

Delegates' briefing

TUC Congress 7-10 September 2025

IN THIS BRIEFING TO DELEGATES:

Introduction

Welcome to Congress 2025! This briefing is to help you prepare for the event which will take place in Brighton between Sunday 7 and Monday 10 September.

If you have not received any of the materials or have any other queries about Congress you should, in the first instance, contact your union.

1. ACCESS TO THE VENUE & HALL

Congress venue and opening times

TUC Congress 2025 is being held at the Brighton Centre, Kings Road, Brighton BN1 2GR. Entrance to the venue is via the main entrance on Kings Road.

Congress Hall is located on the first floor and can be accessed via lift's or stairs.

Venue opening times

Saturday 6 September 2pm–5pm

- Registration desk only, to collect wallets, documents & ballot cards*

Sunday 7 September 10am–2pm

- Registration desk only, to collect wallets, documents & ballot cards*

Sunday 7 September 2pm–7pm

Doors open to the exhibition and other areas to delegates

Monday 8 September 8.30am–7.15pm (open after 5.45pm for fringes only)

Tuesday 9 September 8.30am–7.15pm (open after 5.45pm for fringes only)

Wednesday 10 September 8.30am to close of Congress.

Credentials and entry arrangements

In advance of Congress, you will receive your delegate credential (i.e. your pass). You will need to show this every day to access the Brighton Centre using the official lanyard provided.

If you have not received your credential, please contact your union in the first instance.

Your credential must always be clearly visible whilst you are within the Brighton Centre.

If you lose your credential during Congress, then please report this immediately to the registration desk. The loss of a credential before Congress should be reported to the TUC via TUC Badge OSD@tuc.org.uk

Delegates, visitors, media and others attending Congress must also carry another form of photo ID whilst in the Brighton Centre.

Personal items

Bags and cases will be searched on entry to the Brighton Centre, and it is recommended that delegates bring only essential belongings with them. There will be cloakroom facilities within the Brighton Centre located at the back of the ground floor and you are asked to use these for both large bags and coats and not to take them into the conference hall.

Congress Hall is closed on Monday and Tuesday lunchtime from 12.45 – 1.50pm. Please do not leave papers or other personal belongings in the hall during the lunch breaks or overnight as they will be removed.

Ballot cards

Ballot cards can be collected by delegation leaders only, from the registration desk between 2- 5pm on Saturday 6 September, and from 10am on Sunday 7 September. Credentials must be shown to sign for the ballot cards.

Congress sessions

Congress sessions will be as follows:

- Sunday: 4pm–7pm
- Monday: 9.30am–12.45pm and 2.15pm–5.30pm
- Tuesday: 9.30am-12.45pm and 2.15pm–5.30pm
- Wednesday 9.30am–12.45pm and 2.15pm to conclusion of business (4pm at the latest).

2. Draft programme of business – subject to change

Sunday 16.00-19.00

Approval of tellers and scrutineers

Introduction of sororal/fraternal delegates and visitors

GPC Report: GPC Chair Linda McCulloch

Section 3. A fairer economy and strong public services

Motion 27 School support staff deserve better +a

Motion 51 For national renewal: a national education service +a

Motion 52 Stand up for quality education

Paragraph 3.10 Education

Motion 53 Scrap audition fees and other hidden costs for arts courses in higher

Paragraph 3.16 Arts and creative sector

Paragraph 3.17 Regions

Paragraph 3.18 TUC Cymru report

Motion 54 Inclusivity in our schools

Motion 55 Ending Physical Punishment of Children (EPOCH)

Motion 56 Knife crime and social media

Motion 31 UK resilience +a

Motion 32 Public sector productivity

Motion 33 Standards in government

President's address and vote of thanks

Motion 40 Subsidiary companies +a

Paragraph 3.14 Public procurement and insourcing

Motion 41 Inequalities in maternity care

Motion 42 Supporting student midwives and newly qualified midwives

Motion 43 Invest in allied health professionals +a

Motion 44 Retaining and valuing the NHS workforce to deliver the NHS 10-Year Plan

Paragraph 3.9 National Health service

Motion 45 Reducing health inequalities through nutrition and prevention

Motion 46 Protecting the public and healthcare professionals from role substitution in health care

Motion 47 Local government funding crisis +a

Motion 48 Fair funding for local authorities

Paragraph 3.11 Social care

Paragraph 3.15 Transport

Obituaries

Monday am 9.30-12.45

Union wins - video

Section 3. A fairer economy and strong public services continued

Motion 49 Fund our fire and rescue service

Paragraph 3.12 Local government and fire and rescue

Motion 50 Zane's Law

Motion 20 Action against assaults on public-facing workers +a

Motion 21 Dignity for train drivers

Motion 22 Protecting transport workers from harmful dust, fumes, and poor air quality

Motion 57 Safer Inside Prisons Charter +a

Motion 58 Probation workload crisis – a danger to public safety

Paragraph 3.13 Civil service and justice

Motion 59 Where next for Cafcass?

