in insecure work
- ii) Produce organising tools to equip workers in fighting the scourge of precarity.

UCU

4 Mental health provisions in the public sector

During the early stages of the Covid19 pandemic, Public Health England announced the death toll statistics showing a disproportionate number of deaths amongst those from ethnic minority backgrounds, in particular those of Black and South Asian descent. Following studies, these deaths were attributed to comorbidities associated with ethnic minority groups – Diabetes, Obesity, Hypertension as well as diseases such as Lupus and Sickle Cell. Social and economic deprivation, disproportionately affecting our communities, were also common factors when studying the deaths.

It is clear that the contributing factors of the pandemic and subsequent economic factors have plunged ethnic minority communities into financial hardship and social isolation, leading many down a path of deteriorating mental health. To add to the burdens already being carried by most, those working within the UK Fire and Rescue Service are carrying the

additional mental burdens of shift work, dealing with traumatic incidents and social isolation whilst at work.

Conference calls on all public service employers to ensure that any advice and counselling services employed are representative of all workers and engage counsellors from multi ethnic backgrounds, enabling a better understanding of the challenges those from multi-cultural communities have to face on a daily basis.

FBU

5 Organising for racial justice

Conference is alarmed that despite evidence demonstrating extensive racial disparities, discrimination continues to be an everyday reality for many Black workers. Conference condemns the inaction of Government in addressing these disadvantages and asserts that this demonstrates a harmful lack of commitment to tackling the scourge of racial injustices. Conference welcomes the work of TUC Committees, Anti-Racism Task Force and affiliates in responding to the racial justice emergency that continues to blight the lives of Black workers. However, Conference is deeply concerned at the findings of the TUC Equality Audit that shows a worrying reduction in trade union activity on anti-racism and bargaining for racial justice. Conference asserts that organising for racial justice must be a priority for the movement in leading the fight back against the Government's hostile environment agenda and that Black workers must be centred in leading this charge.

Conference calls upon the TUC to:

- i) Commit resources for ensuring that affiliates are equipped for putting anti-racism is at the top of their campaigning and bargaining agenda.
- ii) Build the movement for greater racial diversity of its activists base to mobilise and organise for racial justice in the workplace; and
- iii) Reaffirm its commitment to Black self-organisation.

NASUWT

6 TUC Anti-Racism Taskforce

Conference welcomes the broad focus and ambitious agenda of the TUC's Anti-Racism Taskforce recognising the scale of the challenges unions face and acknowledging the work unions are already undertaking to tackle racism and address under-representation. The momentum created by the Anti-Racism Taskforce gives unions a further opportunity to build on existing strategies and develop new initiatives. Now is the time to bring about meaningful and long-lasting change within our own unions and across the movement. In order to be effective, credible and sustainable any strategy to advance the position of Black workers should have the following key features:

- i) Be fully resourced and prioritised.
- ii) Involve Black members enabling them to shape and develop action plans and programmes.
- iii) Grow and strengthen networks of Black members.

- iv) Provide proper support structures for Black activists who get involved in their unions.
- v) Encourage and support activity in workplaces.

Conference asks the TUC to:

- a) Support affiliate action plans and programmes that develop in response to the work of the Taskforce.
- b) Share examples of effective strategies that improve the involvement and visibility of Black workers in their unions and workplaces.
- c) Enable the sharing of experiences of effective anti-racism campaigning in workplaces and wider society.

USDAW

7 Anti-Racism Taskforce Priorities

Collectivism is the heartbeat of a healthy trade union movement.

Conference congratulates the TUC RRC and specifically the ARTF (Anti-Racism Task Force) on the work it has done to date.

The CWU has been developing an active programme of anti-racism activism for a number of years which engages with grassroots members and activists, with a focus on education, community outreach and international solidarity.

