

GENERAL COUNCIL REPORT

CONGRESS 2026



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Steve Gillan

TUC Congress president 2026

The TUC brings together nearly five and a half million working people who belong to our 47 member unions.

We support trade unions to grow and thrive, and we stand up for everyone who works for a living. Every day, we campaign for more and better jobs, and a more equal, more prosperous country.

TUC mission statement

TUC GENERAL COUNCIL MEMBERS 2025–26

Alice Angliss MU	Martin Furlong RCP	Susan Matthews Unite	Claire Sullivan CSP
James Anthony UNISON	Steve Gillan POA	Christina McAnea² UNISON	Joanne Thomas Usdaw
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Angela Duerden Unite	Farzana Jumma GMB	Debbie Rowden UNISON	<i>1 Left in December 2025</i>
Andrea Egan³ UNISON	Daniel Kebede NEU	Maggie Ryan Unite	<i>2 Left in January 2026</i>
Maria Exall CWU	Ian Lawrence Napo	Ash Silverstone UNISON	<i>3 Joined in January 2026</i>
Sue Ferns OBE Prospect	Amy Leversidge BALPA	Gary Smith GMB	<i>4 Joined in March 2026</i>
Paul Fleming Equity	Annette Mansell- Green¹ BDA	Liz Snape MBE UNISON	

PAUL NOWAK

GENERAL SECRETARY

© Andy Aitchison



Welcome to the 158th TUC Congress in Brighton.

As always, this is a wonderful opportunity for trade unionists to come together to discuss our priorities for the year ahead. And this year we meet with a real sense of optimism, with the latest figures showing trade union membership up by almost 200,000. As the landmark Employment Rights Act comes into force, including new rights for unions to access workplaces, we have a unique opportunity to go for growth.

And there's never been more need for strong, effective, growing trade unions than now. These are profoundly turbulent times for working people, with the cost-of-living crisis continuing to hammer families and a record number of young people not in employment, education or training. Meanwhile, the threat posed by overseas actors using donations

“ As the landmark Employment Rights Act comes into force, including new rights for unions to access workplaces, we have a unique opportunity to go for growth. ”

to buy political influence in the UK and the Mandelson scandal has left trust in mainstream politics hanging by a thread – with right-wing populists and extremists waiting in the wings.

This complex, volatile and dangerous environment extends around the world. As I write, devastating conflicts continue to rage in Ukraine and Sudan, while the people of Gaza labour under a deeply flawed and unjust peace. As feared, Donald Trump has unleashed chaos around the world, acting with impunity in Venezuela, threatening Greenland and Cuba, ripping up long-standing global alliances, and imposing punitive tariffs. His illegal war in Iran with Benjamin Netanyahu has killed thousands of innocent civilians and sent economic shockwaves around the world. While the TUC has no truck with the brutal and repressive regime in Tehran, Trump's illegal and senseless conflict has been disastrous for Iran, the wider region and the global economy.

With the UK still facing a hit from 'Trumpflation', the government must pull out all the stops to protect workers, get living standards rising and rebuild our economy and public services. I have repeatedly urged Labour

to deliver the change the British people voted for back in July 2024 by implementing the manifesto pledges on which it was elected. And I have urged the new leadership team in Downing Street to put the interests of workers, families and pensioners first.

That's why the TUC continues to call for ministers to make good on their promise to Make Work Pay. Last December, our movement won a historic victory when the Employment Rights Bill became the Employment Rights Act (ERA), delivering a raft of advances for workers and unions. But, while the ERA is important, it's not the end of the story: from parental leave to public sector insourcing and a new right to disconnect, there's still a huge amount for the government to do to deliver on its broader Make Work Pay commitments.

Better work for all must be the cornerstone of an ambitious, far-reaching package of social and economic reform. While the government has done many good things – investing in public services and bringing down NHS waiting lists; renationalising our railways and British Steel; abolishing the two-child benefit cap and

▼ Paul catches up with the marchers at this year's Durham Miners' Gala
© Cosmo



lifting hundreds of thousands of children out of poverty – far too little of its agenda has cut through to a public hungry for change. Following May's disastrous election results, the Labour government must now show working-class people clearly and unequivocally that it's on their side. From new taxes on obscene wealth and bank profits to a closer relationship with Europe to kickstart growth, trade and jobs, nothing should be off limits.

Fail to act, and the alternative is clear: the populist and far right are gaining ground with millions of voters. That's why the TUC is working with unions to train reps to have difficult conversations at work, why we've set out our vision of a fair, managed, values-based migration system and why we're exposing the vast gulf between what Reform says and what it would do. Despite

stronger rights at work being overwhelmingly popular with Reform voters, Nigel Farage's party would repeal the ERA alongside the Equality Act and Renters' Rights Act. And this would be accompanied by attacks on public sector pay and pensions and another round of eye-watering austerity Britain can scarcely afford.

In the spring, we launched our Unity Works campaign, engaging our members around a message of hope and showing that together we can win change. Our asks are straightforward: better jobs, rights and services; fair taxes; and cleaner politics. On the latter, we want more transparency and accountability in our politics and political funding, so overseas wealth, power and money cannot subvert our democracy.

“ In the spring, we launched our Unity Works campaign, engaging our members around a message of hope and showing that together we can win change. ”

INTRODUCTION

PAUL NOWAK

GENERAL SECRETARY

▼ Paul on a visit to Mansfield District Council refuse depot with Steve Yemm MP (centre)
© POA



When overseas-based crypto magnates can make huge donations to Reform and billionaire-owned social media platforms can profit from amplifying racist, misogynistic and homophobic voices, it's clear our political debate is being poisoned. It's time to clean up our politics and time to ensure politics delivers for working people.

Our job as trade unionists will always be to give working people hope, the sense that together we can win a better future. And we must do so amid a world that is changing at breakneck speed. AI is already transforming many of our industries and the jobs millions of us do. The climate emergency underlines the need invest in the cleaner, greener technologies that will power future growth while securing the livelihoods of workers in the North Sea.

And the intensification of global competition demands we support good, unionised jobs in sectors from chemicals to ceramics, steel, automotive, defence and energy.

But while we have a massive job of work on our hands, I'm convinced we can win the change working people crave. Throughout our history, unions have harnessed the power of collective action to secure huge social advances, from shorter working hours to health and safety, from workplace pensions to the minimum wage. With union membership on an upward trajectory and important new rights on the statute book, we have a real opportunity to shape a better future. Let's seize it.

Here's to a brilliant Congress.

Solidarity!

1



SECTION 1

A GROWING AND DIVERSE TRADE UNION MOVEMENT ▽

A GROWING AND DIVERSE TRADE UNION MOVEMENT

Strengthening the trade union movement is at the heart of the Trades Union Congress's (TUC) work, supporting affiliated unions to grow, organise and secure high-quality, unionised employment across the UK economy. By providing practical coordination, modern digital infrastructure and comprehensive educational frameworks, the TUC adds capacity to individual union strategies while building collective strength across the entire workforce.

1.1 Organising and collective bargaining

We continue to implement the TUC strategy to support union growth, agreed by the Executive Committee in May 2025. This strategy, developed through extensive consultation with affiliated unions, reinforces the principle that while affiliates lead on individual workplace targets and organising campaigns, the TUC provides the shared learning, capacity and coordination needed to maximise growth and avoid duplication.

Following the agreement of composite 1, the TUC has advanced a comprehensive collective bargaining strategy. This initiative explores options for sectoral-level working between affiliates, guided by

“Strengthening the trade union movement is at the heart of the Trades Union Congress's (TUC) work, supporting affiliated unions to grow, organise and secure high-quality, unionised employment across the UK economy.”

a working group of senior union representatives. These developments culminated in a set of core proposals discussed at the TUC Collective Bargaining Summit in May 2026.

This collaborative work focuses on utilising the legislative framework of the Employment Rights Act (ERA) to expand union access, workplace recognition and collective bargaining coverage – particularly within the private sector. By coordinating access arrangements and strengthening governance processes, affiliated unions can protect resources, recruit new members and build industrial strength in multi-union environments.

To ensure growth is sustainable and representative of the wider workforce, the TUC has expanded its Black Activist Development Programme. Regional Black Activist Weekends held in the south-west and the Midlands were heavily oversubscribed, with each course offering 20 places.

These events build skills, confidence and networks among Black members, diversifying the activist base and increasing long-term participation in union structures.

The Our Work Matters (OWM) campaign provides dedicated support to unions organising outsourced workers, aiding both direct disputes and insourcing campaigns. In line with resolution 40, the TUC supported a successful UNISON campaign in the south-west, halting the transfer of 1,700 NHS facilities staff to a subsidiary company and securing a reversal of NHS England guidance to Trusts.

To build movement-wide capacity, the OWM campaign delivered targeted webinars and training sessions covering:

- › organising within wholly owned subsidiary companies
- › building union membership in multi-lingual workplaces
- › deploying digital tools and tactics for distributed workforces.

▼ Full-time officers and activists attend the 'Investigating outsourcing companies workshop' held in October
© Trades Union Congress



In-person training included a pilot one-day course for outsourced representatives, strategic sessions on investigating outsourced employers, and the Outsourced Organisers Connect skill-sharing event. Political engagement formed a key pillar of this work and we supported a delegation of outsourced representatives from seven unions to meet with parliamentary secretary in the Cabinet Office, Chris Ward MP. The delegation presented an official record of support signed by 28,000 people advocating for public sector insourcing.

“ The Our Work Matters (OWM) campaign provides dedicated support to unions organising outsourced workers, aiding both direct disputes and insourcing campaigns. ”

Direct digital organising assistance has provided affiliates with measurable advantages during critical ballots. The TUC has helped unions integrate peer-to-peer texting tools to manage structured, one-to-one conversations with members. A notable application of this support assisted Equity during its indicative ballot on artificial intelligence (AI) protections. The TUC provided script

development and activist training, contributing to a 99 per cent 'yes' vote on a 75 per cent turnout, demonstrating the value of modern communication methods in driving member engagement.

A GROWING AND DIVERSE TRADE UNION MOVEMENT

▼ The TUC played a crucial role in supporting over 1,200 union victories in 2,400 disputes
© Guy Smallman/Getty Images

1.2 Industrial action and solidarity support

Rising living costs, disputes over pay and changing working conditions led to industrial action across both the public and the private sectors this year. We provided practical, logistical and financial support to ensure these actions resulted in positive outcomes for members.

Our dispute intelligence database has now tracked more than 2,400 distinct industrial disputes, recording over 1,200 union victories across 34 affiliates. The data has played a crucial role in identifying where the TUC can add support to unions in dispute, including more than 140 picket line visits from TUC representatives in the last year.



Through our Solidarity Hub platform, we have managed 92 requests for support over the past year, both locally and nationally, across 21 unions engaged in industrial action.

Megaphone continues to support unions running online petitions and digital actions. This year more than 70 campaigns were launched on the platform by 14 unions. Over 1.2 million people have now acted in support of a union campaign, with the Megaphone solidarity email list a vital resource for the movement. Over the last year our StrikeFunder project raised £20,000 for striking workers,

including GMB outsourced workers at the Airedale Hospital and Sellafield, PCS members at MyCSP, and UNISON members at the National Coal Mining Museum.

Our Growth Hub has developed into a comprehensive platform to support union organising and growth. Since launching the recognition tracker, we've recorded more than 300 recognition agreements, achieved voluntarily and through the statutory process. The evidence collected from each unique campaign has helped shape our *How to Win Recognition Guide* as well as sharing best practice to help prepare unions effectively for a new organising environment.

1.3 Promoting trade unionism, Union Finder and social media

We use various channels to promote strategic priorities, support active disputes and introduce trade unionism to a wider audience, including young workers. Our social media channels reached 800,000 followers this year, supported by a nine per cent increase in YouTube subscribers. High-performing content included anti-far right video campaigns featuring manufacturing workers in Luton, which received more than six million views, and informational clips on wealth taxation, which secured more than two million views. Our first

Table 1: TUC Education training by region

Course	LESE	Midlands	NEY&H	North West	South West	Scotland	Wales	Totals
Diploma	27	59	20	67	0	59	0*	232
Emp Law	47	495	17	75	30	26	57	747
H&S 1 and 2	65	521	28	570	75	137	186	1,582
Short	2,345	2,383	189	1,700	1,181	263	55	8,116
Specialist	76	527	0	482	94	482	30	1,691
ULR	0	7	0	7	0	15	23	52
UR Stage 1	94	1234	27	870	62	34	575	2,896
Total	2,654	5,226	281	3,771	1,442	1,016	926	15,316
Black reps	141	260	1	63	42	n/a**	58	565

*TUC Cymru no longer offers a diploma course ** Figures unavailable at time of writing

post on the Threads platform reached a million views, while a documented account of a workplace confrontation achieved eight million views on X (formerly Twitter).

Complementing this digital outreach, the online Union Finder tool remains a primary pathway for non-unionised workers to find unions, seek advice and secure representation. The tool was utilised more than 47,000 times over the year. Significant increases in traffic occurred when the Employment Rights Bill cleared the House of Lords in December, and during the social media campaigns of HeartUnions week, when coordinated online activity directed users to the tool.

1.4 TUC Education

TUC Education provides reps with the skills, collective knowledge and confidence required to negotiate and organise effectively. Despite funding challenges within further education, we maintained stable delivery across its 13 education centres in England and Scotland.

In response to composite 1 and the subsequent review of TUC Education, we have engaged with mayoral combined authorities to secure new funding models. This approach achieved full funding for reps training within the Greater London Authority area, while discussions are progressing toward a prospective 'White Rose' partnership with three combined authorities in

Yorkshire and plans for learning across the north-west. To guide local implementation, Trade Union Education Strategy and Delivery Groups are now established and active across every TUC region.

Online provision has expanded to support our anti-far right and Unity Works strategies, alongside guidance on the ERA. We launched a six-part online guide for workplace reps and hosted an in-person briefing event for union officers. For the Unity Works campaign, regional briefings, courses, and updated digital resources, such as the Talking Solidarity online guide, were provided to embed campaign objectives into everyday workplace organising.

A GROWING AND DIVERSE TRADE UNION MOVEMENT

▼ Delegates discuss equality bargaining at the Union Reps Connect 2025 conference in Leeds
© Jess Hurd

Flexible training programmes were expanded to support bespoke learning requirements for affiliates including BALPA, the Society of Radiographers, Nautilus International, Unite, UNISON, NASUWT and the CWU. While funding and capacity constraints led to a decline in Stage 2 and Diploma enrolments, standard online Stage 1 participation remained strong, with 688 representatives completing courses.

Online webinars attracted more than 7,800 union reps. The largest attended single webinar focused on the ERA, featuring employment rights minister Kate Dearden MP, and drew more than 3,700 live registrations.

The in-person Union Reps Connect 2025 conference in Leeds, focusing on knowledge sharing and workplace representation, attracted more than 350 participants. Planning for the 2026 conference is underway, with an emphasis on equality bargaining ahead of new statutory rights for union equality reps.

The TUC Educational Trust provided essential funding throughout the year to support anti-far-right initiatives, diversify the representative base, deliver young workers' organising schools, and upgrade training materials for full-time officers. The eighteenth Leading Change programme concluded with attendance from 18 senior union officers representing 11 affiliates, supporting leadership development across the movement.



In 2026, we launched our updated Organising Academy materials, adapting campaign strategies to address technical advancements in AI, digital tracking and the new provisions of the ERA. The flagship 16-day Diploma in Organising equips organisers and officers with the practical skills needed to drive membership growth.

1.5 Digital Lab

The TUC Digital Lab convenes affiliates to share best practice in digital transformation, aiming to lower project risks, reduce deployment costs and accelerate delivery times across the movement.

Key priorities this year focused on aligning digital systems with new statutory union rights. This included preparing unions for upcoming online balloting regulations and running a dedicated project to improve membership retention and onboarding through automated communication frameworks. These digital workflows are designed to help unions retain members effectively as new digital access rights come into effect.

The Digital Lab also addressed growing technological risks, facilitating peer-to-peer support for union IT specialists managing sophisticated cyber-attacks, updating membership databases, or assessing AI

“The Anti-Racism Taskforce (ARTF) continues to advance work to fight racism and promote equality across the trade union movement.”

implementation. To assist with strategic planning, the Digital Lab launched an updated version of its Digital Healthcheck interactive benchmarking tool, allowing affiliates to assess their technical capacity and map out clear operational strategies.

1.6 Anti-Racism Taskforce implementation

The Anti-Racism Taskforce (ARTF) continues to advance work to fight racism and promote equality across the trade union movement. The ARTF is supporting affiliated unions to implement the ARTF manifesto commitments that seek to diversify union membership, strengthen Black activism, work with affinity organisations and community groups, and support affiliates to take forward anti-racism as a core campaign. This work is organised across four core areas: collective bargaining; organising; public policy; and supporting affiliates as employers.

Led by its Implementation and Oversight Group, the ARTF focused on three specific priorities this year:

- › Representation and engagement: increasing direct outreach to Black workers and building workplace confidence to challenge discriminatory practices.
- › Evidence-based strategy: improving the collection and practical application of ethnicity data to inform policy and negotiation. The publication of the *No Worker Left Behind* report provided updated evidence of the specific workplace challenges and deteriorating conditions faced by Black workers since 2020.
- › Institutional reform: campaigning for statutory ethnicity pay gap reporting while driving voluntary compliance within the movement. This includes advancing the manifesto commitment for 50 per cent of affiliated unions to formally report their own ethnicity pay gaps as employers.

1.7 Make Work Pay and collective rights

In line with composite 4, we have been pressing for robust and swift implementation of the collective rights set out in the government's Plan to Make Work Pay document. Briefings for MPs and peers on the introduction of new rights of access, an employer duty to inform workers of their right to join a union and simplification and reform of the statutory recognition process set out why these rights are needed to boost union organising and collective bargaining.

The ERA gained parliamentary assent in December. Since April, the requirements for submitting a statutory recognition request have been simplified and unions need a simple majority in a ballot to gain recognition, with the previous turnout threshold removed.

Most measures in the ERA require further secondary legislation, often after consultation. In November, the TUC coordinated union input to roundtables with the Department for Business and Trade to discuss secondary legislation on access rights and the employer duty to inform workers of their right to join a union. We submitted consultation responses on both, agreed by the December Executive Committee.

A GROWING AND DIVERSE TRADE UNION MOVEMENT

Key points in the TUC's response to the consultation on access regulations included:

- › weekly access to all workers covered in an access agreement should be a model term
- › access rights should apply to all employers, with no size threshold
- › fines must be sufficient to deter hostile employers with deep pockets from blocking access.

The government's response confirmed that weekly access would be a model term; set out that employers with fewer than 21 workers would be exempt from access rights, but this would not apply to those covered by national statutory bargaining arrangements such as the Social Care Fair Pay Agreement and the School Support Staff Negotiating Body; and introduced a new level of fine at £500,000 for the most serious breaches of access – with powers for fines to be applied to multiple individual breaches of the code.

The TUC has coordinated further union roundtables and submitted responses to government consultation on codes of practice: in March on access and unfair practices during recognition and unfair practices in electronic ballots; and in May on access rights. We have coordinated

“ We have continued to work with and coordinate social care affiliates to support the introduction of a fair pay agreement in adult social care (ASCFPA). ”

union comments on the draft statement employers will be required to use telling workers of their right to join a union and the government landing page it will link to.

Regulations and the code of practice on access and regulations implementing the employer duty were laid in parliament in July, in preparation for the rights coming into force in October 2026.

1.8 Fair pay agreements and SSSNB

We have continued to work with and coordinate social care affiliates to support the introduction of a fair pay agreement in adult social care (ASCFPA).

In January, we responded to the government's consultation on regulations to implement the ASCFPA. Key points included that the negotiating body should comprise only equal numbers of trade union and

employer representatives and an independent chair and that the scope of the workers and the employment conditions covered should be as broad as possible.

In February, we took part in a ministerial roundtable with unions, employers and other sector stakeholders to promote positive industrial relations in the social care sector and support the introduction of the ASCFPA.

In line with resolution 27, we have supported NJC unions to secure the reinstatement of the School Support Staff Negotiating Body (SSSNB).

1.9 HeartUnions

During HeartUnions week, we coordinated a range of national activities to celebrate the trade union movement and boost member recruitment. We provided practical coordination, merchandise and informational materials to support dozens of workplace and public events run by members across the UK.

Strategic political engagement with MPs and the Mayor of London's office resulted in widespread, high-profile promotion across social media alongside politician attendance at local events. Public outreach was further extended through traditional media coverage, mass-email campaigns and targeted social media posts, which included a successful trial of paid digital advertisements to reach non-unionised workforces.

▼ TUC assistant general secretary Kate Bell joined colleagues and union members for the HeartUnions 'show culture some love' tour of London
© Andy Aitchison



1.10 Young Workers Organising Strategy

In line with resolution 4, we launched the Organising Young Workers strategy at the TUC Young Workers Conference. Developed in partnership with the TUC Young Workers Committee, the strategy responds to comprehensive insights commissioned by the TUC regarding young people's awareness of trade unions, barriers to joining and primary information channels.

The strategy focuses on four core strategic objectives:

- › Skills and confidence: increasing the knowledge and capacity of young members to support them to become active organisers within the movement.
- › Digital capacity: enhancing digital tools and platforms to modernise how unions engage and organise younger workforces.
- › Targeted outreach: reaching non-unionised young people through clear, accessible communications to build awareness of trade union values.
- › Policy lobbying: pressing the government to expand high-quality, unionised employment and training opportunities for young workers.

Delivery of the strategy is well underway, aligned with the objectives of resolution 5. In June 2026, the TUC hosted a national organising weekend, equipping young workers with the fundamental skills required to lead workplace campaigns.

A GROWING AND DIVERSE TRADE UNION MOVEMENT

© MoMo Productions/Getty Images



specifically on how young members can become effective workplace organisers. Age-profile membership statistics will be published in the forthcoming TUC Equality Audit 2026.

In response to resolution 4 and broader concerns regarding age-related redundancy pay, the TUC has lobbied for stronger collective redundancy consultation rights. These legal protections would provide significant security in smaller workplaces, such as retail and hospitality, where young workers are statistically overrepresented and face higher risks of insecure employment.