General Secretary's Address

Section 4. Meeting the challenges of the future

Motion 69 Rail Freight Future

Motion 70 A just transition for railway workers +a+a

Motion 28 Tax wealth to fund public services +a+a

Motion 29 Funding for public services and infrastructure +a

Motion 30 A new approach to public services

Motion 34 Restructuring the economy to shift wealth and power in favour of working people

Motion 35 Taxation

Motion 36 Welfare

Paragraph 3.1 Economy

Paragraph 3.2 The labour market

Delegates' briefing

Paragraph 3.3 Industrial strategy

Paragraph 3.4 pay and national minimum wage

Paragraph 3.5 Workers capital, corporate governance and executive pay

Paragraph 3.7 Pensions

Paragraph 3.8 Strong public services

Motion 26 Player workload and wellbeing

Monday pm 14.14-17.35

Union wins - video

Section 2. Stronger rights at work and protection from discrimination

Motion 9 Tackling the far right +a+a

Motion 10 Challenging the far right in all its forms +a+a

Motion 11 Challenging the misogyny, misogynoir and anti-feminism of the far right

Motion 12 Tackling misogyny, sexism, the rise of incel culture and the far right

Motion 13 And Then it Clicked...

Paragraph 2.2 Health and safety

Paragraph 2.3 Tackling the far right

Paragraph 2.4 Anti-racism

Paragraph 2.5 Tackling sexual harassment

Panel on tackling the far-right and racism

Motion 14 Immigration white paper +a

Motion 15 Skilled Workers Visa +a

Motion 16 Sustainable recruitment and retention of overseas trained allied health professionals (AHPs)

Address by Labour Party Sororal Delegate

Tuesday am 9.30-12.45

Union wins - video

Section 4. Meeting the challenges of the future continued

Motion 60 Back Britain's potteries

Motion 61 Securing our steel industry +a

Motion 68 Future-proofing UK maritime skills and training

Paragraph 4.3 skills

Motion 62 Generative AI and creative workers' rights +a

Motion 63 AI and the future of work

Motion 64 Copyright reform

Motion 65 Artificial intelligence in journalism

Motion 66 Artificial intelligence and worker security in the finance sector

Motion 67 AI and worker protection

Paragraph 4.1 A pro-worker approach for AI and digital technology

Paragraph 4.2 TUC's role in the Covid-19 public inquiry

Address by Senior Government Minister

Section 4 . Meeting the Challenges of the Future continued

Motion 73 Europe matters +a

Motion 74 Touring Artists

Paragraph 4.5 trade and the EU

Video on tackling sexual harassment

Section 2. Strong rights at work and protection from discrimination

Motion 8 Expanding equal pay legislation

Motion 23 Championing inclusive support for neuro-diverse patients and staff +a

Motion 24 Advancing neurodiversity rights in the workplace +a+a

Motion 25 Paid worktime for nursing parents

Motion 7 Supreme Court ruling – active support for trans and non-binary workers

End of Session

Tuesday pm 14.15-17.35

Union wins - video

Section 1. Growing a diverse movement

Delegates' briefing

Motion 1 Organise the unorganised

Motion 2 Sectoral bargaining +a+a

Motion 3 Organising

Paragraph 1.1 Organising strategy

Paragraph 1.2 TUC supporting unions in dispute: industrial action and the Solidarity Hub