To build upon this approach, Conference calls upon the TUC RRC to:

- i) Encourage affiliates to embed race equality into collective bargaining
- ii) Acknowledge that diversity is our strength and that affiliate recruitment and organizing strategies should reflect this at its core, so black union membership is increased.
- iii) Call on affiliates to promote initiatives that empower BAME union members at any level within affiliate structures so as to radically improve proportionality within leadership structures.
- iv) Campaign to challenge institutional racism and racist government policies such as those that led to the Windrush scandal, the Grenfell tower fire and aftermath and deaths in police custody.
- v) Ensure that black history is reflected through a 'lens of truth' in the school curriculum and to truthfully explore subjects such as British colonialism & Imperialism.
- vi) This list is not exhaustive

CWU

8 TUC Anti-Racism Taskforce Legacy

Conference, we must seriously tackle and eliminate:

- i) unemployment among black workers, especially young Black workers
- ii) casualisation amongst Black workers, especially Black women
- iii) the race pay gap
- iv) workplace racial harassment and abuse
- v) excessive scrutiny, surveillance and lack of support in workplaces including when working from home
- vi) under-representation of black workers in unions as lay representatives and employees

Conference, the TUC's 'Dying on the Job' found that only 8% of Black workers sought union help to deal with workplace racism.

The TUC Anti-Racism Taskforce is taking a leading role in setting the agenda. However, its success depends on affiliates taking action within their own unions. The actions and recommendations must continue to be pursued after the Taskforce's work is completed.

Conference, therefore calls on the General Council, TUC, TUC Race Relations Committee (RRC) and affiliates to implement these recommendations by establishing an Implementation and Oversight Committee (IOC) for a minimum of five years at the end of 2022 and ensuring:

- i) RRC members have a voice on IOC
- ii) IOC is led by a senior member of the TUC
- iii) General Council and the RRC regularly discuss progress on taking forward the legacy of the Taskforce

Unite the Union

9 Eradicating Racism in the workplace

This conference notes that racism, particularly in the workplace, continues to impact black workers. The Black Lives Matter uprisings have placed additional burdens upon black workers in workplaces where organisations look to them to provide guidance, and in some cases, carry out work on their organisation's anti-racism training/plans. This is exhausting to black workers as not only are we subjected to racism but also made to find the solutions by leading on how to make workplaces anti-racist. We call upon conference to:

- i) Encourage allyship groups to be set up in workplaces so that non-black workers can explore white fragility and have those discussions they may otherwise be unable to have, and which black workers no longer wish to hear or engage with.
- ii) Continue to work on the Anti-Racism Charter for workplaces.
- iii) Look into, if not already done so, an anonymous way of reporting workplace racism and offering support.

- iv) Continue to gather all black workers' evidence of incidents which they perceive to be racist so as to ensure that Race continues to be on the agenda at all levels to eradicate racism in workplaces.

GMB

Amendment

"Add at end:

"v) Call upon affiliates to establish at the appropriate level, whether workplace, company or industry, what the main issues are that affect black workers whether racist abuse, under-representation, lack of promotion etc and formulate practical ways to address these issues, working with the employers if possible".

Prospect

10 Microaggressions and bullying – stop the hate

The latest research from FDA shows that bullying and harassment in the civil service is on the rise, with 85% of survey respondents experiencing some form of bullying at work. The FDA conducted a number of focus groups over the summer where the predominant theme that emerged was around the intersection of race and bullying. Conference believes that bullying in the workplace is often related to race. Conference further believes that microaggressions constitute a form of workplace bullying that should be eradicated. Microaggressions are often statements or actions regarded as instances of indirect, subtle or unintentional discrimination and are often rooted unconscious bias. Conference calls for research into the impact of microaggressions and broader racist bullying. Conference further calls for support for workplace representatives to challenge this behaviour and to produce guidance to assist, including using existing health and safety legislation.

FDA

11 Making employers pay – reparations for racism

The impact of racism on the working lives of black members who work in the Prison Service cannot be underestimated both in terms of racist behaviour and actions from prisoners and more concerning from colleagues and managers. Recent research found that 75% of ethnic minorities experience racism in the workplace, a third of FTSE 100 companies have no ethnic minority board members and BAME graduates are twice as likely to be unemployed.

The failure of the Employer to provide effective protection and redress for those who work within this sector has led many to leave the sector and to actively discourage young black people from entering this area of work. The POA calls on the TUC to lobby for changes in employment legislation to allow collective or class complaints to be made against Employers for institutional race discrimination.