Regional networks have reinforced this through targeted local events and community organising patrols, which are directly informing the ongoing rollout of the national strategy.

To improve peer-to-peer communication, we established the first cohort of the Worker Voice Network, ensuring 50 per cent of participants were aged under 35 to help develop highly relevant, relatable digital content. New educational guidance has also been commissioned, focusing

“ We established the first cohort of the Worker Voice Network, ensuring 50 per cent of participants were aged under 35 to help develop highly relevant, relatable digital content. ”



SECTION 2

STRONG RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION

STRONG RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION

2.1 Make Work Pay and employment rights

As noted in composite 4, the Employment Rights Act (ERA) delivers real improvements to workers' rights and conditions. And we have been pressing for robust and swift implementation of all the government's commitments in its Plan to Make Work Pay.

The passage of the Employment Rights Bill was repeatedly delayed by a combination of Conservatives, Liberal Democrats and crossbenchers in the House of Lords. We were active in briefing peers on the merits of the legislation, which has made paternity leave and parental leave a day one right, implemented sick pay from the first day of absence and introduced whistleblowing protections for sexual harassment.

In line with emergency resolution 6, we supported a Lords amendment that would have prevented the imposition of upfront fees for work.

The ERA finally received royal assent in December, bringing Great Britain more in line with the global mainstream and paving the way for a stronger economy.

“ We were active in briefing peers on the merits of the legislation, which has made paternity leave and parental leave a day one right, implemented sick pay from the first day of absence and introduced whistleblowing protections for sexual harassment. ”

Most measures in the Act require further secondary legislation, often after consultation. In recent months, we have responded to consultations on issues including fire and rehire, parental leave, unpaid internships, bereavement leave – including pregnancy loss – the threshold for collective redundancy, improved access to flexible working and modernising the agency work regulatory framework. Consultations on zero- and short-hours legislation and non-disclosure agreements and a call for evidence on the Transfer of Undertakings (Protection of Employment) Regulations remain open at the point of writing.

In line with resolution 25, we have called for nursing parents to be better supported at work in our response to the enhanced dismissal protections for pregnant women and new mothers consultation response highlighting the need for flexible working, effective risk assessments and protections from discrimination.

Following composite 4, we have engaged with ministers and civil servants to ensure that loopholes on areas such as fire and rehire practices and the use of zero-hour and short-hour contracts are closed and the legislation is as effective as possible.

The new Fair Work Agency came into operation on 7 April, with three trade union appointees to its advisory board. We have been pressing for rapid implementation of new powers to enforce statutory sick pay and holiday pay and recover enforcement costs from employers who do not cooperate.

Significant parts of the Plan to Make Work Pay have yet to be legislated for. The TUC has continued to press the government on employment status reform, publishing reports including *Behind the App: Bogus self-employment and the rise of talent platforms* and *The Human Price of Dynamic Pay* to illustrate the gaps in existing employment law that allow employers to deny workers their rights.

▼ Our health and safety reps survey highlighted the continuing importance of tackling workplace stress, excessive workloads and high temperatures
© Bernard Bodo/Getty Images



2.2 Health and safety

We continued to play a leading role in supporting affiliates and strengthening the voice of health and safety reps, ensuring that workers' health, safety and wellbeing remain at the heart of the trade union agenda.

The Safety Reps Connect event in November was a major success, bringing together 300 health and safety reps from across the movement to share experience, build confidence and strengthen practical networks. A programme of webinars further extended this support, helping reps stay informed and equipped to meet emerging workplace challenges, in line with resolutions 5 and 26.

The *TUC Health and Safety Reps Survey 2024-25* was published, drawing on responses from reps across 36 affiliates. The findings provided valuable insight into the changing profile of health and safety reps and highlighted the continuing importance of tackling workplace stress, excessive workloads and high temperatures. Reps also identified concerns about the quality of employer risk assessments and responses to enforcement action, underlining the vital role unions play in holding employers to account.

In line with resolution 20, we hosted a well-attended event on preventing violence at work, bringing together more than 100 union officers and reps. The event demonstrated the movement's shared commitment to safer workplaces and to practical action that protects workers from abuse, harassment and violence.

The TUC continued to work closely with unions on the campaign to remove asbestos from workplaces and highlighting Zane's Law, in line with resolution 50. The general secretary met Stephen Timms

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▼ Delegates take part in a Unity Works event at the TUC LGBT+ Conference in Brighton
© Jess Hurd

MP, minister of state for social security and disability, to press the case for urgent action, including a ban on silica and the establishment of a national asbestos taskforce.

On Workers' Memorial Day, the All-Party Parliamentary Group (APPG) on Occupational Safety and Health held a reception bringing together parliamentarians, trade unionists and bereaved families. The APPG also held a public evidence session and published a report on violence at work, helping to maintain pressure for stronger protections and safer workplaces for all.

In June, we convened a meeting of health and safety officers from a dozen affiliates with officials from the Health and Safety Executive (HSE) and the Department for Business and Trade to inform the government's review of health and safety regulations. We set out our concerns that the review may undermine safety legislation, given the government's stated ambition to reduce the regulatory 'burden' on business by 25 per cent.

2.3 Tackling the far right and Unity Works

We have continued to deliver alongside our strategy to tackle the far and populist right and to support affiliates with their efforts in workplaces and communities. We have built an active and effective network of trade union officials, to help



us coordinate and respond to demands of affiliates. We've also focused on supporting local activities, working with regional secretaries and TUC Education to roll out comprehensive training and briefings across the country.

In line with composite 2, the TUC launched the Unity Works campaign to provide affiliates with materials, training and resources to support workplace representatives. This ongoing, evidence-based campaign outlines our positive vision for hope, which cuts through the divisive narratives of the far

right. As part of our Unity Works campaign, we have briefed MPs, produced promotional materials for affiliates and rolled out a new training course for workplace representatives and activists.

In line with resolution 12, we worked with the University of Bath to undertake a literature review considering the tactics of online influencers in the far-right space, particularly focusing on young men, misogyny and the online ecosystem. The report highlighted the widespread prevalence of misogynistic content online, as well as the diversity of narratives that exist and the real-world

“ We also commissioned research on disrupting digital pathways to provide a comprehensive overview for the union movement of how far-right and Reform UK-adjacent narratives spread across major digital platforms in 2025. ”

consequences of the growth of misogynistic beliefs online. The analysis informed training to be rolled out in the autumn supporting workplace reps to tackle misogyny and misogynoir.

We have also commissioned research looking at the ways in which the far right uses transphobic narratives to spread division. We'll use the findings to shape guidance for reps and members to use in workplaces and communities when encountering transphobic far-right narratives and engage members on issues such as pay, job security and public services.

We also commissioned research on disrupting digital pathways to provide a comprehensive overview for the union movement of how far-right and Reform UK-adjacent narratives spread across major digital platforms in 2025. As part of this work, we also tested social media content to reduce the levels of trust in far-right content creators on YouTube. Findings were shared with affiliates to ensure the messages we share online are targeted and impactful.

In line with emergency resolution 2, the TUC continued to support the Together Alliance, and work with anti-racist organisations and Hope not Hate on their Million Acts of Hope initiative. We will continue to support this work, particularly regional interventions aimed at supporting communities to build resilience against far-right organising.

2.4 Anti-racism

In April, at the TUC Black Workers Conference, we launched the *No Worker Left Behind* report, a follow-up to the TUC's seminal 2020 report *Dying on the Job*. The report highlights that racism remains a significant concern for Black workers. 37 per cent of Black workers report not being offered overtime and 41 per cent being kept on temporary or fixed-term contracts. These findings reiterate the importance of our priority on delivering the ERA in full, and the government's commitment to Make Work Pay as a key industrial priority for Black workers.

No worker left behind also articulates that discrimination in the workplace takes a number of forms that impact the health, safety and wellbeing of Black workers. Black workers report that perpetrators of unfair treatment are more likely to be direct managers or other managers and that bullying is carried out by managers and colleagues and that explicit racism is received from colleagues and customers, clients and patients. The report contains key recommendations for employers, government and unions themselves.

Supporting affiliates to deliver the key recommendations in this report and the ongoing work of the Anti-Racism Taskforce (ARTF) manifesto and action plan, remains a priority for the TUC. Since its launch at the TUC Black Workers Conference 2026, we have delivered a number of briefings to affiliate unions and stakeholders about the recommendations in the report and the ARTF manifesto and action plan. Working with unions to highlight a number of key actions they can take internally, as well as areas for prioritisation in an industrial setting, alongside lobbying asks for government.

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We also continue to drive greater participation and representation of Black members within trade unions through regional Black Activist Development Programmes and support for affiliated unions to develop structures that enable members to influence decision-making and progress into leadership roles. As set out further in the section on sexual harassment, we have continued to highlight Black women's experiences.

2.5 Migration

In line with composite 3, we are standing up for migrant workers, advocating for a compassionate, fair and managed approach to migration. We continue to strongly oppose the government's planned 'earned settlement' reforms, higher visa salary thresholds and the expansion of the hostile environment measure – the 'right to work' scheme – to other working arrangements, which risk increasing exploitation.

In doing so, we have worked extensively with affiliated unions in producing evidence submissions and meeting with the government. We are pressing for the new Fair Work Agency, through engagement with ministers, officials and evidence submissions, to protect migrant workers and remain separate from immigration enforcement so people can report abuse safely.

“ We have also begun new research to understand public attitudes to migration and equip unions with practical tools, training and resources to support reps in handling difficult workplace conversations and championing progressive values. ”

We are also calling for reforms to the visa sponsorship system, including sectoral sponsorship in adult social care and changes to the Overseas Domestic Worker visa, to reduce workers being trapped in poor conditions. We back the right of people seeking asylum to work and campaigns for safe routes to rebuild their lives. We have also begun new research to understand public attitudes to migration and equip unions with practical tools, training and resources to support reps in handling difficult workplace conversations and championing progressive values.

2.6 Protecting and promoting equalities

In line with our strategic aim to ensure workplaces where every worker has strong rights and is protected from discrimination, we continue to campaign for equality across the movement. We continue to engage with members from our affiliated unions through the delivery of our statutory conferences, with

the support of our committees, and have engaged with government through a number of consultations, including on carer's leave, parental leave and bereavement leave.

2.7 Tackling sexual harassment

Tackling and preventing sexual harassment in all workplaces, including our own, remains a priority for the TUC and is key to our aim of growing and diversifying our movement. In March 2021, the TUC Executive Committee Working Group was established to provide strategic oversight of this important strand of work. The working group provides a space for affiliates to oversee progress being made by leaders across the movement, to ensure cultural change and embed the preventative approach to sexual harassment.

▼ The TUC continues to support affiliates in creating spaces for Black women in their unions
© Memento/Getty Images



The ERA has introduced requirements for employers to take all reasonable steps to prevent sexual harassment. From October 2026 there will be an obligation on employers not to permit the harassment of their employees by third parties. We have been working with affiliates to shape the technical guidance produced by the Equality and Human Rights Commission (EHRC) on how this is implemented and enforced. We are continuing to work with affiliates and external groups, including the Workers Policy Project, to give workplace representatives practical advice on considering sexual harassment in risk assessments,

as well as providing guidance on negotiating standalone sexual harassment policies with employers. The TUC is also responding to the government consultation on the use of non-disclosure agreements (NDAs).

We have continued to support affiliated unions to undertake our preventative cultures training, encouraging unions to make the training available at all levels of their organisations – from senior leadership team and executive structures to lay representatives. We added new questions on sexual harassment for the *TUC Equality Audit 2026*. Findings suggests that, while feedback on the training is

positive, take up among affiliates is low, so we are working with union equality officers to understand the barriers and encourage affiliates to roll out the training.

In line with resolution 13, following on from the launch of *And Then it Clicked...* – our report into Black women's experiences of sexual harassment in the workplace – we have continued to support affiliates in creating spaces for Black women in their unions. The report considered the intersectionality of gender and

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▼ Our new research demonstrates that flexible working would support people to move into and around the labour market © Shutterstock

race and called on affiliates, employers and the government to take action to tackle sexual harassment, misogyny and the cultures that allow Black women to encounter systemic barriers.

In accordance with resolution 11, the TUC has continued to build a network of ambassadors who can amplify the findings of our report into Black women's experiences of sexual harassment. We have run a series of roundtable discussions, focusing on why trade unions need Black women, as well as engaging with the Black Women and Sexual Harassment Working Group to shape the interventions.

2.8 Working time and flexible working

We continue to campaign and lobby for greater access to flexible working including for an advertising duty and for the commitments in Make Work Pay to be delivered in full.

We coordinated two roundtables with union officers and union reps with the Department for Business and Trade to influence their access to flexible-working consultation. In May, we submitted further evidence to the government's consultation on flexible working, highlighting insight from affiliates on how a lack of flexibility can force people out of the workforce. We continued to reiterate our



calls for members to have the right to be accompanied to any meeting regarding flexible working and have highlighted our calls for an advertising duty. This would require employers to outline the flexible-working options available in a role when it is advertised, ensuring that applicants are able to take up those options once appointed to a role.

We conducted new research which demonstrated that a third of workers still have some or all of their flexible-working requests rejected and that flexible working would support

people to move into and around the labour market. The research also found that too many employers are still not following the Acas Code of Practice on requests for flexible working.

As part of our work on influencing the Get Britain Working White Paper, we have continued to highlight the importance of access to good-quality flexible working to keep people in the labour market, particularly disabled workers.

We also highlighted working-time issues throughout the year, publishing new analysis on night working and unpaid overtime.

2.9 Pay gap reporting

Experience of gender pay gap reporting demonstrates that publication of data alone does not drive structural change. Without mandated action planning, regulatory scrutiny and integration into collective bargaining, reporting risks becoming a compliance exercise rather than a tool for equality.

The ERA will introduce mandatory gender pay gap action plans for in-scope employers. But we are continuing to campaign for more robust requirements to be included – calling for additional powers for the EHRC to ensure action is taken beyond public submission of an action plan.

In line with resolution 8, we continue to push for disability and ethnicity pay gap reporting and support implementation of the Equality (Race and Disability) Bill. We are providing additional guidance and support to affiliates, encouraging them to take action to voluntarily publish their ethnicity and disability pay gaps.

We also support the recommendations made in the McGregor-Smith Review that the requirement to report on the gender, ethnicity and disability pay gaps should apply to companies with 50 or more employees and will continue to campaign for this ask.

“ We have continued to actively pursue our mandate that trans, non-binary and gender-diverse workers should be able to live full and meaningful lives, based on and including the principle of self-declaration. ”

2.10 Supreme Court ruling and EHRC Code of Practice

In support of resolution 7, and in accordance with the principles agreed between our LGBT+ and Women’s Committees, we have continued to actively pursue our mandate that trans, non-binary and gender-diverse workers should be able to live full and meaningful lives, based on and including the principle of self-declaration.

We have led sustained engagement with government departments, civil servants, ministers and the chair of the EHRC, consistently reiterating the movement’s position: that equality law and practice must protect dignity, safety and inclusion for trans and non-binary workers.

In June, the TUC responded to the EHRC consultation on its code of practice for service delivery. The submission raised practical concerns about inclusion and emphasised the need for clear, workplace-based examples grounded in real experiences.

When the EHRC laid its updated code before parliament in May, we responded publicly, highlighting that it failed to address key issues previously raised. In particular, we raised concerns about the lack of clarity on applying the April 2025 Supreme Court judgment and the risks this poses to ensuring workers are treated with dignity and respect.

We made clear that “we must build a world in which trans lives are not only legally recognised, but fully liveable in practice – including self-declaration, rooted in longstanding TUC Congress commitments”.

We have also strengthened coordination across the movement, convening two meetings of the Trade Unions for Trans and Non-Binary Alliance, with strong participation. In response to growing risks, including harassment and doxing, the TUC has produced guidance to support trans workers and allies to stay safe online and in person.

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We have continued direct engagement with Bridget Phillipson MP, minister for women and equalities, through correspondence and meetings, including with LGBT+ Committee members sharing lived experience.

We will continue to advance Congress policy, champion self-declaration, and ensure trans workers' rights are upheld in law and practice.

Alongside our work lobbying government, meeting with key stakeholders and supporting affiliates to understand the implications of the Services Code of Conduct, we have provided practical guidance. The guidance focuses on how individuals can remain safe online and at events, while supporting trans, non-binary and gender-diverse workers' rights. We know union representatives and members play a vital role in challenging all forms of discrimination and are focused on providing guidance and support.

“ We led a high-profile campaign against the proposed PIP changes. This included issuing a press release, amplifying opposition through social media, and publishing an opinion piece in *The Mirror*. ”

2.11 Personal independence payments

In accordance with resolutions 38 and 39, we have opposed the government's proposed changes to personal independence payments (PIP) and universal credit (UC).

In the period directly before the motion carried at the TUC Disabled Workers Conference and TUC Congress, the TUC publicly oppose the changes to PIP.

We led a high-profile campaign against the proposed PIP changes. This included issuing a press release, amplifying opposition through social media, and publishing an opinion piece in *The Mirror*. These interventions gained significant attention, helping to build pressure on the government.

On 1 July 2025, the government announced it would not proceed with the proposed changes to PIP. This reversal reflects the impact of coordinated lobbying led by the TUC, working alongside the wider trade union movement and disabled people's organisations.

Following this decision, the government committed to a co-designed review of PIP. We have played an active role in shaping this process. Senior civil servants engaged directly with the TUC to understand our approach to co-design with disabled members, recognising our expertise in inclusive policy development.

While Congress policy called for the TUC to coordinate protests, these were not required due to the effectiveness of our early lobbying.

We continue to actively influence the ongoing review. The general secretary met with Stephen Timms MP, minister of state for social security and disability, in March to discuss progress and next steps. The TUC Disabled Workers Committee co-chairs have also engaged directly with the review leadership.

▼ The TUC continues to advocate for stronger equality legislation that explicitly protects neurodivergent workers
© Westend/Getty Images



In addition, we submitted detailed evidence to the review, informed by a member survey on experiences of accessing PIP. Its recommendations include reforming the assessment process, improving decision-making, reducing reassessments, increasing accessibility, aligning PIP with employment support, recognising fluctuating conditions, and ensuring PIP reflects the real cost of disability.

2.12 Support for neurodivergent workers

In support of composite 6, we continued to advocate for stronger equality legislation that explicitly protects neurodivergent workers through written and oral consultation responses to government, parliamentary inquiry submissions, and engagement with the civil service and non-departmental public bodies (NDPBs).

The EHRC's recently updated Code of Practice for Services, Public Functions and Associations now explicitly recognises the barriers that people with hidden impairments, fluctuating conditions and neurodiverse conditions may face. It also provides clearer guidance on the duty to make reasonable adjustments to remove or reduce those barriers and support equal participation. We will work to ensure these clarifications are also reflected in the Code of Practice for Employment when it is updated.

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“Recent figures show that an estimated 957,000 people under the age of 24 are not in education, employment or training (NEET).”

2.13 Supporting young people into work

Recent figures show that an estimated 957,000 people under the age of 24 are not in education, employment or training (NEET). More than half of the respondents to our post-election poll thought that opportunities for young workers were deteriorating and two-thirds thought that government action is needed to expand training and apprenticeships and to secure entry level jobs so that young workers get a fair start to their careers.

In response to the review of NEETs by Alan Millburn, we called for an expansion of the jobs guarantee for young people, ensuring the quality of jobs through the full implementation of the ERA and Make Work Pay, reform of apprenticeships improving quality and expanding provision, and for more funding for tertiary education. We will continue to campaign on this as a priority issue.



SECTION 3

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES ▴

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

3.1 The economy

Workers continue to face difficult economic conditions. At the start of 2025, United States' tariffs meant disorderly trading relations, and in 2026 illegal wars, including in Iran, led to steeply increased energy prices and threatened shortages of other commodities. Prices in the UK remain greatly elevated and recent real wage gains short lived.

GDP growth was up to 1.4 per cent in 2025 (from 1.0 in 2024) but overall remains subdued. The TUC argued the weakness was predominantly the result of subdued consumer demand, because of the relentless cost-of-living squeeze and higher interest rates. Analysis showed UK consumer demand growth 32nd out of 36 OECD countries.

The labour market is fragile. While the employment rate has been static at around 75 per cent, unemployment has risen by around 0.5 per cent over the past year and the inactivity rate fell by the same. Payroll figures show a loss of 210,000 employee jobs in the year to April 2026.

“The cost of living is the number one issue facing working people. Pay has not kept up with costs and people are struggling to get by or falling short of their aspirations for their quality of life.”

Real pay rose for the first half of 2025 but renewed inflation has undermined these gains into 2026. Nominal pay growth has slowed from 6 per cent in 2024Q1 to 5.5 per cent in 2025Q1 and to 3.4 per cent in 2026Q1. Having peaked at 11.2 per cent in October 2022, rather than returning to target energy shocks mean inflation at the end of this year is expected to rise to 3.5 per cent on CPI and 4.6 per cent on RPI. Now near zero, real pay is likely to fall back into negative territory.