Paragraph 1.3 Digital organising and Megaphone

Paragraph 1.4 Promoting trade unions: union finder and social media

Paragraph 1.5 TUC Education

Paragraph 1.6 Digital Lab

Paragraph 1.7 Anti-Racism Taskforce oversight and implementation

Paragraph 1.8 Make Work Pay: collective rights and defending the right to strike

Paragraph 1.9 Fair pay agreements and SSSNB

Paragraph 1.10 HeartUnions Week

Motion 4 Organising and delivering for young workers: age-related redundancy pay

Motion 5 Recruitment and retention of young members

Motion 6 Self - Employed Workers for TUC Congress+ a

Presentation of Congress awards

Paragraph 5.3 Congress and Congress Awards

Section 2. Stronger rights at work and protection from discrimination Continued

Motion 17 Employment Rights Bill

Motion18 Strengthening the Employment Rights Bill

Motion 19 Enhancing maritime employment protections +a

Paragraph 2.1 Stronger employment rights

Paragraph 2.6 Working time and flexible working

Paragraph 2.7 Protecting equalities

Section 3. A fairer economy and strong public services continued

Motion 37 Wages not weapons

Paragraph 4.6 TUC international engagement and solidarity work

Motion 38 Disabled workers oppose welfare reforms

Motion 39 Oppose disability benefits cuts emergency

Paragraph 3.6 Social security and sick pay

End of session

Wednesday am 9.30 – 12.45

Union wins - video

Section 4. Meeting the Challenges of the Future Continued

Motion 75 Year of trade union climate action 2025–2026 +a

Paragraph 4.4 Just transition and net zero

Motion 71 The crisis in Palestine +a+a+a+a

Motion 72 International solidarity with journalists

Paragraph 4.7 TUC Aid and global solidarity

Paragraph 4.8 Middle East engagement and advocacy

Paragraph 4.9 Human rights and labour standards

Paragraph 4.10 Global trade union solidarity

International Speaker – Shaheer Saed from the Palestinian General Federation of Trade Unions

Section 5. A strong and sustainable TUC

Motion 76 Reform of the TUC

Paragraph 5.1 Developing the TUC

Paragraph 5.2 Sale of Congress House

Paragraph 5.4 TUC Comms Awards

Paragraph 5.5 Women's Conference

Paragraph 5.6 LGBT+ Conference

Paragraph 5.7 Disabled Workers Conference

Paragraph 5.8 Black workers conference

Paragraph 5.9 Young Workers Conference

Paragraph 5.10 Trades councils conference

Paragraph 5.11 TUC finances

Paragraph 5.12 Administration and dilapidations funds

Paragraph 5.14 Prospects and developments

Paragraph 5.15 TUC finance Committee

Paragraph 5.16 TUC Library Collection

Emergency Motions

Any unfinished business

GCR appendix 1: Attendance

GCR appendix 2: Committee membership

GCR appendix 3: Accounts

GCR appendix 4: Disputes between unions

GCR appendix 5: TUC rules and standing orders

GCR appendix 6: TUC General Council Statement and guidance on sexual harassment

Closing of Congress

Adopt General Council's report

General Council Retirements

Vote of thanks

Presentation of Gold Badge and Congress bell to President

Close

3. ROLE OF THE PRESIDENT

The president's role

The TUC president is responsible for keeping to the agenda of Congress. This includes deciding which unions speak and ensuring people do not speak over the time limit.

The president has authority to act in response to any complaint received or of their own initiative in respect of any delegate whose behaviour is deemed to be inappropriate on the conference floor. This authority includes issuing the delegate with an informal warning, preventing them from speaking in any debate or motion, excluding a delegate from all or part of the conference, or otherwise expulsion from conference. The exercise of the president's authority is separate from any decision for any further action.

Speaker requests

There is a new process for speaker requests. Delegation leaders of unions have been asked to submit requests online in advance and at Congress. There will also be a GPC desk in the conference hall, where delegation leaders only, can amend speakers or seek speaker advice. Speaker requests will be submitted to the president who makes the decision on speakers.

Please contact your union delegation leader for further information.

Seating plan

The conference seating plan shows where union delegations are located. The seating plan will be displayed in the conference hall and in the foyer and can also be found in the conference guide.

Visitors and observers have access to seating at the rear of the room and in the stalls.

President's welcome reception for delegates

There will be a welcome reception, sponsored by Connect, on the ground floor of the Brighton Centre entrance area immediately after Congress plenary on Sunday 7 September. All delegates, observers and guests are invited to join us, the reception will take place after Congress session on Sunday.

4. CONGRESS DOCUMENTS & INFORMATION

Pre-Congress document circulation

Before Congress, delegates will be emailed all Congress documents in the Conference News email. They can be downloaded in advance.