Additionally that the TUC lobby for the law be changed so that tribunals are empowered to issue fines both to individuals within the organisation to be paid to the complainant and corporately with the fines being paid to the TUC on a ring-fenced basis to provide support and services for black trade union members thus supporting the principle of reparations by offending organisations to those experiencing race discrimination.

POA

12 A UK asylum system based on liberty and justice

Conference notes that each year in the UK around 24,000 refugees and asylum seekers are held in detention and immigration removal centres.

Conference is concerned that people arrive in the country after perilous journeys, often the victims of torture and extreme violence and can be detained indefinitely in inhumane conditions.

60% of those detained are released with their detention having served no purpose. In 2019, the longest recorded length of detention was over 3 years.

Conference believes that these centres must be closed and replaced with community-based alternatives.

Conference acknowledges that some refugees will have chronic physical and mental health problems that cannot be managed in this environment. In 2020 at Brook House removal centre incidents of self-harm soared by 2000% yet numbers of detainees were down by 1/3.

The UK needs an asylum system based on respect for people's liberty and justice.

This conference calls on the TUC Black Workers Committee to:

- i) write to the Home Secretary calling for an urgent review into the conditions in UK detention centres
- ii) work with affiliates, charities and NGO's to actively campaign for a move away from detention centres to community-based alternatives and for an end to indefinite detention

ASLEF

13 Asylum Seekers

Conference notes with alarm the aggressive attitude by government to asylum seekers crossing the channel and sends its condolences to families of those who died last November in the perilous crossing between Calais and the UK.

People travelling to the UK and claiming asylum, in accordance with the Universal Declaration of Human Rights and the 1951 Refugee Convention, are confronted with an arsenal of impossible visa requirements, reinforced controls, night vision cameras, razor wire and higher fences, and heat detecting machines.

Conference condemns government's policies which continue to detain asylum seekers in asylum hotels described by the All-Party Parliamentary Group on Immigration Detention as 'insanitary, crowded, prison-like.' Freedom of Information requests exposed that 95 people living in asylum accommodation had died since 2016.

Conference is appalled that the government is ratcheting up its war on asylum seekers by seeking to enact new measures in the National and Borders Bill, most likely to worsen their reception and treatment, and intensify their criminalisation and deportations.

Welcoming the numerous demonstrations and strong campaigns such as the 300,000 signatories to the petition against clause 9 of the Bill, conference calls on the TUC to mobilise all its affiliates to defeat this legislation.

NUJ

Amendment

Add new paragraph after paragraph 4 "Attempts to enshrine in legislation in the principle that those with overseas heritage possess British citizenship as a "privilege not a right". This is precisely the attitude that led to the Windrush scandal in the first place".

UNISON

14 Nationality & Borders Bill

Equity's Race Equality Committee extends a message of solidarity to all of those people and organisations potentially affected by the draconian measures outlined in the Nationality & Borders Bill. It is clear that the Bill is a product of longstanding racism and xenophobia against migrants, refugees and asylum seekers and seeks to enshrine this Government's deep antipathy against judicial review and existing human rights frameworks more broadly. Equity's REC seeks to support a coalition of resistance to the Bill and to support further scrutiny and limitation of impact on the Government's stated aims of securing human rights and access to justice.

Equity's REC calls upon Conference to:

- i) Ensure that the TUC and all of its affiliates support those organisations creating a coalition of resistance to the Bill.
- ii) Ensure that the TUC's Race Relations Committee advocate unequivocal support for any trade union member currently facing deportation.
- iii) Ensure that the TUC and all affiliates create a positive message of migration, asylum and refugee status in order to counter narratives which seek to create a climate of fear and hostility towards those seeking settled status in the UK.

Equity

15 Challenging the borders and nationality bill

Conference agrees that the Nationality and Borders Bill is an inhumane piece of legislation that will criminalise refugees, erode the meagre rights of those subject to immigration control & sow further division into UK society, with further detriment to the experiences of Black Workers.

Conference believes the Bill is yet another attempt to pander to far-right racist attitudes and to prey on people's false fears and myths around immigration and asylum.

This legislation will in effect give the Home Secretary the power to remove citizenship from up to six million people. That's two in five people from a non-white ethnic minority background. This includes half of British Asians and 39% of Black Britons who could be deprived of their citizenship rights by the whims of the Home Office.