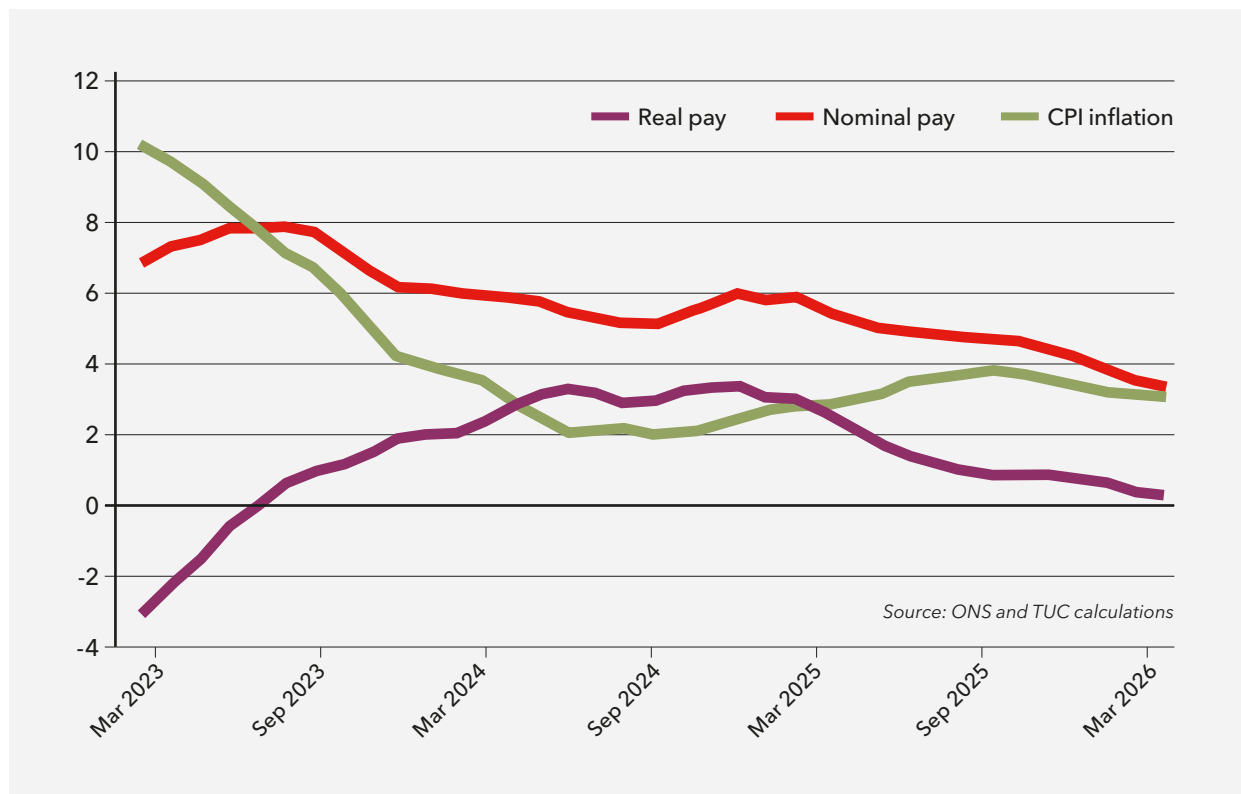
Yet the Monetary Policy Committee has continued to judge that the risk of excessive pay growth is greater than the risk to economic growth and has therefore been slow to cut interest rates. In contrast, TUC analysis showed countries prioritising economic growth are not penalised with higher inflation.

As well as household spending, high interest rates have severely constrained government finances. While the government has acted to support public services and investment, more is needed. In line with composite 7, we have called for higher taxes on wealth, showing a

higher bank surcharge could raise up to £50bn over the next four years. In our submission to the autumn 2025 budget, as well as fairer taxation, we called for further scrutiny of the Office for Budget Responsibility.

The cost of living is the number one issue facing working people. Pay has not kept up with costs and people are struggling to get by or falling short of their aspirations for their quality of life. Three-quarters of respondents to our post-election poll said their personal financial circumstances were getting worse. The long-term deterioration in family finances has been compounded by a succession of price shocks. The cost-of-living crisis started in 2022, the result of sharp price rises caused by the Ukraine war and pandemic-related shortages. Prices did not go back down – energy costs in March 2026 were 80 per cent higher than they were in January 2021. Food prices have risen 40 per cent across the same period. High interest rates are compounding this picture, with direct costs to households and a dampened economy.

Figure 1: Real pay, annual growth



We have called for urgent action from the government, including:

- › a permanent social tariff to support families with energy bills, and an energy crisis social tariff that kicks in during periods of crisis
- › reducing the universal credit taper rate so that those on the lowest incomes keep more of what they earn
- › fully leveraging its infrastructure and procurement spending to deliver good jobs.

3.2 Industrial strategy

Through our Futureproofing Industry project, we have supported union officers and workplace reps in sectors including steel, ceramics, glass and automotive to push employers to invest into site upgrades to boost competitiveness and futureproof jobs. This included helping reps win investment commitments, pilot projects and upgrade plans.

Our policy interventions included:

- › calling on government to deepen its industrial strategy support for target sectors and increase investment
- › pushing government to commit to jobs plans for all industrial strategy sectors, aiming to replicate the leadership shown in the Clean Energy Jobs Plan, to win and protect good jobs including trade union recognition and collective bargaining

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▼ The TUC has supported steel as part of its Save British Industry and Save Welsh Industry campaigns
© Danny Lawson/Getty Images

- › engaging with the Treasury and the National Infrastructure and Service Transformation Authority (NISTA) about delivering quality jobs through new infrastructure projects
- › encouraging the National Wealth Fund to deliver on its investment commitments to automotive, hydrogen, steel and ports
- › publishing our Save British Ceramics briefing together with GMB and the Green Alliance, calling for policy interventions to upgrade and protect the ceramics sector. This was followed by advocacy – and helped secure £120m in public investment to modernise ceramics sites.



In support of resolutions 60 and 61, we campaigned for backing for British industry, including specific calls to support ceramics and steel. Our campaign interventions included:

- › making the case for more action to ensure UK industrial electricity prices become competitive, including by bringing down wholesale prices. This included media coverage, lobbying, a Megaphone petition and presenting policy solutions to government.

- › launching Save Welsh Industry and Save British Industry, with local and national media coverage, training for reps and a national poster campaign.

We launched our Industrial Voices Programme, training industrial sector reps to communicate through videos in digital spaces. This added to our regular production of videos on industrial issues for TUC social media channels.

3.3 Pay and the national minimum wage

The TUC has campaigned to keep real pay growing. We made regular media interventions that highlighted the ongoing pay crisis and its impact on living standards.

We made the case for a £15 minimum wage for all workers regardless of age. In 2025, we presented evidence to the Low Pay Commission (LPC) through a written submission and by leading a delegation of unions to give oral evidence. Following submissions by the TUC and affiliates, the government announced an increase in the

“The TUC has campaigned to keep real pay growing. We made regular media interventions that highlighted the ongoing pay crisis and its impact on living standards.”

National Living Wage to £12.71 an hour from April 2026. It also increased youth rates to £10.85 for 18- to 20-year olds and £8.00 for under-18s. A submission for the 2026 LPC consultation was in preparation at the time of writing.

We have intervened on the public debate around youth rates highlighting that the youth rates are discriminatory and are largely unused, with 85 per cent of 18- to 20-year-olds already paid above the youth minimum wage and 63 per cent paid at or above the national minimum wage. This evidence was cited in the Milburn Review on young people and work.

The TUC Minimum Wage Enforcement Group has continued to meet, bringing together unions, advice agencies and relevant government departments and enforcement bodies.

We continue to push for a strong and robust living wage through our work with the Living Wage Foundation. We are influencing the work of the foundation through seats on the Living Wage Commission and the Living Wage Advisory Council.

3.4 Corporate governance, workers' capital, due diligence and executive pay

We have been advocating for new mandatory human and labour rights and environmental due diligence legislation as part of our work on corporate governance reform and responsible business conduct. Along with TUC Cymru, UNISON, STUC and ICTU/NI, we sat on the Foreign, Commonwealth and Development Office's Expert Advisory Group for research into the UK's implementation of the UN Guiding Principles on Business and Human Rights, facilitating input from affiliates and sister centres. We provided evidence to the government's review of responsible business conduct.

In November, we co-hosted a seminar for investors on the Employment Rights Bill, setting out the new rights and why they are needed.

3.5 Social security and sick pay

The TUC campaigned for the removal of the two-child limit in universal credit, and the government scrapped the policy in the November 2025 budget. And we continue to emphasise the importance of social security in reducing child poverty. While higher employment, more secure work and rising pay can boost household incomes, in-work benefits also remain vital to improving living standards.

Following the long-running TUC campaign on improving access to statutory sick pay (SSP), the government extended SSP to all employees in April 2026 through the Employment Rights Act (ERA). The changes are expected to benefit up to 9.6 million UK workers. The Act also removed the three-day waiting period, guaranteeing sick pay from day one, and extended eligibility to 1.2 million workers who previously earned below the £125-a-week qualification threshold.

The government's 2025 green paper *Pathways to Work* proposed cutting the health element of universal credit for under-22s. We highlighted the impact these cuts would have on young people, arguing that reducing entitlements would push those most in need of support even further from the labour market. We made

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this case in our submissions to the Milburn Inquiry and to the Work and Pensions Select Committee's inquiry on youth employment, education and training.

The government committed to a co-designed review of PIP. We have played an active role in shaping this process. Senior civil servants engaged directly with us to understand our approach to co-design with disabled members, recognising our expertise in inclusive policy development. We also submitted evidence to the Timms Review based on a survey of PIP recipients. The submission outlined reforms to improve outcomes for disabled people and workers, including changes to the assessment process, better decision-making, fewer reassessments, increased accessibility, alignment with employment support, recognition of fluctuating conditions, and ensuring PIP reflects the real cost of disability.

3.6 Pensions

The TUC has been a leading advocate for the interests of working people in occupational pensions, and for retired workers.

We have coordinated trade union involvement with the government's Pension Commission, which is developing proposals for long-term reform of the

“ We have coordinated trade union involvement with the government's Pension Commission, which is developing proposals for long-term reform of the pension system. ”

pension system. To do this, we established a Trade Union Liaison Group, which has met regularly with the commission and provided written evidence to it.

We also worked to influence the Pension Schemes Act as it passed through parliament. The main focus of our briefings and lobbying was on strengthening member protections.

We have continued to make the case for a stronger voice for workers in pension scheme governance. We published a report, *Member Voice in Pension Scheme Governance*, at this year's TUC Pensions Conference. We used the evidence gathered in this report to lobby the Department for Work and Pensions to extend and strengthen requirements for schemes to include members on trustee boards.

In the public sector, we have supported the launch of a campaign to bring the administration of public service schemes in-house, following the severe administrative failures after Capita took over the Civil Service Pension Scheme (CSPS) in December 2025. The transition immediately

collapsed, resulting in delayed retirement and bereavement payments, lost data, and an overwhelming backlog of over 100,000 cases that left thousands of retired civil servants in financial hardship.

3.7 Transport

This year saw the passage through parliament of the Bus Services Act, landmark legislation that reverses 40 years of deregulation and returns control over services to local leaders. We have worked with the Department for Transport throughout the year on the implementation of the act and on the design of guidance for commissioners. Alongside affiliated unions, we have strengthened worker voice in the guidance and guaranteed a role for unions in the enhanced partnership bodies that oversee service delivery.

We have continued to make the link between greater rail investment – and transport investment more broadly – and the government's economic growth plans through briefings to MPs and directly with officials.

▼ We lobbied for effective union engagement in the plans for establishing Great British Railways (GBR)
© Charlotte Coney/Getty Images



Informed by composite 12, we lobbied the secretary of state directly on the need for clarity and effective union engagement on the plans for the establishing of Great British Railways (GBR), the protection of pensions in the rail sector, on the necessity of insourcing cleaning and security staff and, in line with resolution 69, the need for greater support for rail freight.

We convened roundtable meetings bringing affiliates together variously with ministers, officials and special

advisers on rail, aviation and maritime issues, including new pilot training routes, the future for rail freight and train drivers' welfare in accordance with resolution 21, the government's airport expansion programme, maritime skills and training funding in line with resolution 68, and the strengthening of protections for seafarers. In line with emergency resolution 3, we have engaged in detail with the Mayor of London's Office on the ongoing industrial challenges at TfL.

We have continued to coordinate the framework agreement between HS2 Ltd and unions in the sector. A new direct route has been established via this group so that union concerns about access, health and safety, and contractor relationship can be raised directly with senior HS2 leadership. We expect to agree an updated and revised framework agreement by the end of the year.

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▼ Creative workers are key contributors to the UK's success but face economic vulnerability
© Roy James Shakespeare/Getty Images

3.8 Arts and the creative sector

The arts and creative sector is vital to the economy. Creative workers are key contributors to the UK's success but face economic vulnerability. The TUC has represented the interests of creative workers, including through membership of the Industrial Strategy Advisory Council. We have advocated for self-employed creative workers in line with resolution 6. The TUC also attends regular meetings of the Broadcasting, Entertainment and Arts Unions (BEAU) grouping of unions.

Workers in the broadcasting, arts and entertainment sectors are seeing their intellectual property rights infringed by artificial intelligence (AI) models. We have convened a working group of creative and education unions to coordinate a joint trade union response. We continue to promote the manifesto on AI for creative workers, which outlines recommendations to address the impact of AI on creative work and workers.



3.9 Public services

Strong public services are vital to the government's plans for economic growth, and they are key to pushing back against the far and populist right. When public services thrive, so do communities.

In line with resolution 30, we continued to call for fully funded fair pay rises for public sector workers and investment in public services, including in our submissions to the autumn 2025 budget and

spring 2026 statement. And we continued to support union campaigns, including the FBU campaign against cuts to fire and rescue services, in line with resolution 49.

Through convening our Public Sector Liaison Group (PSLG), we continued to work with affiliates to understand and address shared challenges across the public sector including workload, AI and public sector reform, reflecting resolutions 32 and 33.

“Recognising that lifelong learning is not only valuable in and of itself but also crucial to achieving government ambitions on economic growth, world-leading industries, tackling inequality and enabling opportunity.”

Finally, after many years of campaigning we secured the reestablishment of the Public Services Forum (PSF), chaired by the Cabinet Office, ensuring meaningful engagement and a joint approach with trades unions on key issues affecting the public sector workforce.

3.10 National Health Service

The TUC has continued to advocate for an approach to public services based on long-term funding and workforce planning, in line with composite 8.

We have supported affiliates' engagement with the government to deliver sustained investment in the NHS workforce to support its 10-Year Plan. We made the case for increased funding, fair pay and long-term workforce planning.

Through the PSLG, we convened cross-union discussions on pay review bodies to develop shared approaches to pay and workforce challenges.

At Congress 2025, the TUC brought together health unions and the secretary of state for health and social care to discuss the NHS workforce plan and the actions needed to retain staff and improve working conditions.

As part of the Our Work Matters campaign, we challenged the use of subsidiary companies (SubCos) and outsourcing models, as directed by resolution 40, supporting union campaigns for insourcing and better employment standards.

The priorities set out in resolutions 41, 45 and 46 have informed our wider work on health inequalities and patient safety.

3.11 Education

The education system and the workforce that delivers it are crucial to delivering many of the government's ambitions for growth and opportunity. From navigating a rapidly changing world of work and adapting to AI and industrial transition

to dealing with the crisis of young people not in education, employment or training and tackling child poverty, our educators must be at the heart of solutions.

In line with resolutions 53 and 54 and composite 9, we continued to work with our affiliates and government to call for an inclusive cradle-to-grave education and skills system. Recognising that lifelong learning is not only valuable in and of itself but also crucial to achieving government ambitions on economic growth, world-leading industries, tackling inequality and enabling opportunity.

Through our work with affiliates and the Early Education and Childcare Coalition (EECC), we secured clear recognition of the importance of early-years education and the early-years workforce, as set out in the government's Best Start in Life and Child Poverty strategies. Working with affiliates and the EECC, we secured commitments to developing a workforce strategy for the early-years and childcare workforce, reforms to special educational needs and disabilities (SEND) and a formal consultation on the funding formula for early years.

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

In June we launched our Skills 2050 project, bringing together unions, employer representatives and skills experts to work with us to develop a comprehensive strategy for a skills system that empowers and protects the workers of today and tomorrow. A core strand of this first phase of work focuses on the post-16 system and the importance of properly funding and supporting the further education and vocational training workforce to ensure they are enabled to deliver accessible learning to all workers.

In line with resolution 27, we have supported NJC unions to secure the reinstatement of the School Support Staff Negotiating Body (SSSNB) through the ERA. We continue to facilitate and support unions and government to ensure trade unions are meaningfully involved in all decision-making processes relating to secondary regulations and any future framework for the SSSNB.

In line with resolutions 55 and 56, we continue to amplify and support education unions' inclusivity campaigns and priorities in a range of forums including through our seat on the government's Opportunity Mission Board.

“ We have built understanding among the government and other stakeholders around how an ambitious fair pay agreement can pave the way towards the development of a comprehensive pay and conditions framework within a National Care Service. ”

3.12 Social care

The TUC has worked with affiliates and government to develop a social care fair pay agreement.

We have built understanding among the government and other stakeholders around how an ambitious fair pay agreement can pave the way towards the development of a comprehensive pay and conditions framework within a National Care Service. Alongside this, we have made a strong case for a national social care workforce strategy.

We have worked with affiliates to spotlight the insecurity faced by migrant social care workers and made the case that the government's plans to improve pay and standards in social care risk being undermined if migrant workers are forced into prolonged insecurity. The TUC continues to convene a working group on international recruitment in social care with the DHSC, which is regularly attended by Home Office officials. We highlighted the exploitation of international

recruits with the Home Office and raised concerns around the impact on migrant care workers and the social care system related to proposed changes to earned settlement, aligning with composite 3.

The TUC and affiliates have engaged closely with the Independent Commission on Adult Social Care chaired by Baroness Casey. We have advocated for care workers' voices, experiences and priorities to inform the commission's work, and called for alignment between the commission's focus areas and current government policy aimed at supporting the care workforce, notably the fair pay agreement.

We have also participated in the International Labour Organization (ILO) working group on care economy statistics and provided expert input into several academic studies.

▼ The TUC has made a strong case for a national social care workforce strategy
© FG Trade/Getty Images



3.13 Local government

The reforms underway in local government represent the biggest upheaval in over fifty years and are happening alongside major changes to England's devolution settlement.

Further to resolutions 47 and 48, we undertook a series of discussions in regions across the country to better understand the frontline impact of the funding crisis and the measures necessary to correct it.

The government has provided some welcome steps this year – multi-year settlements, greater weighting towards deprivation in funding, some extra central investment – but we know more needs to be done to address the damage done by over a decade of austerity.

Through meetings with ministers for local government, and also with departmental officials, we directly made the case for bolder action on funding. In addition, we have set out the necessity for strong union voice within

the new devolved landscape. We have emphasised central government's role in ensuring that councils that are shifting from county and district models to unitary authorities adhere to their responsibilities to fully consult the workforce at all points during the transition.

We have also sought to highlight the opportunities presented for the government's insourcing agenda through the reorganisation process.

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

▼ The TUC collaborated with the Joint Unions in Prisons Alliance to raise workplace violence issues for health and safety reps
© Cate Gillon/Getty Images

3.14 Justice and the civil service

The TUC's work in this area has been guided by resolutions 57, 58 and 59.

We have continued to advocate for workers' health and wellbeing, safe and sustainable workloads and fair treatment across the justice sector.

We have worked closely with affiliates in prisons, probation and the Children and Family Court Advisory and Support Service (Cafcass), holding discussions to build a detailed understanding of frontline pressures. We used these insights to amplify union evidence in policy discussions and campaigning, ensuring affiliates' priorities are communicated to government through direct ministerial engagement. In response to resolution 57, we collaborated with the Joint Unions in Prisons Alliance to raise workplace violence issues through a seminar for health and safety reps.

There has been significant pressure across the civil service this year as the government looks to make savings. In line with resolution 32, we have sought, via meetings at both ministerial and departmental levels, to combat misconceptions around public sector productivity and to emphasise the need for workers to be brought along and supported throughout any reforms.



In support of this work, we have commissioned in-depth survey research to understand how the government's reforms are impacting the workforce, the sufficiency of the training offer, and the extent to which workers are being brought into the decision-making processes.

3.15 Public procurement and insourcing

Under the banner of the TUC's Our Work Matters campaign, and in line with resolution 40, we have continued our work this year to ensure ambitious delivery of the government's Make Work Pay insourcing and procurement commitments.

This focused on ensuring that public ownership and in-house delivery becomes the default setting for all public services, and insourcing of services and outsourced workers take place when contracts end. We secured several meetings with the lead Cabinet Office minister, including a roundtable with outsourced union members, continued regular dialogue with senior civil servants, and worked with the government to establish a trade union reference group to support development of the new public interest test. We also raised awareness within government around the importance of a new Procurement Bill to ensure good work.

We worked with government to establish a union working group to inform the design of the new two-tier workforce regulations and code and facilitated trade union input into the design of the government's social value model, including the good work pillar.

We continue to convene affiliates in the Procurement and Outsourcing Working Group, which has provided a forum for engagement with government policy as well as wider learning, information sharing and identification of good practices around insourcing and procurement, including in relation to wholly owned subsidiaries such as NHS SubCos. As part of the Our Work Matters campaign, we have supported affiliate organising and outsourced workers' industrial action, held several webinars and run digital campaigning training for full-time officers.

This has led to the government announcing an end to 'outsourcing as the default' in public services, and a new commitment to work with trade unions on insourcing. Government departments are also required to develop insourcing strategies and implement a public interest test to look beyond short-term pricing to focus on long-term service quality and public value for contracts over £1m. All central government departments with over £100m in annual contract are also required to develop insourcing roadmaps

“ Across all five TUC regions, we have focused on delivering the core priorities of our unions by protecting workers, countering divisive narratives and supporting industrial campaigns. ”

to rebuild their in-house capabilities, and the government is developing a new social value model with a strengthened good work pillar. And in June the chancellor announced the insourcing of over 2,000 facilities workers currently under contract within a range of government departments.

3.16 Regional update

Across all five TUC regions, we have focused on delivering the core priorities of our unions by protecting workers, countering divisive narratives and supporting industrial campaigns at local, regional and national levels.

In the Midlands, we delivered critical workplace protections by securing a significant number of new employers for the Dying to Work campaign, including coverage across the entire civil service, while establishing an extensive anti-far right network and running the Silk Mill and Women Chainmakers festivals.

Our North East, Yorkshire & the Humber region focused on strategic economic interventions, establishing a regional Steel Combine, helping to secure £57m for

Doncaster Sheffield Airport, protecting Durham Pride from funding cuts, and embedding formal union voices on to the management boards of devolved regional centres.

In London, Eastern & South East, the central focus was on supporting the organising of outsourced workers and expanding the Black Activists Programme by linking past participants with senior regional officers, alongside escalating anti-racism work through the Unity Works initiative.

Meanwhile, the South West prioritised movement growth, diversity and education by launching new networks to diversify membership and organising specialised training for affiliates, branches and trades councils to challenge divisive narratives.