The key Congress documents are:

- General Council Report: this contains details of the work undertaken by the General Council during the past year. The Report is put to Congress for approval.
- The programme of business, which will be circulated in the Conference News email
- Provisional Agenda (previously known as the Final Agenda) : this document consists of the motions and amendments submitted by unions, together with the nominations to the General Council and General Purposes Committee (GPC).
- Composite motions booklet: Between now and Congress, in line with the recommendations from GPC, TUC staff will help unions who have submitted motions covering the same issues to draw up composite motions, thus avoiding a series of debates on the same topic.
- Information on motions can be found at this website and it will have live updates throughout Congress : <https://congress.tuc.org.uk>

Delegates' bags

Delegates' bags are available to delegation leaders in Brighton over the weekend before Congress.

The bags will include the Congress Guide, the General Council Report, the Congress badge, free tea and coffee vouchers and other items.

Information and digital support

Delegates will be sent Congress News updates by email. These will include links to all Congress documents, including those published during Congress, so do bring your laptop, smartphone or tablet to Brighton.

The **registration desk** is located on the ground floor by the main entrance, for credential queries.

The **TUC Information stand** is also located on the ground floor. Colleagues there can respond to other enquiries which are non-credential related.

The Congress Guide includes useful information about:

- The programme of business
- The popular fringe programme (i.e. other events held outside Congress hours that may be of interest to delegates). Have a look at the vast array of topics.
- Exhibitor listings.
- There is a competition for the best stand. Do engage with our exhibitors and hear what they have to say.
- Practical information about the venue and seating plans
- Information about Music for Youth performances
- News items
- Union listings

5. CONGRESS SUPPORT & FACILITIES

Charger lockers and power banks

Charger lockers will be available to delegates to use for smartphones and tablets at the registration desk. There are a limited number of power banks available to delegates to help keep your devices charged. These are available at the TUC Information stand located at the bottom of the stairs in the main entrance, and at the Publications stand.

There is free Wi-Fi in the Brighton Centre.

Printing support

There is a service to print speeches or a few short pages, at the Business Centre on the TUC Publications stand on the ground floor in the exhibition area by meeting room 1a/b.

Social media

The hashtags for the conference are: **#TUC2025**

We ask that all delegates and visitors use social media responsibly. Some attendees may prefer not to be photographed for social media and we ask that all attendees ask permission, where possible.

Catering

The Feed café is by the ground floor main entrance. Snacks and hot meals will be available. Additional catering points include the East Bar and the 2Bar café in the first-floor exhibition area.

Vouchers for free tea or coffee are in delegates' bags. These are sponsored by Morrish Solicitors and can be used at the 2Bar café.

Water fountains

Water coolers are available in the main conference hall. In addition there are water fountains located at different points in the venue including one by the entrance to the exhibition on the first floor.

Quiet room

Please ask at the TUC information hub for the location of the quiet room.

6. ACCESS & WELL BEING

Reasonable Adjustments and access

If you have submitted any reasonable adjustment requests, these will be accommodated unless you have heard from us to the contrary. Any onsite queries should be raised to your delegation leaders. Attendees can also contact our onsite access support person by text on this number: 07799 880 195. This is number is only in use 7-10 September.

There will be British Sign Language Interpretation and Speech to Text for all conference plenary sessions.

All meeting rooms used for Congress are accessible for wheelchair users and have induction loops.

Further venue access information can be found here:

Brighton Centre access statement

[Information about the Brighton Centre for disabled customers](#)

Visit Brighton Access Information

<https://www.visitbrighton.com/plan-your-visit/accessibility>

Streamtext

Live captioning will be provided in the conference hall and here is the streamtext link [TUCCongress25 : Real Time Text](#) which goes live at Congress.

First aid

If you require first aid, please seek assistance from the nearest steward.

Covid-19 Safety

If you feel unwell or have tested positive for Covid, then you should not attend conference. If you can, please take a Lateral Flow Test before coming to the event. You are welcome to wear a mask if you would like to.

Rest areas

There are comfortable seating areas located in the exhibition area.

7. CODE OF CONDUCT

Code of conduct

Section A

The TUC is committed to organising activities at which everyone can participate in an inclusive, respectful and safe environment. The TUC has zero tolerance for any type of harassment. This supports the commitment set out in the TUC's rules to promote equality for all and to eliminate all forms of harassment, including sexual harassment, prejudice and unfair discrimination. This code of conduct applies to all events both in person or online and includes all forms of communication, including postings on social media.

Section B

At TUC events you agree to:

- Interact with colleagues and visitors in a respectful, considerate and inclusive manner. This includes refraining from behaviour that could be considered intimidation, harassment, abuse, discrimination or inappropriate conduct.