Specifically, Clause 9 of the Bill, the proposal to remove citizenship without warning, is a direct attack on the rights of every non-white citizen of the United Kingdom.

Conference instructs the TUC Race Committee to:

- i) Work with the General Council and affiliates to challenge this Bill with the ultimate goal being to stop it entirely
- ii) Collaborate with Human Rights organisations, political groups, community and faith organisations that are already challenging the Bill

Prospect

16 The Nationality and Borders Bill

The Nationality and Borders Bill is a clear danger to Black Workers and communities. The proposals undermine the international mission of support and give sanctuary to refugees and has the potential to remove British Citizenship without notice. The Bill requires refugees to be pushed back by relevant services forced to implement a cruel and inhumane policy preventing refugees from entering the UK. It focusses on breaking business model of those enabling refugees to get to the UK but also includes those not doing so for financial gain or via criminal activity. Thus, making any support criminal instead of looking to provide safe pathways to Asylum seekers where they can be assessed here, and preventing fatalities.

We instruct the TUC Black Workers Conference to:

- i) Campaign to remove the harmful elements of the Bill and to add elements that help support safe passage for Asylum Seekers
- ii) Work with relevant Parliamentary Groups to support achieving this
- iii) Develop resources to assist Trade Unions to campaign against the Bill and support affected members
- iv) Report on progress to the TUC Black Workers Conference 2023.

Public & Commercial Services

Amendment

Insert after "refugees" in the second sentence: "including seafarers' legal obligations to rescue anyone in distress at sea"

RMT

17 Migrant Workers' Rights

The UK is home to millions of migrant workers, overwhelmingly represented in front line roles such as NHS staff, carers, cleaners, delivery drivers and farm workers. The UK is the world's fifth largest economy and migrant workers keep our country running, never more so than during the pandemic. Migrant workers support our economy, health and social care systems by picking our food, delivering our shopping, caring for our relatives and supporting those who are most vulnerable. Yet these migrant workers have fewer rights, are at greater risk of exploitation and are not eligible to receive most government funded benefits. According to the Joint Council for the Welfare of Immigrants, during the pandemic

this resulted in many migrants turning to them for material support such as clothing, food and money for the first time in its 53-year history.

Conference condemns the pitiful support for migrant workers.

- i) Conference calls on the TUC to:
- ii) Continue its work for greater rights and protections of migrant workers.
- iii) Campaign against the inappropriate use of power within the Nationality and Borders Bill.

Conference calls on government to:

- a) Stop migrant workers from being exploited and ensure they have access to the same government-funded benefits as UK workers.

CSP

Amendment

Add after "funded benefits": "including NHS services."

RCM

18 Decolonise midwifery education, theory and practice by increasing colour awareness among midwives

In midwifery education, the description of 'normal' is Eurocentric. Among other issues, this means teaching has been based on the care of women and babies with light skin tones.

Skin examination is a vital step when assessing the health of mothers and new-borns. There is currently, however, a gap in clinical knowledge on the assessment of darker skin tones.

This lack of knowledge could be exacerbating racial and ethnic disparities in maternity care and outcomes. A recent MBRRACE report on maternal morbidity and mortality in the UK showed that mortality rates among Black women are four times higher than white women during pregnancy and childbirth, and found Asian women to be two times more likely to die because of complications in pregnancy. Furthermore, Asian infants are three times more likely to die within the first year of life.

It is imperative that midwives are able to assess and recognise skin changes in all skin tones, so that they can provide high quality care to all mothers and babies.

This conference calls for a decolonisation of midwifery education, theory and practice, including an increase in colour awareness among midwives, to improve equality of maternity care in the UK.

RCM

19 Challenging the multiplier effects of racism and poverty in education

Conference asserts that the disadvantage and discrimination that can face Black children in education must be recognised, challenged, and eradicated.

Conference further asserts that the disadvantage and discrimination faced by Black staff in education must also be recognised, challenged and eradicated with equal vigour.

Conference applauds the anti-racist work of unions during the pandemic, the NEU Anti-Racist Framework being one example.