Finally, the North West coordinated direct workplace and union briefings for reps to counter the populist right, maintained active support for industrial action and local insourcing campaigns, and continuously engaged with metro mayors to embed union priorities, including trade union education, into devolved political agendas.

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

▼ Posters from the United Cymru campaign, which was launched to counter division and promote unity

3.17 TUC Cymru

We have focused on strengthening workers' voices in Wales during a pivotal political period, while advancing our United Cymru campaign to promote solidarity, fairness and a positive vision for the future of Wales.

A central strand of activity has been engagement around the Senedd election. We worked closely with affiliated unions to ensure that workers' priorities – fair pay, secure jobs, strong public services and a just transition to a greener economy – were clearly reflected in the political debate. This included publishing our policy asks, engaging directly with parties and candidates, and talking about the issues that matter to workers. We emphasised the need for long-term investment in public services and workforce planning, particularly in health, social care and education, while advocating for further commitment to the Wales Union Learning Fund, which remains the only training fund targeted at working people in Wales.

Alongside the election work, the United Cymru campaign was a flagship initiative. Launched to counter division and promote unity, it has brought together unions, community groups and partners around shared values of solidarity, inclusion and respect. The campaign has highlighted the contribution of all workers in Wales, challenged narratives that divide communities, and provided practical resources



for workplaces and branches to foster inclusive organising, have difficult conversations, and ensure workers who are campaigning for a progressive Wales feel that they are not alone.

We have also engaged with the Welsh Government on green transition and skills, ensuring that workers are central to decisions about decarbonisation and industrial change. This has included advocating for strong social partnership structures and reinforcing the role of unions in shaping policy outcomes. We were pleased that the new first minister chose TUC Cymru Congress for his first public engagement, where he reiterated the importance of social partnership.



We have been working with the Aneurin Bevan University Health Board, which has been actively changing how it reduces harm by improving the way it conducts its disciplinary procedures. We have been engaged with the health board in seeking to share best practice with our affiliates, particularly in the public sector, with the focus on how social partnership can act as a vehicle for change in reducing harm.

Overall, we have combined political influence, campaigning and coalition building, using the election to amplify workers' voices, while embedding the longer-term message of United Cymru: that Wales is strongest when it stands together.



SECTION 4

MEETING THE CHALLENGES OF THE FUTURE ▽

MEETING THE CHALLENGES OF THE FUTURE

4.1 AI and rights at work

As artificial intelligence (AI) rises up the agenda, we have worked with unions in two ways to develop a strategy. First, we have worked to build union capacity to understand, negotiate and advocate on AI. This year we have worked with hundreds of reps, officers and senior leaders to demystify AI, rooting responses in workplaces. We also hosted a Collective Bargaining on AI forum, with trade unionists, lawyers and policy specialists to accelerate negotiations on AI. Recognising the need for sectoral responses, the TUC and nine unions in education delivered a pilot 'action learning' project to develop union strategies, helping to catalyse a cross-sectoral response. We also launched *Workers and Machines*, a newsletter of authoritative, accessible and actionable insights on AI for the movement.

The second part of our strategy is building a pro-worker policy agenda, based on our 2025 policy platform. We are promoting the essential role of workers and unions in shaping AI at work, confronting abuses by tech companies and employers. This included the TUC and CWU bringing together leading online safety campaigners to hold TikTok accountable for mass

“ This year we have worked with hundreds of reps, officers and senior leaders to demystify AI, rooting responses in workplaces. ”

redundancies of over 400 workers, in line with emergency resolution 4. Weak AI adoption and growing public concern around its application has given us leverage.

This year progress has been made, with the government naming 'pro-worker AI' as a key theme in its plans to make the UK the fastest AI adopter in the G7. Unions have been participating in the new AI and Economics Institute and the AI Early Careers Alliance – including finance unions, as called for in composite 11. We have actively participated in the public sector-focused Responsible AI Adoption Panel, the Women in Tech Taskforce and the Mayor of London's AI and Jobs Taskforce. We are clear that robust action is now needed.

The government has dropped its intention to weaken copyright protections; however, Labour's manifesto commitment to bring forward an AI Bill, as noted in composite 10, has not materialised. We are pushing for full delivery of the Make Work Pay commitment on workplace surveillance, tackling exploitative 'dynamic pricing' as evidenced in our report, *The human price of dynamic pay*, and a

wider pro-worker AI agenda – including extending collective bargaining to technology, using public procurement to confront the entrenched power of big tech in public services and comprehensive skills and training for workers impacted by AI.

4.2 Skills

Over the past year, we worked with affiliated unions to advance skills policy and workforce development, building on resolution 9, which identified an unprecedented crisis in education. This included recruitment and retention challenges, course closures, and too many young people and adult learners being denied access to high-quality, inclusive education – undermining social mobility, regional growth and economic transition. The crisis reflects excessive marketisation, particularly in higher education, alongside sustained underfunding despite the sector's vital role in national renewal.

▼ The TUC has been working with affiliates to develop a bold vision for a National Education Service
© MoMo Productions/Getty Images



In response, we have been working with affiliates to develop a bold vision for a National Education Service, alongside an ambitious, worker-led approach to skills and lifelong learning.

A key strand of this work is the TUC Skills Project 2050, which is shaping a long term, worker-led vision for an inclusive, high-quality skills system that responds to technological change, decarbonisation and

labour market shifts. Launched in June, the project brings together unions, policy makers and experts to ensure reform is rooted in the realities of working people.

We continue to champion unions and union learning representatives (ULRs) as essential partners in widening participation, improving progression and supporting workplace learning.

We have engaged closely with government departments and Skills England to ensure workers' voices are central to policy development.

We have submitted evidence highlighting:

- › the essential role of unions in supporting millions of workers

MEETING THE CHALLENGES OF THE FUTURE

▼ We are coordinating the Trade Union Advisory Council for GB Energy, to help win commitments to invest millions into upgrading the supply chain
© Monty Rakusen/Getty Images

- › persistent employer underinvestment in skills and training
- › the long-term impact of government disinvestment
- › concerns about the quality and accessibility of employer-led training and apprenticeships.

This has informed our wider influencing work, including submissions to the autumn 2025 budget and spring 2026 statement, calling for the reinstatement of the Union Learning Fund (ULF) and sustained public investment in skills.

TUC representatives continue to shape national policy through senior roles in Skills England and the Industrial Strategy Advisory Council, ensuring that skills reform delivers good jobs, fair access and economic growth in every region.

4.3 Climate change and just transition

We have expanded our proactive approach to delivering a rapid and just climate transition that protects jobs and workers' rights.

We coordinated policy advocacy and engagement with national government, including:



- › setting up a co-chaired taskforce with government on the Warm Homes Workforce, to deliver good jobs and a skilled workforce for the retrofit of the nation's homes
- › coordinating the Trade Union Advisory Council for GB Energy, helping win commitments to invest millions into upgrading the supply chain.
- › coordinating the union side of negotiations for the initial Fair Work Charter for Offshore Wind
- › winning commitment by government to creating the North Sea Jobs Service
- › advocating for a plan for the North Sea oil and gas supply chain

In line with resolution 75, we developed a series of activities and interventions for the Year of Trade Union Climate Action 2025-26.

Our events during the Year of Trade Union Climate action included:

- › the All to Play For: Building a positive future for energy supply chains conference in Durham, bringing together unions, cabinet members, industry and climate campaigners to plan a future with good energy jobs in the North-East
- › the On Fire and Under Fire: Climate, backlash and winning with working-class communities event during London Climate Action Week in Congress House
- › Energy Shockwaves: What Trump's war on Iran means for UK manufacturing jobs held online.

We worked with our unions and supported organising of events throughout the year, promoting these through our revamped and relaunched TUC Climate webpage, as well as including resources and case studies for green reps.

Case studies of successful transition in the UK and internationally were also collated on our Futureproofing Manufacturing page.

TUC staff produced videos on the urgency of protecting and expanding climate investment, including a video of a teacher supporting solar panels on his school roof.

“ We pushed for trade union objectives in the government's ongoing negotiations to build a closer economic and political relationship with the EU. ”

4.4 Trade and the EU

In line with resolution 13, we pushed for trade union objectives in the government's ongoing negotiations to build a closer economic and political relationship with the EU.

We met with the foreign secretary Yvette Cooper MP, minister for the constitution and European Union relations Nick Thomas-Symonds MP, Cabinet Office and DBT officials to feed into these negotiations. And we continued to chair the UK-EU Domestic Advisory Group, represented by Mike Clancy (Prospect). This group enabled us to join with business groups to advocate for commitments to protect the highest standards of workers' rights and good jobs in UK-EU negotiations.

To influence EU decision-makers in negotiations, we released a joint statement with the European Trade Union Confederation (ETUC) in June on the shared objectives workers have on both sides of the Channel. The TUC also held meetings with representatives of the German and French governments with sister trade union centres in these countries.

In January, we met trade minister Sir Chris Bryant MP to call for protections for manufacturing from unfair competition, express concern about the impact of the Trump administration's tariffs – particularly on steel and automotive sectors – and welcome the government's commitment that UK trade agreements would ensure respect for labour rights.

However, in May we raised concerns that this commitment was not aligned with the government's trade negotiations with the Gulf Cooperation Council states, where there are widespread labour rights abuses. The TUC raised this at a roundtable with minister Chris Bryant as well as criticising the Investor-State Dispute Settlement provisions included in the agreement.

We took part in the International Trade Union Confederation (ITUC) delegation to the World Trade Organisation (WTO) ministerial conference in Cameroon in March, where we again met minister Chris Bryant and pushed for reforms to the WTO to protect workers' rights and governments' ability to protect domestic industries and promote good jobs.

MEETING THE CHALLENGES OF THE FUTURE

4.5 International

We have continued to participate in the ITUC General Council, taking a delegation to its meeting in Addis Ababa in December, the first time it has met in an African nation. This meeting passed a resolution demanding actions for peace in Sudan.

The TUC is represented on the ETUC Executive Committee. In May this Committee agreed a joint TUC-ETUC statement on objectives for UK-EU negotiations.

Our General Council issued a statement in January condemning the US' illegal attack of Venezuela and abduction of President Maduro and his wife as violations of international law and sovereignty, raising these concerns with minister for Latin America Chris Elmore MP.

In March, we also issued a statement through our General Council condemning the US and Israel's attacks on Iran as violating the UN Charter and international law, raising this with minister for the Middle East Hamish Falconer MP. The TUC continued to work closely with the Arab Trade Union Confederation to raise concerns of workers in Iran and the Middle East region.

“ We have continued to participate in the ITUC General Council, taking a delegation to its meeting in Addis Ababa in December, the first time it has met in an African nation. ”

In line with composite 14, resolution 72 and emergency resolution 5, TUC and union advocacy contributed to the UK government's decision to recognise the State of Palestine in September 2025. At the General Council meeting in January, unions pressed minister Hamish Falconer on policy priorities, including: the UK's obligations under the Genocide Convention and the impacts of the genocide on workers, including journalists; banning settlement trade and suspending the UK-Israel Trade and Partnership Agreement; IDF raids on the offices of the Palestinian General Federation of Trade Unions; arms sales to Israel; lack of Palestinian representation on President Trump's Board of Peace; and respect for international law and the right to self-determination.

In June, the TUC organised a delegation to the UK with Shaher Sae'd, General Secretary of the Palestinian General Federation of Trade Unions, and Dr Hind Benammar, Executive Secretary of the Arab Trade Union Confederation. The delegation took part in a joint TUC-Labour Friends of Palestine and the Middle East parliamentary briefing and met with several MPs and ministers.

We continued to promote the workplace days of action for Palestine, which took place in February and May, and supported equality conferences where Palestine was raised in motions. We maintain a constructive relationship with the Palestinian ambassador, Dr Husam Zomlot, and met with him in March.

Supporting emergency resolution 1, the TUC signed a joint letter with several affiliates, and in March our president joined the lobby of parliament organised by the Palestinian Solidarity Campaign.

We engaged with the UK government to protect the mandate of the ILO from threats by the Trump administration to undermine the organisation by seeking to appoint its nominee for deputy director-general while withholding \$200m in membership fees.

At the 114th International Labour Conference, TUC delegates played leading roles across committees. Our representative on the ILO Governing Body, Amanda Brown, served as vice-chair of the Platform Committee, supported by Peter Wieltschnig (TUC) and Lola Brittain (Equity).

▼ The TUC backed the ITUC campaign to free former Hong Kong CTU president Lee Cheuk-yan
© Isaac Lawrence/Getty Images

Former TUC General Council member Diana Holland and Abigail Hunt (TUC) took leadership roles on gender and social dialogue committees respectively, while Stephen Russell (TUC) participated in 10 cases in the Committee on the Application of Standards, including challenging Nigeria over the arrest of NLC President Joe Ajaero that prevented his attendance at TUC Congress 2024.

Following TUC and global union advocacy, the Ethical Trading Initiative (ETI) adopted a new four-year strategy placing freedom of association at its core and strengthening alignment with ILO standards. Trade unions remain represented on the ETI Board via the TUC, ITUC and the International Transport Federation (ITF).

The TUC continued to support trade unions and the defence of labour rights in Ukraine, including a statement with affiliated unions on the third anniversary of Putin's illegal invasion of the country and through ongoing engagement at the ILO.

We backed the ITUC campaign to free former Hong Kong CTU president Lee Cheuk-yan, with our president participating in international action and advocacy pressing the UK government to intervene.



In May, our general secretary addressed the L7 in Paris, celebrating the Make Work Pay Agenda but warning of the need for effective enforcement of employment rights and the need for governments to support multilateralism based on human rights and respect for international law.

The TUC continues to work with international partners to build global campaigns against the far right.

The TUC signed the Cuba Solidarity Campaign coordinated statement in January expressing concerns about US threats to Cuba's sovereignty and increased penalties on the country. We are seeking a meeting with the Foreign, Commonwealth and Development Office (FCDO) minister for Latin America Chris Elmore MP raising these concerns and members of the TUC Executive Committee met the Cuban ambassador in March.

MEETING THE CHALLENGES OF THE FUTURE

We supported the Justice for Colombia May/June delegation from Britain, Ireland and Spain to coincide with the first round of the Colombian presidential election. TUC president Steve Gillan joined a group of trade unionists and politicians to meet with Colombian trade unions, human rights defenders and leading political and peace process figures, observe the electoral process and continue to support labour rights and the peace process.

4.6 Trade union support for peace

In line with resolution 37, the TUC has continued to call for peace and to respect international humanitarian law, issuing statements on Gaza, Venezuela, Iran and Cuba. We were a key organiser and driver of the ETUC's Trade Unions for Peace initiative launched in Dublin in June to build trade union capacity in conflict resolution and peacebuilding, drawing on trade union experiences of peace processes and to discuss building the economic conditions for peace, social justice and individual and collective rights – calling on governments to engage in multilateralism and dialogue to end conflict.

“ The TUC has continued to call for peace and to respect international humanitarian law, issuing statements on Gaza, Venezuela, Iran and Cuba. ”

4.7 Covid-19 Public Inquiry

Starting in June 2023, the Covid-19 Public Inquiry completed its final public hearings this year. Over the course of the inquiry, we have participated in eight of the ten modules looking at the impact of the pandemic and the government's response – with witness from the TUC, GMB, UNISON, NEU, NASUWT, RMT and Usdaw as well as colleagues from TUC Cymru, the Scottish Trades Union Congress (STUC) and the Irish Congress of Trade Unions: Northern Ireland Committee (ICTU-NI). In addition, we received over 7,500 responses to our members' survey, covering a wide range of sectors. The voice of our members was heard loud and clear in the inquiry – reflected in many of the recommendations. The full range of TUC interventions in the inquiry, from our witnesses and legal team, can be found on the TUC's covid-19 inquiry web page.

Further thematic and sectoral reports will be published over the next 18 months and we will be keeping the pressure on government to act on the recommendations, learning the lessons for when we face similar threats in the future and working to inform the UK government's resilience action plan, in line with resolution 31. In March, the TUC held a day of reflection as part of a nationwide series of events commemorating those who lost their lives in the pandemic, where we heard moving testimonies from those who worked on the front lines in those terrible days.

5



SECTION 5

A STRONG AND SUSTAINABLE TUC

A STRONG AND SUSTAINABLE TUC

5.1 Developing the TUC

We continued to implement our 2024-26 strategy, working under our five agreed aims of:

- › a growing union movement that reflects the diversity of today's working class and has the power to intervene effectively for workers
- › workplaces where every worker has strong rights and is protected from discrimination
- › a fairer economy that delivers secure jobs and rising wages and supports strong public services
- › an economy where workers can shape and are prepared for the challenges of the future
- › a strong TUC that is sustainable, effective and a great place to work.

We have identified priority projects within these aims and introduced a system of monitoring and evaluation of our work. We have also implemented a new planning process as we begin our work on the strategy for 2027-29.

Operationally, we have implemented a new performance management system to improve our annual review and line management processes. Following a review in 2025 of our existing disciplinary

“Our new finance system continues to provide efficiencies and greater security, and we have restructured the finance team to provide additional support and enhance the service provided.”

and grievance procedures, these have been updated and are now being embedded into working practice. Our new finance system continues to provide efficiencies and greater security, and we have restructured the finance team to provide additional support and enhance the service provided. The IT infrastructure was successfully upgraded to provide improved flexibility in the workplace, and we have successfully achieved cyber essentials accreditation.

5.2 Sale of Congress House

As previously reported, the General Council took the difficult decision to sell Congress House and seek a new-fit-for-purpose home for the trade union movement in 2024.

We appointed Newmark property consultancy to assist with project managing the sale and subsequent purchase. Following a commercial process that saw over 100 viewings, the TUC agreed, with trustee approval, heads of terms with a potential purchaser in June

2025. As a result of substantial delays on the buyer's side, the trustees agreed to withdraw from this transaction and return to market in March 2026. At the time of writing, we have successfully obtained a pre-app planning document that supports possible development options for interested parties and are engaging with the market with a view to securing a new purchaser for the property.

In preparation for the sale, our internal project group has successfully undertaken extensive financial and legal due diligence, cleared the basement areas of the building, disposing of tonnes of waste, recycling materials and transferring significant quantities of documentation to the TUC archives in Warwick. We've also considered plans to preserve the history of Congress House for the movement.

5.3 Congress Awards

At Congress 2025, the Health and Safety Award winner was Abigail Young from GMB and the Organising Award went to Robert Smalley from Unite. The winner of the Youth Award

▼ We have successfully obtained a pre-app planning document that supports possible development options for Congress House
© High Level Photography Ltd



was Adam Birks from Usdaw. The joint winners of the union learning rep (ULR) award were Sofia Anyiadou and Lisa Simpson from UNISON. The Women's Gold Badge recipient was Sonya Pickford from UNISON.

5.4 Comms Awards

The Trade Union Comms Awards are a highlight of the year – celebrating the creativity, skill and impact of union communications.

From powerful member storytelling and standout campaigns to organising workers and holding employers

and politicians to account they showcase how we make working people's voices heard.

Congratulations to last year's winners: Best Union Journal, *The Journalist* (NUJ); Best Recruitment and Organising Communication, *Awesome Teacher* (NASUWT); Best Campaign Communication, *Health and Safety Matters* (Udaw); Best Megaphone Petition, *Save Bethnal Green Working Men's Club* (Equity); Best Use of Social Media, New video first social media strategy (NASUWT); and Best Communication from a Smaller Union, *Nautilus TV* (Nautilus International).

5.5 Women's Conference

The theme of the TUC Women's Conference 2026 was 'Resisters: smashing the status quo'. Over 300 women from across the movement debated key issues, including tackling violence against women and girls, the far and populist right, the impact of AI and women's workplace rights.

We hosted a panel discussing the rise of misogyny and the far right, and the TUC Women's Committee issued several statements on peace, AI and rights for self-employed workers. In line with resolution 12, HOPE not hate spoke on the panel.

A STRONG AND SUSTAINABLE TUC

▼ Delegates at the LGBT+ Conference debated key issues including hate crime, the far right and inclusive education among others
© Jess Hurd

5.6 LGBT+ Conference

The theme for the LGBT+ Workers Conference was, 'Looking Back, Moving Forward with Unity.' More than 250 people attended the conference in Brighton, with delegates debating key issues including hate crime and the far right, access to health care and services, inclusive education, international LGBT+ rights, Pride, and government's LGBT+ policies, with a focus on trans, non-binary and gender-diverse rights and the Equality and Human Rights Commission (EHRC) updated code of practice on services, public functions and associations.

We hosted a panel discussion entitled 'Beyond Fear: self-declaration, solidarity and the future of trans rights' and received a keynote speech from equalities minister Olivia Bailey MP.



We hosted a panel discussion entitled 'Government, Employers and Barriers to Work: From access to work to PIP'. Our range of keynote speakers included minister of state for employment Diana Johnson DBE MP.

5.8 Black Workers Conference

Under the theme 'Equity to Action: Transforming work for Black workers', the Black Workers Conference 2026 debated 25 motions covering workplace racism, health inequalities, migration, media narratives, AI, maternity injustice, and strategies to counter far-right organising. Emergency motions also addressed war, international solidarity and the cost-of-living crisis. With 346 attendees, the conference reaffirmed commitment to collective action, solidarity and democratic participation.

5.7 Disabled Workers Conference

The theme of our Disabled Workers Conference was 'United: breaking barriers, defending rights'. More than 250 people attended the conference, held in the Bournemouth International Centre, debating a range of issues including government influencing access to work, personal independence payments (PIP), changes to the law and government reviews, reasonable adjustments, hate crime and the far right, and access and representation.

5.9 Young Workers Conference

More than 150 delegates debated 29 motions, including organising young workers, affordable housing, ending sexual harassment and protecting migrant workers. Workshops, speakers and fringe meetings covered topics such as having one-to-one conversations, navigating trade unions, defying the narrative on migration, the housing crisis, international solidarity, the Employment Rights Act (ERA) and tackling workplace violence and abuse.

5.10 Trades Councils Conference

Held in Leeds at the end of May, the conference drew more than 70 delegates - the highest attendance for some years - to debate resolutions on a range of issues, including

Taranjit Chana of the GMB
addresses the TUC Black
Workers Conference in
Bournemouth
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A STRONG AND SUSTAINABLE TUC

employment rights, the far right, AI, access to health care, the war in the Middle East and housing. It agreed to allow the Trades Union Councils' Joint Consultative Committee (TUCJCC) to co-opt a TUC Young Workers Committee member to improve links between trades councils and young workers. The conference was addressed by Richard Burgon, MP for Leeds East.