- Recognise and adhere to the structures and decision-making processes set out in the TUC rules
- Promptly let an official or TUC member of staff know if you notice a potentially dangerous situation or someone in distress
- Comply with health and safety guidelines to avoid placing yourself or others at risk
- Treat all TUC staff and venue staff with dignity and respect and in line with this code of conduct
- Use inclusive language that avoids reference to someone's race, ethnicity, age, religion, gender, sexual orientation, disability or marital status. We will not tolerate sexism, homophobia or transphobia, racism (including antisemitism or islamophobia) or behaviour that discriminates against any group of people as defined in the Equality Act 2010*
- The TUC takes breaches of the code of conduct seriously. Therefore, any breaches may be reported directly to your union or organisation, and you may be excluded from the meeting or event or denied access to future TUC events. You may also be banned from contacting TUC staff.

* age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation

In the first instance, you should raise any concerns about inappropriate conduct at Congress with your own delegation leader. You may also raise concerns about inappropriate conduct at the TUC information desk. We will take all complaints seriously and act on them as set in the TUC's rules.

Sexual harassment reporting

The TUC takes a zero-tolerance approach to sexual harassment. Sexual harassment is any unwelcome behaviours that creates a hostile, demeaning and/ or intimidating environment. This can include behaviours such as indecent or suggestive remarks, questions, jokes, or suggestions about a colleague's sex life, the display or circulation of pornography, unwelcome and inappropriate touching, hugging, or kissing, requests or demands for sexual favours, or any unwelcome behaviour of a sexual nature that creates an intimidating, hostile or humiliating working environment.

The TUC has partnered with the Survivors Trust to establish a confidential reporting line for TUC staff and anyone attending TUC events who experiences or witnesses harassment. In the first instance you may wish to raise any concerns or incidences to your delegation lead and/or to Kudsia Batool TUC Director: Equality, International and Governance via 07891243777. However, if you do not feel comfortable to do this or if you feel like you need additional trauma informed support the reporting line can be contacted via:

Dedicated freephone helpline:

0808 801 0477 with 24/7 confidential answerphone service

Confidential email: helpline@thesurvivorstrust.org

Confidential Text: 07860 022 956

Opening Times:

Monday to Thursday 10.00am - 12.30pm; 1.30pm - 3.30pm; 6.00pm - 8.00pm

Friday 10.00am - 12.30pm; 1.30pm - 3.30pm

Saturday 10.00am - 12.30pm

Sunday 6.00pm - 8.00pm

Other concerns

Concerns about other aspects of Congress can be made via delegate's union leaders. In addition, any attendee (including suppliers or exhibitors) can raise an enquiry, at the Information stand We will try and resolve these immediately if we can.

8. DATA PROTECTION

Data protection and the use of photography/film at conference

Please note our **Congress privacy policy** <https://www.tuc.org.uk/TUCCongressPrivacyNotice>

Photographers/videographers may be taking pictures of the main debates, fringe meetings and other public areas at conference.

Be aware that these images may be used in TUC or union publications, or on our website or open social media such as in tweets. Also, photographers may put them in their own libraries for others to rent.

If you are not happy to be filmed or photographed

- In an individual circumstance (i.e. the photographer is taking a picture of you specifically), you can request that your photograph is not taken or used.
- If you are approached for a photograph or a video interview, you can say that you do not wish to be included.

If you yourself are planning to take photos on behalf of your union, for reporting back purposes, or for personal social media

- If you are photographing an individual, always ask for their consent and explain the use of the picture.

Clearly you cannot seek individual permissions for large group images, such as images of a delegation or the whole of the conference floor.

No photography zone

There will be a no photography zone allocated to the rear of Block A in the conference hall.

Monitoring

We will email you a delegate feedback survey. Please complete as your feedback will help with future Congress planning.

Speaker equality monitoring

The TUC will be asking contacting speakers after Congress to complete an anonymous equality monitoring form to help with ensuring diversity of speakers on an ongoing basis.

9. EMERGENCY PROCEDURES

Emergency evacuation procedures

The Brighton Centre's evacuation procedure:

1. On hearing an intermittent alarm:

Standby and await further information

2. On hearing the alarm ring continuously:

- Leave the building by the nearest available exit and follow all instructions given by the Brighton Centre staff and duty manager.
- Do not stop to collect personal belongings and do not wait for others. Do not use the lifts.
- Do not run. Move swiftly but calmly.
- Close the door if you are the last person to leave the room you are in.
- Proceed to the assembly point of Russell Road/West Street.
- Wait at the assembly point for further instruction from Brighton Centre staff.
- Do not re-enter the building without permission.