Conference notes:

- i) More than half of Black children in the UK are now growing up in poverty. Black children are at least twice as likely to grow up poor as white children. Poverty limits access to and experience of learning which can lead to lower attainment, work and life opportunities.
- ii) The education system fails to reflect Black histories, achievements and cultures and deprives all children of a relevant education.
- iii) Conference calls on the TUC to demand that the government
- iv) Develop a specific strategy and plan to deal with the inequality and multiple disadvantages caused by race and poverty for children and staff.
- v) Implement a curriculum review (as Wales has) to ensure the national curriculum recognises and represents the history of colonialism and resistance movements, and supports the reclamation of, Black histories and cultures relevant to every child.

NEU

20 Being Black in the music industry

The 'Being Black in the UK Music Industry' report exposed that systemic racism remains a barrier to career progression for Black musicians and negatively impacts their mental health.

Inc Arts research found that ethnically diverse people are overrepresented in the freelance creative community, less likely to be in leadership roles, receive less funding and are paid less than their white counterparts.

These factors alongside systemic racism can negatively impact mental health. Financial barriers and lack of understanding by healthcare professionals can stop Black communities accessing support.

More resources must be invested in tackling racism, identifying Black community's needs, and making available accessible mental health support.

Conference calls on the TUC to

- i) Raise awareness of the need to:
- ii) Decolonise MA Music Therapy training and music curriculums in all educational settings

Lobby Government to:

- a) Introduce mandatory ethnicity pay gap reporting and widen gender pay gap reporting for companies with over 50 employees.
- b) Supply funding to develop mental health services equipped to deliver culturally appropriate and accessible care.

- c) Introduce mandatory teaching of Black histories, achievements, and cultures in the school curriculum in England.
- d) Adopt a measurable strategy to ensure a more diverse teaching workforce with emphasis on recruiting diverse staff in leadership positions.

Musicians Union

21 Reparations for Afrikan Enslavement

Conference notes that the enslavement of Afrikans has left a legacy which cannot be ignored.

Britain was responsible for transporting an estimated 2.5 million Afrikans, enslaving them and using institutionalized racism to maintain the imbalance of wealth, privilege and power in society even now.

Reparation campaigns by Afrikans, in order to repair their societies worldwide, call upon trade unionists for support. Conference notes that the trade union movement, nationally and internationally, has a responsibility to support the debate and the campaign around Reparations and reiterates its policy on Reparations and the enslavement of Afrikans passed at the 2003 and 2015 TUC Black Workers' Conference.

Conference commends RMT for supporting an annual conference for the past 15 years asking the question, "What is the role of the trade union movement in the fight for Reparations?"

Conference calls again to the TUC Black Workers Conference and the TUC Race Relations Committee to work with the RMT, all affiliates and relevant bodies to support this annual Reparation conference and to increase the level of trade union participation. The next conference is scheduled for Tuesday 23rd August 2022.

RMT

Constitution

1 Title and purpose of the conference

The title of the conference shall be the TUC Black Workers'

Conference and its purpose is to encourage black workers to play a full and active role in the trade union movement. The conference seeks to allow both debate on motions and wider capacity building work and workshop-based engagement for delegates.

2 Date and structure of conference

The Conference meets annually and takes place over no more than four sessions of half a day each (3.5 hours). In general, there will be two sessions focused on motions-based business and two focused on more interactive sessions.

3 Basis of representation

Affiliated organisations are entitled to be represented at the conference by a minimum of two delegates, providing that the organisation has paid the fee prescribed in Rule 3 of the Rules and Standing Orders of the Trades Union Congress. For affiliates with 10,000 or more members, the following entitlements also apply:

Affiliated organisations with between 10,000 and 20,000 are entitled to be represented by a total of five delegates.

Affiliated organisations with between 20,001 and 50,000 members are entitled to be represented by a total of 10 delegates.

Affiliated organisations with between 50,001 and 100,000 members are entitled to be represented by a total of 15 delegates.

Affiliated organisations with between 100,001 and 500,000 members are entitled to be represented by a total of 20 delegates.

Affiliated organisations with over 500,001 and 1,000,000 members are entitled to be represented by a total of 25 delegates.

Affiliated organisations with over 1,000,001 members are entitled to be represented by a total of 30 delegates.