5.11 TUC finances

The full statutory financial statements for the year ended 31 December 2025 are included in Appendix 3. It shows a total deficit and reduction in assets of £29.6m, reducing total funds from £71.8m to £42.2m. This was made up of tangible fixed assets and investments of £38.7m, with net current assets of £4.5m being offset by long-term tax and employee liabilities of £1.0m. The deficit was driven by changes in the value of assets and liabilities, including a reassessment of the recoverability of the pension surplus (-£26m impact) and continuing difficulty in the London commercial property market, which led to a significant fall in property values (-£2.6m impact). The operating deficit on ordinary activities of £1,548,000 also contributed to the deficit. It was made up of a deficit of £1,717,000 on the administration fund being partially offset by surpluses of £40,000 and £129,000 on the development and external grants funds respectively.

5.12 Administration fund

The administration fund (covering day-to-day office running expenses and staff costs) deficit of £1,717,000 was due to ordinary income of £19.3m not covering expenditure of almost £21m. Ordinary income of £19.3m was £778,000 above budgeted income primarily because membership numbers increased above the 2024 figure and exceeded our estimated number for 2025. Additionally, sales and grant income surpassed expectations. Expenditure of £21m included an additional £1.78m due to planned costs of restructuring not included in our ordinary administration fund.

Additional relocation costs were also borne by the administration fund, as were the tax costs associated with the successful disposal of investments.

Without these additional costs, ordinary expenditure against ordinary income would have resulted in an administration fund surplus of £100,000.

5.13 Development and external grants funds

In 2025, 10 per cent of the affiliation fee was allocated to the development fund, plus additional contributions from affiliates and grants for projects, and was used to promote new work and General Council initiatives in the following priority focus areas:

- › building and diversifying our movement
- › strengthening workplace rights and protections
- › getting wages rising and transforming public services
- › preparing for future economic challenges
- › the Covid-19 Public Inquiry.

The development fund showed an operating surplus of £40,000, made up of just under £1.767m of income offset by £1.727m of expenditure. £1.5m of affiliation fees were set aside to fund this work, with additional income of just under £267,000 received from external sources such as contributions to the cost of the Covid-19 Public Inquiry legal fees, and sponsorship for other work. The operating surplus of £40,000 was caused by underspends across numerous projects.

The external grants fund is made up of grants and payments from external funders, such as devolved and local governments, for specific programmes of work. The £129,000 surplus was made up of just over £2.623m of income mostly offset by expenditure of £2.494m, with the difference due to the timing of income and expenditure flows.

“ The library commemorated the centenary of the 1926 General Strike through a series of public events and displays. These included hosting a webinar on the anniversary and contributing a showcase of materials from the collections. ”

5.14 Prospects and developments

A budget for the 2026 administration fund has been agreed by General Council. This showed a projected surplus of £9,203, which was based on the sale of Congress House early in 2026. The sale has not progressed, and the projected administration fund deficit stands at £653,000, based on the additional costs associated with the building remaining unsold throughout the year. General Council approved an affiliation fee increase of five per cent for 2026.

The TUC holds the freehold of Congress House, Bainbridge House, Great Russell Street, London WC1B 3LS and a charge of £9m was granted to the society in March 2006 which was released by a deed of agreement dated 11 June 2025. The deed also made provisions for a charge to be agreed, on substantially the same basis as the released charge, on the building that TUC acquires after the sale of Congress House, Bainbridge House.

The TUC has retained its Fair Tax accreditation.

5.15 TUC Finance Committee

The Finance Committee met in October, December, March, May and July of this Congress year. It approved the TUC's budget for its administration, development, external grants and relocation funds in December, and received regular updates on each of these budgets throughout the year. It also received updates at each meeting on the sale of Congress House, risks, and associated mitigations. It discussed the balance of funding between the TUC and STUC, and discussions on this are expected to conclude this year. In March it approved a car policy for the general secretary, and in May it received a report from the TUC's auditors on the annual accounts.

5.16 TUC Library collection

This year, the TUC Library marked the 50th anniversary of the Grunwick Strike with its exhibition Grunwick 50: Workers, rights and resistance. Currently on display on the ground floor of the Learning Centre at London Metropolitan University, it will remain open until 1 December.

The library commemorated the centenary of the 1926 General Strike through a series of public events and displays. These included hosting a webinar on the anniversary and contributing a showcase of materials from the collections during our event at Congress House – The General Strike 100 years on: In conversation with John Monks and Jonathan Schnee.

We have made progress in improving digital access to the library. The TUC project website, unionhistory.info, has been integrated into London Metropolitan University's special collections catalogue, <https://collections.londonmet.ac.uk>. This offers enhanced functionality for digitised materials, making the collections more accessible and easier to explore.

Enquiries and visits can be arranged through the TUC librarian, via email at specialcollections@londonmet.ac.uk

OBITUARIES



Nigel de Gruchy, who died in November, was general secretary of the NASUWT from 1990 to 2002. A member of the TUC General Council from 1989 to 2002, he also served as TUC President in 2002-03. He served on the NASUWT executive, before becoming assistant secretary, and subsequently being elected as deputy general secretary and general secretary. One of the most prominent trade unionists of his generation, Nigel de Gruchy was a tireless champion of teachers and education. A shrewd user of 'pupil-friendly' industrial action to win disputes, he oversaw a significant increase in NASUWT membership during his time as general secretary.

Dr Paul Donaldson, who died in November, was general secretary of the Hospital Consultants and Specialists Association (HCSA) from 2020 until his retirement in 2025. Prior to this, he worked as a consultant microbiologist for over two decades. Respected by members and staff, as well as the wider medical profession, he was a principled and determined champion of



the NHS and everyone who worked in it. A firm advocate for better terms and conditions for hospital doctors, under his leadership HCSA members took industrial action over pay during the national NHS disputes in 2022/23. A regular speaker at Congress and participant at TUC events, including our right to strike demonstration in Cheltenham, he provided invaluable advice to unions during the Covid-19 pandemic.



Bob Purkiss, who died in June, was a pioneering trade unionist who led the movement's fight against racism. A TGWU full-time official for over 25 years, he served on the TUC General Council from 1994 to 1999

as the first black members' representative. After working as TGWU regional education officer for southern England, he became the union's national secretary for race equality, serving as a trade union commissioner on the Commission for Racial Equality before being appointed chair of the European Monitoring Centre Against Racism and Xenophobia. He was a member of the TUC's Stephen Lawrence Task Group and undertook groundbreaking anti-racism work with a range of institutions.



Barbara Taylor, who died in June, was an administrative officer for the North West TUC for over 20 years until her retirement in 2007. A popular and enthusiastic member of the team in our Bootle and Liverpool offices, she made a significant contribution to the TUC's work in the region, including TUC Education and our pioneering work on learning and skills.



APPENDICES

ATTENDANCE

2025–26

General Council

To date, six full meetings have been held during the Congress year.

Member	Attendance	Member	Attendance	Member	Attendance
Alice Angliss	3	Martyn Gwyther	4	Dean Rogers	5
James Anthony	4	Fran Heathcote	4	Debbie Rowden	2
Nell Bennett ⁴	1	Kate Hudson	5	Maggie Ryan	4
Andrea Bradley	3	Peter Hughes	3	Ash Silverstone	4
Joanne Cairns	2	Colleen Johnson	6	Gary Smith	1
Sarah Carpenter	4	Farzana Jumma	5	Liz Snape MBE	4
Mike Clancy	5	Daniel Kebede	3	Claire Sullivan	4
Nick Cusack	3	Ian Lawrence	4	Joanne Thomas	5
Eddie Dempsey	6	Amy Leversidge	5	Robbie Turner	4
Rashida Din	5	Annette Mansell-Green ¹	1	Dave Ward CBE	4
Angela Duerden	2	Susan Matthews	0	Simon Weller	6
Andrea Egan ³	1	Christina McAnea ²	2	Paul Whiteman	5
Maria Exall	6	Alasdair McDiarmid	3	Sarah Woolley	3
Sue Ferns OBE	3	Catherine McKenna	3	Matt Wrack	6
Paul Fleming	3	Gloria Mills CBE	4	Steve Wright	4
Martin Furlong	5	Ged Nichols	1	Paul Nowak	6
Steve Gillan	4	Dave Penman	2		
Jo Grady	4	Barbara Plant	3		
Sharon Graham	0	Naomi Pohl	2		
Andy Green	1	Louise Regan	4		

¹ Left in December 2025

² Left in January 2026

³ Joined in January 2026

⁴ Joined in March 2026

Executive Committee

To date, seven full meetings have been held during the Congress year.

Member	Attendance	Member	Attendance	Member	Attendance
Joanne Cairns	6	Fran Heathcote	7	Liz Snape MBE	3
Sarah Carpenter	3	Peter Hughes	5	Claire Sullivan	6
Mike Clancy	6	Daniel Kebede	1	Joanne Thomas	3
Eddie Dempsey	7	Annette Mansell-Green ¹	1	Dave Ward CBE	5
Andrea Egan ³	1	Christina McAnea ²	1	Simon Weller	5
Maria Exall	6	Gloria Mills CBE	2	Paul Whiteman	6
Sue Ferns OBE	6	Ged Nichols	6	Matt Wrack	7
Steve Gillan	5	Dave Penman	4	Paul Nowak	7
Jo Grady	4	Barbara Plant	5		
Sharon Graham	0	Gary Smith	2		

¹ Left in December 2025
² Left in January 2026
³ Joined in January 2026

At the time of writing, the General Council has held seven meetings during the Congress year. General secretary members of the General Council also participated in two awaydays together with members of the Executive Committee.

COMMITTEE MEMBERSHIP

2025–26

General Council lead responsibilities

Lead spokesperson

Paul Nowak

(general secretary)

Senior representative

Steve Gillan

(president)

Specific areas of responsibility

Anti-racism

Farzana Jumma

Daniel Kebede

Digital

Mike Clancy

Disabled workers

Martyn Gwyther

Employment rights

Mike Clancy

Environment and climate change

Sue Ferns OBE

Health and safety

Clare Sullivan

EU and International

Liz Snape MBE

Learning and skills

Joanne Cairns

LGBT+ rights

Maria Exall

Trades union councils

Steve Gillan

Women

Gloria Mills CBE

Young workers

Neil Bennett

Finance Committee

Steve Gillan *(chair)*

POA

Daniel Kebede

NEU

Claire Sullivan

CSP

Sarah Carpenter

Unite

Ged Nichols

Accord

Paul Whiteman

NAHT

Mike Clancy

Prospect

Dave Penman

FDA

Matt Wrack

NASUWT

Maria Exall

CWU

Gary Smith

GMB

Jo Grady

UCU

Liz Snape MBE

UNISON

Disabled Workers Committee

General Council

Martyn Gwyther
(chair)
Unite

Kudsia Batool
(secretary)
TUC

Robbie Turner
RCM

Sarah Woolley
BFAWU

Elected at annual conference

Amy Bishop
Prospect

Jasmine Churms
CSP

Val Cooke
Usdaw

Kathryn Downs
NASUWT

Ann Galpin
NUJ

Angela Hamilton
UNISON

Austin Harney
PCS

Colleen Johnson
NEU

Marie Laurent
RCP

Dawn Lovatt
GMB

Steve McGurk
Community

Chrisopher Mort
Unite

Patricia Roche
UCU

Joe Smith
GMB

Rohan Steele
Community

Irene Trench-Clark
Unite

Sarah Warren
Equity

Lesbian, Gay, Bisexual and Trans+ Committee

General Council

Maria Exall (chair)
CWU

Kudsia Batool
(secretary)
TUC

James Anthony
UNISON

Paul Fleming
Equity

Elected at annual conference

Annabelle Austin
Community

Darran Brown
ASLEF

Maria Buck
FBU

Taranjit Chana
GMB

Bradley Corrigan
CWU

John Cotton
Unite

Michael Craig
UNISON

Sukey Venables Fisher
WGGB

Sally Gates
RCP

Julia Georgiou
NHBCSA

Nathan Graham
Unite

Chris Gresch
UCU

Yemisi Ileesanmi
PCS

Dean Ismay
GMB

Phil Jones
Unite

Jay Lovell-Watson
RMT

David Murphy
UCU

Jeff Sutton
GMB

Becks Tebbett
NASUWT

Rob Tollman
NASUWT

Debbie Wilson
Usdaw

COMMITTEE MEMBERSHIP

2025–26

Pensioners Committee

TUC/National Pensioners Convention

Nicola Smith (*chair*)
TUC

Jack Jones (*secretary*)
TUC

Jennifer Foxon
TUC Midlands
Pensioners (observer)

Colin Parkinson-Hill
TUC South West
(observer)

Bob Pinkerton
TUC Northern
Pensions Advisory
Group (observer)

Marion Wilson
National Pensioners
Convention (observer)

Unions

David Chinn
BALPA

Andrew Coburn
UNISON

Brian Gibson
PCS

Irene Graham
Unite

Mary Holmes
UNISON

Norman Jemison
UCU

Ian Millington
NASUWT/FRMA

Mike Moriarty
Prospect

Geoff Page
Usdaw

Arthur Richardson
RMT

Roy Rix
Unite

Pat Roche
UCU

Race Relations Committee

General Council

Farzana Jumma
(*chair*)
GMB

Kudsia Batool
(*secretary*)
TUC

Rashida Din
NASUWT

Daniel Kebede
NEU

Ian Lawrence
Napo

Susan Matthews
Unite

Gloria Mills CBE
UNISON

Dean Rogers
SoR

Debbie Rowden
UNISON

Ash Silverstone
UNISON

Elected at annual conference

Folasade Afolabi
NASUWT

Emelie Anekwu
CSP

Olanrewaju Apantaku
RMT

Mark Anthony Bastiani
CWU

Jane Bekoe
RCM (co-opted
20/01/2026)

Taranjit Chana
GMB

Ruth Duncan
NASUWT

Kelvin Enabulele
GMB

Alan Gooden
Prospect

Janet Hankin
Usdaw

Sharon Harding
Unite

Denise Henry
NEU

Christopher Knight
Community

Shivanti Lowton
UCU

James Minto
UNISON

Ali Moosa
CWU

Sandra Okwara
UNISON

San Senik
ASLEF

Mohammed Shafiq
PCS

Naseem Sheikh
Unite

Trades Union Councils Joint Consultative Committee

General Council

Steve Gillan (*chair*)
POA

Jo Grady
UCU

Simon Weller
ASLEF

Regions and Wales

Jane Aitchison
Yorkshire &
the Humber

Kevin Allsop
North West

Dave Chapple
South West

Andrew Coburn
East of England

Mick Houghton
South East

Nick Kelleher
West Midlands

Martin Levy
Northern

Martin Mayer
Yorkshire &
the Humber

Katrine Williams
Wales

Cecile Wright
East Midlands

TUC Aid trustees*

**Michelle
Codrington-Rogers**
(*chair*) NASUWT

Stephen Russell
(*secretary*)
TUC

Kate Bell
TUC

Sue Ferns OBE
Prospect

Jo Grady
UCU

Gloria Mills CBE
UNISON

*TUC Aid, the international
development charity of the
Trades Union Congress, was
formally dissolved on 31
December 2025

TUC educational trustees

Ged Nichols
(*chair*)
Accord

Carl Roper (*secretary*)
TUC

Kate Bell
TUC

Sue Ferns OBE
Prospect

Martin Furlong
RCP

Gloria Mills CBE
UNISON

Liz Snape MBE
UNISON

Sarah Woolley
BFAWU

TUC trustees

Steve Gillan
POA

Dave Penman
FDA

Barbara Plant
GMB

COMMITTEE MEMBERSHIP

2025–26

Women's Committee

General Council

Gloria Mills CBE

(chair)
UNISON

Susan Matthews

(vice chair)
Unite

Kudsia Batool

(secretary)
TUC

Alice Angliss

MU

Andrea Bradley

EIS

Amanda Brown

RCM

Joanne Cairns

Usdaw

Sarah Carpenter

Unite

Rashida Din

NASUWT

Angela Duerden

Unite

Andrea Egan

UNISON

Maria Exall

CWU

Sue Ferns OBE

Prospect

Jo Grady

UCU

Sharon Graham

Unite

Fran Heathcote

PCS

Kate Hudson

CWU

Colleen Johnson

NEU

Farzana Jumma

GMB

Amy Leversidge

BALPA

Annette

Mansell-Green

BDA

Christina McAnea

UNISON

Catherine McKenna

UNISON

Julia Mwaluke

UNISON

Libby Nolan

UNISON

Barbara Plant

GMB

Naomi Pohl

MU

Louise Regan

NEU

Debbie Rowden

UNISON

Maggie Ryan

Unite

Liz Snape MBE

UNISON

Claire Sullivan

CSP

Joanne Thomas

Usdaw

Sarah Woolley

BFAWU

Elected at annual conference

Eluded Anderson

Community

Ajaz Aslam

NASUWT

Jacqueline

Burnett-Pitt

GMB

Mairead Canavan

NEU

Sian Caulfield

CSP

Bridget Corcoran

PCS

Caroline Farall

Unite

Joanna de Groot

UCU

Jacqueline Green

PCS

Jane Jones

Usdaw

Samantha Louis

RMT

Jackie Marshall

POA

Margret McKee

UNISON

Lebo Phakoe

Usdaw

Davena Rankin

UNISON

Jean Rogers

Equity

Jean Sharrocks

CWU

Alison

Spencer-Scragg

Unite

Deborah White

NASUWT

Hailey Willington

MU

Patricia Willmott

GMB

Young Workers Committee

General Council

Kudsia Batool
(*secretary*)
TUC

Nell Bennet
CSP

Elected at annual conference

Matthew Boyd
GMB

Tony Davies
Unite

Mayuri Deshmukh
NASUWT

George Findlay
RMT

Fraser McGuire (*chair*)
Unite

Charlie Gough
Usdaw

Sarah Green
NEU

Fenn Horan
UNISON

Morgan Irvine
Community

James Mason
CWU

Jodie Mitchell
Unite

Yaw Nimoh
RCP

Kierin Offlands
RMT

Thomas Plater
MU

Niamh Ramsey
RMT

Nat Rhule
Unite

Ben Spencer
(*vice chair*)
CWU

Co-opted

Sjaan Heemskerk
UNISON

Frank Sackey
ASLEF

Simon Turp
TSSA

Jack Whiston
Community

**TRADES UNION
CONGRESS**

FINANCIAL
STATEMENTS

FOR THE YEAR ENDED
31 DECEMBER 2025

Appendix 3 includes a copy of the full statutory financial statements which were approved by the General Council and signed on their behalf on 21 May 2026

Statement of the General Council's responsibilities

Trade union law requires the General Council to prepare financial statements in accordance with applicable law and United Kingdom Generally Accepted Accountancy Practice for each financial year which give a true and fair view of the state of the affairs of the Trades Union Congress (TUC) and of the surplus or deficit of the TUC for that period. In preparing those financial statements, the General Council is required to:

- i. select suitable accounting policies and then apply them consistently
- ii. make judgements and estimates that are reasonable and prudent
- iii. state whether applicable accounting standards have been followed
- iv. prepare the financial accounts on the going concern basis unless it is inappropriate to presume that the TUC will continue to operate.

The General Council is also responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the TUC and to enable them to ensure that the financial statements comply with the Trade Union and Labour

Relations (Consolidation) Act 1992. It must also establish and maintain a satisfactory system of control over its accounting records, its cash holdings and all its receipts and remittances.

It is also responsible for safeguarding the assets of the TUC and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Independent auditor's report to the members of the Trades Union Congress

Opinion

We have audited the financial statements of Trades Union Congress for the year ended 31 December 2025 which comprise the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- › give a true and fair view of the state of Trades Union Congress's affairs as at 31 December 2025 and of its transactions for the year then ended
- › have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- › have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

FINANCIAL STATEMENTS

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the officers' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the officers with respect to going concern are described in the relevant sections of this report.

Other information

The officers are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Trades Union and Labour Relations Act 1992 requires us to report to you if, in our opinion:

- › proper accounting records have not been kept
- › a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained
- › the financial statements are not in agreement with the accounting records and returns.

Responsibilities of officers

As explained more fully in the statement of officers' responsibility set out on page 73, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the officers are responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if,

individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We

then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations Act 1992 together with the financial reporting standards. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the union's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the union for fraud. The laws and regulations we considered in this context for the UK operations were health and safety legislation, employment legislation and taxation legislation.

FINANCIAL STATEMENTS

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the officers and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Executive Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the

financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to union's members as a body. Our work has been undertaken so that we might state to union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, or for the opinion we have formed.

Crowe UK LLP
Statutory Auditor
London
1 June 2026

Trades Union Congress Statement of comprehensive income for the year ended 31 December 2025

	Note	Admin fund £'000	Dev'ment fund £'000	Ext grant fund £'000	Reloc'n fund £'000	Total £'000
Income						
Affiliation fees		16,140	1,500	-	-	17,640
Property rental and service charges		2,105	-	-	-	2,105
Investment income		295	-	1	-	296
Sales and publications		486	-	6	-	492
Donations and grants received		244	267	2,616	-	3,127
Total income		19,270	1,767	2,623	-	23,660
Expenditure						
Staff costs	2	12,979	297	1,786	-	15,062
Property charges	3	2,453	175	213	21	2,862
Office expenses	4	1,395	129	14	243	1,781
Projects and campaigns	5	270	1,009	224	6	1,509
International affiliation fees	6	1,842	-	-	-	1,842
Travel and meetings		255	55	139	-	449
Congress		492	-	-	-	492
Trade Union education		4	40	102	-	146
Grants and donations	7	488	22	16	-	526
Depreciation	9	395	-	-	-	395
Taxation	8	218	-	-	-	218
VAT recovered		(74)	-	-	-	(74)
Transfers between funds		270	-	-	(270)	-
Total expenditure		20,987	1,727	2,494	-	25,208
Net (deficit)/surplus on ordinary activities		(1,717)	40	129	-	(1,548)
Other finance adjustments -						
pension schemes	15	(196)	-	-	-	(196)
Gains on disposal of investments	10	438	-	-	-	438
Change in fair value of investments	10	331	-	-	-	331
Change in fair value of						
investment property	9	(1,092)	-	-	-	(1,092)
(Loss) on disposal of assets		(63)	-	-	-	(63)
Deferred tax on change in fair value	8	(44)	-	-	-	(44)
Operating (deficit)/surplus		(2,343)	40	129	-	(2,174)
Other comprehensive (expen'ture)/inc						
(Loss) on foreign exchange		-	-	-	-	-
Change in fair value of freehold property	9	(1,578)	-	-	-	(1,578)
Pension scheme actuarial loss	15	(25,848)	-	-	-	(25,848)
Deferred tax on other						
comprehensive income		-	-	-	-	-
Other comp'sive inc/(exp'ture) for the year		(27,426)	-	-	-	(27,426)
Total comprehensive (exp'ture)/inc for the year		(29,769)	40	129	-	(29,600)
Funds brought forward 1 Jan 2025		63,808	7,932	69	-	71,809
Funds carried forward 31 Dec 2025		34,039	7,972	198	-	42,209

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Trades Union Congress Statement of comprehensive income for the year ended 31 December 2024

	Note	Admin fund £'000	Dev'tment fund £'000	Ext grant fund £'000	Dilap'tions fund £'000	Reloc'n fund £'000	Total £'000
Income							
Affiliation fees		15,264	1,430	-	-	-	16,694
Property rental and service charges		3,467	-	-	-	-	3,467
Investment income		353	-	-	-	-	353
Sales and publications		157	4	-	-	-	161
Donations and grants received		229	295	2,856	-	-	3,380
Total income		19,470	1,729	2,856	-	-	24,055
Expenditure							
Staff costs	2	11,712	246	1,733	-	-	13,691
Property charges	3	2,679	86	305	449	16	3,535
Office expenses	4	1,282	9	153	-	-	1,444
Projects and campaigns	5	247	1,033	281	-	-	1,561
International affiliation fees	6	1,891	-	-	-	-	1,891
Travel and meetings		219	32	97	-	-	348
Congress		370	-	-	-	-	370
Trade union education		9	-	259	-	-	268
Grants and donations	7	7	11	-	-	-	18
Depreciation		1,100	-	-	-	-	1,100
Taxation	8	401	-	-	-	-	401
VAT recovered		(121)	-	-	-	-	(121)
Transfers between funds		182	-	-	(166)	(16)	-
Total expenditure		19,978	1,417	2,828	283	-	24,506
Net surplus/(deficit) on ordinary activities		(508)	312	28	(283)	-	(451)
Other finance adjustments - pension schemes	15	(181)	-	-	-	-	(181)
Gains on disposal of investments	10	165	-	-	-	-	165
Change in fair value of investments	10	177	-	-	-	-	177
Change in fair value of investment property		(3,654)	-	-	-	-	(3,654)
(Loss) on disposal of assets		(4)	-	-	(139)	-	(143)
Deferred tax on change in fair value	8	804	-	-	-	-	804
Operating (deficit)/surplus		(3,201)	312	28	(422)	-	(3,283)
Other comprehensive (expenditure)/income							
(Loss) on foreign exchange		(4)	-	-	-	-	(4)
Change in fair value of freehold property		(5,496)	-	-	-	-	(5,496)
Pension scheme actuarial gain	15	6,065	-	-	-	-	6,065
Deferred tax on other comprehensive income	8	1,263	-	-	-	-	1,263
Other comp'sive expen'ture for the year		1,828	-	-	-	-	1,828
Total comprehensive (exp'ture)/inc for the year		(1,373)	312	28	(422)	-	(1,455)
Funds brought forward 1 Jan 2024		65,181	7,620	41	422	-	73,264
Funds carried forward 31 Dec 2024		63,808	7,932	69	-	-	71,809

Trades Union Congress Balance sheet as at 31 December 2025

	Note	2025 £'000	2024 £'000
Assets			
Tangible fixed assets	9	30,504	33,488
Investments	10	8,191	9,603
		38,695	43,091
Current assets			
Short-term loans		11	11
Debtors and prepayments	11	2,771	2,574
Cash at bank and in hand		4,008	3,812
		6,790	6,397
Less: current liabilities			
Creditors and accrued expenses	12	2,298	2,777
Net current assets		4,492	3,620
Net assets less current liabilities		43,187	46,711
Less: provision for liabilities and charges	13	644	656
Deferred tax	8	334	290
Net assets before pension asset		42,209	45,765
Pension asset	15	-	26,044
		42,209	71,809
Financed by			
Administration fund less revaluation reserve		17,211	45,888
Revaluation reserve		16,828	17,920
Total administration fund		34,039	63,808
Development fund		7,972	7,932
Relocation fund		-	-
External grants fund		198	69
Net assets		42,209	71,809

Approved by the General Council on 21 May 2026
- Steve Gillan, TUC president

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Trades Union Congress Statement of changes in equity for the year ended 31 December 2025

	Admin fund	Reva'tion reserve £'000	Dev'ment fund £'000	Ext grant fund £'000	Dilap'tions fund £'000	Reloc'n fund £'000	Total £'000
At 1 January 2024	41,765	23,416	7,620	41	422	-	73,264
Operating (deficit)/surplus for the year	(3,201)	-	312	28	(422)	-	(3,283)
(Loss) on foreign exchange	(4)	-	-	-	-	-	(4)
Defined benefit pension scheme - actuarial gain	6,065	-	-	-	-	-	6,065
Change in fair value of freehold property	-	(5,496)	-	-	-	-	(5,496)
Deferred tax on other comprehensive income	1,263	-	-	-	-	-	1,263
At 31 December 2024	45,888	17,920	7,932	69	-	-	71,809
Operating (deficit)/surplus for the year	(2,343)	-	40	129	-	-	(2,174)
Defined benefit pension scheme - actuarial (loss)	(25,848)	-	-	-	-	-	(25,848)
Change in fair value of freehold property	-	(1,578)	-	-	-	-	(1,578)
Deferred tax on other comprehensive income	-	-	-	-	-	-	-
At 31 December 2025	17,697	16,342	7,972	198	-	-	42,209

Trades Union Congress Statement of cash flows for the year ended 31 December 2025

	Note	2025 £'000	2024 £'000
Cash flows from operating activities:			
Cash used in operating activities	a	(1,800)	489
Corporation tax paid on operating activities		(339)	(289)
Net cash (used) in/provided by activities		(2,139)	200
Cash flows from investing activities:			
Investment income		296	353
Purchase of investments		(4,668)	(3,153)
Purchase of property, plant and equipment		(141)	(154)
Proceeds from sale of investments		6,848	3,264
Proceeds from sale of property, plant and equipment		-	-
Net cash provided by investing activities		2,335	310
Change in cash and cash equivalents		196	510
Cash and cash equivalents at the beginning of the year		3,812	3,302
Cash and cash equivalents at the end of the year		4,008	3,812
Note 'a' reconciliation of net (expenditure) to net cashflow from operating activities			
Net (deficit) on operating activities		(1,548)	(451)
Adjustments for:			
Depreciation charges		395	1,100
Corporation tax		218	401
Investment income		(296)	(353)
Change in short-term loans		-	1
Change in debtors		(199)	(158)
Change in creditors (excluding corporation tax)		(358)	(44)
Change in provisions		(12)	(7)
		(1,800)	489

FINANCIAL STATEMENTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2025

1 Accounting policies

a. Basis of accounts

The accounts have been prepared under the historical cost basis of accounting and in accordance with applicable Accounting Standards, including Financial Reporting Standard 102 (FRS 102), 'the Financial Reporting Standard in the UK and Republic of Ireland'. These financial statements are presented in pounds sterling (GBP), as this is the currency in which the majority of the TUC's transactions are denominated. They comprise the financial statements of the TUC for the year ended 31 December 2025 and are presented to the nearest pound.

b. Going concern

The General Council has reviewed the TUC's financial performance and reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. The General Council has, at the time of approving the financial statements, a reasonable expectation that the TUC has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing the financial statements.

c. Affiliation fee income

Affiliation fees are shown in the accounts on the basis of those amounts collected and due from members in respect of the year under review.

d. Property rental and service charges

Rental income is recognised on a straight-line basis over the lease term, taking into account any rent-free period at the commencement of the lease.

e. Investment income

Dividends from investments are recognised when entitlement to receive payment is established.

f. Donations and fees income

Donations and fees income is recognised in the accounts on an accruals basis in accordance with the underlying conditions attached to it. Amounts relating to future periods are accounted for as deferred income within creditors.

Government grants are recognised on the performance model, when the union has complied with any conditions attaching to the grant and the grant will be received. The grant in connection to the job retention scheme has been recognised in the period to which the underlying furloughed staff costs relate to.

g. Tangible fixed assets and depreciation

Fixed assets are stated at a cost. Depreciation is provided on all tangible fixed assets on a straight line basis, at rates estimated to write off the cost, less estimated residual value, of each asset over its expected useful life.

Furniture and fittings: 10% per annum on cost as applicable

Equipment: 20-50% per annum on cost as applicable

Motor vehicles: 25% per annum on cost

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

h. Freehold property

Individual freehold properties are carried at current year value at fair value at the date of the revaluation. Revaluations are undertaken at the end of each reporting period to ensure the carrying amount does not differ materially from that which would be determined using fair value at the balance sheet date. Fair values are determined from market-based evidence normally undertaken by professionally qualified valuers.

i. Investment property

Investment properties are carried at fair value determined on an annual basis by external valuers. Values are derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in profit or loss.

j. Operating leases

Rentals under operating leases are charged on a straight-line basis over the term of the contract.

k. Investments

Investments held as fixed assets are stated at market value.

l. Pension

The Trades Union Congress Superannuation Society Limited pension scheme is a defined benefit scheme. The amounts charged to Statement of Comprehensive Income are the current service costs. Actuarial gains and losses are recognised immediately in the Statement of Comprehensive Income.

The assets of the scheme are held separately from those of the Trades Unions Congress in a separate trustee administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities. Pension assets are only recognised to the extent they are deemed recoverable by the organisation.

m. Critical accounting assumptions and adjustments

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed below. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates.

In preparing these financial statements, the following estimates and judgements have been made:

Investments

Quoted investments are disclosed at mid-market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.

Provisions for liabilities

Provisions for liabilities included at the year-end have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received. An element of estimation is therefore required when calculating the provisions.

FINANCIAL STATEMENTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2025

Defined benefit pension scheme

The cost of defined benefit pension plans are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the pension obligations. In determining the appropriate discount rate, consideration is given to the interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits are to be paid and that have terms to maturity approximating the terms of the related pension liability. Details of the assumptions used in the calculation of the value of the defined benefit pension scheme can be found in note 15.

Valuation of property

The TUC carries its property at fair value, with changes in fair value being recognised in the Statement of Comprehensive Income for the period in which they arise. Management review the valuation of the properties on an annual basis and, taking the market conditions into account, consider the values included in the accounts to be the fair value of the properties. Further detail of the current valuation of the property can be found in note 9.

2 Staff costs

	2025 £'000	2024 £'000
Salaries and national insurance	11,311	11,103
Pension contributions	1,401	1,501
Welfare and training	760	486
Termination costs	1,462	513
Additional banked leave liability	78	22
Advertising and recruitment	50	66
	15,062	13,691

Termination payments of £1,268k were made (2024: £513k). Of the total, £nil was still outstanding for payment at 31 December 2025.

Average staff numbers

	2025 Number	2024 Number
Total staff employed	181	189

Key management personnel

	2025 £'000	2024 £'000
Key management personnel are made up of the general secretary, assistant general secretary and senior leadership team. Compensation consists of salary and benefits including employer pension contributions.		
Key management personnel compensation	1,163	1,038
	1,163	1,038

3 Property charges

	2025 £'000	2024 £'000
Rent and rates	1,144	1,144
Heating and lighting	337	522
Cleaning	92	128
Insurance	135	138
Building repairs and renewals	329	375
External functions	825	763
Expenditure from dilapidations fund	-	465
	2,862	3,535

4 Office expenses

	2025 £'000	2024 £'000
Communications	126	68
Stationery and printed materials	95	43
Renewals and repairs to office equipment	531	624
Audit fees	92	60
Bank charges	8	8
Legal costs	128	84
Finance	173	142
Consultancy fees	625	415
Provision for doubtful debts	3	-
	1,781	1,444

5 Project and campaign expenses

	2025 £'000	2024 £'000
Printing and publicity	62	73
Media and supporters work	177	119
Projects and campaigns	39	66
Conferences	118	117
Training and development	57	32
Consultancy fees	1,056	1,154
	1,509	1,561

6 International affiliation fees

	2025 £'000	2024 £'000
ITUC	1,041	1,003
ETUC	700	788
TUAC	101	100
	1,842	1,891

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Trades Union Congress Notes to the accounts for the year ended 31 December 2025

7 Grants and donations

	2025 £'000	2024 £'000
Sundry	41	18
Tolpuddle Martyrs Memorial Trust	485	-
	526	18

8 Taxation

This represents tax due on investment income, rents receivable and capital gains arising on disposal of investments.

	2025 £'000	2024 £'000
Under/(over) provision in prior years	-	62
Provision for the year	218	339
	218	401

Deferred tax liability

1 January 2025	290	2,357
Increase/(decrease) in deferred tax on changes in fair value of investment property and investments	44	(804)
(Decrease) in deferred tax on other comprehensive income	-	(1,263)
31 December 2025	334	290

Reconciliation of tax charge

As a membership organisation, profits and losses arising from the TUC's membership activities are outside the scope of corporation tax. Profits and losses arising from non-membership activities and income from its investments are subject to corporation tax.

	2025 Total £'000	Tax at 25% £'000	2024 Total £'000	Tax at 25% £'000
Income	23,660	-	24,055	-
Foreign exchange (loss)	-	-	(4)	-
Gain on disposal of investments	438	-	165	-
Changes in fair value of investments	331	-	177	-
Profit/(loss) on sale of fixed assets	(63)	-	(143)	-
(Loss) from changes in fair value of investment property	(1,092)	-	(3,654)	-
(Loss) from changes in fair value of freehold property	(1,578)	-	(5,496)	-
Pension scheme actuarial gain /(loss)	(26,044)	-	6,065	-
Other finance adjustments - pension schemes	-	-	(181)	-
Total income and gains	(4,348)	-	20,984	-

	2025 Total £'000	Tax at 25% £'000	2024 Total £'000	Tax at 25% £'000
Non-member activities and investment income chargeable to corporation tax				
Income from property	801	200	1,090	273
Income from investments	290	73	106	26
Chargeable gains	352	88	252	63
Allowable expenditure:				
Investment manager fees	(88)	(22)	(84)	(21)
Gift Aid	(485)	(121)	-	-
Income tax	-	-	-	(2)
Total chargeable to corporation tax	870	218	1,364	339
(Deficit) from TUC membership activities outside the scope of corporation tax	(1,930)	-	(1,577)	-
Unrealised (losses) on investments not subject to corporation tax	(1,092)	-	(3,477)	-
Unrealised (losses) on revalued property not subject to corporation tax	(1,578)	-	(5,496)	-
Actuarial gain/(loss) not subject to corporation tax	(26,044)	-	6,065	-
Total comprehensive (deficit) before corporation tax	(29,774)	218	(3,121)	339
Reconciliation of tax charge				
Current tax	218	-	(401)	-
Deferred tax	(44)	-	2,067	-
Total comprehensive (expense)	(29,600)	218	(1,455)	339

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Trades Union Congress Notes to the accounts for the year ended 31 December 2025

9 Fixed assets	Investment property	Land and buildings	Leasehold improvements	Furniture, fittings and equipment	Motor vehicles	Total
Cost or valuation	£'000	£'000	£'000	£'000	£'000	£'000
1 January 2025	13,360	19,310	-	3,427	49	36,146
Additions	-	-	-	141	-	141
Disposals	-	-	-	(157)	-	(157)
Revaluations	(1,092)	(1,578)	-	-	-	(2,670)
31 December 2025	12,268	17,732	-	3,411	49	33,460
Depreciation						
1 January 2025	-	-	-	(2,631)	(24)	(2,655)
Disposal	-	-	-	94	-	94
Charge for year	-	-	-	(383)	(12)	(395)
31 December 2025	-	-	-	(2,920)	(36)	(2,956)
Net book value						
31 December 2025	12,268	17,732	-	491	13	30,504
31 December 2024	13,360	19,310	-	793	25	33,488

A charge was registered against the property on 28 March 2006 for £9m in favour of the TUC Superannuation Society Limited.

A valuation of Congress House was undertaken at 31 December 2025 by Farebrother. The basis of the valuation was market value as defined by the RICS Valuation – Professional Global Standards 2022. The investment property element has been valued subject to the current lease terms in place and the freehold property element has been valued assuming full vacant possession.

10 Investments	Market value brought forward at 01.01.2025 £'000	Purchases £'000	Sales £'000	Change in market value £'000	Market value carried forward at 31.12.2025 £'000
Quoted					
UK quoted	4,324	1,241	(3,179)	343	2,729
International quoted	5,273	3,427	(3,670)	426	5,456
	9,597	4,668	(6,849)	769	8,185
UK unquoted					
Unity Trust shares	1	-	-	-	1
Union Energy Limited	-	-	-	-	-
MSI Brussels	5	-	-	-	5
	6	-	-	-	6
	9,603	4,668	(6,849)	769	8,191

The change in market value seen on page 88 is made up of £438k of gains on disposal of investments (2024: £165k) and £331k, of change in fair value of investments (2024: £177k) and £nil of gains on foreign exchange (2024: £nil).

Historical cost	2025	2024
	£'000	£'000
Unquoted	6	6
Quoted	6,800	8,543
	6,806	8,549

11 Debtors and prepayments	2025	2024
	£'000	£'000
Trade debtors	327	654
Other debtors	1,241	983
Prepayments and accrued income	1,203	937
	2,771	2,574

12 Creditors and accrued expenses	2025	2024
	£'000	£'000
Trade creditors	589	405
Taxation and social security	571	1,055
Other creditors	420	403
Accruals and deferred income	718	914
	2,298	2,777

13 Provision for liabilities and charges	2025	2024
	£'000	£'000
A provision has been made to reflect payments expected to arise from redundancy, banked leave and accrued holiday pay.		
1 January 2025	656	663
Utilised in year	(90)	(30)
Additional provision charged to staff costs	78	23
31 December 2025	644	656

FINANCIAL STATEMENTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2025

14 Commitments and contracted income - operating leases	2025	2024
Operating leases are payable for office equipment and office space and receivable for property rentals.	£'000	£'000
Payable during the year	188	211
Future minimum lease payments due:		
Within one year	136	153
Between two and five years	224	340
After five years	49	85
	409	578
Receivable during the year	792	1,087
Future minimum lease payments receivable:		
Within one year	557	783
Between two and five years	269	795
After five years	-	-
	826	1,578

The amounts receivable are a reflection of the current lease agreements, but as a consequence of the decision to sell Congress House, the amounts receivable more than one year from the balance sheet date are more uncertain as lease renegotiations may need to be entered into.

15 Pension costs

The Trades Union Congress operates one defined benefit scheme in the UK which offers both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service. Employer contributions to the scheme for the year beginning 1 January 2026 are expected to be £1.43m. The most recent formal actuarial valuation of the Scheme was as at 31 August 2022.

The major assumptions used by the actuary were (in nominal terms):

	At	At
	31.12.2025	31.12.2024
Rate of increase in salaries	4.00%	4.20%
Rate of increase in pensions in payment:		
- RPI, capped at 2.5% per annum	2.00%	2.20%
- RPI, capped at 5.0% per annum	2.90%	3.10%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.60%	3.60%
Discount rate	5.60%	5.50%
RPI Inflation assumption	3.00%	3.20%
CPI Inflation assumption	2.70%	2.80%
Revaluation in deferment*	3.00%	3.00%

Assumed life expectancies on retirement at age 65 are:

	At 31.12.2025	At 31.12.2024
Retiring today		
Males	86.30	87.30
Females	89.90	89.50
Retiring in 20 years' time		
Males	89.10	89.20
Females	91.40	91.00

*Note that the revaluation of deferred pensions between leaving and retirement is subject to an underpin of 3% per annum.

The assumptions used in determining the overall expected return of the scheme have been set with reference to yields available on government bonds and appropriate risk margins.

The amounts recognised in the balance sheet are as follows:

	2025 £'000	2024 £'000
Present value of scheme liabilities	(79,946)	(86,864)
Fair value of scheme assets	119,485	112,908
Adjustment in respect of asset ceiling and irrecoverable surplus	(39,539)	-
Pension asset	-	26,044

Reconciliation of opening and closing balances
of the present value of the scheme liabilities

	2025 £'000	2024 £'000
Liabilities at beginning of year	(86,864)	(97,775)
Current service cost	(971)	(1,508)
Interest cost	(4,677)	(4,343)
Contributions by scheme participants	(566)	(560)
Actuarial loss/(gain)	8,919	14,230
(Loss) on plan introductions and changes	-	(582)
Benefits paid	4,213	3,674
Liabilities at end of year	(79,946)	(86,864)

FINANCIAL STATEMENTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2025

15 Pension costs (cont'd)

Reconciliation of opening and closing balances of the fair value of scheme assets	2025 £'000	2024 £'000
Fair value of scheme assets at beginning of year	112,908	117,935
Interest income on scheme assets	6,131	5,259
Return on assets, excluding interest income	3,318	(8,165)
Scheme administrative costs	(637)	(547)
Contributions by employers	1,412	1,540
Contributions by plan participants	566	560
Benefits paid	(4,213)	(3,674)
Fair value of scheme assets at end of year	119,485	112,908

The assets in the scheme were:	Value at 31.12.2025 £'000	Value at 31.12.2024 £'000
Equities	14,279	11,464
Bonds	10,049	10,183
Equity linked bonds	49,924	52,015
Cash	3,899	2,080
Other	41,334	37,166
Fair value of plan assets	119,485	112,908

Amount recognised in other comprehensive income		
Actuarial (gain)/loss	(8,919)	(14,230)
Return on assets, excluding interest income	(3,318)	8,165
Adjustment for restriction on the asset recognised	38,085	-
Charge/(credit) to other comprehensive income	25,848	(6,065)

The fair value of the scheme assets exceeded the present value of future obligations at 31 December 2025 by £39.5m. Under FRS 102, a defined benefit pension asset should be recognised only to the extent the entity is able to recover the surplus. During 2025, TUC has considered the recoverability of the surplus through reduced contributions and refunds in future. As recovery is uncertain, TUC does not feel the pension asset meets the recognition criteria set out in FRS 102 and an adjustment has been made to remove the scheme surplus.