It is the TUC's strong expectation that conference delegates put forward by unions should as far as possible be Black workers. There is also an expectation that union delegations reflect the full diversity of their wider union membership (ensuring, for example, appropriate representation of women, disabled workers, LGBT+ workers and young workers).

4 Elections

i) General Council representation

General Council members of the Race Relations Committee will be appointed by the General Council of the TUC.

ii) Elected members

There shall be no more than twenty-one elected members of the Race Relations Committee. Each affiliated union is entitled to nominate up to one candidate for each Section. One nomination shall be for Section A (fourteen places), one for Section B (four places for Black women). One for Section C (one place for disabled member), one for Section D (one place for LGBT+ members) and one for Section E (one place for young members). Unions with over 1.5 million members have the right to make two nominations for election to Section A, one of whom must be a woman.

Candidates shall be given the opportunity to submit a nomination statement of no more than 150 words that will appear in the nomination document that will be circulated to delegates. The statement should contain biographical details and relevant details of work carried out in the trade union movement but should not be in any way an election address.

No candidate is eligible for election unless s/he is a delegate to the Conference from her/his trade union. If a nominee is unable to attend the Conference, her/his nomination will stand only if the reason for non-attendance is acceptable to the Race Relations Committee.

Voting is by ballot. Each trade union delegate attending the Conference will have fourteen votes for Section A, four votes for Section B, and one vote each for Section C, Section D, and Section E with not more than one vote to be given to any one nominee.

Any elected member of the Race Relations Committee who during the year ceases to be the official representative of their nominating trade union will cease to be a member of the Committee.

Should a vacancy occur during the year among the elected seats, the runner up in the election at the previous Conference will be invited to fill it. If there is no runner up, or the runner up does not wish to take the seat, the Committee may decide to invite co-options to the Committee.

If the Committee decide to appoint co-optees, this must be done in accordance with the existing process for electing members, in line with the rest of the processes set out in rule ii.

iii) Conference Arrangements Committee

The Race Relations Committee shall act as the Conference Arrangements Committee for the conference.

5 Motions

1. Motions for the annual conference agenda must be signed by the general secretary of the trade union sending them and must reach the Secretary of the Committee at least ten weeks before the date fixed for the Conference. Electronic signatures are acceptable.
2. Each affiliated union is allowed one motion. Each motion should deal with one subject only, relate to issues of race equality and specifically mention Black workers. The Race Relations Committee, acting in their capacity as the Conference Arrangements Committee, shall consider whether motions are competent for inclusion in the agenda. The decision of the Committee shall be final.
3. The motions included in the preliminary agenda will be sent to each affiliated union as soon as possible after the closing date for their submission. The order in which subjects will be discussed will be decided by the Race Relations Committee acting as the standing order committee.
4. Each affiliated union is allowed one amendment. All amendments to the motions submitted by affiliated unions must reach the Secretary to the Committee by a date to be decided by the Race Relations Committee. Amendments must be signed by the general secretaries of the trade unions submitting them. Electronic signatures are acceptable.
5. Affiliated unions that have had an amendment submitted to their motion will be asked if their union accepts the amendment(s). Affiliated unions' decisions on acceptance or rejection of amendment(s) must be signed by the General Secretary. Electronic signatures are acceptable.
6. In making arrangements for the conference, the Race Relations Committee shall have authority to take any steps they consider necessary to co-operate with unions submitting motions and amendments, in order that composite motions may be obtained wherever practicable. Where affiliated unions have accepted amendments, the motions and amendment(s) will appear on the final agenda as composites. Amendments that have been accepted will not therefore be subject to a separate vote. Failure to comply with the Race Relations Committee's arrangements may involve a union's motion being deleted from the final agenda,
7. Notwithstanding the above provisions, the Race Relations Committee may submit statements on issues that are on the agenda or emergency issues that are relevant to the conference that have arisen after the closing date for motions. The committee may not submit emergency motions. Additionally, any affiliated union shall, subject to the approval of the Race Relations Committee, be permitted to submit an emergency motion for consideration of the delegates to the conference. No such permission shall, however, be granted unless:

8. such an emergency motion is received by the Committee Secretary from the General Secretary of the affiliated trade union not later than the morning of the day two days prior to the opening of the conference.

and at least two-thirds of the delegates to the conference agree to its inclusion in the agenda of that conference.