Amounts recognised in profit and loss

	Value at 31.12.2025	Value at 31.12.2024
	£'000	£'000
Service cost including current and past service costs and settlements	971	1,508
Administrative cost	637	547
Net interest expense	-	582
Net interest on the net defined benefit liability	-	(916)
	1,608	1,721
Employer contributions	(1,412)	(1,540)
Net pension cost	196	181

16 Capital commitments

The TUC had contracted commitments at 31 December 2025 for future capital projects totalling £nil (2024: £nil)

17 Related parties

During the year the TUC had transactions with the following charities that are under its control through the appointment of trustees. The outstanding balances are included within other debtors.

	2025 £	2024 £
TUC Educational Trust		
Owed to TUC:		
Opening balance	680,288	483,792
Payments to TUC	-	-
Net costs paid through TUC	303,952	196,496
Closing balance	984,240	680,288
Tolpuddle Martyrs Memorial Trust		
Owed to TUC:		
Opening balance	217,659	254,571
Payments to TUC	(217,659)	(254,571)
Net costs paid through TUC	194,247	217,659
Closing balance	194,247	217,659
TUC Aid		
Opening balance	40,056	23,272
Payments to TUC	(40,056)	-
Net costs paid through TUC	33,935	16,783
Closing balance	33,935	40,056

During the year the general secretary held a position as a non-executive director in Unity Trust Bank.

DISPUTES BETWEEN UNIONS

In September 2025, a TUC Disputes Committee composed of General Council members met to consider a complaint submitted in April 2025 by UNISON, GMB and Unite (the NJC unions) against the National Education Union (NEU). The complaint alleged that the NEU had breached both a 2023 TUC Disputes Committee Award and the 2017 voluntary agreement between the parties regarding the recruitment, organising, and representation of school support staff.

The NJC unions' complaint asserted that the NEU had communicated an intent to ballot school support staff on pay without prior notification to the recognised unions, published materials indicating it held recognition for support staff, and passed an annual conference motion to actively recruit these workers in breach of a voluntary 2017 agreement between NEU and the NJC unions. The NEU stated in response that it had complied with the 2023 Award, had not actively organised or recruited support staff, and that its membership growth was the result of campaigning on whole-school issues.

After reviewing the written and oral evidence, the Disputes Committee upheld the complaint, finding the NEU's actions to be in breach of the 2023 Award and the 2017 voluntary agreement. In accordance with TUC Rule 12(h), the Committee issued

a binding award requiring the TUC general secretary to convene a joint summit to secure principles for joint working, mandating six-monthly review meetings, and requiring the NEU to publish a formal censure confirming it would not actively organise or recruit school support staff.

Accordingly, the TUC convened a school support staff summit on 27 November 2025. However, despite the constructive nature of discussions, the unions were unable to reach a resolution in light of the subsequent decision by the NEU Executive on 28 November to hold a Special Conference to vote on unilaterally withdrawing from the 2017 agreement with the NJC unions.

Following the subsequent decision by the NEU Special Conference on 28 February 2026 to formally and unilaterally withdraw from the 2017 voluntary agreement, and to proceed with the active recruitment and independent balloting of school support staff, the General Council commissioned a formal investigation into the NEU under TUC Rule 14.

The Rule 14 investigation concluded that the NEU's unilateral actions constituted a clear and intentional breach of TUC rules and the binding 2023 and 2025 Disputes Committee Awards. The investigation found that organising outside agreed

mechanisms of solidarity undermined the collective bargaining integrity of the recognised NJC unions and was detrimental to the interests of the trade union movement.

At its meeting on 3 June 2026, the General Council endorsed the findings of the investigation and, under Rule 14(b), directed the NEU to formally confirm full compliance with the 2023 and 2025 Awards, pause all active support staff recruitment and balloting campaigns, and engage in a TUC-convened process to establish a joint framework for representation.

The General Council further mandated that failure to comply by 26 June 2026 would result in a partial suspension under Rule 14(c), removing the NEU leadership from the General Council and Executive Committee, and forfeiting the union's right to submit motions to Congress 2026. On 23 June 2026, the NEU formally communicated its compliance with the directives, meaning that the partial suspension has not been implemented at this point. A TUC-convened process involving representatives from all four unions has been initiated to secure a joint cooperation framework.

UNION MEMBERSHIP

Table 2: Trade union membership in 2026

Union name	Total	Union name	Total
ACCORD	20,972	National Education Union	501,728
ADVANCE	5,523	National House Building Council Staff Association	855
Aegis	4,276	National Society for Education in Art and Design	1,307
Artists' Union England	2,344	National Union of Journalists	18,166
ASLEF	22,776	National Union of Mineworkers	211
Association of Educational Psychologists	4,380	National Union of Rail, Maritime & Transport Workers	83,050
Association of Flight Attendants	310	Nationwide Group Staff Union	12,397
Bakers, Food & Allied Workers Union	14,720	Nautilus International	12,457
British Air Line Pilots Association	13,265	Prison Officers Association	36,912
British Dietetic Association	12,386	Professional Footballers Association	6,398
British & Irish Orthoptic Society	1,599	Prospect	141,280
Chartered Society of Physiotherapy	53,000	Public & Commercial Services Union	187,276
Communication Workers Union	163,977	Royal College of Midwives	36,679
Community	42,203	Royal College of Podiatry	10,277
Educational Institute of Scotland	56,434	Society of Radiographers	31,803
Equity	49,294	Transport Salaried Staffs' Association	17,559
FDA	25,777	Undeb Cenedlaethol Athrawon Cymru	3,639
Fire Brigades Union	33,589	Union of Shop Distributive & Allied Workers	372,499
GMB	496,614	UNISON	1,242,151
Hospital Consultants & Specialists Association	2,813	Unite	1,174,062
Musicians' Union	36,901	United Road Transport Union	20,972
National Association of Head Teachers	38,320	University & College Union	5,523
National Association of Probation Officers	6,976	Writers' Guild of Great Britain	1,841
National Association of Schoolmasters Union of Women Teachers	228,008	TOTALS	5,255,499

TUC RULES AND STANDING ORDERS

PART 1 CONSTITUTION

Rule 1

Name, office and membership

- a. NAME AND OFFICE: The name of the organisation constituted by these Rules shall be the 'Trades Union Congress' (hereinafter called 'the Congress'), and its principal office shall be at Congress House, 23-28 Great Russell Street, London WC1B 3LS, or such other places as the General Council of the Congress (hereinafter called 'the General Council') shall from time to time decide.
- b. MEMBERSHIP: The Congress shall consist of such bona fide trade union organisations as satisfy the requirements of these Rules and are affiliated in the manner prescribed by these Rules.

Any such organisation may make application to become affiliated to Congress and shall furnish copies of its Rules and Constitution together with such other particulars and information as shall at any time be required by the General Council.

It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its own employment practices.

In deciding at the time of such application or at any time thereafter whether or not a bona fide trade union is eligible for affiliation, the General Council shall have regard inter alia to the ability of the trade union organisation in its own right and of its own authority to fulfil the obligations of affiliation to the Congress and to comply with these Rules.

The General Council shall have full power to accept or reject any such application for affiliation and the General Council shall in addition have full power at any time to terminate the affiliation of any organisation which in the opinion of the General Council does not fully satisfy the requirements of affiliation for the time being.

The power of the General Council under this Rule to accept or reject any application or terminate any affiliation is subject to the power of the next annual Congress to overrule any such decision.

The General Council may also accept applications from organisations of local trade union branches to register as Trades Councils, County Trades Councils or County Associations where they comply with such requirements as determined by the General Council including in particular to have a clear commitment to promote equality for all. Registration in this capacity does not consist of affiliation and confers no authorisation to speak or act on behalf of the Trades Union Congress.

Rule 2 Objects

- a. The objects of the Congress shall be:

To do anything to promote the interests of all or any of its affiliated organisations or anything beneficial to the interests of past and present individual members of such organisations.

To promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its employment practices.

Generally to improve the economic or social conditions of workers in all parts of the world and

to render them assistance whether or not such workers are employed or have ceased to be employed.

To affiliate to or subscribe to or to assist any other organisation having objects similar to those of the Congress.

To assist in the complete organisation of all workers eligible for membership of its affiliated organisations and subject as hereinafter set forth in these Rules to assist in settling disputes between the members of such organisations and their employers or between such organisations and their members or between the organisations themselves.

In pursuance of these general objects, and in accordance with particular decisions that Congress may make from time to time, Congress may do or authorise to be done all such acts and things as it considers necessary for the furtherance of those objects.

- b. In the interpretation of the above objects the General Council shall have complete discretion subject only to the power of the annual Congress to revise their decisions.

Rule 3 Affiliation fees

Each Affiliated Organisation shall pay to the Congress an annual affiliation fee in respect of each of its members (probationary, free or otherwise). The annual affiliation fee shall be payable quarterly at the beginning of each quarter of the year, the first such quarter commencing on 1 January in any year.

The annual affiliation fee payable in respect of each member notified in accordance with sub-paragraph (a) shall be 95 per cent (the percentage figure) of the weekly (or equivalent) contribution rate based on the average of all unions contribution rates calculated in accordance with sub-paragraph (c). To this end

- a. Each organisation shall by 31 May in each year, inform the General Secretary of Congress of the number of its members as at 1 January of that year.
- b. Each affiliated organisation shall by 30 September in any year, inform the General Secretary of the contribution rate payable by the largest category of members as at 1 January of the year following.

- c. The average of all unions' contribution rates is the sum of each union's contribution rate in accordance with sub-paragraph (b) multiplied by each union's affiliated membership and divided by the total affiliated membership in the year in which the contribution rate is notified to the General Secretary.
- d. The General Council shall, by 31 October in each year, confirm, increase, or reduce, the percentage figure in accordance with the TUC work programme and priorities as decided by Congress in that year.

Unless decided otherwise by the General Council 10 per cent of each annual affiliation fee should be allocated to the TUC Development Fund.

Rule 4 Composition of General Council

- a. The General Council shall be composed of ten sections as follows:

Section A shall consist of members from those organisations with a full numerical membership of 200,000 or more members. Each such organisation shall be entitled to nominate one

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or more of its members to be a member or members of the General Council and the number of members to which the organisations comprising Section A shall be entitled shall be determined by their full numerical membership on the basis of one per 200,000 members or part thereof provided that where the total number of women members of any organisation in Section A is 100,000 or more that organisation shall nominate at least one woman.

Section B shall consist of members from those organisations with a full numerical membership of 30,000 up to 199,999 members. Each such organisation shall be entitled to nominate one of its members to be a member of Section B of the General Council.

Section C shall consist of seven members of unions with fewer than 30,000 members.

Section D shall consist of four women members all of whom shall be members of an affiliated organisation with less than 200,000 members.

Section E shall consist of one black member who shall be from an organisation with a full numerical membership of 200,000 or more members. Subject to Rule 4 (f), each such organisation shall be

entitled to nominate one of its members to be the Section E member of the General Council.

Section F shall consist of one black member who shall be from an organisation with a full numerical membership of 199,999 or less members. Subject to Rule 4 (f), each such organisation shall be entitled to nominate one of its members to be the Section F member of the General Council.

Section G shall consist of one black woman member who shall be a member of an affiliated organisation. Subject to Rule 4 (f), each such organisation shall be entitled to nominate one of its members to be the Section G member of the General Council.

Section H shall consist of one member representing trade unionists with disabilities.

Section I shall consist of one member representing lesbian, gay, bisexual and transgender trade unionists.

Section J shall consist of one member under the age of 27.

All unions will be entitled to nominate one of their members who is a delegate to Congress for sections H, I and J and election shall be by ballot of all unions entitled to vote at Congress.

Subject to Rule 4 (f), the election of a member of the General Council for any section shall be in addition to, and not in substitution for, any member of the union who is elected as a member of the General Council in accordance with the provisions relating to the election of a member of another section.

- b. On 1 June each year or as soon thereafter as is practicable, each affiliated organisation shall be allocated by the General Council either to Section A, B, C or E or F and, where applicable, Section D on the basis of its full numerical membership, as notified to the General Secretary in accordance with Rule 3 and the General Council shall then advise each affiliated organisation of the Section(s) to which it has been allocated and in the case of affiliated organisations allocated to Section A and Section B of the number or numbers of members of the General Council to which they are entitled.

All organisations shall be notified of the arrangements for making a nomination of a member for Section G, H, I and J and organisations allocated to Sections C, D, E and F shall also be notified of the arrangements for making a nomination of a member for the sections to which they are allocated.

- c. Members of all sections of the General Council shall take office at the termination of the annual Congress and shall remain in office until the termination of the next annual Congress and shall be eligible for re-election to or continued membership of the General Council.
- d. In the event of a member of Section A or Section B ceasing by death, resignation or other cause to be a member of the General Council, the affiliated organisation which nominated that member may nominate a successor to take her or his place. In the event of a member of Section C, D, E, F, G, H, I and J ceasing by death, resignation or other cause to be a member of the General Council, the General Council shall determine how, if at all, the vacancy shall be filled.
- e. No organisation may participate in the nomination or selection of members of the General Council unless it shall have paid the fees provided by Rule 3 during the previous year.
- f. No affiliated organisation shall be entitled to nominate a member for Section G and, as appropriate, Section E or Section F.

Rule 5 Qualifications for General Council

- a. No person shall be eligible for membership of any section of the General Council who is not a Congress delegate (as per Rules 17 and 18) and the organisation so represented shall have paid the fees provided by Rule 3 during the previous year.
- b. No person shall be eligible for membership of the General Council who has privately assisted, during the year preceding the annual Congress, in the production of anything made by non-union labour, or by such firms as may be declared unfair by the interested trade society, or who has continued to assist privately in the production of anything made by non-union labour, or by such firms as may be declared unfair by the interested trade society, after such matters have been pointed out to her or him.

Rule 6 Nomination of General Council

- a. At least eight weeks prior to the date fixed for the commencement of each annual Congress, each affiliated organisation allocated to Section A or Section B in accordance with rule 4(b) shall notify the General Secretary of the Congress of the name(s) of

its chosen member(s) on the General Council for the coming year. If a member so nominated shall resign or die before the annual Congress the General Council shall accept a replacement nomination from that organisation.

- b. Each affiliated organisation allocated to Section C or Section E or Section F in accordance with Rule 4(b) shall be entitled to nominate one of its delegates for election, as appropriate, to Section C, Section E and Section F of the General Council. Subject to Rule 4(f), each affiliated organisation shall be entitled to nominate one of its delegates for election to Section G, H, I and J of the General Council.
- c. Each affiliated union with 200,000 or fewer members shall have the right to nominate one of its women members for election to Section D of the General Council.
- d. Nominations for the General Council under (b) or (c) above shall be sent to the General Secretary of the Congress on the appropriate form, which must be signed by the President (or the Chairman) and Secretary of the organisation making the nomination, and must be received by the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.

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- e. The list of members in Section A or Section B and of nominations to the places in Sections C, D, E, F, G, H, I and J shall be published in the preliminary agenda containing the motions which are to be discussed at the annual Congress. However, if a candidate for Section C, D, E, F, G, H, I and J dies before the election takes place the General Council shall have the powers to authorise the acceptance of a fresh nomination notwithstanding anything in these Rules and Standing Orders. Ballot papers containing the names of all candidates nominated for Section C of the General Council shall be supplied to the delegations of all organisations allocated to Section C on the day of the election. Ballot papers containing the names of all the candidates nominated for Section D of the General Council shall be supplied to the delegations of all organisations allocated to Section D on the day of the election.

Ballot papers containing the names of all candidates nominated for Section E of the General Council shall be supplied to the delegations of all organisations allocated to Section E on the day of the election. Ballot papers containing the names of all candidates nominated for Section F of the General Council shall be supplied to the delegations of all organisations allocated to Section F on the day of

the election. Ballot papers containing the names of all candidates nominated for Section G, H, I and J of the General Council shall be supplied to the delegations of all organisations on the day of the election.

- f. Notice of withdrawal of any nomination for Section C, D, E, F, G, H, I and J must reach the General Secretary of the Congress not later than four weeks before the opening of the annual Congress. Where, due to the withdrawal of a candidate before election or to any other cause, there is an insufficiency of candidates to fill the number of seats in the Section concerned, the General Council shall have the power to call for fresh nominations, notwithstanding anything in these Rules and Standing Orders.

Rule 7 **Election of the General Council – Sections C, and D, E, F, G, H, I and J.**

- a. Members of Section C of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section C.
- b. Members of Section D of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section D.

- c. The member of Section E of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section E.

- d. The member of Section F of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section F.

- e. The members of Sections G, H, I and J will be elected at each annual Congress by ballot vote of all affiliated organisations.

- f. In the elections of the General Council for the members of Section C and of Section D and for the Section E, Section F, Section G and Sections H, I and J, each organisation entitled to vote may cast all or any part of the votes to which it is entitled in favour of as many candidates as are to be elected in the election in question. No organisation shall cast more votes than the number to which it is entitled for any one candidate. The number of votes to which each organisation shall be entitled shall be determined on the basis of one vote for every 1,000 members or fraction or part thereof as declared by the organisation in accordance with Rule 3. The candidate(s) in each election securing the highest number of votes shall be declared elected.

- g. The ballot papers shall be issued by the scrutineers, and after being filled up shall then be immediately placed in the box without inspection by the delegates other than those of the organisation voting.
- h. Any delegates found guilty of violating this Rule shall at once be reported to Congress, named by the President and expelled. Such delegate or delegates shall not be eligible to attend Congress again for three years.
- i. A notification of the penalties likely to be involved in the infringement of this Rule shall be included in the instructions printed on each ballot paper.
- d. They shall promote common action by the trade union movement on general questions, such as wages and hours of labour, and any matter of general concern that may arise between trade unions and trade unions, or between employers and trade unions, or between the trade union movement and the government, and shall have power to assist any union which is attacked on any vital question of trade union principle.
- e. They shall assist trade unions in the work of organisation, and shall carry on propaganda with a view to strengthening the trade union movement, and for the attainment of any or all of the above objects.
- h. For the purpose of carrying out the objects of the Congress, of conducting its affairs and in relation to the matters specifically referred to in this Rule the General Council shall have power to utilise the funds and property of the Congress, to enter into any transaction and by any one or more of their members or appointed officers to execute in the name and on behalf of the Congress any deeds or documents that may be necessary.
- i. The General Council shall have power whenever they deem necessary to convene a special Congress or Conference to deal with any contingency that may arise, and to arrange the agenda and procedure whereby the business of such meetings shall be conducted.

Rule 8 Duties of the General Council

- a. The General Council shall transact the business in the periods between each annual Congress, shall keep a watch on all industrial movements, and shall, where possible, co-ordinate industrial action.
- b. They shall watch all legislation affecting labour, and shall initiate such legislation as Congress may direct.
- c. They shall endeavour to adjust disputes and differences between affiliated organisations.
- f. They shall also enter into relations with the trade union and labour movements in other countries with a view to securing united action.
- g. They shall have authority to invest and administer the funds of the Congress and to make grants to any organisation or person, whether in Great Britain, or abroad, for such purposes as it seems desirable, but in so doing they shall have regard to the directions, if any, from time to time given by Congress. They shall also have authority to raise funds for any special purpose and to invest and administer such funds and to make grants therefrom.
- j. In the event of a legal point arising which, in the opinion of the General Council (after consultation with Counsel) should be tested in the House of Lords in the general interests of trade unionism, the Council shall be empowered to take the necessary action.
- k. In order that the trade union movement may do everything which lies in its power to prevent future wars, the General Council shall, in the event of there being a danger of an outbreak of war, call a special Congress

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to decide on industrial action, such Congress to be called, if possible, before war is declared.

- I. The General Council shall prepare a report of their work for submission to the annual Congress and shall include in it a record of the attendances at General Council meetings. The Standing Orders of Congress and the General Council shall be published in each annual report of the proceedings of Congress.

Rule 9 Appointment of committees

The General Council shall appoint such committees as they consider necessary to deal with aspects of their business.

Rule 10 Wales TUC

There shall be a Wales TUC Conference and Wales TUC General Council which shall have devolved responsibility within the TUC for:

- i. matters which are within the powers of the Welsh Government and legislature; and
- ii. matters which are wholly specific to Wales.

The Wales TUC Rules (as agreed by TUC General Council, Wales TUC General Council and Wales TUC Conference) shall define the detailed objects, responsibilities and structure of the Wales TUC.

Rule 11 General Secretary

- a. The General Secretary shall be elected by Congress, and shall be ex officio a member of the Congress and the General Council. She or he shall remain in office so long as her or his work and conduct give satisfaction to the General Council and to the representatives attending Congress, and shall retire from the service of the Congress upon reaching the age of 65.
- b. The annual Congress preceding the date of retirement of the General Secretary shall elect a General Secretary Designate who shall become General Secretary on the retirement of her or his predecessor. Should a vacancy otherwise occur between the annual meetings of the Congress, the General Council shall have power to fill such a vacancy temporarily.
- c. The General Council shall determine the salary and conditions of service of the General Secretary, and shall provide her or him with all necessary assistance, office

accommodation, and facilities for conducting the business of the Congress and the General Council.

- d. Any duty or function imposed by these Rules upon the General Secretary may be discharged (with her or his consent) by such persons as she or he considers appropriate provided always that the General Secretary shall remain responsible to the General Council for the discharge of that duty or function.

Rule 12 Industrial disputes

- a. It shall be an obligation upon the affiliated organisations to keep the General Secretary of the Congress informed with regard to matters arising between them and their employers and/or between one organisation and another, including unauthorised and unconstitutional stoppages of work, in particular where such matters may involve, directly or indirectly, large bodies of workers. The General Council or the General Secretary shall (if either should consider it necessary) disseminate the information as soon as possible to all organisations which are affiliated to the Congress and which may be either directly or indirectly affected.