9. Delegates will select, by secret ballot, one resolution of the conference to go forward onto the agenda of the succeeding TUC Congress.

Standing orders

1 Hours of conference

The Conference assembles annually and takes place over no more than four sessions of half a day each over consecutive

days. Lunch breaks will be no less than an hour. In general, the hours of the Black workers' conference will be from 14.00 to 17.30 on the opening day. From 09.30 to 17.30 on the second day and from 09.15am to 15.00 on the final day. Lunchtimes on both days will be from 12.45 to 2.00pm.

2 Conference chair

The chair of the TUC Black Workers' Conference shall rotate amongst members of the Race Relations Committee on the basis of seniority, this being defined as the longest continuous service.

3 Business of the conference

- Included in the business of the annual conference shall be the consideration of the annual report of the Race Relations Committee and of motions and amendments. The report and the agenda for the conference will be sent to delegates not later than two weeks before the Conference.
- The Race Relations Committee as the standing orders committee for conference will prepare an order of business that indicates the Committee's attitude to each motion as follows:
- Support, chair to indicate: In order to allow more time for delegates the Committee usually (but not always) waive their right to speak in a debate on a motion or amendment they support.
- Support with explanation: If necessary, a Committee member will explain to conference any procedural explanation they wish to raise on a motion or a composite motion.
- Support with reservation: A Committee member will explain to Conference any reservations they may have on a motion or amendment they otherwise support. The union concerned is notified in advance of the Committee's reservations.

- Seek remission: The Committee may ask remission of a motion before Conference. The motion is then remitted to the Committee to consider. If the union will not agree to remit the motion, a Committee member will speak in opposition to it. The union remitting the motion is allowed to speak to their motion but there is no debate or vote.
- Seek withdrawal: The committee may seek withdrawal of a motion from the submitting union. If the motion is not withdrawn, the motion will be opposed by the Committee. The union will not speak to the motion if the request to withdraw is accepted.
- Oppose: A Committee member will speak on any motion or amendment opposed by the Committee
- Leave to conference: The Committee do not take an attitude and conference votes on the motion.

4. Appointment of scrutineers and tellers

Four ballot scrutineers and four tellers will be appointed by delegates at the start of the conference.

5 TUC Regional and Trades Council. Observers

TUC Regions and Trades Councils can send one observer to conference respectively. At the discretion of the chair TUC Regional or Trades Council observer may speak on motions at the discretion of the Chair.

6. Limitation of speakers

Five minutes are allowed for the mover of a motion and three minutes for each subsequent speaker. Speeches on behalf of the Race Relations Committee will be limited to a maximum of five minutes unless otherwise agreed by the Conference, with the exception of the Chair's address which shall be no longer than 15 minutes. Other guest speakers will not exceed the length of the chair's address.

A delegate shall not speak more than once on any motion unless permission to do so, on a point of order or explanation, is given by the Chair. The mover may be allowed a maximum of three minutes to reply to discussion on the motion concerned but no new matter may be introduced into such reply.

Movers of amendments do not have the right of reply.

Delegates shall vote on the motion immediately the mover has replied.

7. Closure

Delegates may request that a debate is closed by moving any one of the following procedural motions.

- That the previous question be put: This motion can be moved during an amendment debate. All debate on the amendment will cease and the original motion will be put to the vote. The amendment will be abandoned.
- Move next business; All debate on the current business will cease and that item of business will be abandoned.
- Closure of the debate: All debate on the current business will cease but a vote will be taken. Should the closure be carried, the mover of the original motion shall have the right to reply in accordance with Standing Order 6.
- Procedural motions in this instance must be seconded and can only be moved by delegates who have not previously spoken during the debate. There shall be no speeches on such motions.

8. Voting

The method of voting at the Conference on all matters except the election of representatives to serve on the Race Relations Committee, and the selection of one resolution to go forward onto the agenda of congress, shall be by voice or show of hands.

9. Conference reception

The TUC General Council shall support a delegate reception at the close of the first day of the conference.

10 Suspension of standing orders

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

11. Chair's ruling

The Chair's ruling shall be final.