- b. The general policy of the General Council shall be that unless requested to do so by the affiliated organisation or organisations concerned, neither the General Council nor the General Secretary shall intervene so long as there is a prospect of whatever difference may exist on the matters in question being amicably settled by means of the machinery of negotiations existing in the trades affected.
- c. If, however, a situation has arisen, or is likely to arise, in which other bodies of workpeople affiliated to Congress might be involved in a stoppage of work or their wages, hours and conditions of employment imperilled, the General Council or the General Secretary may investigate the matter by calling representatives of the organisation or organisations concerned into consultation, and may use their influence or her or his influence (as the case may be) to effect a just settlement of the difference. In this connection the General Council or the General Secretary, having given an opportunity to each organisation concerned to present its views on the matter and having ascertained the facts relating to the difference, may tender their or her or his considered opinion and advice thereon to the organisation or organisations concerned. Should the organisation or organisations refuse such assistance or advice, the General Secretary shall duly report thereon to the General Council and/or the General Council shall duly report thereon to Congress or deal with the organisation under Clauses (b), (c), (d) and (h) of Rule 13.
- d. Whenever the General Council intervene in relation to a matter within the provision of clause (c) of this Rule, and the organisation or organisations concerned accept the assistance and advice of the General Council, and where despite the efforts of the General Council, the policy of the employers enforces a stoppage of work by strike or lock-out, the General Council shall forthwith take steps to organise on behalf of the organisation or organisations concerned all such moral and material support as the circumstances of the dispute may appear to justify.
- b. It shall be an obligation on the affiliated organisation or organisations concerned to notify the General Secretary when an official stoppage of work is contemplated in any dispute between affiliated organisations, whether relating to trade union recognition, trade union membership, demarcation of work, or any other difficulty. No affiliated organisation shall authorise such a stoppage of work until the dispute has been dealt with under the provisions of Clauses (e) to (h) of this Rule.
- c. Where a dispute between unions has led to an unauthorised stoppage of work, it shall be an obligation of the affiliated organisation or organisations concerned to take immediate and energetic steps to obtain a resumption of work.
- d. The affiliated organisation or organisations concerned shall notify the General Secretary as soon as possible of any stoppage of work which involves directly or indirectly large bodies of workers, or which, if protracted, may have serious consequences. In addition to such notification, the affiliated organisation or organisations concerned shall inform the General Secretary of the causes and circumstances of the dispute and of the steps taken or proposed by it or by them to secure a resumption of work.

Rule 13 **Disputes between affiliated organisations**

- a. Where disputes arise or threaten to arise between affiliated organisations, the General Council or the General Secretary of the Congress shall use their or her or his influence (as the case may be) to promote a settlement.

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e. Either upon notification from an affiliated organisation as required by Clause (b) or Clause (d) of this Rule, or upon the application of an affiliated organisation, or whenever she or he considers it to be necessary, the General Secretary may investigate cases of dispute or disagreement between affiliated organisations and may decide on the most appropriate method of resolving the issue. Where she or he considers it appropriate, the General Secretary may refer any such case to a Disputes Committee of the Congress for resolution in accordance with the Regulations governing procedure in regard to disputes between affiliated organisations (as amended by the General Council and adopted by the Congress from time to time). In the event of such a reference, the General Secretary may summon affiliated organisations to appear as parties before a Disputes Committee and shall require such organisations to submit to that Committee any information, which she or he or the Committee considers to be essential to enable the Committee to adjudicate upon the case.

f. If an affiliated organisation refuses or fails to respond to a summons by the General Secretary to appear before a Disputes Committee, the

General Secretary shall investigate the circumstances of such a refusal or failure by calling representatives of the organisation into consultation and inviting the organisation to give reasons for its conduct. If, after such investigation, the General Secretary does not withdraw her or his summons and the organisation persists in its refusal or failure to appear before the Disputes Committee the General Secretary shall report the matter to the General Council who may deal with the organisation under Clause (h) of this Rule as if it were a case of failure by that organisation to comply with an award of a Disputes Committee.

g. If an organisation which is a party to a dispute fails or refuses to submit its case to a Disputes Committee as provided by this Rule, the Disputes Committee may proceed to make an award in the absence of that organisation and in any event it shall not be permissible for that organisation to raise the dispute at any annual Congress.

h. Affiliated organisations summoned by the General Secretary to appear as parties before a Disputes Committee shall be bound by any award of the Disputes Committee and shall comply forthwith with such award. Should any such organisation refuse or

fail forthwith to carry into effect such an award (in whole or in part) the General Council having received the award may report on the matter as they think fit to all affiliated organisations, and/or may either:

- i. deal with the organisation under clauses (b), (c), (d) and (h) of Rule 13, or
- ii. report the matter to the next annual Congress to be dealt with as that Congress may decide.

Rule 14 Conduct of affiliated organisations

a. If at any time there appears to the General Council to be justification for an investigation into the conduct of any affiliated organisation on the ground that the activities of such organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of the Congress, the General Council shall summon such organisation to appear by duly appointed representatives before them or before such Committee as the General Council consider appropriate in order that such activities may be

investigated. In the event of the organisation failing to attend, the investigation shall proceed in its absence.

b. If after an investigation under:

- i. clause (a) of this Rule; or
- ii. an investigation under clause (c) of Rule 11; or
- iii. an investigation and report to the General Council by the General Secretary of the Congress under clause (f) of Rule 12; or
- iv. an investigation by a Disputes Committee under clauses (e) and (g) of Rule 12 and a refusal or failure to comply with its award under clause (h) of Rule 12;

it appears to the General Council that the activities of the organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of Congress, the General Council shall notify the organisation of that fact, specifying the grounds on which that charge is made and inviting the organisation to present its views to the General Council. If, after considering those views, the General Council decide that the said activities are detrimental to the interests of the trade union movement or contrary to the declared

principles or declared policy of Congress, the General Council shall direct the organisation to discontinue such activities forthwith and undertake not to engage therein in the future.

- c. Should the organisation disobey such direction, or fail to give such undertaking, the General Council are hereby empowered in their discretion to order that the organisation be forthwith suspended from membership of the Congress until the next annual Congress.
- d. The General Council shall submit a report upon the matter to the next annual Congress.
- e. No affiliated organisation shall circularise, either in writing or by general oral communication, other affiliated organisations upon any matter concerning the business of the Congress, without first securing the General Council's authorisation for such circularisation.
- f. Should any such unauthorised circularisation take place concerning a motion for the agenda of the annual Congress or any special Congress or conferences, and the General Council after investigation decide that those responsible for such motion connived

at, or were party to, or concerned with such circularisation, the motion shall not be included in the agenda.

- g. The General Council may investigate any violation of the provisions of Clauses (e) and (f), and if after such investigation they decide that any organisation has acted deliberately in such violation they may deal with the organisation by investigation, suspension and report under the terms of Clauses (b), (c) and (d) of this Rule.
- h. Any affiliated organisation dealt with under this Rule shall have the right to appeal to the next annual Congress and may appoint delegates in accordance with Rules 17 and 18 to represent the organisation upon the appeal and at the annual Congress if the appeal is allowed. Congress shall upon such appeal have final authority to deal with the matter by way of re-admission, further suspension or exclusion from membership of the Congress.

TUC RULES AND STANDING ORDERS

Rule 15

Trustees, auditors and accounts

- a. **TRUSTEES:** Two or more trustees shall be appointed by the General Council in whose names the funds and property of the Congress shall be vested. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and shall have accepted office. The Trustees shall deal with the funds and property held by them in accordance with the directions of the General Council and shall invest any funds available for investment in accordance with such directions. The bank accounts of the Congress shall be in the names of the Trustees, but the General Council may by resolution authorise the Trustees to direct the bankers to honour the signature or signatures of any person or persons named in the resolution, in which case the trustees shall give such direction and shall be relieved from all liability in respect of payments made in the manner authorised by the resolution while it is in force.
- b. **AUDITORS:** The accounts of the Congress shall be audited annually by a chartered or incorporated accountant to be appointed by the General Council. The accountant shall be given access to all books and documents

of the Congress and shall be given all information or explanations with regard to the accounts that she or he requires. The accountant shall be required to submit a report to the General Council as soon as practicable after the audit.

- c. **ACCOUNTS FOR THE YEAR:** In order that affiliated organisations may have an opportunity of perusing the financial statements prior to each annual Congress, the financial year shall close on 31 December. The audit shall then take place and printed Balance Sheets, duly certified by the Auditors, shall be sent with the complete agenda to the secretary of each organisation not less than 14 days before each annual Congress.

Rule 16

Amendment of Rules and Standing Orders

- a. The General Council may between each annual Congress make any amendment to the Rules and Standing Orders that they deem necessary subject to any such amendment being confirmed by the next annual Congress, providing that any such amendment shall in any event be binding upon all affiliated organisations and their members until overruled by Congress.

- b. Affiliated organisations may (subject to the provisions of Rule 24) put forward motions for the amendment of the Rules and Standing Orders for the consideration of such annual Congress.

PART 2

ARRANGEMENTS FOR ANNUAL CONGRESS

Rule 17

Preliminary arrangements

- a. The General Council shall select the place for the annual Congress and shall have the powers to invite representatives of public bodies and other institutions to attend the sittings thereof.
- b. The General Council shall meet during the week prior to the date of each annual Congress for the purpose of completing the arrangements there for.

Rule 18 **Representation at annual Congress**

- a. Affiliated organisations shall be entitled to be represented at the annual Congress by one delegate for every 5,000 members or fraction thereof, (save for unions with fewer than 5,000 members who shall be entitled to two delegates) provided always that they have paid the fees prescribed in Rule 3.
- b. Not later than seven weeks prior to the Monday of the annual Congress the names and addresses of the delegates shall be sent to the General Secretary of the Congress on the appropriate form which must be signed by the President (or Chairman) and Secretary of the organisation such delegates will represent.
- c. A credential card shall not be issued to any affiliated organisation which has failed to comply with the foregoing conditions.
- d. In addition, the annual Trades Councils Conference may elect a further delegate, who must be a member of a registered Trades Council, to attend Congress and move the motion submitted to Congress by the Trades Councils Conference.

Rule 19 **Delegates' qualifications**

- a. Each annual Congress shall consist of delegates who must be financial members of the affiliated organisation they are to represent and actually working at their trade at the time of appointment, or full-time paid officials of such affiliated organisation. However, unemployed members of an affiliated organisation shall not be debarred from acting as delegates.
- b. The above qualifications shall not, however, debar a person from acting as a delegate who is not a full-time paid official and who has temporarily left her or his normal full-time work as an employee in trade or industry to undertake Parliamentary duties, provided that, at the time of her or his attending Congress, she or he is occupying a national post designated under the Rules of the appointing affiliated organisation.

Rule 20 **Congress President**

- a. The President of the Congress shall be appointed by the General Council at their first meeting after each annual Congress.
- b. The duties of the President shall be to preside at all meetings of the General Council, an at all special Congresses or Conferences for one year following the date of her or his appointment, and at the annual Congress concluding her or his term of office. She or he shall then become first Vice-Chair of the General Council for a period of one year thereafter.

Rule 21 **General Purposes Committee**

- a. A General Purposes Committee of five members for the ensuing annual Congress shall be nominated and elected by ballot. If any member elected is not a delegate to the ensuing annual Congress, or a vacancy arises from any other cause, the highest unsuccessful candidate shall be called upon to fill the vacancy.
- b. Each nominee for the General Purposes Committee must be nominated by her or his own organisation. Nominations shall be submitted on the

TUC RULES AND STANDING ORDERS

appropriate form which must be signed by the President (or Chair) and Secretary of the organisation and shall reach the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.

- c. The members of the General Purposes Committee shall appoint from their body a chair and secretary. The duties of the General Purposes Committee shall be:
 - i. to co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible
 - ii. to have circulated to the delegates copies of the composite motions they have approved
 - iii. to submit to the President of Congress a programme of all motions and amendments approved by them as being in accordance with the Rules and Standing Orders, together with all suggestions for the proper conduct of the business of the annual Congress
 - iv. to report to the General Council any violation of the Rules or Standing Orders that may be brought to their notice, together with any recommendation agreed upon.

Rule 22 Tellers and ballot scrutineers

The General Council shall nominate, for the approval of the Congress, four or more Tellers and up to seven ballot scrutineers.

Rule 23 Voting

The method of voting at Congress shall be at the discretion of the President, by electronic vote. Each affiliated trade union will have a weighted vote, related to its affiliated membership to the TUC.

Rule 24 Motions for Congress

- a. Motions for the Congress must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation submitting such motions and must be received by the General Secretary of Congress not later than eight weeks before the Monday of the annual Congress.
- b. Such motions shall be sent to each affiliated organisation not less than six weeks before the annual Congress. The order in which these subjects are to be discussed shall

be decided by the General Council in consultation with the General Purposes Committee of Congress.

- c. An affiliated organisation shall be allowed not more than two motions, apart from organisations with more than one million members who will be allowed one additional motion for each additional 500,000 members or part thereof. In addition each of the equality conferences, the Young Workers Conference and Trades Union Councils' Conference will be allowed to choose one motion carried by that conference for submission to Congress. In order that important labour questions may not be omitted from the discussion of the annual Congress, the General Council are empowered to place not more than three motions on the annual Congress agenda.
- d. All amendments to the motions submitted by affiliated organisations must be received by the General Secretary of Congress not later than four weeks before the Monday of the annual Congress. An affiliated organisation shall be allowed not more than two amendments apart from organisations with more than one million members who will be allowed one additional amendment for each additional 500,000 members or part thereof.

These must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation concerned.

- e. Notwithstanding the provisions of this Rule, the General Council or any affiliated organisation shall, subject to the approval of the General Purposes Committee, be permitted to submit an emergency motion for the consideration of the delegates to Congress. No such permission shall, however, be granted unless agreed to by at least two-thirds of the votes cast by the delegates to the particular annual or special Congress.
- f. Motions shall not exceed 250 words in length. Amendments shall not exceed 50 words in length. These provisions shall apply to original motions and emergency motions but not to composite motions nor to motions selected to go forward to the Congress Agenda by the equality conferences, Young Workers Conference and Trades Union Councils Conference.

Rule 25 Delegations

All nominations for delegations appointed by Congress must be submitted on the appropriate form and be signed by the President (or Chair) and Secretary of the organisation and must be sent to reach the General Secretary of the Congress not later than eight weeks before the Monday of the annual Congress. Each nominee must be nominated by her or his own organisation.

Rule 26 Date of annual Congress

- a. Unless otherwise decided by the General Council, the date for the opening of each annual Congress shall be the Sunday before the second Monday in September.
- b. To enable affiliated organisations to comply with the various requirements of these Rules where time limits are fixed by reference to the date of the annual Congress, the General Council shall, in the event of any change in such date, direct that notice of such change shall be given to affiliated organisations in due time.

Rule 27 Standing Orders

- a. HOURS OF MEETING:
Delegates shall assemble at 4pm prompt on the first day of each annual Congress and at 9.30am on each succeeding day. On Sunday Congress shall adjourn at 7pm and each day thereafter (Monday to Wednesday) Congress shall adjourn at 12.45pm and reassemble at 2.15pm and adjourn for the day at 5.30pm on Monday and Tuesday and shall conclude no later than 4pm on Wednesday.
- b. AGENDA: A complete agenda of the motions and amendments submitted under Rule 24 shall be sent, not later than 19 days before the opening of each Congress, to the affiliated organisations which have paid up to the last preceding quarter the fees due under Rule 3.
- c. GENERAL COUNCIL'S REPORT: After the opening of each annual Congress, the General Council shall present their report for the past year, which shall be circulated for discussion. The items of the report shall be discussed seriatim and not as a whole: each speaker to be limited to three minutes. Such report shall be given precedence over all other business provided that where a motion on the agenda bears directly

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upon any part of the report, such motion may at the discretion of the President be taken in conjunction with such part of the report.

d. **LIMITATION OF SPEECHES:** The mover of the motion shall be allowed five minutes, the seconder three, and any or each succeeding speaker three minutes. A delegate shall not speak more than once on a question, except the mover of the original proposition, who shall have the right to reply.

e. **ORDER OF SPEAKERS:** The President shall determine the order of speakers. If the President calls a delegate to order, or for any other purpose connected with the proceedings, the delegate speaking shall cease their contribution and no other delegate shall speak until the President has authorised the discussion to proceed.

f. **PRESIDENT'S RULING:** Should any delegate cause disturbance at any session of annual or special Congress, and refuse to obey the President when called to order, she or he shall be named by the President, and shall be expelled from the conference for the remainder of the session, and shall not be allowed to take part in the Congress proceedings without the consent of Congress delegates.

g. **CLOSURE:** The Previous Question, Next Business, or the Closure may be moved and seconded only by those delegates who have not previously spoken during the debate, and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply in accordance with Rule 27, clause (d). Should the President consider that there is no practical difference of opinion among the delegates, she or he shall have power to stop the discussion and submit the proposition to the vote of the Congress delegates.

h. **SPECIAL MEETINGS:** In the case of special Congresses or conferences the above Standing Orders shall be adhered to wherever applicable as closely as possible.

Rule 28 **Suspension of Rules and Standing Orders**

Rules and Standing Orders in Part 2 hereof, may, notwithstanding the terms of Rule 15, be suspended if such suspension is agreed to by at least two-thirds of the votes cast by the delegates to the particular annual or special Congress.



TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

Statement on sexual harassment

1. The TUC General Council is committed to promoting equality for all and to eliminating all forms of harassment, prejudice and unfair discrimination, within our own structures, within our own employment practices and through bargaining with employers.
2. Following union research highlighting the scale of the problem of sexual harassment and media interest in cases of sexual harassment across a range of sectors, from entertainment to politics, the General Council reaffirms its commitment to eliminating all forms of sexual harassment and violence against women.
3. TUC research has highlighted the scale of sexual harassment in workplaces across the country, across all sectors, and all industries. Over half of all women have experienced some form of sexual harassment in their working lives.
4. The Equality Act 2010 defines sexual harassment as unwanted conduct of a sexual nature which has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
5. Sexual harassment can take many forms. It could take the form of indecent or suggestive remarks, questions or jokes, or suggestions about someone's sex life, the display of pornography in the workplace, the circulation of pornography (by email, for example), 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.
6. The TUC recognises that both men and women can experience sexual harassment but all evidence points to sexual harassment being overwhelmingly directed at women and overwhelmingly perpetrated by men.
7. We recognise that both victims and perpetrators come from all walks of life and that sexual harassment may be combined with other forms of prejudice and discrimination, for example based on age, race, class, sexuality, gender identity or disability.
8. TUC research on sexual harassment has highlighted that sexual harassment is not only perpetrated by employers or colleagues, it is often perpetrated by a third party such as a customer, a patient, or another member of the public.
9. TUC research found that casualisation and lack of job security were linked to sexual harassment and presented barriers to reporting and challenging harassment. TUC research also found that sexual harassment was more prevalent in male-dominated sectors.
10. We recognise that sexual harassment is a form of violence against women and it both reflects and reinforces existing power dynamics in society.

11. Sexual harassment and other forms of violence against women can have negative impacts on the self-esteem and mental health of the person experiencing it. It can also have a damaging effect on the working life of the person experiencing it, causing them to avoid the perpetrator at work, causing them to leave their job, or, in cases of victimisation, leading to their demotion or dismissal. In a trade union context, sexual harassment may lead to women avoiding union meetings, avoiding putting themselves forward for election to union positions, or even leaving the union altogether.
12. Many trade union members will have experienced some form of sexual harassment in their working lives. Recent research by the Equalities and Human Rights Commission found that where victims of sexual harassment had reported the problem to a trade union representative, they had a more positive outcome. Yet we also know from TUC research that too few women report sexual harassment to anyone at all, including their union representative. Trade unions have a role to play not only in reacting to allegations of sexual harassment but also in actively promoting the importance of reporting sexual harassment to the relevant trade union representative, and fostering an environment where women feel safe and confident in doing so.
13. The TUC General Council affirms its commitment to eliminating sexual harassment and all forms of violence against women. Furthermore, the TUC General Council calls on affiliated unions to:
 - ensure that all unions have effective policies on sexual harassment in place and communicated to all staff and reps, as both employers and as democratic membership organisations
 - ensure all unions have fair and effective procedures in place to deal with complaints, which recognise the value of including an independent expert presence
 - implement sexual harassment policies in union branches or other relevant structures
 - place sexual harassment and all forms of violence against women at the top of union bargaining, campaigning and organising agendas
 - work with relevant civil society organisations such as the End Violence Against Women Coalition
 - circulate this statement to members and make members aware of our commitment to ending sexual harassment at union education courses, conferences and other events.

Guidance on procedures relating to harassment and discrimination

1. The TUC rules are explicit and robust in stating its commitment to promoting equality and eliminating all forms of harassment, prejudice and discrimination.
2. Rule 1b states: "It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all and to eliminate all forms

TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

- of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its own employment practices.”
3. Rule 2a states that the objects of Congress are: “To promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its employment practices.”
 4. Where a matter relating to discrimination or harassment within an affiliated union is brought to the attention of the general secretary of the TUC, the TUC general secretary may wish to conduct an initial investigation in respect of any contravention of TUC rules.
 5. Following consultation with the TUC president, the TUC general secretary, or whom they designate, is empowered to convene a panel to investigate whether or not the union has complied with the TUC’s rules in relation to equality and discrimination.
 6. As is the case in the TUC disputes procedure, such a panel will be drawn from the General Council and may include a legally qualified person or another independent third party with relevant expertise. In the case of an allegation relating to sexual harassment, for instance, the general secretary may wish to appoint an independent expert from an equalities or women’s rights organisation.
 7. Depending on the outcome of the investigation, the panel may wish to make recommendations to the union that may be enforced in the form of an award, in line with the existing disputes procedures.
 8. Should any information regarding individual complaints be submitted to the committee they will be treated in confidence, in line with best practice.
 9. Should the panel make an award, the General Council will receive a report in line with point 7.

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